

APHP

Association of Professional Heritage Practitioners

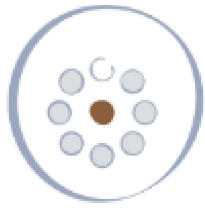
MINUTES OF THE EXCO
MEETING FOCUSING ON
PROFESSIONALISATION
HELD ON 04 OCTOBER
2022 at 14h00 via Zoom
Conference Call (see initial
date Agenda 20 September
2022)

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1. **Present:** Gavin McLachlan (GM), William Martinson (WM), Richard Hill (RH), Elwyn Harlech Jones (EHJ), Jonathan Stone (JS)
Guests present: Lindsay Napier (LN) , Karin Dugmore-Strom (KDS)

Secretary: Grace V Martinson (GVM)
 2. **Apologies:** Dorelle Sapere (DS), Grace V Martinson (GVM), David Gibbs (DG)
 3. **Opening and welcome**
GM noted apologies and welcomed all.
 4. **Approval of the minutes** of the previous meeting (23rd August 2022) as corrected by RH. Proposed by JS, seconded by WM.
 5. **Matters arising** from the minutes of the previous meeting –
Noted as per portfolios on the agenda.
 6. **Discussion** on the formalisation of the required competencies for the maintenance and rehabilitation of the physical building fabric by heritage architects. KDS, LN

RH noted that once EAPASA has registered the PHP designation with SAQA (about 4 months), we can, if required, submit a second professional designation for an Architectural Heritage Practitioner (AHP). A set of core competencies would need to be developed for a person to master to be registered as an Architectural Heritage Practitioner for submission to SAQA underpinning the additional designation of AHP.

GM states that there is currently one category of professional designation being applied for, a generic professional heritage practitioner, whether background is archeology,



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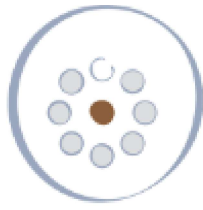
paleontology, history, architecture, town planning etc. The other possible route is where there are specialist categories such as Architectural Heritage Practitioner or Archaeological Heritage Practitioner.

LN has concerns about being under one umbrella with a lot of other disciplines, because Architecture is so different from Archeology for example, although it's recognised that architects work in a team. The criteria that are applied to the built environment are different and in KZN the heritage authority is top-heavy with archaeology. The professionalisation is good. The feedback from architectural heritage bodies is that SAQA won't register a specialised architectural field focused on heritage unless all specialisations are also recognised e.g. medical heritage specialisation. In summary, there is concern about understanding across the sub-disciplines within the heritage field, particularly architectural issues.

KDS notes that there's been a trajectory of heritage practice that architecture is part of and possibly specialising and splitting is not a good idea. Thus, KDS is not in favour of constant change and restructuring, so where people are gathered under one designation as occurs in APHP, that should be nurtured; although archeologists come to heritage differently to architects, for example. It's important that heritage maintains its independence. NHA requires a high level of public transparency throughout decision making processes (public participation) and recognises there are broad skilled committees required for this and honours the fact that decisions are made in public (not behind closed doors). In summary, KDS supports PHPs being under one professional registration system, which doesn't preclude people specialising or the different underlying qualifications and background people may have.

7. **Professionalisation RH**

RH attended a conference of the International Association of Impact Assessment, in Cape Town, 27-28 September 2022. Dr Sithole from EAPASA was there and said their Board has agreed to a Memorandum of Agreement (MoA) with APHP.



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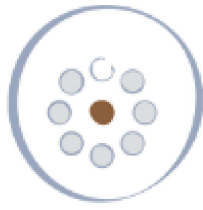
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1. RH has looked at the EAPASA Constitution to see about bringing new Board members on board.
2. RH prepared a draft MoA.
3. RH set up a meeting with Dr Sithole (postponed by Dr Sithole to attend an important finance meeting with Dept of Forestry, Fisheries & Environment).

RH presented the MoA he prepared, and highlighted Expectations & Benefits, point 5, which refers to the conditions put to EAPASA under which the MoA can be entered into. This includes the EAPASA Board co-opting one member, in an interim arrangement, and once the PHP designation has been registered by SAQA, the EAPASA Constitution would need to be modified, there would need to be training of Professional Heritage Practitioner Assessors, setting up a Heritage Committee within EAPASA, and finally contributing towards access and transformation by working with Candidate PHPs and the mentorship program. Currently the EAPASA Constitution requires 9 board members (6 EAPs and 3 independent persons each with either legal, finance and human resources or governance backgrounds). There is an opportunity there to have a fourth independent person on the EAPASA Board which would require an amendment to their Constitution which can be amended between General Meetings (GM) which happen every two years (next being in 2024). RH pointed out that the EAPASA Constitution can be amended by a round-robin motion with 2/3rd approval for change. Dr Sithole says that voting for Board members must be at a General Meeting. However, their Constitution says that EAPASA can convene other General Meetings that are not in the two-year routine, this will be explored further. Finally, the Constitution states that the Board can appoint non-board members to committees (currently they have Quality & Standards Committee, a Registrations Committee) and the Board can appoint somebody from APHP's Executive Committee to those committees as a fall-back position.

Once the PHP designation is registered by SAQA, and people have re-applied and been assessed as a new PHP designation holder, that individual can be voted onto the EAPASA Board. The concern is that out of the 700 odd EAPs there is a small pool of PHPs, it is not useful to have the EAPs voting and voting would need to be done by the subset of PHP designated members.



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8. **Transformation**
DS absent.

9. **Finances - WM**

Trial balance showing pertinent figures as at 20 September 2022 from the start of the financial year:

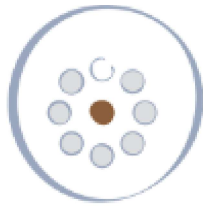
• Bank balance	R 78 120.40
• Revenue	R 80 343.00
(note that revenue on PHP income has decreased by R1017 due to John Rennie resigning)	
• Debtors/Accounts Receivable:	R 5 775.00
• Professionalisation	R 35 460.00
• Website	R 660.00
• Telephone/internet/zoom	R 2 591.00

Debtors are listed below. With the exception of Bruce Eitzen (who has apologised and says he cannot even pay in small amounts) none of the others have made any proposal to pay:

1. Dr. Will Archer R1017
2. Andrew Berman R1017
3. Bruce Eitzen R1017
4. Tim Hart R1017
5. Christian Schoeman R480
6. Naomi Roux R480
7. Roy Muroyi R480

WM proposes that names from the APHP website are removed. Propose we make an exception for Bruce Eitzen and any others who absolutely cannot pay.

Resolution to give outstanding debtors a final date that their names will be removed, send out an email with a cut-off date. The email should state what the benefit is of being a member of APHP. RH has a document outlining the advantages which can be used as a foundation for the email, and he agreed to send it to WM.



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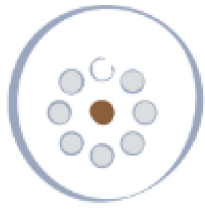
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10. **Membership - JS**

JS refers to the document emailed to ExCo 19th September 2022.

JS noted the multi-disciplinary nature to heritage fields we operate in. Because someone has a qualification in a particular field of expertise, does not qualify that person as professional necessarily, as being professional has legal consequences such as abiding by an Act of Parliament holding the practitioner accountable to the public, registering with a professional body, complying with a code of conduct, being contractually appointed for the services being rendered, participating in an ongoing CPD programme and having professional indemnity. Not many of the allied activities participating in heritage fulfill that definition. So, how does the Association of Professional Heritage Practitioners call itself that name without being criticized if there are not professional criteria met by its membership. There is value in having a Code of Practice that is observed by the members within APHP which protects Heritage from improper practice. In an environment where a professional is quoting against a non-professional and the professional bears the burden of maintaining the standards of being a professional with the associated obligations and is undercut by the less professional. Thus the benefit of being a registered member of the APHP allows one to be designated as a verified legally understood professional with the appropriate heritage qualifications and expertise. Thus, any post graduate course provided by a tertiary institution offered is appropriate, it is not for us to judge or question the grading of that tertiary qualification, as long as it's an NQF Level 8 (Honours). Then it becomes easy for us to identify that grouping, if the person is qualified in a heritage qualification and a professional (in the legal definition), then that is acceptable enough. There needs to be clarity about whether a Candidate or Professional and what designation they are allowed to call themselves. There are examples of confronting difficulties in the field in engaging unprofessional conduct, improper behaviour in terms of developing agencies, developers, client bodies who have a particular agenda and do heritage a disservice and ignore professional heritage reports provided, then get alternative heritage reports by non-professional heritage service providers that provide a more lenient report. If APHP were a substantial body of professional heritage practitioners, we would have our own Code of Conduct, set of rules where we would notify the membership what projects we are involved in, exactly what is happening and how one behaves. We wouldn't encounter, for example, the situation of having one's heritage reports ignored without



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any proper recourse of legal action, there would be some sort of standing attributed to the association that we are all members of.

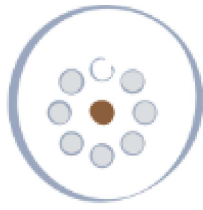
GM notes these are important points and a foundation for further discussion related to APHP's future.

GM notes the three categories currently provided by APHP: Professional, Candidate and Associate. These need to be re-evaluated, especially regarding Associate Membership.

JS notes that APHP cannot give professional status to anybody, but what it can do is be an association for those that are professionally registered with a professional body and participate in the field of heritage. There are individuals who have essential expertise in the field of heritage but cannot be considered professional.

RH stated that APHP cannot give professional status at the moment, but once the designation is recognised by SAQA, the body that holds that recognition, EAPASA (or APHP) can register professionals. There are 102 professional bodies recognised by SAQA in South Africa. There are only 18 statutory professional bodies including EAPASA (e.g. architects can only practice unless they have that professional recognition from their statutory professional body). The other professional bodies that are no-statutory, register with a professional body for the associated advantages. APHP thus cannot currently give professional status, but is currently going through this professionalisation process, to ensure that EAPASA (or APHP) can give professional status albeit non-statutory and voluntary.

11. **Liaising with Heritage Authorities and Related Bodies – DG**
DG absent.



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12. **Any other business**

GM, ExCo membership - Yasmin Mayat will be approached, GM will request DG to approach her. JS has offered to approach Yasmin Mayat if DG cannot.

13. **Date of next meeting**

Thursday 24th November 2022

Special Meeting 13th October 2022

14. **Closure**

Meeting closed at 15h40