



Association of Professional Heritage Practitioners

CHAIRMAN'S REPORT

25th May 2022

The past year in the life of the Executive Committee of the APHP has proved to be challenging. In response to the resolution passed at the last AGM we have taken on tackling the professionalisation process. This is a process in terms of which we engage with two governmental structures, namely the South African Qualifications Authority (SAQA) and the Environmental Assessment Practitioners Association of South Africa (EAPASA), and through them obtain governmental recognition of Heritage Practice as a professional designation. In addition to this demanding task, we have had to deal with all the usual tasks of the ExCo such as liaising with heritage authorities and related bodies, taking forward the transformation process, staging events, dealing with membership applications, and managing the finances of the institution. While all members of ExCo have been involved in all the aspects of its agenda, in order to deal with these matters, we apportioned “portfolios” to the members of ExCo as follows:

Chair – Gavin McLachlan

Professionalisation - Elwyn Harlech-Jones

Liaising with heritage authorities and related bodies – Jenna Lavin (Vice-Chair), Claire Abrahams, Emmylou Bailey

Transformation – Jenna Lavin, Emmylou Bailey, Claire Abrahams

Membership – Emmylou Bailey (and Wendy Wilson)

Finances – William Martinson

I wish to record here my grateful thanks to my colleagues on the ExCo for their dedication and the many hours to hard work spent performing these tasks and attending meetings. During this period, we were also ably supported by secretary Muneerah Karriem, who unfortunately had to resign at the end of March 2022. A warm welcome to our new secretary Grace Martinson who has taken up the reigns at short notice.

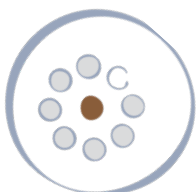
The professionalisation process has received our particular attention. Grateful thanks to Elwyn Harlech-Jones who has taken on this demanding portfolio. Elwyn reports as follows:

“The APHP professionalisation programme commenced some 10 years ago when the matter was first discussed at an AGM. As a result of a resolution passed at the 2021 AGM instructing ExCo to move forward with professionalisation, ExCo established its Professionalisation Sub-committee (PSC) consisting of ExCo Members Elwyn Harlech-Jones (who was the portfolio holder), Jenna Lavin, Claire Abrahamson, Gavin McLachlan (ex-officio) and Stephen Townsend (who was seconded due to his specialised knowledge in the Heritage field). The PSC met for the first time in August 2021. The first action of the PSC was to appoint a ‘Champion’ to drive the APHP’s professionalisation aims. After various attempts, this initiative was successful with the appointment of Dr Richard Hill in late 2021. Dr Hill’s experience in guiding the establishment of EAPASA and working as its first registrar made him uniquely suitable to ‘Champion’ our professionalisation drive.

The brief to the PSC was first to establish the position of APHP relative to the agreed professionalisation process. It should be noted that at this stage of the current drive towards professionalisation, EAPASA seems to be the ideal professional body for APHP due to the synergies between heritage practitioners and environmental assessors, as well as many practical constraints regarding applying directly and independently to SAQA.

Dr Hill has been contracted to champion our professionalisation drive by ourselves and his responsibilities include:

- Prepare an annual plan for the year 1 November 2021 to 1 November 2022 outlining quarterly targets, to be submitted to the ExCo for consideration and agreement.
- Submit Professional Body application to either the SAQA, or EAPASA, whichever body is the most appropriate.
- After submission, manage the process by providing any additional information requested by SAQA or EAPASA.
- After recognition of heritage as a professional designation, advise on requirements such as the annual submission of data etc.
- Provide other relevant advice and guidance presented at monthly meetings of the ExCo and PSC, and to communicate via email and the APHP PSC WhatsApp group.



APHP ExCo's responsibilities include:

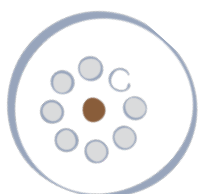
- Engagement with APHP membership
- Provide information on APHP as required by SAQA or EAPASA.
- Review the current Constitution.
- Assist with financial, human resources, demographics, organogram and governance practices.
- Professional Code of Conduct and the formulation of other required policies.

Initially the PSC met on a monthly basis and reported back to the monthly ExCo meetings on progress, but it soon became clear that the demands being made on members necessitated the combination of the ExCo and the PSC, with all members focusing very much on the professionalisation process. It has become apparent through this process of debate and exploration that applying directly to SAQA involves substantial financial costs in excess of the resources available to the APHP, that there are also substantial ongoing financial costs and that the excessive ongoing bureaucratic and documentary demands needed to comply with SAQA requirements, makes this route presently unfeasible. The difficulties with applying directly to SAQA became more apparent after our interaction with the archaeologist's body EAPASA who described how SAQA's requirements are very onerous and not sustainable for a small body like the APHP. It has become clear that EAPASA, at this stage, is the advisable route for us to follow.

An essential part of the professionalisation process is to ensure the legitimacy of our application by providing evidence that we have consulted widely with all related bodies and with those working in the heritage field who are not members of APHP. To this end we have corresponded with all relevant higher education institutions and with all the PHRAs, and our chairman and members have had discussions with non-members. These initiatives will need to continue.

Richard Hill will be providing a more detailed report regarding APHP's professionalisation process and the route to applying to EAPASA later in this AGM."

Work on the difficult issue of transformation has received the attention of Jenna Lavin, Emmylou Bailey and Clair Abrahams. Jenna reports as follows:



“At the last AGM, it was reported that various APHP ExCo members (Jenna Lavin, Claire Abrahamse and Emmylou Bailey) have been working with a group of heritage specialists from UCT and UNESCO to consider and unpack the challenges faced by the heritage sector and APHP as an organisation in the effort towards an increased understanding of the legacy of our industry as a whole and on the ways in which we can work towards transformation and increased inclusion. This is a standing item on the APHP ExCo agenda.

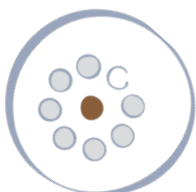
Since last year’s AGM, we have developed a Draft Document for Minimum Standards for Social Heritage Impact Assessments. As part of the broader Professionalisation Project, we have developed a Draft Policy on Transformation within the heritage sector however this document is in its infancy and requires much input from various stakeholders including members and non-members of APHP.

It is anticipated that one of the results of the professionalisation project will be to adopt a new set of criteria for what it means to be a Professional Heritage Practitioner. It is the goal of the new proposed criteria to be inclusive and as objective as possible in the assessment of competence. To this end, APHP ExCo has been working on developing an understanding of the six core competencies required of a Professional Heritage Practitioner. This document, too, requires extensive consultation and input from various stakeholders including members and non-members of APHP.

One of the shortcomings for APHP ExCo at present is a lack of broader buy-in for the professionalisation project being spearheaded by APHP. To this end, Claire Abrahamse, Emmylou Bailey and I have resigned from the APHP ExCo in order to facilitate engagement on the professionalisation project with the broader heritage sector.”

And on a related matter, Emmylou reports on the guidelines for dealing with Cultural Landscapes, as follows:

“The Cultural Landscapes Minimum Standards document is in draft form and continues to be workshopped with relevant specialist members. It is envisaged that the document will be shared with members and with relevant heritage authorities for inclusion in their minimum standards guidelines. The need for a Cultural Landscapes Minimum Standards document was raised with HWC and recognised.”



Our membership Sub-committee has been run by Emmylou Bailey who was assisted by Wendy Wilson for part of the year. This committee was formerly known as the Accreditation Committee, but our engagement with government through the professionalisation process has led to us having to change the name to “membership” and to drop the “accreditation” title, as only SAQA and their approved subordinates can accredit a programme or qualification. Emmylou reports as follows:

“We have had a steady request for membership over the past year, mostly from professionals outside of the Western Cape.

The process of Professionalisation has been the main focus of the APHP for the later part of the past year. Through this process it has become evident that the “accreditation” process and terminology used required reconsideration due to APHP as a voluntary association holding no statutory rights to formal accreditation. To this end, the APHP ExCo now approves ‘membership’ for new applicants. The word “accreditation” has been replaced in our correspondence and online platforms to “membership” and the committee that oversees new applications is now referred to as the “Membership Committee”.

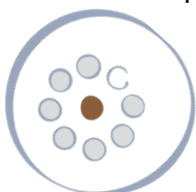
ExCo continues to encourage new membership, especially in the drive towards transformation in diversity of the heritage industry.”

At the time of writing there are 79 paid up full members, 5 associate members and 24 candidate members, a total of 108 members in all categories. There are another 5 full members who might have paid their membership subscription by the time of the AGM as reminders have been sent out.

Emmylou has also managed the Events programme of the APHP and she reports as follows:

“All events remained online to facilitate attendance of members across the country.

On 8 December 2021, APHP hosted a very interesting and inspiring event on *Renewable Energy and Heritage* with presentations from members Liana Jansen, Emmylou Bailey and Jenna Lavin and Elwyn Harlech-Jones. An event for the Candidate Members to share their current work was proposed to encourage sharing between Professional and Candidate members but unfortunately no response was received. ExCo encourages Candidate members to take part in events in order to fully benefit from the network of heritage practitioners of our membership.



Our social media platforms remained useful tools for information sharing on heritage related online conferences and news, local and international.”

ExCo has continued to engage with heritage authorities and related bodies with various members of ExCo sharing these duties. Claire Abrahamse reports as follows:

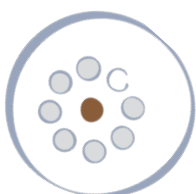
“ExCo members met with SAHRA officials in July 2021, once with HWC (30th September 2021), once with the Eastern Cape Provincial Heritage Authority (14th February 2022) and twice with City of Cape Town heritage officials (3rd May 2021 and 7th December 2021) over the course of the last year. These engagements continued to be held digitally, rather than in person. In all discussions, a major aspect was reporting back on the professionalisation process that has been the focus of the ExCo this year. General support was expressed for this project, and APHP ExCo have undertaken to share information as this process develops.

In terms of the engagement with City of Cape Town officials, clarity was sought on commenting processes in the various District Offices, and updates received with respect to the progress of heritage audits underway in the City, general and specific provisions around HPOZs, as well as delegations and negotiations between the City and HWC. Feedback was received on the major heritage projects underway in the City including work at the City Hall, Rhodes Cottage, the CMP for Maitland Town Hall, the restoration of the Trafalgar Park Ablutions, and the updating of heritage pamphlets.

A concern regarding how to grade and appropriately manage resources and sites with high social significance was also discussed, as an area for further thought and engagement between APHP and the City.

In engagements with HWC, APHP sought an update on staffing capacity at HWC, clarity on HWC’s timelines, processes and the implications of delays (particularly with respect to NIDs). An update on draft regulations (Section 30 and 31) and on delegation to local authorities was also sought. Finally, feedback on committees and decisions (including Performance Agreements) was sought.

The engagement with the ECPHRA served mainly to cement ties between them and the APHP and provided a useful forum for discussing some of the operational difficulties that the ECPHRA has. It was agreed to meet again later in the year.



With the mandate of Exco to focus on professionalisation over the past year, engagement with authorities has not been as vigorously pursued as in past years. The engagements that did occur were not overly productive in terms of securing clear outcomes/information for our members.”

Finances have been very ably run by William Martinson, whose financial statements and proposed budget will be presented to you after this report.

In conclusion, I wish to thank Muneerah Karriem and Grace Martinson for their valued support and hard work, and to wish Muneerah well as she moves on with her career. I also particularly wish to thank Jenna Lavin, Emmylou Bailey and Claire Abrahamse for their support and hard work, not just over the past year, but in their case, over many years. These three members of ExCo have truly been its core with their knowledge and institutional memory, and they are going to be sorely missed in the future of the ExCo. Jenna, Emmulou and Claire thank you, and we wish you well as you continue to enrich the heritage profession through your lives and work.

Gavin McLachlan
Chairman: APHP ExCo.

