

The consolidated

2025 ANNUAL REVIEW

for SAICE NPO and its
subsidiary SAICE Pty Ltd





Published by the South African Institution of Civil Engineering (SAICE)

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Building **a stronger SAICE in 2025**

Overall, 2025 was a positive and stabilising year for SAICE, with solid performance across key operational areas. Despite the ongoing economic pressures facing South Africa, the Institution demonstrated resilience, strengthened member engagement, and reinforced its position as a credible voice within the civil engineering and infrastructure sector.



Sekadi Phayane-Shakhane, SAICE CEO

STRATEGIC DIRECTION

During 2025, SAICE pursued a clear strategic objective: to position SAICE as a sustainable, trusted advisor and the professional home for engineering professionals, while supporting industry growth through member empowerment, partnerships, and advocacy.

SAICE's long-term vision remains focused on strengthening its role as both a learned society and a credible advisor to government,

while enabling engineering professionals to contribute to a stronger profession and more sustainable infrastructure development.

Key priorities during the year included accelerating membership growth beyond the target of 241 new paying members, expanding student engagement, and strengthening the conversion of student members to associate members, despite the challenging economic environment. It is pleasing to note that we were able to achieve these and more.

2025 STRATEGIC PILLARS

1. Member-centric growth

SAICE continued to place members at the centre of its strategy. Efforts focused on clearly communicating member value, empowering emerging leaders through programmes and committee participation, and expanding professional development through training and certification opportunities. Member engagement was further strengthened through events, volunteer initiatives, and digital platforms such as SAICE Connect, which supports mentoring, networking, and employment opportunities within the profession.



2025 Partners' Breakfast

2. Employer partnerships

Strategic engagement with employers and industry bodies remained a key focus. SAICE pursued collaboration agreements with organisations such as Infrastructure South Africa (ISA), the National Home Builders Registration Council (NHBC) and the Council for Scientific and Industrial Research (CSIR), supporting joint initiatives in training, professional development and industry advocacy. Initiatives including Lunch & Learn sessions and the SAICE Partner's Breakfast held at Investec, Johannesburg, with the CEO of Zutari, Teddy Daka as the keynote speaker, strengthened relationships with employers, demonstrated the value of SAICE membership within organisations, and supported recruitment and professional

growth in the sector.

3. Industry advocacy and representation

SAICE continued to strengthen its role as a voice for the civil engineering profession through active participation through published thought leadership articles, mainstream (radio and tv) media engagement, and industry platforms such as the Big 5 Construct and Infrastructure Africa conferences.

We continued the representation in discussions involving the Construction Industry Development Board (CIDB), Engineering Council of South Africa (ECSA) and the Department of Public Works and Infrastructure, while also participating

in broader industry and international platforms such as the Sustainable Infrastructure Development Symposium South Africa (SIDSSA) in Cape Town, championed by ISA, the UNESCO 9th Africa Engineering Conference in Uganda organised by the Federation of African Engineering Organisations

(FAEO), as well as attending the World Engineering Congress in Shanghai, organised by the World Federation of Engineering Organisations (WFEO). These engagements ensure that the profession remains visible and influential in conversations shaping infrastructure policy and delivery.



UNESCO 9th Africa Engineering Conference in Uganda

2025 HIGHLIGHTS

1. SAICE CEO Podcast

The 2025 CEO's Corner Podcast Series recorded encouraging growth in reach, content quality, and strategic value. The platform has helped strengthen SAICE's position as a trusted convener of industry dialogue while creating space for constructive discussion on issues affecting the engineering profession and

the broader built environment.

Episodes generated strong engagement and positive feedback from members and industry stakeholders, highlighting the relevance of the topics and the credibility of the speakers featured. The series presented a significant opportunity to expand SAICE's influence and communication footprint using the SAICETV platform on YouTube.



The CEO's Podcast

2.SAICE GCC 2025 Launch

The launch of the *General Conditions of Contract 2025* (GCC 2025) was a meaningful and highly successful event for the civil engineering and construction sector. It brought together industry leaders, professionals, and partners to reflect on the future of infrastructure delivery and the critical importance of clear, fair contract standards.

The presence of senior industry representatives and the endorsement of the GCC 2025 by the CIDB further strengthened its relevance and credibility within the sector. The event programme was well-structured, highlighted by the keynote address of the CIDB CEO, which added strategic value and set a strong, forward-looking tone.

GCC 2025 launch



3. SAICE signature events: Awards and Presidential Inauguration

Volunteer and company contributions across branches and divisions were recognised at the SAICE National Awards, with over 400 people in attendance. The Presidential Inauguration was well supported by branches and divisions, as well as Past Presidents with over 150 people in attendance in Pretoria, as we inaugurated Prof Chris Roth.



2026 Presidential
Inauguration



SAICE CEO and
marketing team

4. Financial performance

SAICE closed the 2025 financial year in a strong position, with a surplus. This outcome reflects disciplined financial management and the collective efforts of the National Office teams. Membership income exceeded expectations, supported by an increase in new members and a reduction in resignations, reinforcing the continued value of SAICE to the profession.

5. Editorial and publications

Editorial engagement remained steady compared to 2024, reflecting the continued relevance of SAICE’s technical publications (*Civil Engineering* magazine and SAICE’s internationally accredited Journal) and knowledge platforms. Targeted communication initiatives, including focused mailers to SAICE divisions, proved highly effective and will remain a key part of our engagement strategy. Demand continues to grow for website and newsletter advertising, which offer cost-effective and targeted engagement with the civil engineering community.

6. Phase 2 integrated CRM system under development

To support our strategic priorities, we continued investing in digital transformation during 2025. Progress included the Phase 2 implementation of an integrated CRM system to ensure improved member portals, and enhanced e-commerce capabilities, all aimed at improving the member experience and operational efficiency. The re-imagined SAICE Connect platform as well as the Bookshop platform will launch in 2026.

7. Ethics Committee starts on ethics handbook

The Ethics Committee advanced work on promoting professional integrity through the development of an ethics handbook, reinforcing SAICE's commitment to ethical leadership within the profession. This handbook will be finalised during 2026. In addition, National Office together with the Committee hosted the first face-to-face Ethics Imbizo, which proved highly successful.



Ethics Imbizo

CLOSING PERSPECTIVE

The year's achievements reflect the dedication and professionalism of National Office staff, branch and division volunteers, and the broader membership. The collective effort to deliver value, respond to member needs, and sustain SAICE's strategic trajectory has been evident in financial outcomes, programme delivery, and the quality of services across departments. As we move into 2026, continued collaboration, transparent governance, and a relentless focus on member value will be essential to sustaining momentum and the ongoing evolution of our professional home for civil engineers!

Reflections

on a year as 2025 SAICE President



FROM REFLECTION TO RESOLVE: A YEAR OF PURPOSE, PARTNERSHIP, AND POSSIBILITY

As I reflect on my year as the 2025 President of the South African Institution of Civil Engineering (SAICE), I do so with both a deep sense of gratitude and clarity: gratitude for the opportunity to serve, to listen and to engage across the breadth of our profession; clarity in understanding both the challenges we face and the path we must now take.

The year was not defined by a single milestone or moment. Instead, it was a year of connection — of travelling across South Africa, engaging with branches, universities, municipalities, government department representatives, private sector leaders, and young professionals. In those conversations, one truth emerged consistently: *the future of our infrastructure, and our profession, depends not only on technical excellence, but on the strength of our relationships. Another lesson stayed with me throughout the year; a simple, almost ordinary one: a lawn does not maintain itself.*

HIGHLIGHTS: A YEAR OF ENGAGEMENT AND INSIGHT

The highlights of 2025 are best understood not as isolated events, but as a series of engagements that built upon one another.

Branch visits revealed a profession that is resilient, capable, and committed — yet often constrained by systemic fragmentation. Structured and focussed dialogues demonstrated the value of integrating advocacy, ethics, and knowledge sharing across the infrastructure lifecycle. In-depth engagements highlighted the real impact of misaligned funding streams and institutional mandates. Multi-stakeholder panels brought together academia, government and industry in a way that moved beyond discussion toward practical alignment.

Equally significant were our national engagements. Contributions to the White Paper on Local Government Reform

positioned SAICE as a credible voice in governance discourse.

Our input into the Engineering Council of South Africa's 2025 Standard on Identification of Engineering Work reaffirmed the importance of clarity in defining professional roles and responsibilities. The Ethics Imbizo reinforced a fundamental truth: ethical leadership cannot be assumed; it must be cultivated.

Yet, beyond these formal engagements, the most meaningful highlights were personal: conversations with young engineers seeking direction, reflections from experienced professionals concerned about the loss of institutional memory, and honest discussions with public sector engineers navigating complex governance environments.

These moments reminded me that SAICE is not defined by its structures, but by its people.





Transkei Branch visit with title: “SAICE’s Role in Civil Engineering and Infrastructure Development”

A THEME IN PRACTICE: STRENGTHENING RELATIONSHIPS TO STRENGTHEN INFRASTRUCTURE

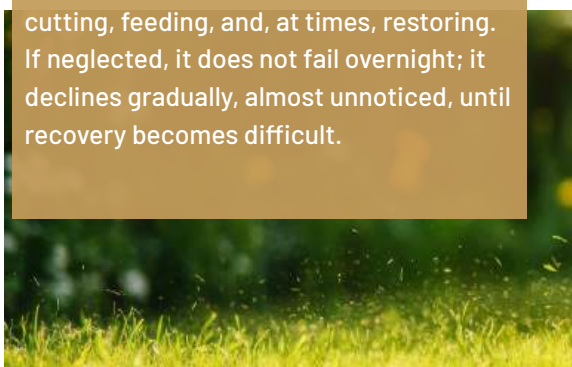
At the beginning of my term, I articulated a simple theme: *Life’s lessons from a basic task, such as mowing the lawn*. With it, I aimed to inspire all to make the difficult decisions, to take responsibility, and to value the effort we put into our work and our lives. This theme is about people, about each young graduate, professional and specialist, and even those outside the engineering field. It’s about philosophy, reality and, above all, a call to action: *strengthening relationships to strengthen infrastructure*.

It provided a strategic lens. Too often, we approach infrastructure challenges as purely technical problems. Yet, what became evident is that many of our most persistent challenges are rooted in disconnection – between institutions, between policy and practice, between generations, and between sectors.

To address this, we focused on four practical areas:

- **Partnerships:** Encouraging branches to act as convenors of local ecosystems.
- **Mentorship:** Beginning the shift from informal guidance to structured frameworks.
- **Advocacy:** Strengthening the link between local experience and national policy.
- **Lifecycle thinking:** Promoting a consistent approach from planning through to maintenance.

Here, the lesson of the lawn becomes instructive. A healthy lawn does not depend on a single moment of attention. It depends on consistent care – watering, cutting, feeding, and, at times, restoring. If neglected, it does not fail overnight; it declines gradually, almost unnoticed, until recovery becomes difficult.



**ENGAGEMENTS THAT MATTER,
CONNECTIONS THAT ENDURE**

Some engagements stand out not only for what was discussed, but for what they revealed.

Multi-sector panels demonstrated that when stakeholders are brought together intentionally, alignment becomes possible. Many engagements showed how structured dialogue can create a shared understanding of the infrastructure lifecycle. Ethics discussions reminded us that professionalism is sustained through daily choices, not occasional declarations. But perhaps the most important lesson is this:

No one maintains the lawn alone.

Every role matters.

Every contribution counts:

- The branch secretary who convenes a meeting
- The senior engineer who mentors a graduate
- The young professional who asks the right question
- The academic who connects theory to practice
- The public servant who persists

despite constraints.

Each has a role to play. Each carries a responsibility.

By the time this is published and shared at the 2026 Annual General Meeting, reflections on 2025 should not be focused what has been achieved, but rather what must now be sustained and strengthened.

There are four areas that require continued focus:

1. Embedding mentorship as a professional norm:

Mentorship must move from goodwill to expectation. It is how we transfer knowledge, build confidence, and ensure continuity.

2. Advancing professional credibility through credentialling:

Recognising specialised competence through credible, independent mechanisms will strengthen both accountability and public trust.

3. Deepening governance and lifecycle advocacy:

Engineers must continue to influence how infrastructure is planned, funded, delivered, and maintained – ensuring alignment across the system.





Engagement with TNPA at Coega Port, Algoa Branch

4. Collaboration and partnerships:

Ensuring that each branch operates as a catalyst for sustainable professional ecosystems provides a pathway for structured engagement with municipalities, technical partners, and learning institutions, while strengthening accountability and visibility in local infrastructure development.

Together, these frameworks offer a

practical foundation for joint planning, branch-level partnerships, and data-driven reporting. These establish clear roles, shared priorities, and measurable outcomes across SAICE structures and academic partners.

But beyond these strategic priorities lies something more fundamental: We must all take responsibility for maintaining the lawn. Not occasionally, not when convenient, but consistently.

Site visit of large multi disciplinary project of DPWI Limpopo





A PERSONAL REFLECTION

My presidential year has reinforced my belief that our profession is sustained not by policy alone, but by people — by individuals who choose, every day, to do the right thing, often in difficult circumstances.

I leave this role with renewed respect for the quiet commitment of our members; engineers who continue to design, maintain, repair, and improve — not because it is easy, but because it is necessary.

And I am reminded that the legacy of our profession will not be measured only in infrastructure delivered, but in the strength of the community we build around it.

FROM REFLECTION TO RESOLVE

As we move forward, I invite every member to consider a simple question: “What part of the lawn am I responsible for?” Because the future of SAICE — and the infrastructure it supports — will not be shaped by strategy documents alone. It will be shaped by daily actions:

- Mentoring where guidance is needed
- Collaborating where silos exist
- Speaking where clarity is required
- Acting where delay has become the norm.

The responsibility is shared.
The opportunity is collective.

CLOSING

It has been an honour to serve as your President. I do not step away from this role with finality, but with continuity — as part of a profession that depends on each of us, in our respective roles, to contribute to something larger. Please give your full support to the 2026 SAICE President, Prof Chris Roth.

If 2025 has taught me anything, it is this:

We already have the knowledge.
We already have the capability.
What remains is our willingness to act — together.

The lawn will not maintain itself. The future will not build itself. But together — with care, consistency, and commitment — we will build the future.

There is a particular weight carried by work that is done repeatedly, quietly, and without

audience. Mowing the lawn makes this weight visible. Within days, the neatness fades. Within weeks, it is as though the effort never occurred. And yet, the responsibility remains unchanged.

This exposes a deeper question, one that few tasks ask so honestly: Why do you continue when there is no lasting evidence of your effort? If the answer depends on recognition, progress soon feels futile. If it depends on control, frustration follows. The lawn offers neither permanence nor praise; it offers only the opportunity to be faithful.

Faithfulness, in this sense, is not emotional commitment or moral resolve. It is steadiness. It is the willingness to return to what has been entrusted, knowing in advance that the work will need to be done again. The grass does not improve because one cares deeply about it; it improves because one attends to it consistently.

There is a belief quietly tested here: that which is done in obscurity still matters. Not because it will eventually be seen, but because it is seen by the One who entrusts the task. This belief does not demand declaration. It reveals itself through action. One continues not out of obligation alone, but out of alignment between responsibility and conviction.

2025 in review and the road *ahead*

The SAICE Future Leaders Panel (FLP) represents, supports, and develops the next generation of civil engineering professionals. As a platform for young engineers, graduates, and students, the FLP plays a critical role in strengthening the pipeline of future leaders by providing opportunities for professional development, industry engagement, mentorship, and leadership growth.

2025 proved to be a remarkable period for the FLP. Through strategic partnerships, impactful initiatives, and the dedication of volunteers across the country, the panel expanded its reach and deepened its impact among students, candidate engineers, and young professionals. From strengthening regional representation to inspiring future engineers through outreach initiatives, the FLP continued to build a vibrant and connected community around civil engineering.



HIGHLIGHTS FROM 2025

1. Establishment of self-sustaining regional FLP committees

One of the most significant milestones in 2025 was the establishment of self-sustaining regional FLP committees across all major and several smaller SAICE branches. These committees ensure continuity in leadership while creating a structured platform for young members to actively participate in SAICE activities. By decentralising the FLP structure, regional committees are now empowered to run events, support local members, and strengthen engagement within their respective engineering communities.

2. Unlock Your Professional Status initiative

Professional registration remains one of the most important milestones in an engineer's career. In 2025, the FLP launched the Unlock Your Professional Status initiative, which focused on leadership development and guidance on the professional registration process. The initiative provided candidate engineers with valuable insights into career progression, professional responsibility, and the practical steps required to successfully obtain professional registration.

3. Technical knowledge exchange with ICE HKA

The FLP strengthened international collaboration through technical engagements with the Institution of Civil Engineers Hong Kong Association (ICE HKA). This partnership focused on knowledge sharing and cultural exchange between young engineers from South Africa and Hong Kong. Activities included joint webinars and discussions on innovative concrete technology and engineering practices in both regions, fostering global perspectives among young professionals.

4. Expansion of SAICE STAR and the Dream Women in STEM Summit

The FLP significantly expanded the reach of the SAICE STAR programme in 2025 through school visits, participation in career days, and outreach activities that inspired learners to pursue careers in engineering. A major milestone was the launch of the Dream Women in STEM Summit in collaboration with Dream Big Stay Humble, an impactful event that brought together industry leaders, professionals, and students to inspire young women to pursue careers in STEM fields. The summit was a tremendous success, raising funds for educational initiatives while providing an empowering platform for mentorship and inspiration.



SAICE JHB FLP activation event

5. Continuation of SAICE SOS initiatives

The FLP continued to support and grow the SAICE Support our Students (SOS) programme, which provides free continuing professional development (CPD) opportunities designed to prepare university students and graduates for the transition into industry. These sessions offered practical guidance on topics such as professional practice, career readiness, and technical development, ensuring that young engineers enter the workforce better prepared.

6. Feature on the SAICE CEO Podcast

The FLP was featured on the SAICE CEO podcast, where the panel discussed the evolving role of young engineers in a rapidly changing industry. The discussion highlighted how emerging professionals can contribute meaningfully to the future of civil engineering while adapting to technological, environmental, and societal challenges.

7. Participation in key SAICE events

The FLP continued to support and participate in several flagship SAICE initiatives, including the National IP Showdown, Bridge Building Competition, Aquilibrium Competition, presidential visits, and various technical site visits. These events provided opportunities for learning, networking, and collaboration while strengthening engagement with students and young professionals nationwide.

8. Social and networking engagements

Recognising the importance of community building, the FLP organised various social and networking events to connect young civil engineers in a relaxed, engaging environment. These events included meet-and-greet activations, hikes, quiz nights, and informal networking sessions. Such engagements foster lasting professional relationships and strengthen a sense of belonging within the civil engineering community.



SAICE FLP events

1. Expanding financial literacy partnerships

In 2026, the FLP aims to broaden and strengthen partnerships with financial institutions to support the financial wellbeing of young engineers. Collaborations with organisations such as Absa Group, Standard Bank, and Investec have already provided valuable financial education and networking opportunities. The FLP intends to expand these engagements to ensure members receive diverse perspectives on financial planning, investments, and career sustainability.

2. Strengthening industry and technical partnerships

The FLP intends to deepen relationships with engineering consultants, contractors, and suppliers to provide greater technical exposure to young engineers. These partnerships will facilitate technical talks, workshops, and knowledge-sharing sessions that allow members to gain practical insights into industry practices and emerging technologies.

3. Reintroducing university roadshows and the Ethicana play

In 2026, the FLP plans to reintroduce university roadshows across South Africa to reconnect with student communities and provide insights into the engineering industry. These roadshows will also feature the return of the well-loved Ethicana play, a light-hearted and engaging introduction to

engineering ethics designed to encourage discussion and reflection among students.

4. Leadership training for student chapters

Recognising the importance of leadership development, the FLP intends to launch a structured leadership training programme for SAICE student chapters. This programme will equip student leaders with the skills needed to effectively lead in their current roles while preparing them for leadership responsibilities in their future professional careers.

5. Supporting the Dream Women in STEM Summit in Limpopo

Following the success of the inaugural event, the FLP will continue to support SAICE in hosting the Dream Women in STEM Summit in Limpopo in 2026. The aim is to build on the momentum of the previous summit and further inspire young women across the country to pursue careers in STEM.

6. Expanding representation through technical divisions

The FLP will be expanding its structure to include representatives from SAICE's technical divisions. This initiative will ensure that young members are represented not only socially and professionally, but also in specialised technical fields, thereby strengthening integration between emerging professionals and technical communities within SAICE.

7. Strengthening global engineering connections

Looking ahead, the FLP intends to further strengthen international relationships with organisations such as ICE HKA, World Federation of Engineering Organizations (WFEO), Federation of African Engineering Organisations (FAEO), and Engineering New Zealand. These partnerships will broaden young engineers’ perspectives by exposing them to global engineering practices and opportunities for international collaboration.

CONCLUSION

The success of the FLP in 2025 reflects the passion, dedication, and collaborative spirit of young civil engineers across South Africa. Through meaningful

partnerships, innovative initiatives, and active engagement with students and professionals alike, the FLP has continued to strengthen the future of the civil engineering profession. As we move into 2026 and beyond, the FLP remains committed to empowering young engineers, fostering leadership, and building a strong and connected engineering community.

We encourage all students, graduates, and young professionals to become actively involved in the SAICE community, participate in FLP initiatives, and help shape the future of our profession. The future of civil engineering lies in the hands of those willing to lead, innovate, and serve – and the FLP is proud to be a platform that enables exactly that.



SAICE FLP site visit

A year of recovery and consolidation

From an original membership of just 82 in 1903, representing a significant portion of the civil engineering profession at the time, SAICE has remained the recognised voice of civil engineering practitioners in South Africa. Over more than a century, the Institution has continued to adapt to the changing professional landscape while maintaining a stable and committed membership base.

Following the peak in paying membership achieved in 2022 and the subsequent contraction experienced during 2023 and 2024, 2025 reflects a year of stabilisation and measured recovery. The year demonstrates clear improvement relative to the previous two years, particularly in recruitment, retention, and financial discipline.



MEMBERSHIP POSITION

SAICE ended 2025 with a total membership of 16 423, including students. Of these, 10 741 members were in good standing, while 5 682 were on hold, largely attributable to student administrative requirements. Excluding students, total membership stood at 10 490, with 77% in good standing, reflecting a stable and resilient professional core.

MEMBERSHIP MOVEMENT

A key highlight of 2025 was a strong intake of new paying members, with 609 new members admitted during the year. At the same time, resignations and total membership losses declined to their lowest levels in comparison with previous years, reinforcing improved retention and reduced volatility. Re-admissions also strengthened, with 167 previously lapsed members successfully reinstated, further supporting membership stability.

Student membership showed renewed momentum in 2025, with 1 490 new student members admitted. Total student membership reached 5 933, of which 44% were active and in good standing. While student conversion into paying membership remains gradual, the rebound in student engagement reinforces the long-term sustainability of the membership pipeline.

MEMBERSHIP PROFILE

The membership profile continues to reflect a youthful and future-focused profession, with approximately 61% of members under the age of 35. Student and associate members together account for over 60% of total membership, while growth in senior and exempt categories reflect a maturing cohort of long-standing professionals who remain affiliated with SAICE. This structural shift supports institutional continuity and presents opportunities for mentorship and knowledge transfer.

Membership remains concentrated within SAICE's core professional divisions – Structural, Water, Project Management, and Transport – which together represent over 80% of members. Regionally, Johannesburg, Western Cape, Pretoria, and Durban continue to account for the majority of membership nationally.

OUTLOOK

Looking ahead, SAICE enters 2026 on a firmer and more stable footing than in the preceding years. The strategic focus will remain on consolidation, with priorities including improved student-to-paying-member conversion, strengthened mid-career retention, continued digital and CRM enhancements, and the effective integration of senior members into mentorship and advisory roles.

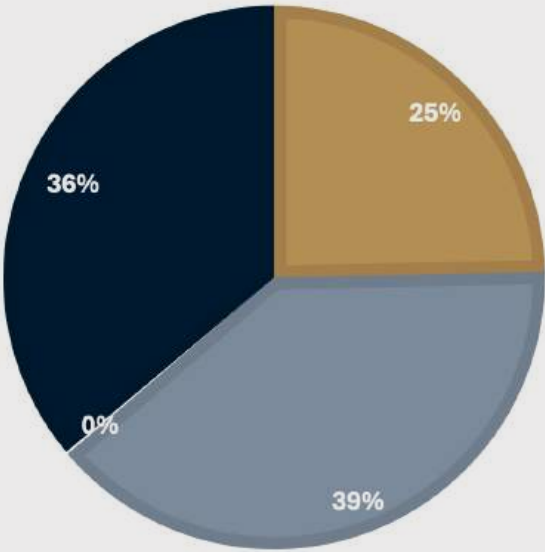


MEMBERSHIP AT A GLANCE – 2025

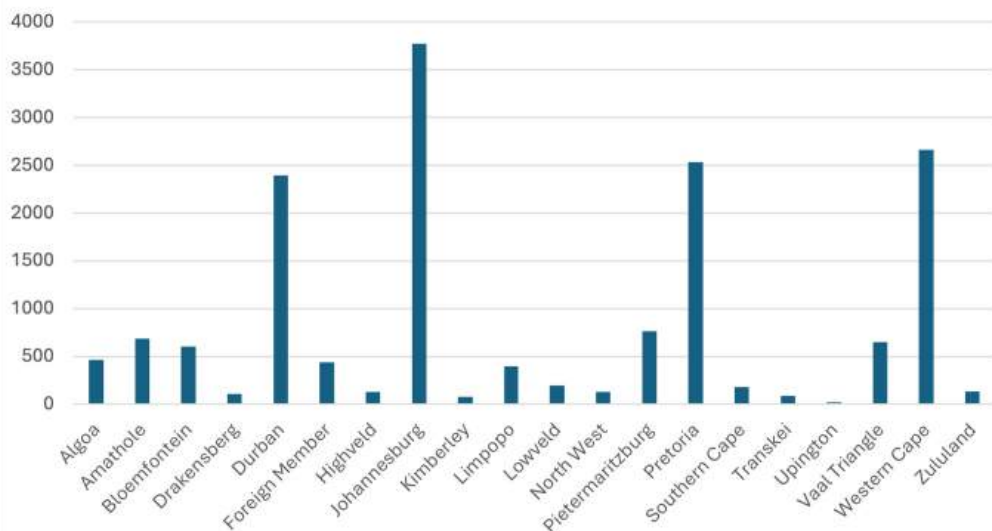
Indicator	2025 position
Total membership, including students	16 423
Total membership, excluding students	10 490
Members in good standing	10 741 (65% incl. students / 77% excl. students)
Members on hold	5 682 (35% incl. students / 23% excl. students)
New paying members admitted	609
New student members admitted	1 490
Members reinstated	167
Total student membership	5 933
Student members in good standing	44%

MEMBERSHIP BY CATEGORY

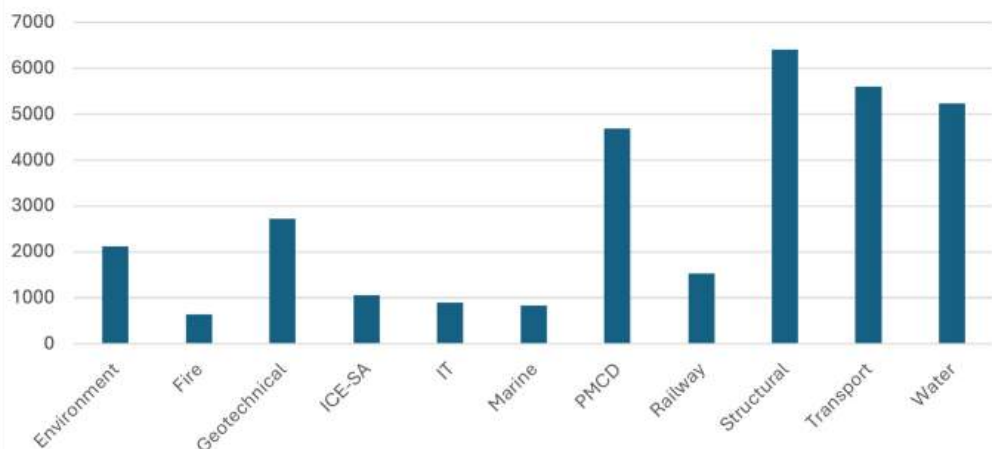
■ Associate Member
■ Corporate Member
■ Participant
■ Student



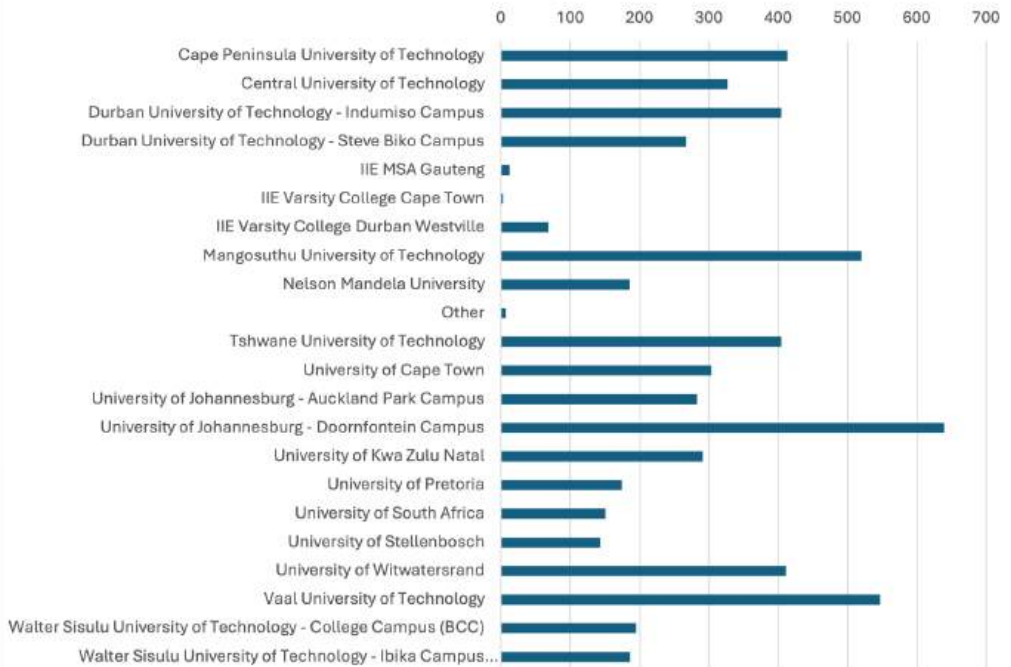
Membership by Branch



Membership by Division



Student members by University

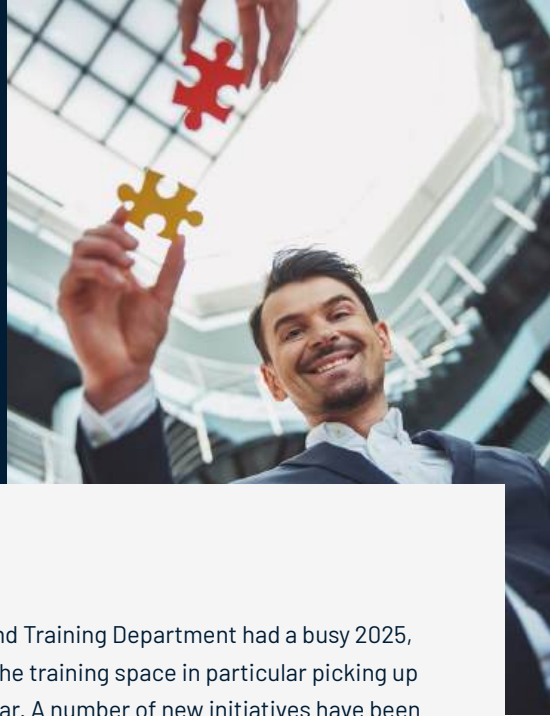


CONCLUSION

2025 represents a year of recovery and consolidation: improved recruitment, lower attrition, renewed student engagement, and improved payment consistency and membership stability. While challenges remain, SAICE is well positioned to pursue gradual, sustainable membership growth and continued professional relevance as it moves into 2026.



Expanding the SAICE Academy



The Education and Training Department had a busy 2025, with activities in the training space in particular picking up throughout the year. A number of new initiatives have been launched.

SAICE ACADEMY

The SAICE Academy continues to build on the progress made during prior years. After the success of the first batch advisory training videos on the ECSA registration process to assist members to achieve their professional registration, the eleven new topics have been successfully added. These focus on the eleven ECSA Outcomes and have proved to be very successful.



The Academy hosted a number of Support our Students webinars during 2025, aimed not only at sharing information with students, but showing students the value of remaining members of SAICE.



E-LEARNING

The Academy has continued to develop new training material for the online learning platform. Newly added to the e-learning resources is a short course series titled 'Mastering Soft Skills as an Engineering Professional', with 36 different topics already loaded and available.



Another new development is the Webinars on Demand option, where free to attend webinars are available for those who missed a webinar or who need CPD points but were not in the webinar long enough to meet the minimum CPD requirements. The Academy is also constantly adding additional journal articles onto the Read Journals for CPD platform to further assist

members needing those last few CPD points. We understand that attending a CPD course annually, as required by ECSA, can be costly and result in lost productivity time. These on demand webinars therefore offer a useful alternative. To access them, members can register as an 'online portal user' using the following link: cpdonline.saice.org.za

2025 Marketing and PR

highlights

2025 reflected a more deliberate, structured, and forward-planned approach across events, membership, marketing, and communications. Earlier planning cycles, stronger stakeholder engagement, and aligned communication strategies resulted in measurable improvements in attendance, engagement, operational efficiency, and innovation.

Across all portfolios, four consistent success factors emerged:

- Proactive sponsorship engagement
- Clearer, audience-focused communication
- Growth of event quality and brand prestige
- Stronger regional presence with a unified national identity.



**This foundation
positions SAICE for
sustained growth and
impact in 2026.**

EVENTS PORTFOLIO PERFORMANCE

SAICE Partners Breakfast

The 2025 Partners Breakfast demonstrated improved executive attendance and stakeholder engagement due to earlier save the date distribution, coordinated communication, and a high-profile venue.

2026 focus (Durban):

- Maintain early communication timelines
- Strengthen regional partner engagement in KwaZulu-Natal.

IP Showdown

Hosting the 2025 IP Showdown at the University of the Witwatersrand significantly improved turnout, particularly among students. The university-hosted model enhanced visibility among future professionals and strengthened sponsor value.

Key gains:

- Improved attendance alignment
- Increased student participation
- Expanded sponsor base.

2026 priorities (University of Pretoria):

- Expand sponsorship pipeline
- Position the event as a flagship youth development initiative.

More Than a Woman Breakfast

The inaugural Cape Town edition delivered strong regional traction and increased sponsor participation. Proactive planning and targeted outreach contributed to structured execution and positive stakeholder feedback.

We were delighted to host a programme with industry leaders and national key figures, proudly hosted at the Southern Sun The Cullinan. Speakers included keynote speaker and previous University of Cape Town Vice-Chancellor Prof. Mamokgethi Phakeng, WSP HR Lead Marnay Huet and PPS Investment Specialist Zama Ngwane in a room of 80 Western Cape based civil engineer female leaders.

2026 strategy (Cape Town):

- Maintain Cape Town as host city due to strong performance
- Secure sponsorships earlier.



More Than a Woman Breakfast

SAICE National Awards

The 2025 SAICE National Awards stood as a landmark celebration of excellence and innovation within South Africa's civil engineering sector. Held on 18 September 2025 at The Galleria in Sandton, the sold-out event brought together industry leaders, government representatives, academia, and emerging professionals in a shared commitment to advancing the built environment. Attendance increased from 350 in 2024 to 400 in 2025, reinforcing the Awards' growing industry relevance and influence.

The awards recognised outstanding individuals and projects that are shaping the country's infrastructure. Importantly, the event reinforced the critical role civil engineering plays in addressing national challenges, promoting sustainable development, and improving quality of life.

Ultimately, the success of the 2025 SAICE National Awards lay not only in celebrating achievement, but in inspiring a collective vision: building a resilient, inclusive, and sustainable South Africa through the recognition of engineering excellence.

SAICE 2025 awards



Presidential Inauguration

The 2026 SAICE Presidential Inauguration marked a significant and inspiring moment for the civil engineering profession as the ceremony formally welcomed Prof. Chris Roth as the 123rd President of SAICE, ushering in a new chapter of leadership grounded in integrity and forward-thinking vision. Attendance of 150 delegates created an intimate and prestigious setting that fostered meaningful engagement among industry leaders, partners, and distinguished guests.

The inauguration celebrated not only leadership transition but also the enduring relevance of civil engineering in shaping South Africa's infrastructure and future. In his address, Roth introduced his 2026 theme, "Engineers Get Things Done," emphasising the profession's role as practical problem-solvers focused

on delivery and impact. The event also honoured the contributions of outgoing President Friedrich Slabbert, reinforcing a sense of continuity and shared responsibility across generations of engineers. The President's Award recipient from the SAICE Transkei Branch, Okuhle Ntlokwana demonstrated excellence in service and professionalism within the sector.

The valued support of the Association of Arbitrators as headline sponsor underscored the importance of collaboration in advancing professionalism, fairness, and excellence within the built environment. More than a ceremonial occasion, the inauguration served as a powerful reminder of the profession's collective duty to lead with integrity, innovate with purpose, and actively contribute to a resilient and sustainable South Africa.



2026 SAICE President
Inauguration

CAMPAIGN PERFORMANCE

Strategic shift: 2024 vs 2025

The 2024 campaign prioritised institutional awareness with growing targeted conversion mechanisms.

In September 2025, SAICE Marketing introduced a segmented, structured approach focusing on:

- Students, graduates, associates, corporate and lapsed members
- Clear articulation of membership value and career benefits
- Unified cross-departmental messaging

This shift strengthened credibility and conversion performance.

MEMBERSHIP GROWTH OUTCOMES

New applications:

- 2024: 1367
- 2025: 1889
- Growth: +522

Re-admissions:

- 2024: 11
- 2025: 32
- Growth: +21

New paying members:

2024: 498
2025: 576
Growth: +78

Drivers of growth:

- Purpose-driven messaging
- Clear value communication

- Data-informed targeting
- Collaboration between internal divisions.

2026 strategic direction

- Maintain unified institutional messaging
- Deepen collaboration with the SAICE Academy
- Strengthen cross-department integration
- Monitor performance data continuously
- Expand targeted acquisition and retention initiatives.

SOCIAL MEDIA PERFORMANCE

Audience growth (Jan–Nov 2025)

LinkedIn: +13.76% (23 165 followers)
Instagram: +13.67%
YouTube: +41.65%
TikTok: +204.33%

LinkedIn remains the strongest professional platform with 314 700 annual reach and a 13.7% engagement rate.

Impressions growth

All major platforms more than doubled impressions between January and November:

LinkedIn: +127.9%
Facebook: +210%
Instagram: +284.4%
YouTube: +140.2%

Instagram Reels delivered 170 896 views, demonstrating strong short-form performance.

Content output

- ±500 posts per platform (LinkedIn, Facebook, Instagram)
- 41 YouTube videos
- WhatsApp Channel: 1 400 followers

The strategy focused on thematic monthly storytelling aligned with institutional priorities.

PUBLIC RELATIONS IMPACT

The 2025 PR programme positioned SAICE as a thought leader across infrastructure, ethics, sustainability, mobility, and engineering development.

Advertising value equivalent (AVE):

- Oct 2024 to Nov 2024: R1.52 million
- Oct 2025 to Nov 2025: R1.39 million

Coverage included national radio and television platforms with multi-million audience reach.

COMMUNICATIONS OPTIMISATION

In July 2025, SAICE migrated to Microsoft Dynamics 365 (Customer Insights – Journeys), improving targeting and member experience.

Key improvements:

- Reduced bulk emails from five to three per week
- Maintained two Bulletins per

month

- Delivery rates above 98%
- Closely monitored unsubscribe behaviour.

The reduced frequency and improved segmentation enhanced engagement while limiting message fatigue.

CONCLUSION

2025 marked a transition from broad activity execution to structured, strategic performance management.

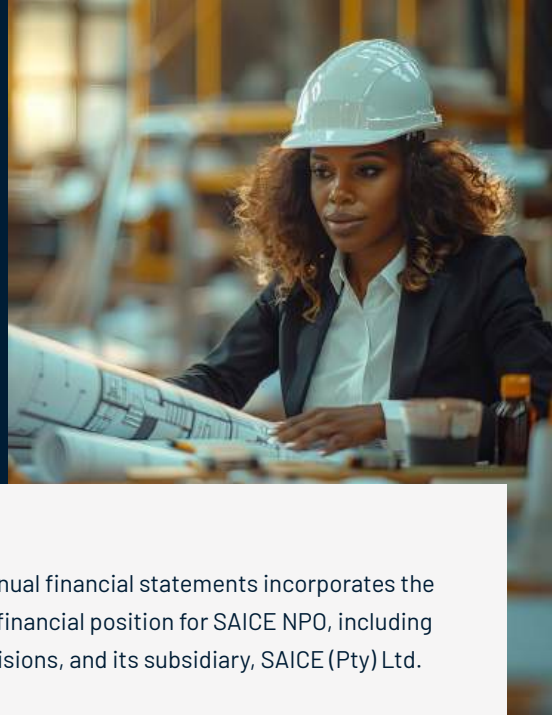
Key achievements include:

- Stronger event delivery and attendance growth
- Expanded digital reach and engagement
- Strengthened thought leadership positioning
- Improved communication discipline and system integration.

2025 demonstrates that planning, unified messaging, and data-informed decision making directly translate into measurable institutional growth.

With these systems now embedded, SAICE Marketing is strategically positioned to scale impact, deepen member value, and strengthen national influence in 2026 and beyond.

2025 financial *results*



SAICE's audited annual financial statements incorporates the group consolidated financial position for SAICE NPO, including its branches and divisions, and its subsidiary, SAICE (Pty) Ltd.

The South African Institution of Civil Engineering group consolidated financial results show an audited operating deficit in 2025 with growth of 12.8% in total revenue after a cost of sales of R44.81 million (2024: R39.72 million) and operating expenses of R46.71 million (growth of 30.1%) compared to 2024 (R35.91 million). The "total comprehensive surplus" for the year is R2.25 million. The accumulated surplus has increased to R35.21 million.

Nexia SAB&T was appointed by SAICE Council as the auditors from 2024 onwards. We are proud that the 2025 audit report is unqualified and want to thank all SAICE's staff and officials for their commitment and cooperation in this regard.

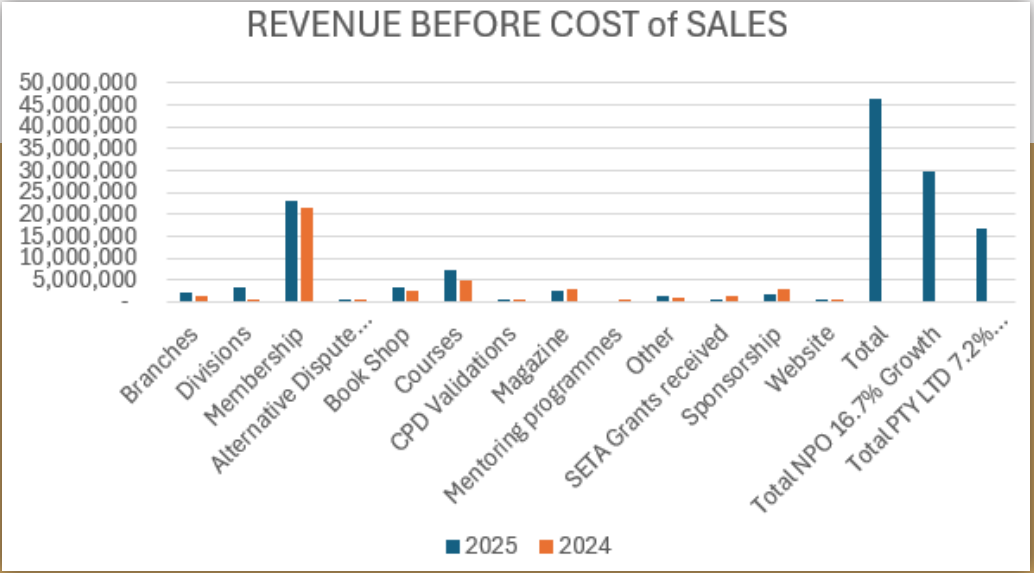
Total equity of R39.90 million reflects an increase of R2.25 million compared to 2024.

The “statement of changes in equity” reflects total equity as follows:

• Group accumulated surplus:	R 35 212 013
• SAICE NPO Infrastructure Report Reserve Fund:	R 2 871 744
• SAICE NPO Special Purposes Fund:	R 1 720 719
• SAICE (Pty) Ltd Alternative Dispute Resolution Fund:	R 100 000

Total revenue from operations before cost of sales for 2025 is R46.46 million compared to R41.08 million in 2024. SAICE NPO revenue increased by 16.7% in 2025 while revenue from SAICE (Pty) Ltd increased by 7.2%.

While student conversion into paying membership remains gradual, the rebound in student engagement reinforces the long-term sustainability of the membership pipeline.





REVENUE HIGHLIGHTS

- Book shop R3.4 million
- Branch revenue R2.3 million
- Courses revenue R7.3 million
- Division revenue R3.2 million
- Magazine revenue R2.5 million
- Membership revenue (after discount and fee exemptions) R23.3 million.

Membership revenue, after early bird discount and fee exemptions, comprised 50.1% (2024: 52.5%) of total group revenue. The early bird discount, allowed for payment by 31 December 2024, was 20%. Early payment take-up amounted to 10.4% (2024: 11.3%) of membership

subscription fees, resulting in a total benefit of R2.93 million (2024: R2.90 million) going back to members. Student membership is free and SAICE invested R1.88 million (2023: R1.07 million) in fee exemptions for our full-time student members. Students must submit proof of registration for every year to qualify for exemption.

The SAICE National Office Finance Department would like to thank all involved for their input, which has contributed to SAICE maintaining a strong financial position. We appreciate the continued commitment of our volunteers and staff members.

SAICE's 34th International Bridge Competition inspires tomorrow's *engineers*



SAICE hosted its 34th International Bridge Building Competition at the Midrand Conference Centre, bringing together 21 teams of high school learners from across South Africa, alongside international participants from Eswatini, Uganda, and Zimbabwe. The 2025 competition saw 22 bridges entered. Using only sticks, string, and glue, the learners designed and constructed bridges that tested both their creativity and understanding of

engineering principles. Before construction began, the SAICE Structural Division chairperson, Kobus van der Merwe – who once participated in this competition as a high school learner – gave the learners a presentation on bridges and the different forces at play in their structures. Learners were also provided with a tender briefing document, containing design specifications such as the required bridge length of 800 mm, which helped bring the challenge to life.



“What excites me most about this competition is that it is not just about building bridges with sticks and glue,” said SAICE CEO, Sekadi Phayane-Shakhane.

“It is about building bridges of knowledge, creativity, and innovation that can lead learners to a brighter future. I have seen firsthand the kind of impact this competition has on learners, and that is what I love most – watching them grow, learn, and be inspired to pursue civil engineering.”

The competition brought together a diverse group of schools, with learners proudly representing their schools, regions, and countries, including:

- Nosimo Technical School (Ngcobo)
- Hoërskool Duineveld (Upington)
- HTS Daniël Pienaar (Uitenhage)
- Beaconhurst Combined School (East London)
- Domino Servite School (Pietermaritzburg)
- Parys High School (Bloemfontein)
- Two teams from Martys Secondary School (Uganda)

- Ficksburg High School (Ficksburg)
- Fairvale Secondary School (Durban)
- Bokamoso Senior Secondary School (Polokwane)
- Moshate Secondary School (Sebokeng)
- Mhube High School (Eswatini)
- Maphutha Secondary School (Midrand)
- Protea Heights Academy (Cape Town)
- Hazyview Comprehensive School (Hazyview)
- Kimberley Technical High School (Kimberley)
- Lomagundi College (Zimbabwe)
- Midlands Christian School (Zimbabwe)
- Hoërskool Oosterland (Secunda)
- Hoërskool Pretoria-Noord (Pretoria)

The competition reached an exciting finale, with Domino Servite School from Pietermaritzburg claiming first place. Their bridge withstood an incredible 181 kg before breaking. Hoërskool Duineveld from Upington followed in second place with a bridge holding 80.4 kg, while HTS Daniël Pienaar from Uitenhage took third place with a bridge breaking at 84.3 kg.



"Our goal is to guide learners not just academically, but also in understanding the opportunities that civil engineering offers," said Memory Scheepers, SAICE Project Manager: Special Projects and organiser of the competition.

"I am deeply passionate about career guidance and encouraging scholars to see themselves as future engineers. The excitement, creativity, and problem solving I witnessed today reaffirm that our profession has a bright future."

Following the announcement of the winners, 2025 SAICE President Friedrich Slabbert offered heartfelt words of encouragement and thanks.

"Competitions like this remind us that the future of engineering is in safe hands. The creativity, determination, and teamwork these learners display is exactly what our profession needs to solve tomorrow's challenges. I encourage every one of them to keep pursuing their curiosity, because from curiosity comes innovation."



The competition also left a strong impression on the visiting teams from Uganda. Inspired by the event and eager to learn more, they requested a quick discussion with one of the structural engineers in attendance, joined by the 2025 SAICE President. This impromptu discussion provided valuable insights into the requirements for pursuing civil engineering studies in South Africa and gave the learners an opportunity to better understand the pathways available to them within the profession. Their curiosity and enthusiasm reflected the international spirit of collaboration that events like this foster.

This annual competition, which began in 1991, has grown to become an internationally recognised STEM initiative. Now in its 34th year, the International Bridge Building Competition remains a cornerstone of SAICE's efforts to inspire the next generation of engineers, nurturing problem solving, collaboration, and innovation, while giving learners a practical understanding of the impact civil engineers have on daily life.

SAICE congratulates all participants and extends its gratitude to the educators, sponsors, and partners who continue to make this competition a success – building not just bridges, but also the future of engineering.

SAICE 2025 Aqualibrium: High school students rise to the challenge in national water *competition*



The thrilling 2025 Aqualibrium Competition National Finals brought together high school students from schools all over South Africa at the Sci-Bono Discovery Centre in Johannesburg. The event continues to be an important platform for fostering engineering talent, inspiring young minds, and raising awareness about one of the most pressing

issues facing our country: equitable water distribution. Each year, the Aqualibrium competition puts high school students in the shoes of actual civil engineers, putting their creativity and problem-solving abilities to the test by solving a challenging real-world problem. In addition to technical skill, the event demonstrated the strength of teamwork, ingenuity, and critical thinking under pressure.

The challenge? In just two hours, design and build a working water distribution network using the materials provided (pipes of two diameters, connectors, and fittings), then evenly distribute exactly three litres of water into three containers. To finish their systems with the fewest number of penalty points, the students had to think like engineers, use mathematics to guide their decisions, and work well together as a team. Participating schools included:

- Bishops Diocesan College from Cape Town
- Moemedi Secondary School from Bloemfontein
- Durban Girls' High School from Durban
- Curro Westbrook from Gqeberha
- Domino Servite School from Pietermaritzburg
- SW Mbanga JSS from Butterworth
- Curro Secunda from Secunda
- Lamawandla High School from Eswatini
- Mkhuzweni High School from Eswatini
- Kimberley Boys High from Kimberley
- Buchule Technical High School from Mdantsane
- Blue Eagle Secondary from Johannesburg
- Mohaladitoe Secondary School from the Vaal Triangle
- Hoërskool Menlopark from Pretoria.

"It is incredibly motivating to see these students approach challenging engineering problems with such enthusiasm," said Memory Scheepers, SAICE's Project Manager: Special Projects. "Aqualibrium is not just a competition, it is a starting point. It sparks curiosity, builds confidence, and gives learners a glimpse into the incredible world of civil engineering. For me, it is about planting seeds that will grow into the engineers, innovators, and leaders our country desperately needs." The competition not only tested the learners' grasp of mathematics and science but also challenged their soft skills: communication, time management, teamwork, and resilience under pressure.

Blue Eagle Secondary were the 2025 champions with the lowest penalty points, followed by Domino Servite School in second place and Lamawandla High School in third. The teachers were commended for their guidance, support and commitment to fostering STEM excellence, and the winning students were given cash prizes and gifts. Beyond the prizes, the competition gave the students inspiration to think about pursuing careers in civil engineering. With South Africa's infrastructure facing mounting challenges, developing home-grown talent has become essential.



In a message of encouragement to all participants, SAICE CEO Sekadi Phayane-Shakhane said: “You are all winners. You dared to think critically, and you took on a real-world challenge with courage. Keep building on that – keep asking questions and keep finding solutions. Our country needs you.”

The 2025 competition was proudly supported by Sci-Bono Discovery Centre, EW SETA, MPAMOT, and Magalies Water, whose dedication to youth development, innovation, and sustainability made the event possible. Their involvement reflects a growing commitment among public and private sector partners to invest in future talent and address South Africa’s long-term infrastructure needs.

Over the years, the Aqualibrium competition has proven to be an effective means for encouraging young

people to pursue careers in science and engineering. It stands as an example of how we can nurture the next generation of engineers and problem solvers, laying the foundation for a more skilled, sustainable, and equitable future for all South Africans.

To continue expanding the reach and impact of Aqualibrium and similar STEM initiatives, SAICE calls on government departments, industry leaders, and community members to offer their support through sponsorship, mentorship, and active participation. Every contribution, whether in the form of funding, guidance, or encouragement is essential to maximising the potential of the youth in our country. By working together, we can cultivate a generation of young South Africans who are capable of having big dreams, thinking critically, and creating practical answers to tomorrow’s problems.



CIVIL ENGINEERING *magazine*



C*ivil Engineering* is SAICE's official magazine, catering to the entire civils sector and covering all major civil engineering sub-disciplines. The monthly digital magazine is distributed to SAICE's approximately 16 000 members, making it one of the most widely distributed magazines in its sector.

Civil Engineering is unique in that a large portion of its content is contributed by SAICE members themselves, who, via the magazine, share experience and knowledge with their fellow members, ultimately contributing to the general body of civil engineering knowledge.



In addition to technical features across all sub-disciplines, the magazine reports on SAICE's engagement with peer engineering bodies, young member activities, career guidance initiatives, and developments relating to codes and standards. Regular content also includes commentary on topical industry issues, dispute resolution, market perspectives, service and product news, engineering history, personality profiles, and book reviews.

The magazine is funded partly through membership fees and substantially through advertising revenue. While the publication has seen recovery from the

advertising decline experienced during the Covid-19 pandemic, the broader reduction in marketing budgets and continued shift to digital advertising channels have impacted performance. Despite efforts by Avenue Advertising to secure new advertisers and increased spend from some existing clients, the magazine experienced losses from non-renewals and reduced bookings. In 2025, the magazine achieved 78% of its sales target, generating approximately R2.18 million in advertising revenue – a shortfall of R471 000 compared to 2024 income. Notwithstanding these pressures, the magazine remains profitable and in sound financial standing.



To enhance advertiser value, adjustments were made in 2025 to the Know Your Sector Competition, originally introduced in 2020 to encourage engagement with advertisers' digital platforms. The competition now runs quarterly instead of monthly and features all advertisers from the preceding quarter's issues, with a significantly increased prize of R25 000. By the end of 2025, 53 readers had collectively won R590 000 through the competition, which continues to enjoy strong support.

Editorially, *Civil Engineering* continued to experience good participation and positive feedback from members in 2025.

Targeted divisional mailers have helped to secure strong, relevant technical contributions, ensuring the magazine remains attractive and informative. In addition, SAICE has undertaken a limited print run of all 2025 issues for distribution to select members and partners. Feedback from this initiative will inform decisions on whether to continue a small print component in future years.

Overall, *Civil Engineering* remains a valued member benefit and a respected platform for professional knowledge-sharing within the civil engineering community.



SAICE *Journal*

The publication of peer-reviewed technical research papers on civil engineering remains one of SAICE's core functions, consistently contributing to the body of knowledge of which the Institution, as a learned society, is custodian. The forerunner of SAICE was established in 1903 specifically to facilitate the sharing of civil engineering knowledge and experience, with early meetings largely centred on the presentation and discussion of technical papers.

The *Journal of the South African Institution of Civil Engineering*, published quarterly in March, June, September and December, is internationally accredited by Clarivate's Web of Science (formerly Thomson Reuters), as well as by SciELO (Scientific Electronic Library Online), which hosts the journal on its open-access platform for scientific publications. The South African arm of SciELO is managed by the Academy of Science of South Africa (ASSAf) under the auspices of the Department of Science and Innovation. Since mid-2023, the journal has also been registered with the Directory of Open Access Journals (DOAJ), an extensive international index of diverse open-access journals. These international accreditations automatically ensure accreditation by South Africa's Department of Higher Education and Training (DHET).



The journal's online visibility continues to show strong and accelerating growth. Usage statistics from the SciELO platform reflect a marked increase in engagement over successive reporting periods:

- March 2023 to February 2024: 122 977 unique views
- March 2024 to February 2025: 153 881 unique views
- March 2025 to February 2026: 361 845 unique views

These figures demonstrate a substantial upward trajectory in readership and international exposure. In addition to its presence on SciELO, the journal is also hosted on the SAICE and Sabinet websites, further strengthening its national and global reach.

The production of the journal is funded through membership fees, and it continues to operate successfully on this model without charging article processing or publication fees. This approach supports accessibility, inclusivity and academic integrity, ensuring that publication decisions are based solely on scholarly merit. Peer review and assessment of submitted papers are conducted on a voluntary basis by an expert panel of moderators and

reviewers under the leadership of Dr Peter Day as Editor-in-Chief. The journal experienced significant changes in 2025. The long-standing Editor, Verelene de Koker, passed away unexpectedly in mid-2025, marking a great loss to the Institution and the civil engineering community. Danielle Petterson subsequently assumed the role of Managing Editor, and Lakhe Nxitywa joined the team as Editorial Assistant to support the journal's administration and workflow. As a result of the transition and the limited opportunity for handover, only three issues were published in 2025, with the September issue being skipped. The abrupt change led to some backlogs in the peer-review process, and the new team has been working diligently to stabilise operations and restore normal turnaround times.

The journal is now back on track, and the new editorial team, working closely with the existing Journal Panel of volunteer moderators and reviewers, continues to produce a high-quality, peer-reviewed publication for SAICE members and the broader civil engineering community. SAICE extends its sincere appreciation to all reviewers and panel members for the many hours they dedicate to this vital work.

