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BOARD NOTICE 152 OF 2015**Construction Industry Development Board****cidb Best Practice Contractor Recognition Scheme:
Best Practice: Specification for a Fraud and Corruption Management System**

In terms of sections 5(2) of the Construction Industry Development Board Act, 2000 (Act No. 38 of 2000) ('the Act'), the Construction Industry Development Board is empowered to promote best practice Standards. In terms of the cidb Best Practice Contractor Recognition Scheme, the Construction Industry Development Board has identified certification to BS 10500 Specification for an Anti-Bribery Management System (ABMS), but extended to fraud and corruption, as a best practice for Grade 9 enterprises.

MS LINDELWA TERESA MYATAZA**CHAIRPERSON: CONSTRUCTION INDUSTRY DEVELOPMENT BOARD**

BOARD NOTICE 153 OF 2015**CONSTRUCTION INDUSTRY DEVELOPMENT BOARD****COMPETENCE STANDARD FOR CONTRACTORS**

In terms of sections 5(2)b of the Construction Industry Development Board Act, 2000 (Act No. 38 of 2000) ('the Act'), the Construction Industry Development Board is empowered to establish best practice Standards. This *Competence Standard for Contractors* established the competencies of a contracting enterprise which need to reside with the owner and/or key nominated representatives of the contractor. These competencies are measured against minimum acceptable standards necessary for running a contracting enterprise and for supervising building and construction works.

MS LINDELWA TERESA MYATAZA
CHAIRPERSON: CONSTRUCTION INDUSTRY DEVELOPMENT BOARD

COMPETENCE STANDARD FOR CONTRACTORS

1. Scope

This cidb *Competence Standard for Contractors* established the competencies of a contracting enterprise which need to reside with the owner and/or key nominated representatives of the contractor. These competencies are measured against minimum acceptable standards necessary for running a contracting enterprise and for supervising building and construction works.

2. Terms and Definitions

For the purposes of this document, the following terms and definitions apply:

class of construction works: the class of construction works referred to in Schedule 3 of the Construction Industry Development Regulations 2004 as amended and published in terms of the Construction Industry Development Board Act of 2000 (Act 38 of 2000);

competent: having suitable or sufficient skill, knowledge and experience;

Construction Industry Development Board (CIDB): the board established in terms of the Construction Industry Development Board Act of 2000 (Act 38 of 2000);

construction category: 'Open', 'Limited' or 'Trade Contractor' defined in Section 3.1;

contractor: person or organization that contracts to provide the goods, services or engineering and construction works covered by the contract;

SACPCMP registered Construction Manager: Construction Manager registered in terms of the South African Council for the Project and Construction Management Professions (SACPCMP).

3. General

The cidb *Competence Standard for Contractors* established the competencies that should exist within a contracting enterprise within a cidb Class of Construction Works, within a Construction Category and where relevant within a sub-Category.

3.1 Construction Categories

Recognition of minimum competencies is limited in this Standard to the cidb Class of Construction Works of General Building (GB), Civil Engineering (CE) and selected artisanal categories within Special Works (SW), and in the following Categories within a Class of Construction Works:

- **Open** (cidb Grades 7 to 9); being a contractor who has access to a SACPCMP registered Construction Manager or relevant ECSA registered professional;
- **Limited** (cidb Grades 2 to 6): being a contractor who has adequate knowledge and experience to carry out work within pre-determined sub-Categories;
- **Trade Contractors** (cidb Grades 1 to 5): being a contractor who has adequate knowledge and experience to carry out work within pre-determined Trade Categories.

3.2 Nominated Representatives

The competencies identified in this Standard need to reside with the owner and/or key nominated representatives of the contractor, and must be an employee of the company.

4. Competence Standards

4.1 Open Category

This Standard recognises SACPCMP registration of Construction Managers or ECSA registration of Professional Engineers, Professional Engineering Technologists or Professional Certificated Engineers with the relevant experience as appropriate as a minimum requirement for the management and supervision of construction works for contractors in Grades 7 to 9.

Note: The SACPCMP has issued recommendations for competencies for Construction Managers, together with the necessary minimum qualifications and experience which are summarised below. Similar minimum qualifications and experience have also been established by ECSA.

Category	Grade	Minimum Qualifications for Building and Construction Works Management	Minimum Experience
GB: General Building CE: Civil Engineering	7 to 9	<ul style="list-style-type: none"> • Accredited honours degree in the built environment field of study 	4 years
		<ul style="list-style-type: none"> • Accredited B-Tech qualification in the built environment field of study 	5 years
		<ul style="list-style-type: none"> • Accredited National Higher Diploma in the built environment field of study 	6 years
		<ul style="list-style-type: none"> • Accredited National Diploma in the built environment field of study 	7 years

4.2 General Building Limited

This Standard recognises competencies within the General Building Limited Category within the following scope of work:

- low rise residential building of not more than 16 metres in height; and
- low rise commercial, institutional and industrial buildings of not more than 16 metres in height, with public access and exit requirements.

a) Qualifications: This Standard recognises competencies for contractors in terms of knowledge, skills and experience within the General Building Limited Category within the fields of:

- business management; and
- building and construction works management (operational and supervision).

The following minimum qualifications, or recognised equivalence, are recognised for the General Building Limited Category:

Grade	Minimum NQF Level	Recognised Qualifications
Business Management		
5 & 6	4	• [awaiting QCTO accreditation]
2 to 4	2	• National Certificate: Construction Contracting
Building and Construction Works Management		
5 & 6	5	• National Certificate: Management of Building Construction Processes
2 to 4	3	• NCV 4: Civil Engineering and Building Construction • National Certificate: Supervision of Construction Processes

b) Experience: Where the minimum qualification requirements in items (a) above have been met, the minimum experience recognised for the General Building Limited Category is given below:

- **Grades 2 to 4:** 3 years practical, relevant occupational experience after completion of qualification under the supervision of an experienced contractor in the General Building Limited Category or higher; and
- **Grades 5 and 6:** 5 years practical, relevant occupational experience after completion of qualification under the supervision of an experienced contractor in the General Building Category or higher.

4.3 Civil Engineering Limited

a) Qualifications: This Standard recognises competencies for contractors in terms of knowledge, skills and experience within the Civil Engineering Limited Category within the fields of:

- business management; and
- building and construction works management (operational and supervision).

The following qualifications, or recognised equivalence, are recognised for the Civil Engineering Limited Category:

Grade	Minimum NQF Level	Recognised Qualifications
Business Management		
5 & 6	4	<ul style="list-style-type: none"> • [awaiting QCTO accreditation]
2 to 4	2	<ul style="list-style-type: none"> • National Certificate: Construction Contracting
Building and Construction Works Management		
5 & 6	5	<ul style="list-style-type: none"> • National Certificate: Management of Civil Engineering Processes • National Diploma: Civil Engineering and Building Diploma
2 to 4	3	<ul style="list-style-type: none"> • National Certificate :Supervision of Construction Processes • Further Education and Training Certificate: Supervision of Construction Processes • NCV 4: Civil Engineering and Building Construction

b) Experience: Where the minimum qualification requirements in items (a) above have been met, the minimum experience recognised for the Civil Engineering Limited Category is given below:

- **Grades 2 to 4:** 3 years practical, relevant occupational experience after completion of qualification under the supervision of an experienced contractor in the Civil Engineering Limited Category or higher; and
- **Grades 5 and 6:** 5 years practical, relevant occupational experience after completion of qualification under the supervision of an experienced contractor in the Civil Engineering Limited Category or higher.

4.4 General Building Trade Contractor

This Standard recognises competencies within the General Building Trade Contractor Category within the following scope of work:

- i **Plumbing and Drainage:** Install, maintain and repair pipes, drains, guttering and metal roofing, mechanical services and related equipment for water supply, gas, drainage, sewerage, heating, and cooling and ventilation systems in all classes of buildings and premises, including, but not limited to, the following:
 - general plumbing;
 - air conditioning and mechanical services plumbing;
 - drainage contractors;
 - gas fitting; or
 - roof plumbing.
- ii **Carpentry and Joiner:** Construct, erect, install, renovate and repair structures and fixtures made of wood, plywood, wallboard and other materials, and cut, shape and fit

timber parts to form structures and fittings which would typically include but not limited to, the following:

- kitchen units;
- finishing carpenter;
- joiner wood machinist;
- form worker; and
- ceiling and partitioning erector.

iii **Bricklayers and Stonemasons:** Lay bricks, pre-cut stones and other types of building blocks in mortar to construct and repair walls, partitions, arches and other structures, and cut and shape hard and soft stone blocks and masonry slabs for the construction and renovation of stone structures and monumental buildings including but not limited to, the following:

- simple masonry walkway
- installing an ornate exterior on a high-rise building.

iv **Floor Finishers and Painter:** Install and repair soft and resilient floor coverings, and apply paint, varnish, wallpaper and other finishes to protect, maintain and decorate the surfaces of buildings and structures. The scope of work includes and is not limited to the following:

- carpet layer; and
- parquetry layer.

v **Glaziers, Plasterers and Tilers:** Cut and install flat glass, apply plaster and secure plasterboard and suspended ceilings, and lay tiles on roofs, walls and floors.

vi **Structural Steel Workers:** Assemble rigging gear to move and position equipment and structural components, erect scaffolding, position and secure reinforcing in concrete forms, and erect and dismantle structural steel frames

vii **Crane, Hoist and Lift Operators:** Operate stationary and mobile cranes, hoists, lifts and winches to lift, move and place materials, equipment and people in areas such as building sites, factories, mines, sawmills, wharfs and shipyards

a) **Qualifications:** This Standard recognises competencies for contractors in terms of knowledge, skills and experience within the General Building Trade Contractor Category within the fields of:

- business management;
- building and construction technology;
- legislative issues.

The following qualifications, or recognised equivalence, are recognised for the General Building Trade Contractor Category:

Grade	Minimum NQF level	Recognised Qualifications
Business Management		
5	4	<ul style="list-style-type: none"> [awaiting QCTO accreditation]
1 to 4	2	<ul style="list-style-type: none"> National Certificate: Construction Contracting
Building and Construction Technology		
1 to 5	3	<ul style="list-style-type: none"> Relevant Trade Test certificate

In addition contractors must be registered with professional or industry trade associations that have an enforceable Code of Ethics and a Code of Practice.

b) Experience: Where the minimum qualification requirements in items (a) above have been met, the minimum experience recognised for the General Building Trade Contractor Category is given below:

- 3 years practical, relevant occupational experience, excluding experience gained during an apprenticeship or other training, under the supervision of an experienced contractor in the relevant Building Trade.

4.5 Civil Engineering Trade Contractor

This Standard recognises competencies within the Civil Engineering Trade Contractor Category within the following scope of work:

- i **Machine Operators:** Machinery operators and drivers operate machines, plant, vehicles and other equipment to perform a range of agricultural, manufacturing and construction functions, move materials, and transport passengers and freight.
- ii **Crane, Hoist and Lift Operators:** Operate stationary and mobile cranes, hoists, lifts and winches to lift, move and place materials, equipment and people in areas such as building sites, factories, mines, sawmills, wharfs and shipyards
- iii **Concreters:** Pour, spread and finish concrete structures such as floors, stairs, ramps, footpaths and bridges
- iv **Earthmoving Plant Operators:** Operate plant to excavate earth, ore and rock, break up pavement, road, rock, obstructions, move and load earth, rock and debris, and level, smooth and compact surfaces in construction and other projects

a) Qualifications: This Standard recognises competencies for contractors in terms of knowledge, skills and experience within the Civil Engineering Trade Contractor Category within the fields of:

- business management;
- building and construction technology;

- legislative issues.

The following qualifications, or recognised equivalence, are recognised for the Civil Engineering Trade Contractor Category:

Grade	Minimum NQF Level	Recognised Qualifications
Business Management		
5	4	• [awaiting accreditation]
1 to 4	2	• National Certificate: Construction Contracting
Building and Construction Technology		
1 to 5	3	• Appropriate Summative Assessment administered by a SETA accredited training provider

b) Experience: Where the minimum qualification requirements in items (a) above have been met, the minimum experience recognised for the Civil Engineering Trade Contractor Category is given below:

- 3 years practical, relevant occupational experience, excluding experience gained during an apprenticeship or other training, under the supervision of an experienced contractor in the relevant Civil Engineering Trade.