

APHP

ASSOCIATION OF PROFESSIONAL
HERITAGE PRACTITIONERS

THE PROFESSIONALISATION OF HERITAGE IN SOUTH AFRICA

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APHP PROFESSIONALISATION OF HERITAGE IN SOUTH AFRICA

Conference and Workshop

20th and 21st March 2015

CONFERENCE REPORT

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THE PROFESSIONALISATION OF HERITAGE IN SOUTH AFRICA

FINAL TIMETABLE

FRIDAY 20TH MARCH 2015

VENUE OPENS AT 08:00

TIME:	SESSION:	TIME AVAILABLE:	FOOD & BEVERAGES AVAILABLE:
09:00 – 10:00	Arrival & Registration	1 hour	Coffee, Tea, Juice, Filtered Water and Snacks
10:00 – 10:10	Introduction, housekeeping	10 minutes	Filtered water & mint sweets
10:10 – 10:50 10:50 – 11:00	KEYNOTE SPEAKER: Benedicte Selfslagh, ICOMOS	40 minutes lecture 10 minutes Q&A	Filtered water & mint sweets
11:00 - 11:30	Tea Break	30 minutes	Coffee, Tea, Juice, Filtered Water
11:30 - 12:00 12:00 - 12:10	Marlene Laros Q&A	30 minutes lecture 10 minutes Q&A	Filtered water & mint sweets
12:10 - 12:40 12:40 - 12:50	Dr. Richard Hill Q&A	30 minutes lecture 10 minutes Q&A	Filtered water & mint sweets
12:50 - 13:50	Lunch	1 hour	Coffee, Tea, Juice, Filtered Water and Lunch
13:50 - 14:30 14:30 - 14:40	KEYNOTE SPEAKER: Peter Hinton, Chartered Institute for Archaeology (UK)	40 minutes lecture 10 minutes Q&A	Filtered water & mint sweets
14:40 - 15:10	Tea Break	30 minutes	Coffee, Tea, Juice, Filtered Water
15:10 - 16:10	Plenary Discussion	1 hour	Filtered water & mint sweets

16:10 - 16:50	Hannetjie du Preez	40 minutes lecture	Filtered water & mint sweets
16:50 - 17:00	Q&A	10 minutes Q&A	
17:00 - 19:00	Post-conference	2 hours	Drinks & snacks

SATURDAY 21ST MARCH 2015

VENUE OPENS AT 09:00

TIME:	SESSION:	TIME AVAILABLE:	FOOD & BEVERAGES AVAILABLE:
09:00 – 10:00	Arrival & Registration	1 hour	Coffee, Tea, Juice, Filtered Water and Snacks
10:00 – 10:40 10:40 – 11:00	Prof. Stephen Townsend Q&A	40 minutes lecture 20 minutes Q&A	Filtered water & mint sweets
11:00 – 11:20	Tea Break	20 minutes	Coffee, Tea, Juice, Filtered Water
11:20 - 12:00	Break away sessions Report-back & general discussion	40 minutes	Filtered water & Mint Sweets
12:00 – 12:40	Recommendations and Closure	40 minutes	Filtered water & mint sweets
12:40 – 13:40	Lunch	1 hour	Coffee, Tea, Juice, Filtered Water and Lunch

CONFERENCE CLOSSES.

APHP PROFESSIONALISATION OF HERITAGE IN SOUTH AFRICA Conference and Workshop

20th and 21st March 2015

Informal notes compiled by the Exco Members during the discussions.

20th MARCH 2015

Welcome and introduction by Chairperson, Mike Scurr.

FIRST KEYNOTE SPEAKER

Andrew Hall introduced Benedicte Selfslagh, the first keynote speaker.

“Professional Organisations & Ethics: The case for heritage professionals”.
(Refer to a pdf of the presentation attached to these notes).

Questions and Discussion:

LR: The work looks really clear but it was enormously complex. There are a lot of different opinions, but the end result is outstanding considering the diversity of principles and inputs. There is a lot we can learn from the process and the outcomes. Wanted to congratulate them on the work done.

BS: This text is still evolving, but the difficulty that we had to face was that the drafters of the first text did not want to change it, the new drafters wanted to streamline it, and consensus-building was a huge effort.

CP: Apart from difficulty of drafting something via committee, where did the substantive matters of debate lie?

BS: Two examples – war zones and the willful destruction of heritage was a priority. Also, some people wanted only compulsory aspects in the text. There was a lot of discussion around what should be compulsory and what should be aspirational or incentivized.

RS: Accreditation. Being such a diverse group of professionals, how did you come up with rules to accommodate this diversity?

BS: The user post-nominals from the first draft came from Australia, and they have done a wonderful job of professionalising heritage. My sense is that something similar is occurring here. ICOMOS is not a professionalizing body – it is more international and broad. If you want to accredit, perhaps look at the Board of Directors example in France – a multiple-choice exam, but not only testing matters of law but also of ethics. It is good that you have information at the tip of your fingers regarding legislation, but the main aspect is your attitude towards your trade or profession. They examine how you would react ethically in different situations.

An exam is fair and clear. This is probably the fairest way to accredit.

Ethics is certainly the over-arching thing.

HV. Ethics and values are closely linked. The values of people and companies do differ. How did you work this out so that differences of values of people could be respected and bridged?

BS: there is something in the text that requires that you respect the values of others. This goes both ways. In Europe, we have a problem of values where people are a bit lost, and are not guided by values. They are criticizing Europe, but they have forgotten that thanks to European structures there have been no major wars on that continent for many decades now. People are building up nationalisms and wanting to get rid of history to make it fit into their narrative of history. On the other hand, business wants to make profit but is increasingly taking into account social and environmental responsibilities, and this is creating a new dynamic.

The timeframe for heritage is very long, and in the end we need to be optimistic and trust mankind.

The heritage professionals have to come in and stand up and apply the values and ethics. There is no easy answer.

SECOND SPEAKER: MARLENE LAROSS

“Towards the Regulation of Environmental Assessment Practitioners in South Africa”
(Refer to a pdf of the presentation attached to these notes).

THIRD SPEAKER: DR RICHARD HILL

“Professional Practitioners for Life”
(Refer to a pdf of the presentation attached to these notes).

IT WAS AGREED THAT THE QUESTION AND DISCUSSION TIME FOR MARLENE LAROSS AND RICHARD HILL WOULD BE COMBINED.

Questions and Discussion:

AL: Impressed by what you have achieved and presented here today. It would be useful to get hold of this presentation today before we can consider it and discuss tomorrow in detail.

MLR: It is all also on the website, and these documents will evolve but the core content won't change significantly.

My fear as process co-ordinator, knowing how difficult it has been to keep everyone on board, is losing consensus if the documents evolve too much.

CP: Intimidating and incredibly impressive. How did you develop a process of consensus nationally? Secondly, and allied to the process, were you all voluntary or were some of you paid for the enormous amount of time put in.

MLR: My time was funded. The key thing was getting a MoU with the department. Once you have that mandate, then you have the resources in order to garner the consensus. You need a common view/shared vision. Be systematic and open, engage people, establish a national stakeholder group, speak to the different provinces etc. You need to do work around the definitions so that you are speaking one language. Once you have the mandate from the key government partner, then design a process that is systematic and work methodically. But there is only so much that you can control in this process.

If you put some resources behind someone who comes from an environmental assessment background, but equally vested in ensuring that it would be a home for everyone. There were people who were not in support of this and wanted exclusivity for the environmental practitioner, but it was important that there was someone to hold that space.

There are different schools of thought, e.g. in heritage you have diverse professional positions. You need to think broadly in terms of what you are trying to do for society, and if you close it down or limit it, you are actually doing society a disservice.

National Stakeholder Forum engaged all national and provincial authorities, and was very comprehensive in identifying associations and other bodies and organisations that had some stake in environmental management. This was important, and each body was given two places at the conference that worked on the constitution etc. and this helped to build consensus.

Then a working group was mandated to finish that document and finally publish it.

ST: Interested to hear about the conflicts of different groups that have interests. Were these different groups easily brought into the process? Did it ever seem that they wanted to leave the process?

MLR: The National Stakeholder Group provided the forum where it was easy to acknowledge that no one had a complete stake in the process and the work. The strategy was to never entirely reserve the work for anyone. It focused on the criteria, and as long as these

criteria were met, you could do the work. You take away the conflict by developing a common standard.

RS: Am I correct in saying that if heritage were to slot in under EAPASA, we'd have to do a tenth of the work you've done.

MLR: Yes, but there is still a lot of groundwork that you'd have to do. There is a lot of difficulty in forming an association that is also a legal body. In the end we developed the Council, but this was a tricky issue for a long time. It is better to set up a new legal body, rather than trying to morph the voluntary association.

RH: To correct: heritage would not be under EAPASA, you'd slot in under the Council for the Built Environment.

AH: One of you mentioned how IAIA relates to EASAPA. Being a multi-disciplinary profession, we also have many VA's and how would these bodies relate to a new, professional body?

RH: A profession is about a body of knowledge, and we as a board can't run conferences, for instance. IAIA is the platform where we all meet and build our knowledge collectively.

MLR: Usually when you have a council, you'll have sub-councils and bodies that relate to it. EAPASA may disband and become a new legal entity, no longer an association but a sub-council to CEPs. VA's need to keep doing what they are doing, which is not set up expressly to maintain a professional register, but to develop professional knowledge.

There is a tendency for the VA's to have some representation on the Council, and really the ideal is to have individuals from the VA's on the boards of the Council, instead of having the VA itself represented. In part, this is because the VA's are not representative, and this is more important than you may think.

When you establish your sub-councils, make sure that it is always individuals that are on the board, not representatives of the VA's. The Council is made up of registered, independent professionals.

DG: ILASA has to register as a recognized VA with the council, and then because you have that recognition you are then able to debate with the council regarding how it is run etc.

ST: We need to keep in mind that our numbers are very small, we have a single part-time course that has been taught for 7/8 years. This is part of the value or importance of professionalising, because until we professionalise and have the quality assurance and government recognition we are aiming for, the profession/professional will not grow.

It is going to be a long path. We are enormously lucky in the Western Cape to have people like Marlene and Richard to learn from.

FOURTH KEYNOTE SPEAKER: PETER HINTON

“Trust us! Who needs to be persuaded why the state should recognise the professionalism of archaeologists and other heritage practitioners?”

(Refer to a pdf of the presentation attached to these notes).

Questions and Discussion:

ML: Very interesting talk. A pity that more ASAPA members aren't here. What would the benefit of joining be to international archaeologists?

PH: We have about 100 members outside the UK, but they are really pioneering pockets. It's a bit of the chicken and egg scenario: if we have 1000 members in Belgium, we might get more involved in Belgian politics. WIIFM – you get a magazine etc. But what you really get is professional recognition status and prestige. Scale of fees.

AL: How do you manage to turn over almost 1mil Pounds a year?

PH: Hidden subsidy – professional programme in Scotland. We get some money from English Heritage. We administer a training scheme for early career professionals. A little bit of advertising revenue.

SH: What kind of organisations seek registration?

PH: Largely international archaeological practices. Local authorities are also looking for registration. Because of the spending cuts, the LAs are letting go of their specialists, but you need the officials to be equipped to recognize when external expertise will be required. We're also getting interest from academic organisations, i.e. linking learning outcomes of a degree with the competencies that CfA are looking for.

PLENARY DISCUSSION

Some key points made during discussion:

Parity with other professions – perception of other professions of heritage sector, how agency/client perceives heritage sector relative to other professions.

Heritage sector voice to be heard, and to have agency in the process – not secondary participants.

Lack of exposure to the work that we do outside of the sector – communication is imperative. Education and awareness at undergrad level will facilitate understanding. CPD course on heritage at UCT is a step towards this.

Impression of heritage sector as “activists”

In South Africa, archaeology (and heritage in general) is perceived as an “old boy's club”.

Useful to think about co-operation between APHP and ASAPA and other heritage organisations.

Recognition of prior learning – CIfA matrix of competence.

Consequences for not complying with ethical code

- CIfA investigation, appeals process and sanctions: advisory recommendation, formal reprimand with name published
- ICOMOS sanctions in statutes, if ethical principles breached, this is dealt with in the statutes. National committees implement provisions of statutes. Focus on the positive as not an accreditation organisation (unwilling to police).

What are the benefits of joining APHP?

- Many government departments doing heritage work use APHP membership as a criteria for bidders – driven by requirements of PFMA
- Networking
- Peer review and discussion
- Power of the collective
- Promoting the idea that the decision-makers are also professionally trained as are other members (professionalisation of decision-makers)

APHP needs to catch up with these requirements.

Some authorities are now asking for demonstration of positive responses from heritage authorities as criteria.

Questionable legality of side-lining individuals who are not members of APHP, a voluntary association. Agree that this is untenable. Government is placing value on peer review system used by APHP. APHP must respond through a system of professionalisation.

UDISA in the same position as APHP. Easiest benchmark for competence.

Professionalisation required to ensure that competent service is provided in heritage management.

FIFTH SPEAKER: HANNETJIE DU PREEZ

“Early Farmsteads at the Cape of Good Hope: Do they have Outstanding Universal Value for a potential World Heritage Site Nomination?”

(Refer to a pdf of the presentation attached to these notes).

21ST MARCH 2015

SIXTH SPEAKER: DR. STEPHEN TOWNSEND

Summing up yesterday's discussion and setting the stage for the Workshop section of the meeting.

We want to end up with a recommendation from this group to APHP. This is the 4th event in a sequence of meetings. In March last year we had a workshop where we started working on this, we had an AGM in May, and a workshop in August. This workshop mandated the new Exco to follow the professionalization process. This has resulted in this conference, and we were hoping to have broader representation of members from other provinces.

The next step would be to start implementing something, and I'll start trying to outline questions and issues, based on the discussion yesterday. I'll try to list the main questions, and we'll break up into 3 groups of 9/10, and discuss in detail the next steps and the implications of the questions we've listed to the structure and role of APHP going forward.

Questions raised throughout conference:

1. Where will we go?
 - a. Council for Environmental Professionals (DEA)
 - b. Council for Built Environment (DPW)
 - c. A new Council under DAC (internal issues – NHC etc)
2. Multi-disciplinarily
 - a. Implications for Standards
 - b. Experience
 - c. Training
3. What are the Standards?
 - a. Currently: Base qualification and additional heritage experience
 - b. Exam?
 - c. Recognition of Prior Learning?
 - d. Exceptions?
4. Categories of accreditation?
 - a. Revisions required?
 - b. Standards too high?
 - c. Exceptions?
5. Code of Ethics vs. Code of Conduct
 - a. Aspirational vs. Mandatory
 - b. Competence to deal with projects
 - c. Different aspects – people, resource, institute
6. Continued Professional Development
7. Mentoring
8. How are we going to achieve this?

- a. Goals
- b. Decisions
- c. Champions
- d. Wide support
- e. Funding

These are probably the key questions that we need to try and explore, and this should also lead to a discussion of the best way in which to achieve them.

We do need to get some champions for some of these things. Each of these processes are going to require a lot of work and quite a lot of exploration with people like Marlene and Richard, but also with state departments etc.

The idea that ethics and competence should be separated is problematic. The single biggest ethical question we should all be asking ourselves is whether we have the competence to undertake the work we do, if we need help from other professionals, etc. Because of the multi-disciplinary nature of our work, we need to continually ask ourselves these questions.

Funding: what if we need to send someone up to Pretoria for a meeting? Where will we get the funding? Do we need to push our fees up? Now we have a part-time secretary, and this is already using up quite a lot of our financial resources.

Questions and Pre-Breakaway Group Discussion:

CS: All of the professions have their bodies, and often the professions think that the Councils are out to get them, because the Councils are meant to be protecting the public from the profession.

ST: At the moment we are still thinking both. We're still thinking about an Institute and a Council. When do we separate out these responsibilities? How do we get there, and how long will it take us?

My sense is that we want to get that "box" under the CEPs, and see ourselves as a specialist group under this Council.

KS: Philosophically the Institute also protects the public because it demands the highest professional standards.

ST: You're correct. Even in the case of the architects, if there is a formal complaint (and disciplining is something we'll need to confront as well) that is sent to SACAP, they send it on to the regional Institute to deal with.

LM: Important point Marlene made about going and getting 800 EAPS to sign a petition to the Minister – we can't go to the Minister as 80 APHP members in the Western Cape. We need to go to the Minister as a broader group of people.

ST: EAPASA was the group that facilitated this, but how we get the numbers is an important consideration.

AL: EAPASA seemed to be going in the direction of standard-setting rather than professional development. Whatever this animal is, we need to still have a body that does professional development and capacity building. This role should not fall by the wayside.

ST: My feeling is that we are going to have to do both initially. Separating out what we are going to have to do, I think this is going to happen many years down the line.

GT: I worked for a brief time in Gauteng, and the reports I worked on were heavily archeologically focused, and the authorities were limited in what they were requesting of professionals. If this is still the case, then why should the professionals in other provinces bother with this? If we need the groundswell, we need to address issues such as this.

ZS: We need to look more broadly at the different provinces. We can't just be the Western Cape, we need to be more broadly represented.

SW: I got the impression from Marlene yesterday that the funding of their process had come through the Department. We need to find a champion that would need to be an authority. The HAPS in the room are probably not aware that there are already 300 odd members, and so some kind of partnership needs to occur here.

JL: We're going to struggle with this if we don't get the other provinces, SAHRA and bodies/authorities on board. At the moment, heritage management is disjointed and we need to build the groundswell in order to undertake this process meaningfully.

ST: I am not sure that we are going to build this consensus through speaking to them, but perhaps rather through our actions. It is clear that we are embarking on a long and difficult road.

HV: Guidelines for practitioners and consultants.

ST: There is no question that this would be a good idea. Peter and the CIfA have a guideline similar to this. This is something I hope would be dealt with in an exam.

MS: We should probably break up into smaller groups now as the questions are getting general.

Group Discussions:

GROUP 1, key points:

- Investigate avenues by engaging with different ministries for the best fit for APHP in its present format.

- Require a mandate that is broader than current APHP membership, invite everyone (join us to change us).
- Standards and experience – much work already been done. Investigate SAQA criteria.
- Investigate KZN legislation.
- Hierarchy of membership type is appropriate but establishing competency is difficult, establishing ethical competence challenging.
- CPD Courses and existing examinations can demonstrate competence.
- How to accredit ethical competence – code of ethics/conduct in the form of a contract. Member contractually agrees to comply with ethical code.
- CDP prescribed by association/up to member to determine fields of development.
- Present mentoring mechanism should be assessed and reviewed for improvement.

Discussion:

Taking the present difficulties with DAC, in the short term we should investigate the avenues by talking to different ministries and finding where the best fit might be.

When you go and speak to the ministries, you need to have some kind of a mandate from a wide range of people who would be under this umbrella.

Standards and experience: one should not try and re-invent the wheel, and you should rather look at what SAQA have already established as a benchmark. There should be a working group consisting of APHP members who look at **Section ?? of the Act**, and at standards etc.

We think there should be a hierarchy of membership. Peer review is not the way to go, but rather use existing mechanisms like the CPD courses, where there are already exams that show a person's competence.

The issue of ethics is critical, but it would be difficult to accredit people from this point of view, due to the resources required. So the solution should possibly be through some form of contract. Gross negligence and willful misconduct could be addressed through this contract.

Professional Association Research Network – APHP should get into contact with this network to try and see what they are doing and how it could fit into what we are doing.

CPD: 2 ways to go – prescribed by APHP, or leave it to the members to work out themselves the fields they need to expand their knowledge within.

Mentoring: present system should be assessed and reviewed in order to see how one might improve it.

GROUP 2, key points:

- Particular location is not critical but DEA more efficient as already a structure in place.
- Association with other professional organisations.
- Strength in diversity but focus on common ground – ethics and demonstration of competence in law. To be tested in some way (review, exam, portfolio?).
- Attitude to ethical approach important and must be demonstrated.
- 3 year academic and 4 year experience – levels of categories and accreditation... Suites of categories? Ethics and type of work you are capable of doing may not be related to category of membership.

Discussion:

Where do we locate? The particular department isn't critical, but the easier and more efficient route is the DEA route, because there is already a procedure and structure in place. Do we associate with UDISA, ASAPA etc in this?

Multi-D: This is a strength, but we need to work on our commonalities. We need to demonstrate an understanding of the law. Examination, portfolio etc would need to illustrate your competence.

Standards: Core competencies vs. attitude and ethical approach. You need to understand the law, and your track record and experience must also be taken into consideration. Should there be levels of accreditation? Should there be a more horizontal system, related to different "suites" of membership?

GROUP 3, key points:

- Should APHP professionalise? Yes. There is a void that needs to be filled and APHP is in a position to do so.
- Manifesto to be formulated and taken on a "roadshow" to establish broad based support.
- Decision re where professionalization placed should be based on best practice as opposed to current situations
- Database of practitioners and organisations to approach for support
- APHP to continue as it is and provide support and give birth to a new working group to pursue professionalization
- Accreditation process requires review – look to matrix system of CIfA
- CPD is an appropriate way to improve professional standards.
- Support for hierarchical system but the route from candidate to member is unclear. Concern raised over the accreditation of officials. Credit for assessing reports. Broad based inclusivity required.

Discussion:

Pointed out that the question as to whether we should professionalise should be asked, and it was agreed that there was a void and it was a need.

It was agreed that there should be some kind of manifesto to take out on a roadshow to build consensus.

DAC vs DEA, should look at the best fit rather than the current circumstances of each department.

What we should probably look at is for APHP to give birth to a working group to take this forward, APHP would need to give a huge amount of support to this working group.

Review the accreditation process, particularly taking on board the matrix system shown yesterday. Problematic issues of candidacy. Criteria of when you move from candidate to accredited is currently unclear. Concern about how officials get registered. Perception among officials that the playing field isn't really level. CPD is also something APHP should be taking on now. The EAPASA route of making sure everybody was involved was critical.

This should be both an immediate goal and a long-term goal.

We need to canvas opinion on this from our colleagues from the rest of the country. The working group should have people from other provinces.

Key points arising from the discussion:

1. There is an agreement to take the process forward.
2. Working group consisting of existing members and broader members should take this forward.
3. We need broader buy-in through the country.
4. One of the first tasks of the working group should be to create a database.
5. Resolution to look more clearly at the implications (including legal) of working under the existing processes with DEA.
6. We need to put a manifesto on the table to ensure that we build sufficient consensus around.
7. Re-look at accreditation in the short term.
8. Membership fees and/or sources of funding need to be reviewed.
9. Investigate the initiation of CPD.

Way Forward for Professionalisation

Mandate provided to move process forward and present options to AGM

- Proactively seek out other professionals from other associations in other provinces to be invited to be included in process.
- Establish database and record of interested professionals.
- Review of membership fees and/or funding alternatives to provide financial support for the process

ExCo mandated to draft manifesto (to establish sufficient consensus at AGM)

ExCo mandated to investigate very closely the implications (including legal) of working under the existing process with DEA.

Way forward for APHP

ExCo mandated to review accreditation process and categories of membership.

ExCo mandated to investigate the implementation of a CPD system

Communication with members – review of website

As recorded from the informal notes of various Exco Members during the conference.

Collated by Claire Abrahamse and Jenna Lavin, April 2015.

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20th and 21st March 2015

Presentation PDF: Benedicte Selfslagh



Professional organisations & Ethics: The case for heritage professionals

Bénédicte Selfslagh
20 March 2015

Professionalisation of Heritage in South Africa
APHP

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1 Why do we need ethics?





























Le verre dit (procédé Fourcault), mis au point au début du ^{xx} siècle, utilise une pièce métallique plongée dans un bain de verre en fusion qui entraîne vers le haut une feuille de verre qui se solidifie. La production industrielle commence en 1914 et supprime rapidement la technique du verre soufflé.

Les glaces sont des feuilles de verre épaisses de qualité supérieure, non déformantes et d'une grande transparence dont le procédé a été mis au point au ^{xviii} siècle. La pâte de verre est coulée sur

une table, en pierre à l'origine, puis en fonte au ^{xix} siècle. La feuille de verre reçoit ensuite un polissage sur les deux faces. Les bords sont souvent biseautés. Coûteuses, les glaces étaient réservées aux pièces de réception des habitations bourgeoises et aux vitrines commerciales.

Le float glass (ou verre flotté) est produit par coulage du verre en fusion sur un bain d'étain. Il a remplacé, à partir de 1960, le verre étiré et la glace. Parfaitement transparent et sans défaut de texture,



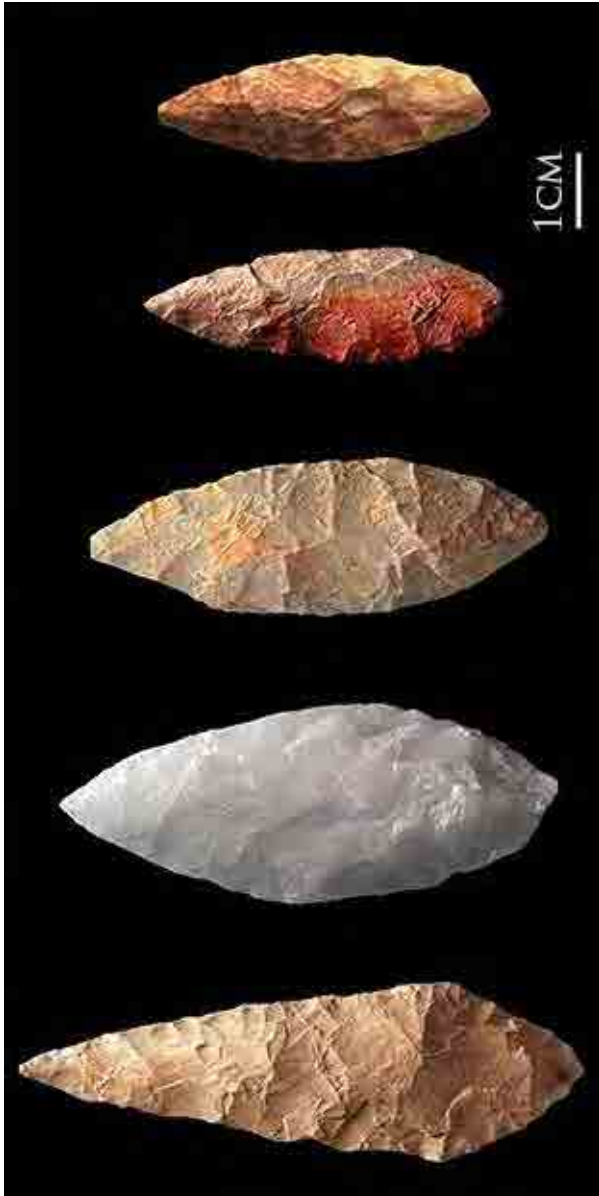




A series of seven vertical lines in blue, green, orange, black, yellow, green, and red are positioned on the left side of the slide.

2 Professional organisations & Ethics

Key concepts



Hard law vs. Soft law

Self-regulation

Many sectors: profit & non-profit

Influence of Anglo-Saxon world

Comply or Explain

Say on Pay

Codes

Code of Ethics vs. Code of Conduct

Accreditation process

How to handle breaches?

Review process





A series of seven vertical lines in blue, green, orange, black, yellow, green, and red are positioned on the left side of the slide.

3 The ICOMOS Ethical Principles

It is a long way from Madrid to Florence...



ICOMOS Ethical Commitment Statement
Madrid, 2002

ICOMOS Ethical Principles
Florence, 2014

1998: Decision to develop a 'Code of Ethics'



1999-2002 Strategic Plan

Repositioning and strengthening
the ICOMOS network

Defining ICOMOS professional
profile

Main issues in 2002

1/ Code of Ethics or Code of Conduct ?

Code of Ethics = 'Principles'

Outlining principles of professional duty, obligations,
manners and discipline

Code of Conduct = 'Rules'

Outlining process and practices standards and their management



2/ What should be in? What should be out?

Ethics

Conservation principles

Professional competency

Review

Glossary

Guidelines Operational Management



Initial sections

1. Members responsibilities
2. Professional integrity
3. Professional practice
4. Relation to community
5. Review provisions



The 2010 Survey

- Well known, but less FR + ES
- Not consistently applied
- Not well promoted
- Individual commitment to clarify
- Handling of breaches unclear
- Complementary with other texts
- Suggestions for improvement

Ambiguities contained in the ECS

- Code of Ethics or Code of Conduct?
- Doctrinal text or not?
- Filter for professional membership or not?
- Aimed at architects or all heritage professions?
- Culturally diverse or Anglo-Saxon driven?
- Provisions compulsory or not?
- Implementation at national or international level?



The Review Process

1/ Conditions

- + General Assembly Resolution
- + Consensus building
- + Statutes Working Group
- + EN-FR simultaneously
- E-mail & Skype
- + Documents



The Review Process

2/ Purpose

Appropriation by members

Adjustments

Clarification &
Lifting ambiguities

Main issues during the Review Process

1/ Code of Ethics or Code of Conduct ?

Code of Ethics = 'Principles'

(Outlining principles of professional duty, obligations, manners and discipline)

Aspirational document of principle – **should** or **present tense**

Guidance in cases where no specific rule is in place

Code of Conduct = 'Rules'

(Outlining process and practices standards and their management)

Regulatory document – **must** or **must not**

Consistent with Code of Ethics, but more specific guidance



2/ What should be in? What should be out?

Focus on Ethics

New: provisions on Confidentiality &
Conflicts of interest

New: World Heritage Work & other work

General provisions for all professions,
Not competence based

No post-nominals any more

No handling of breaches (in Statutes!)

No Glossary



ICOMOS Ethical Principles

- Adopted by acclamation
- Condition for ICOMOS membership: in Statutes
- Communication & dissemination
- Translation



Ethical Principles related to:

2. Cultural heritage
 3. The public and communities
 4. Best practice
 5. Ethical conduct
 6. ICOMOS and its members
-
1. Application
 7. Implementation and amendments



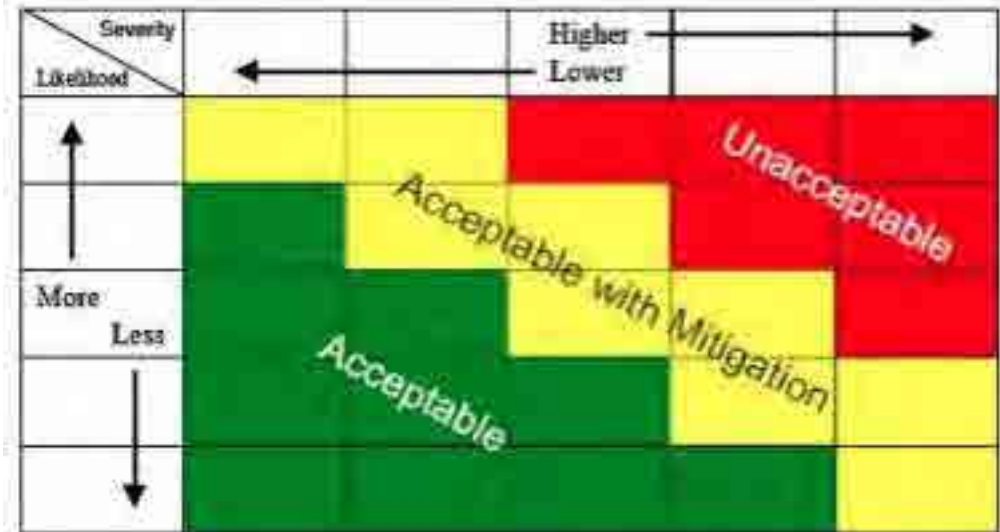
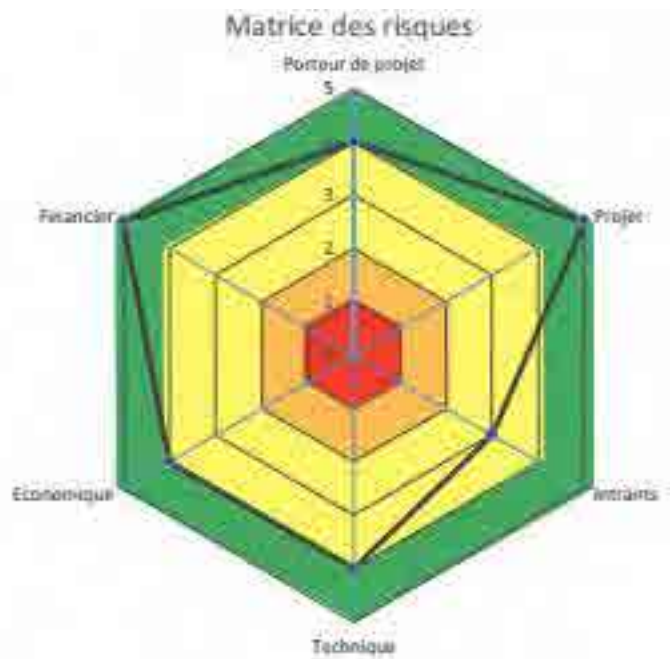
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4 Some trends & lessons learned



1. Value driven rather than compliance driven
2. Social Environmental responsibility + Quality
 - ~ Independency
 - Fair pay, 'say on pay'

3. Codes are context related



Risk mapping – assessment - management



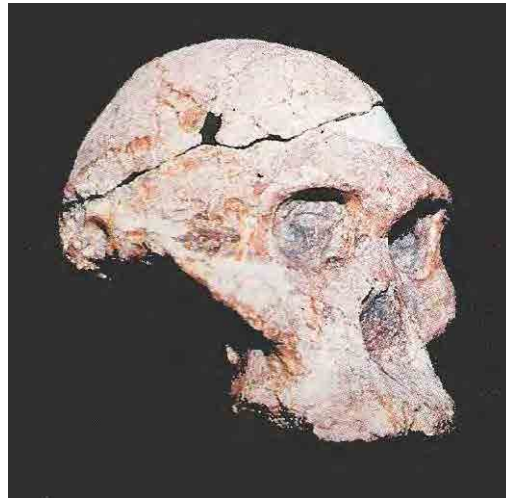
4. Influence of Best Practices on Codes
5. Need for a periodic review
6. Communication & dissemination are key



7. Ethics = unifying factor for heritage professionals

8. Need for a carefully drafted accreditation system





Thank you

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ASSOCIATION OF PROFESSIONAL
HERITAGE PRACTITIONERS

APHP PROFESSIONALISATION OF HERITAGE IN SOUTH AFRICA

Conference and Workshop

20th and 21st March 2015

Presentation PDF: Marlene Laros

TOWARDS THE REGULATION OF ENVIRONMENTAL ASSESSMENT PRACTITIONERS IN SOUTH AFRICA

PRESENTATION
APHP
20 March 2015

Marlene Laros (Process Co-ordinator)

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Quality assurance in professional practice

In professional environmental quality assurance systems, reviewed in the process of establishing EAPASA, the following key dimensions are common to most systems of quality assurance in environmental assessment practice:

- Competence (including academic training, experience and core competencies);
- Ethical conduct; and,
- Review.



Quality assurance in professional practice

Systems reviewed:

- Environment Institute of Australia and New Zealand
- Academy of Board Certified Environmental Professionals (USA)
- Canadian Environmental Certification Approvals Board
- Institute Environmental Management and Assessment (UK)
- National Registry of Environmental Professionals (USA)
- Institute of Professional Environmental Practice (USA)
- process.



Quality assurance in professional practice

- Criteria common to all systems are:
 - Education;
 - Professional experience;
 - Core competencies;
 - Continuing professional development; and,
 - A code of conduct or ethics tied to a disciplinary process.



Background

- The ICB established in 2001 (representing 17 organisations) provides for the voluntary certification of Environmental Assessment Practitioners in South Africa
 - 2004 the DEAT amended section 24 of NEMA which provides for the recognition of registration authorities for EAPs in SA
- March 2005, Minister requests ICB to play a coordinating role in creating a formal structure for the regulation and registration of environmental assessment practitioners.
- Key concerns are professional standards and ethics of environmental assessment practitioners.
 - December 2005 MoU signed between DEAT and ICB and the Consultative Process is initiated.

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Purpose of consultative process

was to achieve as much agreement as possible on the contents of a proposal for the establishment *Environmental Assessment Practitioners Association of South Africa*, which can apply to the Minister of Environmental Affairs to be recognised as a Registration Authority for Environmental Assessment Practitioners in terms of Section 24H of the National Environmental Management Amendment Act, Act 8 of 2004.



Outcomes of the Process

1. Establishing a representative and recognised association that would establish a Registration Authority and agreed registration system that is legally competent in terms of section 24H of NEMA Amendment Act, Act 8 of 2004;
2. Registration of a qualification for environmental assessment practice within the National Qualifications Framework in collaboration with the South African Qualifications Authority (SAQA); and,
3. Conclusion of relevant enabling legal mechanisms making it compulsory for EAPs to be registered.

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Key challenges addressed in the process (1)

- Historical inequality in access to opportunities in education and training and professional work in South Africa.

Ensuring a representative Board and an equitable and accessible registration system has been a major focus.

- The lack of a qualification standard in terms of South Africa's National Qualifications Framework has meant that there was not an accepted equitable basis for the establishment or assessment of professional competencies for environmental assessment practice.



Key challenges addressed in the process (2)

- Accommodating professionals working in government required concerted focus.
- Accommodating the range of professionals such as planners, environmental scientists and managers, engineers, and landscape architects etc. practicing as EAPs.



Section 24 NEMA

The enabling provisions in NEMA (as amended by the NEMA Amendment Act (Act 8 of 2004)) for enabling registration are as follows:

““”

24 (5) The Minister, and every MEC with the concurrence of the Minister, may make regulations consistent with subsection (4)-

(e) specifying that specified tasks performed in connection with an application for an environmental authorisation may only be performed by an environmental assessment practitioner registered in accordance with the prescribed procedures;

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Section 24H NEMA – Registration Authorities

- “(1) An association proposing to register its members as environmental assessment practitioners may apply to the Minister to be appointed as a registration authority in such manner as the Minister may prescribe.*
- (2) The application must contain -*
- (a) the constitution of the association;*
 - (b) a list of the members of the association;*
 - (c) a description of the criteria and process to be used to register environmental assessment practitioners;*
 - (d) a list of the qualifications of the members of the association responsible for the assessment of applicants for registration;*
 - (e) a code of conduct regulating the ethical and professional conduct of members of the association; and,*
 - (f) any other prescribed requirements.*



Section 24H NEMA – Registration Authorities

- (3) After considering an application and any other additional information that the Minister may require, the Minister may -
 - (a) by notice in the Gazette, appoint the association as a registration authority; or*
 - (b) in writing addressed to the association, refuse the application, giving reasons for such refusal.**
- (4) The Minister may, for good cause and in writing addressed to the association, terminate the appointment of an association as a registration authority.”*
- (5) The Minister must maintain a register of all associations appointed as registration authorities in terms of this section.”*
[S.24H inserted by Act 8/2004]



Section 24H NEMA – Registration Authorities

“(6) The Minister may appoint as registration authorities such number of associations as are required for the purposes of this Act and may, if circumstances so require, limit the number of registration authorities to a single registration authority.” [inserted by Act 62 of 2008]

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Establishment of EAPASA

- EAPASA was launched on 07 April 2011 by the Deputy Minister, Ms Rejoice Mabudafhasi, of DEA supported by 802 environmental practitioners.
- A call for board member nominations was issued on 24 July 2011 and closed on 29 September 2011 (advertised in two national newspapers and to all on the database).
- Board announced on 27 November 2011 to all on the database (802 practitioners + initiating organisations).
- EAPASA's Board was successfully constituted on 22 February 2012.

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FRONT ROW: Danie Neumann, Snowy Makhudu, Sibusisiwe Hlela,
Gerrie van Schalkwyk, Karen Shippey
MIDDLE ROW: Richard Hill, Carmen du Toit, Chumisa Thengwa,
Amanda Britz , Sibonelo Mbanjwa
BACK ROW: Garth Barnes, Khangwelo Musetsho,
Paul Hardcastle

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Committees

- The following committees are active (under Chairs):
 - Registration Committee (Ms Carmen du Toit)
 - Standards and Criteria Committee (Dr Richard Hill)
 - Professional Development Committee (Ms Karen Shippey)
 - Public Relations Committee (Mr Garth Barnes)
 - Financial and Audit Committee (Mr Danie Neumann)



EAPASA's role (1)

Purpose:

The overriding purpose of the Association is to promote the public interest through the advancement of the quality of environmental assessment practice in South Africa by establishing, promoting and maintaining registration of Environmental Assessment Practitioners in terms of s24H of the National Environmental Management Act, Act 107 of 1998.

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EAPASA's role (2)

The objectives of the Association are:

- To provide relevant authorities, development proponents and the public with quality assurance regarding EAPs appointed to conduct and regulate environmental assessments by:
 - ✓ Establishing criteria (educational, professional experience, competency and continued professional development requirements) and procedures for registration and sanction of EAPs;
 - ✓ Upholding a defined Code of Ethical Conduct and Practice and acting in the best interest of the environment, sustainable development and the public good; and
 - ✓ Establishing disciplinary procedures and sanction mechanisms.

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EAPASA's role (3)

Objectives of the Association (cont.) are:

- To promote continued professional development for EAPs in South Africa;
- To promote the empowerment of black and female professionals within the EA field and the transformation of the EA sector; and
- To promote awareness of the purpose and practice of environmental assessment in South Africa.

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Focus to date

Twelve Board meetings have been held with a focus on:

- **Establishing the Board and its structures**
- **Preparing and submitting (in August 2012) the S24H application to the Minister**
- **Finalising a strategic and financial plan and a funding strategy to support operations**
- **Preparing the registration system for EAPs**
- **Agreeing an MoU with DEA**
- **Securing start-up funding**

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Minister's response (1)

- Minister Edna Molewa has indicated that she intends to appoint EAPASA as a registration authority – February 2014.
- However, there is a need to promulgate further regulations in terms of Section 24H to strengthen legal mandate for the appropriate regulation and quality assurance for environmental impact management systems in South Africa.
- DEA will work together with the EAPASA under MoU to enable the appropriate legislative and institutional mechanisms.

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Minister's response (2)

Short-term: establishment of the Registration Authority in terms of Section 24H of NEMA:

- DEA will establish a set of regulations which will prescribe the criteria for registration which have been discussed and agreed through the consultative process (promulgation April 2015).
- Changes may be required to the EAPASA s24H application in order that it is in line with the proposed regulation.
- This work to be undertaken under an MoU between DEA and EAPASA Board.

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Minister's response (3)

Medium-term process: Establishment of a Council for Environmental Professionals

- In line with EAPASA's Strategic Plan, it will work together with DEA and stakeholders to explore the establishment of a Council for Environmental Professionals
- Establish relevant legislative mechanism for the establishment of a Council
- Council will have a wider purview possibly than that which is currently regulated under Chapter 5 of NEMA



Priorities completed (1)

- Adopted the Constitution and Strategic Plan, including a five year budget, and set up structures and procedures (Feb and May 2012)
- Renewed the National Certificate: Environmental Assessment Practice and the qualification reregistered on the NQF by SAQA (May 2012)
- Applied to the Minister on 23 August 2012 for recognition as a registration authority in terms of S24H of NEMA
- Concluded an MoU with DEA (26 August 2014)
- Secured funding via the DBSA Green Fund's Capacity Building funding window for start up phase and are in the process of finalising the grant agreement

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Priorities completed (2)

- Registration Committee underwent training and received certificates as Assessors; Recognition of Prior Learning (RPL) assessment will be a cornerstone of registration process for existing practitioners (Nov 2012)
- Criteria for conducting RPL assessments further developed
- Design of Website, logo (branding) and stationery (letterheads) and a media communications protocol
- Appointed a lawyer to register EAPASA as a Non-Profit Organisation with the Department of Social Development and with SARS as a Public Benefit Organisation

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Priorities completed (3)

- The Standards and Criteria Committee has applied to SAQA to convert the EA Practice qualification to an Honours degree (at level 8 on the National Qualifications Framework or NQF) and register it on the Higher Education Qualifications Sub-framework (it is currently registered on the Occupational Qualifications Sub-framework)
- SAQA is also processing an application to recognise EAPASA as a Professional Body and register the Professional Designation of Registered Environmental Assessment Practitioner (REAP)

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Priorities completed (4)

- The Standards and Criteria Committee of the Board has engaged with the Council on Higher Education (CHE) to facilitate the accreditation of learning programmes that meet the outcomes of the EA Practice qualification
- The Board has communicated with the academic sector, to encourage tertiary institutions to develop and register programmes for accreditation by the Council on Higher Education through its Higher Education Quality Committee (HEQC), as part of EAPASA's quality assurance function



Summary (1)

The initial MoA between DEA and the ICB (in 2006), the consultative process to establish a registration authority for EAPs in SA has had three main outcomes:

1. the establishment of a ☒ representative and recognised association that would establish a Registration Authority and agreed registration system that is legally competent in terms of section 24H of NEMA as amended;

COMPLETED - 22 FEBRUARY 2012

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Summary (2)

2. the registration of a qualification for environmental assessment practice within the National Qualifications Framework (NQF) in collaboration with the South African Qualifications Authority (SAQA);

COMPLETED - NOVEMBER 2008

RENEWED ON NQF – JUNE 2012

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Summary (3)

3. The conclusion of relevant enabling legal mechanisms making it compulsory for EAPs to be registered, to be implemented when the Minister appoints EAPASA as a registration authority for EAPs in terms of Section 24H of NEMA.
- Application submitted on 23 August 2012
 - Minister's response received, February 2014
 - Regulations to be promulgated, June 2015
 - EAPASA submits a revised application under s24H
 - Minister publishes notice indicating her intention to appoint EAPASA as RA (this will allow for a comment period)
 - EAPASA is appointed through further notice publication indicating a timeframe within which EAPs should be registered
 - EAPASA Registration opens (estimated timeframe: September 2015)
 - Council to be established within three to five years



The EAPASA Board wishes to acknowledge all who have supported the process:

- **IAIAsa, which started this initiative to address the quality of environmental assessment practice in South Africa**
- **ICB/EAPSA who have incubated the process of establishment of the new Registration Authority, EAPASA in terms of section 24H of NEMA**
- **the Department of Environmental Affairs for their unwavering support and diligent efforts towards the attainment of these outcomes**
- **The DBSA / Green Fund for supporting the start-up phase**
- **All stakeholders for their continued support in achieving the outcomes.**

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For more information
please go to website:
www.eapasa.org

THANK YOU

ANY QUESTIONS?

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THANK YOU

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APHP PROFESSIONALISATION OF HERITAGE IN SOUTH AFRICA

Conference and Workshop

20th and 21st March 2015

Presentation PDF: Richard Hill

AN APHP SEMINAR AND WORKSHOP ON THE PROFESSIONALISATION OF HERITAGE IN SOUTH AFRICA

‘Professional Practitioners for Life’

20 March 2015

Richard Hill

**Department of Environmental and Geographical Science
University of Cape Town**



Content

- ❑ Some thoughts on what it means to be *professional*
- ❑ *Professionalism* in the 2014 Environmental Impact Assessment and Management Strategy
- ❑ The Environmental Assessment Practitioners Association of South Africa (*EAPASA*) and its Standards and Criteria Committee

Professionalism ... ?

Vitruvian virtues:
a structure must be
solid, useful, and
beautiful



'... no work can be rightly done without honesty or incorruptibility'
(Vitruvius: 'Education of the architect' from *The Ten Books on Architecture*, Book One, 1st century BC) [Illustration: 'The architect in Ancient Rome', by Sir Lawrence Alma-Tadema (1836-1912)]

Professionalism ... ?

Source: John Martin (1996) Professionalism ...? Civil Engineering, September 1996, 19-21.

- ❑ Difference between industry and **profession** is that former is organised for protection of rights, mainly rights to pecuniary gain, while latter is organised, imperfectly, for the **performance of duties**
(Richard Tawny, 1920, *The Acquisitive Society* – an Economist)

- ❑ **Competence**, yes, but this makes no allusion to the nature of what is done – its **value or its purpose** or the motive for doing it; professionalism involves **a duty** to the public - providing **a service to the community**
(John Martin, 1994, Chairman Ove Arup – a Civil Engineer)

Professionalism ... ?

- ❑ Professionals are committed to **moral principles** which go beyond the general duty of honesty, they are expected to provide a **high standard of service for its own sake**. They owe a wider duty to the **community**, which may on occasions **transcend the duty** to a **particular** client or patient.

(Jackson and Powell, 1982, *Professional Negligence* - Lawyers)

- ❑ Work is more than a means to an end ... it is an essential part of a satisfying life; one's aims in work are part of **one's aims in life**
- (Ove Arup, nd – Civil Engineer)

- ❑ By professionalism I mean being free to aim for what we believe to be best – serving society with **skill and sufficient independence** of spirit (autonomy) to give honest advice

(John Martin, 1994, Chairman Ove Arup)

Professional Associations aim to (EAPASA):

Source: Berit Karseth and Monika Nerland (2007) Building professionalism in a knowledge society: examining discourses of knowledge in four professional associations, *Journal of Education and Work*, 20:4, 335-355, DOI: [10.1080/ 13639080701650172](https://doi.org/10.1080/13639080701650172)

- **Control access** to work (✓ **but open to all disciplines meeting educational outcomes**)
- Set, monitor and safeguard compulsory **standards** and requirements in national educational programmes, including balance between theory and practice (✓)
- Expect practitioners to commit to a transcendent **ideology** or value (✓)
- Act as **quality assurers / control** of the work of its members, through weak (disciplinary procedures and sanction) (✓) or strong regulation (audits of practice) – tension between freedom of individual reflective practice versus standardisation of practice
- Award and renew professional **licences** (✓)
- Act as agents of **knowledge and ethical** standards, requiring (✓) or supporting practitioners to pursue continuous learning
- Act as **advocates** for the interests of the profession in society (✓)
- Act as a **trade-union**, in support of pay and working conditions

Professional challenges

Source: Berit Karseth and Monika Nerland (2007) Building professionalism in a knowledge society: examining discourses of knowledge in four professional associations, *Journal of Education and Work*, 20:4, 335-355, DOI: [10.1080/ 13639080701650172](https://doi.org/10.1080/13639080701650172)

“The emergence of the **post-modern society** challenges the professions’ given positions as expert communities.

Rapid shifts in knowledge and culture undermine the ability to root professional practice in a stable base of collective knowledge legitimised by reference to the past.

Incredulity and doubt become increasingly widespread, creating a climate in which any foundation or authorising centre of knowledge is subject to question. ...

Building new **relationships of** commitment and **trust** thus emerges as an ongoing challenge for the professions.” (p.336)

Professional challenges

Source: Knowledge Society – Wikipedia, the free encyclopedia

A knowledge society generates and makes available knowledge to improve the human condition.

While the evolution of the Internet has delivered unheard of quantities of information as a public good, information alone does not create knowledge.

So although expert knowledge is no longer exclusive to certain individuals, professionals or organisations, paradoxically, the role of the professional has become more important in transforming information into life-sustaining resources through reflection and critical analysis, to create understanding and meaning and provide relevant knowledge and judgement for decision-making where there are no definitive answers to societal issues.



The Environmental Impact Assessment
and Management Strategy
for South Africa - 2014

EIAMS



EIAMS Building Platform 5:

Environmental practitioners and specialists are professional, ethical, objective and independent.

(Building Platform 5 addresses Root Cause 5: Lack of confidence in environmental professionals)

Pillar 1: A statutory **Council for Environmental Professionals** is constituted, with sub-bodies – professional associations – representing the various disciplines (e.g. EAPASA); all environmental professionals are registered by the Council and belong to the appropriate association(s).

COUNCIL FOR ENVIRONMENTAL PROFESSIONALS

The Council co-ordinates, ensures uniformity within policy areas and does collective bargaining where appropriate

EAPASA
Dealing specifically
with EAPs

Association for
Public Participation
Practitioners

Association for Social
Impact Assessors

Association for
Environmental
Control Officers

Associations for other
Environmental
Professionals e.g. Heritage,
Environmental Planning

Each Professional Association and their attendant Board, constituted under the auspices of the Council, will have its own Constitution, Rule Book, requirements for CPD, etc., but is in line with the policies of the Council.

TABLE 4: THE RELATIONSHIP BETWEEN THE COUNCIL FOR ENVIRONMENTAL PROFESSIONALS AND THE PROFESSIONAL ASSOCIATIONS

Pillar 2: A **classification and categorisation system** for environmental professionals has been developed; all professional functions within Integrated Environmental Management (IEM) processes are implemented by appropriately qualified and competent registered practitioners and specialists.

CLASSIFICATION

EAP
Environmental
Assessment
Practitioner

PPP
Public
Participation
Practitioner

ECO
Environmental
Control Officer

SIA
Practitioner
Social Impact
Assessment
Practitioner

Other
Environmental
Professionals

CANDIDATE

A person who has the required formal qualification, the National Certificate: Environmental Assessment Practice, and meets some, but not all, of the criteria related to the nature and length of professional experience necessary for registration as an EAP

REGISTERED PROFESSIONAL

A Registered Professional has the National Certificate: Environmental Assessment Practice; has completed a number of years of further relevant and applicable working experience; and demonstrates the required level of experience and competence in the context of a particular Environmental Assessment according to for the various Exit Level Outcomes of the national qualification.

MASTER

A Professional would only be eligible to apply to become a Master after 8 years of experience. (e.g. EAP, Public Participation Practitioner and SIA Practitioner applicable work experience must be on EIAs and not Basic Assessments.)

CATEGORIES

TABLE 3: PROPOSED CLASSIFICATION AND CATEGORISATION OF THE IEM SECTOR

- **Pillar 3:** Regulatory instruments such as **codes of conduct**, disciplinary procedures and codes of ethics are ensured by the statutory council and professional associations.
- **Pillar 4: Continuing Professional Development** (CPD) forms part of the requirements for continued registration with the statutory council and the relevant professional association(s).
- **Pillar 5:** The various professional associations liaise with **institutions of higher learning to align curricula**, as well as accredited training courses, to IEM systems and processes, and to accredit programmes to the exit level outcomes of registered national qualifications.
- **Pillar 6:** The various professional associations have **internship systems for students in training and candidate practitioners**, which enables them to gain practical experience and skills that assist them to find work and enhance their ability to register as environmental professionals.

National Certificate: EA Practice

SA Qualifications Authority (SAQA) ID 61831

- **ELO 1:** Demonstrate a **conceptual understanding** of the environment; sustainable development; environmental assessment; and integrated environmental management.
- **ELO 2:** Demonstrate the ability **to think holistically**, systemically, systematically, spatially and in an integrative manner and to discern what is relevant to **decision making**.
- **ELO 3:** Identify and **apply** environmental assessment and management **procedures and methods**.
- **ELO 4:** **Review and monitor** environmental assessment procedures and methods.
- **ELO 5:** **Conduct applied research** activities in a specific context. (Note: An EAP is not required to conduct specialist studies).
- **ELO 6:** Meet specific communication requirements at all levels through environmental **reporting** processes **and stakeholder engagement**.

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Open approach to other disciplines

- The Board has requested academic institutions to indicate whether departments are interested in getting accreditation for programmes that meet the exit level outcomes of the national EA Practice qualification
- These programmes do not have to be named EA degrees, and can be in a range of disciplines, eg:
 - ✓ Masters in Environmental Management
 - ✓ Masters in City and Regional Planning
 - ✓ Masters in Landscape Architecture
 - ✓ Bachelors (Honours) in Environmental & Geographical Science
 - ✓ Bachelors degree in Civil Engineering

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Candidate EAP

Candidate Environmental Assessment Practitioner (Candidate EAP): This category of registration is for EAPs who have required a formal qualification, which meets the educational outcomes of the national qualification for Environmental Assessment Practice.

These Candidate EAPs are qualified to undertake work associated with, or contributing to, environmental assessment on projects, **provided that such work is supervised**, reviewed, and 'signed off' by [a Registered EAP, that is,] a REAP, who would take responsibility for work carried out by a Candidate EAP. Candidate EAPs must adhere to the Code of Ethical Conduct and Practice applicable to all registered practitioners.

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Registered EAP

EAPASA's constitution describes the nature and length of professional experience necessary for registration as an EAP, as follows (EAPASA, 2012: p. 31-32):

- “a) A minimum of **three years** appropriate professional experience, and
- b) A minimum of **three Environmental Assessments (EAs) or Reviews**, at an appropriate scale, conducted in that time in which the applicant has held **primary responsibility** for the conduct or review of the EAs and which demonstrate the required level of competence given the context of the EAs in each of the Exit Level Outcomes (ELO) of the National Certificate:
Environmental Assessment Practice”

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Terms of Reference of Standards and Criteria Committee of EAPASA

The purposes of the Standards and Criteria Committee of the EAPASA Board are to advance, uphold and review the following five components:

- 1) EAPASA's registration as a professional body;
 - 2) the registration of the National Qualification for Environmental Assessment Practice;
 - 3) the accreditation of degree programmes that incorporate the environmental assessment outcomes of the national qualification;
 - 4) standards and criteria for the registration of EAPs to be applied by the Registration, Professional Development, and Disciplinary committees; and
 - 5) the EAPASA Code of Ethical Practice and Conduct,
- all of which are meant to guide the education, reasoning and actions of Board members and practitioners who are registered as members of the Association.

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ToR and Work Plan of Standards and Criteria Committee: (1) and (2)

1) Register EAPASA as a professional body and **register the designation of EAP, with** the South African Qualifications Authority (**SAQA**)

2) National Qualification for Environmental Assessment Practice (applied by tertiary educational institutions as basis for degree programmes; **or for recognition of prior learning** by Registration Committee)

- Change 'SAQA Registered Qualification: National Certificate: Environmental Assessment Practice' to a **Bachelor (Hons)** in partnership with the Council on Higher Education (CHE)
- In **future, review and amend** the CHE registered qualification or components (outcomes and assessment criteria) thereof, where relevant in consultation with interested parties

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Work Plan (3A):

The accreditation of degree programmes

(A) Provide **support to tertiary educational institutions** to facilitate the accreditation of programmes that incorporate the environmental assessment outcomes of the national qualification:

- Communicate with educational institutions to publicise and **promote adoption** of the national qualification
- **Distribute guidelines** to educational institutions about the **CHE's online application system** for accreditation through its Higher Education Quality Committee (HEQC)

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Work Plan (3B):

The accreditation of degree programmes

(B) Provide support to CHE and SAQA to facilitate the processes of accreditation of educational programmes:

- Prepare and implement **MoU with CHE**
- Source approximately 20 **evaluators** and forward CVs to CHE; CHE organises **2 day training workshop** for evaluators at CHE offices in Pretoria
- Provide input to the CHE on the extent to which individual **programmes** submitted for accreditation **meet the outcomes** stipulated in the national qualification, as the considered input of the registered professional body, to complement the CHE's criteria for academic integrity



Work Plan (3B) continued: Final steps in accreditation of degree programmes

- Evaluation of a programme goes to Accreditation Committee, and then to Higher Education Quality Committee (HEQC) of CHE
- If accredited, then onto Department of Higher Education and Training (DoHET) who vet Programme Quality Mix and register on programme mix to ensure government subsidy to provider
- Then only to South African Qualifications Authority (SAQA), who register programme on the National Qualifications Framework





FRONT ROW: Danie Neumann, Snowy Mothiba, Sibusisiwe Hlela, Gerrie van Schalkwyk, Karen Shippey

MIDDLE ROW: Richard Hill, Carmen du Toit, Chumisa Thengwa,
Amanda Britz , Sibonelo Mbanjwa

BACK ROW: Garth Barnes, Khangwelo Musetsho,
Paul Hardcastle

**Environmental Assessment
Practitioners Association
of South Africa**

Advancing environmental assessment practice in South Africa



Conclusions

If you wish to 'hitch your wagon' to the (as yet embryonic) **Council for Environmental Professionals**, then you will need to have many of the components highlighted here, including:

- ☐ a national **qualification**
- ☐ specific **legal regulations** (the equivalent of EAPASA's under the NEMA), possibly under the Act establishing the proposed Council
- ☐ **significant funding** to cover the **first few years** of operation until such time as professional fees cover running costs
- ☐ A good measure of **professional perseverance**

Best wishes for your deliberations!

Any questions?

APHP

ASSOCIATION OF PROFESSIONAL
HERITAGE PRACTITIONERS

APHP PROFESSIONALISATION OF HERITAGE IN SOUTH AFRICA

Conference and Workshop

20th and 21st March 2015

Presentation PDF: Peter Hinton

Trust us! Who needs to be persuaded why the state should recognise the professionalism of archaeologists and other heritage practitioners?

Peter Hinton

Chief Executive, Chartered Institute for Archaeologists

*APHP: Professionalisation of Heritage in South Africa
Stellenbosch 20-21 March 2015*

Trusting in professionalism

1. Introduction
2. Criteria for chartered status
3. Quality management
4. Public interest
5. Profile
6. Resistance
7. CIfA today... and tomorrow

Trusting in professionalism

1. Introduction
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7. Cifa today... and tomorrow

Who we are



- 3200+ members
- 70+ registered organisations
- 10.4 FTE employees
- APIFA – 1970s
- IFA – 1982
- IfA – 2008
- CIfA – 2014
 - a Royal Charter
 - transfer and governance change



Chartered
Institute for
Archaeologists

ELIZABETH THE SECOND, by the Grace of God
of the United Kingdom of Great Britain and
Northern Ireland and of Her other Realms
and Territories Queen, Head of the
Commonwealth, Defender of the Faith

TO ALL TO WHOM THESE PRESENTS SHALL COME, GREETING!

NOW THEREFORE know ye that We have been pleased, by
virtue of Our Prerogative Royal and of Our especial grace,
certain knowledge and mere motion, to grant and declare,
and do hereby for Us, Our Heirs and Successors, grant and
declare as follows:

The persons now members of The Institute of Field
Archaeologists and all other persons who may hereafter
become members of the body corporate hereby constituted
shall forever hereafter be one body corporate by the name of
The Chartered Institute for Archaeologists and by the same
name shall continue to have perpetual succession



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A Royal Charter

State recognition that the organisation

- has permanence and stability
- is pre-eminent in its field
- is endorsed by the state
- has a legitimate and beneficial purpose for the public good
- is a quasi-public body

The charter

- may be amended, with PCO permission, to introduce Chartered Archaeologist status
- brings parity of esteem with fellow professionals
- endorses messages about professionalism

Privy Council guiding criteria for awarding a Royal Charter

- unique profession
- have as members most of the eligible field
- no significant overlap with other bodies
- members qualified to at least first degree level in a relevant discipline
- financially sound organisation
- a track record of achievement over a number of years
- a convincing case that it would be in the public interest for government to regulate the body in this way
- of substantial size

Petitioning for the Charter

- informal discussion
- informal petition
- draft Charter (constitution) and formal petition (arguments)

To the Queen's Most Excellent
Majesty in Council, the humble petition of
the Institute of Field Archaeologists
sheweth as follows:

Trusting in professionalism

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Managing quality



- *Code of conduct*
- standards for person, process and product
- set, promote and measure compliance with standards

Managing quality

Person

- non-accredited grades
 - Student
 - Affiliate
- accredited grades
 - Practitioner PCIfA
 - Associate ACIfA
 - Member MCIfA
- assessment of technical and ethical competence
 - statement of competence
 - matrix
 - portfolio of work
 - sign *Code of conduct*



	Practitioner (PCifA)	Associate (ACifA)	Member (MCifA)
Knowledge	Good working knowledge of key aspects relevant to area of historic environment practice and competence used to support the application	High level of working and background knowledge relevant to area of historic environment practice and a broad range of activities within that area	Authoritative knowledge and depth of understanding of sector and a broad range of historic environment practices
Autonomy	Some responsibility for achieving tasks using own judgement and autonomy, whilst working under general supervision. Collaboration with others is expected	Considerable responsibility for own work using own judgement and autonomy, in a wide variety of contexts, but within an established framework. Control or guidance of others may often be required	Substantial autonomy, takes full responsibility for own work. Where applicable, will also have significant personal accountability for others and/or the allocation of re-sources, in a wide variety of contexts
Coping with complexity	Appreciates complex situations within the role held and able to achieve partial resolution alone. Some activities are complex and non-routine*	Copes with complex situations through deliberate analysis and planning. Most activities are complex and non-routine*	Deals with complex situations holistically, demonstrates confident decision-making in a broad range of complex, technical or professional activities
Perception of context	Sees actions as a series of steps and recognises the importance of each role in the team	Sees actions at least partly in terms of longer-term or wider goals	High level of understanding of overall 'picture', sees alternative approaches and how they might be tackled

Managing quality

Person

- CPD obligations
- professional conduct regulations
- ex-ante and ex-post regulation

Managing quality

Person: Registered Organisations

- application form
- inspection visit
 - admission
 - recommendations
 - conditions
 - refusal
- three-year Registration
- complaint process



Managing quality

Process and product

- Code of conduct
- standards and guidance
 - standard – outcome (=product)
 - guidance – approach (=process)



Managing quality

Process and product

- standard
 - An archaeological field evaluation will determine, as far as is reasonably possible, the nature of the archaeological resource within a specified area using appropriate methods and practices. These will satisfy the stated aims of the project, and comply with the *Code of conduct* and other relevant by-laws of CIfA
- consistency, flexibility, innovation
- links to professional conduct process
- links to Registration process

Person: Chartered Archaeologist

- more ex-ante assessment?
 - enhanced portfolio
 - interview?
 - exams?
 - inspection?
 - demonstration of working methods?
- time-limited accreditation?
- highest level?
- limited numbers?

Trusting in professionalism

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The Petition

also sheweth...

...that we work for the public, not for archaeologists

A profession

- an occupation in which skilled practitioners undertake their duties impartially, according to a code of ethics, and are subject to the oversight of their fellow practitioners

A profession

- an occupation in which skilled practitioners undertake their duties impartially, according to a code of ethics, and are subject to the oversight of their fellow practitioners

Expected characteristics of professional associations

- a code of professional conduct
- entry conditions for membership
 - subscription to the code
 - demonstrated competence
 - continuing education for qualified members
- professional conduct or disciplinary process
- promoting development of the discipline
- protecting the public/consumer/client

Strategic plan

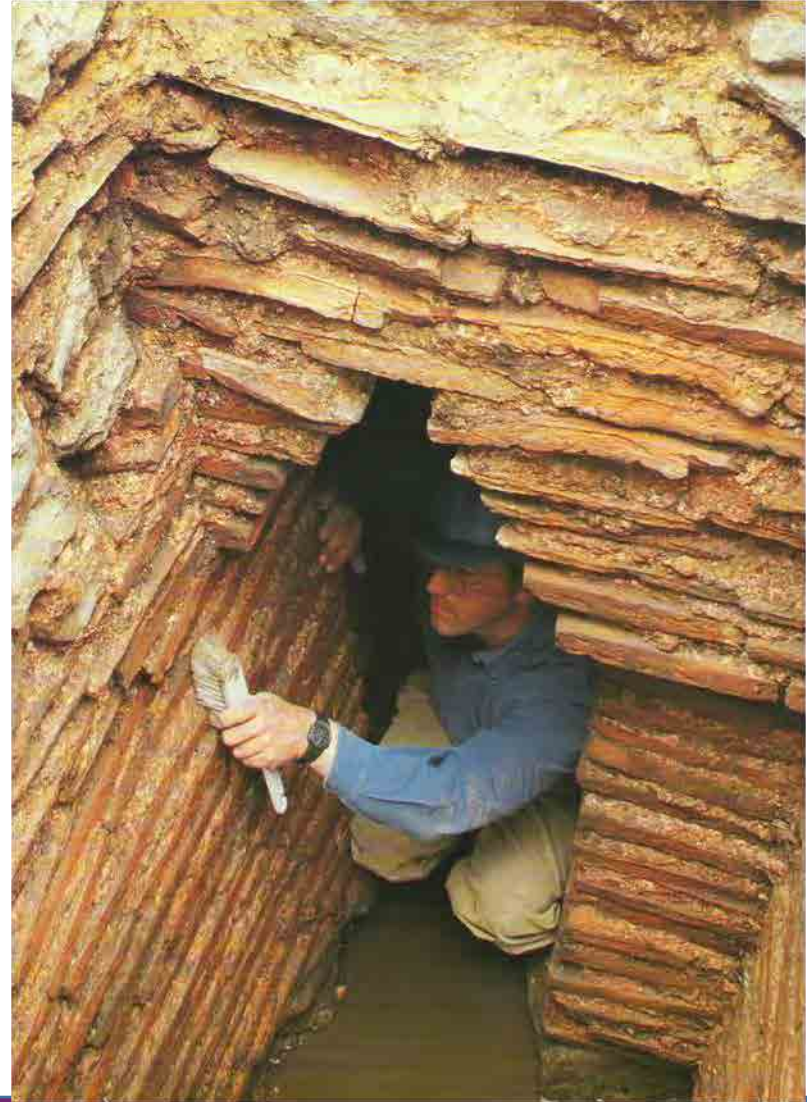
What archaeologists do (aka values statement)

- Archaeologists study – and care for - the past through its physical remains
- These remains – whether built, buried, on land or underwater, extraordinary or everyday, magnificent or mundane – all contribute to our historic environment
- The resources of the historic environment, like those of the natural environment, are for the benefit of everyone in society
- Archaeologists have a unique set of skills use these resources – to find them, to explore them, to care for them and to realise their potential for education and research, the improvement of our environment and the enrichment of people's lives
- We have a duty to society to fulfil this role

Strategic plan

What IfA does (aka mission statement)

- We promote high professional standards and strong ethics in archaeological practice, to maximise the benefits that archaeologists bring to society, and to bring recognition and respect to our profession



Strategic plan

Where we want to be in 2020 (aka vision statement)

- In 2020 all professional archaeologists will have the skills, integrity and versatility to ensure that the study and care of the historic environment brings real benefits to people's daily lives



Professional reputation

- ‘Some contrivance to raise prices’ - Adam Smith, *The Wealth of Nations*, 1776
- ‘All professions are conspiracies against the laity’ - George Bernard Shaw, *The Doctor’s Dilemma*, 1911
- ‘To depend upon a profession is a less odious form of slavery than to depend on a father’ - Virginia Woolf, *Three Guineas*, 1938
- ‘Immune targets’ - Margaret Thatcher, 1980s
- ‘Chaps looking after chaps’ - almost everybody else

Present EBS market paradigm

- **Perceived EBS Key to success: We only need 3 Deals**
 - willing credit worthy dumb-ass counter party who will;
 - give us all the money now
 - assume all risk
 - sue EBS later to get the money back
- **Method of dealing with customers**
 - perform “seagull maneuver”
 - waste customer time making noise
 - dump on them
 - fly away

CONFIDENTIAL

ETF-EBS-031640



Professional reputation

To: Peg J. Haze

cc: Thomas J. Hoey@ANDERSEN WO, Lawrence A. Rieger@ANDERSEN WO, Gustavo A. Molinero@ANDERSEN WO, Jack Potthast@ANDERSEN WO, Marcelo Martins@ANDERSEN WO, Dmytro Andriyenko@ANDERSEN WO, Gregory J. Jonas@ANDERSEN WO, G. William Graham@ANDERSEN WO, John J. Geron@ANDERSEN WO, Richard Corgel@ANDERSEN WO, Linda Hertog@ANDERSEN WO, Michael J. Santay@ANDERSEN WO, Dorsey L. Baskin@ANDERSEN WO, Karin K. Azamirovski@ANDERSEN WO, Scott A. Ward@ANDERSEN WO, Ted G. Home@ANDERSEN WO, Melvin C. Berg@ANDERSEN WO, Toby J. Bishop@ANDERSEN WO, Sheri L. McGinnis@ANDERSEN WO

Date: 11/29/2001 4:08PM

From: Thomas N. Osran, Chicago 33 W. Monroe, 50 / 1-8466

Subject: Re: Zero defects auditing – Alert #5

This is embarrassing since I wrote it, but here it is.

DON'T leave smoking guns in your work papers or elsewhere that can be devastating to the firm. Th

Trusting in professionalism

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Three levels of professional association

- not recognised – rely on self-regulation
- recognised – restriction on the use of title but not on practice
- regulated – the right to practise is restricted by law

Trust and respect

- behaviours
 - constructive, polite, firm, understanding, discreet
 - informed
- trust of government officials
- recognition by ministers
- respect from the sector
- marketing
- international profile

WHAT?**Professionalism**

- working in the public interest
- adhering to a *Code of conduct*
- assessed for competence
- maintaining and enhancing skills and knowledge
- being accountable under professional conduct and disciplinary processes

HOW?**How we accredit professionalism**

- we assess membership applications rigorously, and transparently against our standards
- we investigate professional conduct fairly, proportionately and robustly against our standards


WHY?**Accredited professionalism**

- encourages better practice and service
- raises the profile of archaeology
- encourages the recognition of archaeology as a skilled profession

WHO?**Accredited professionals**

- are distinguished from those who have not committed to sector standards
- offer recourse where unprofessional conduct is suspected
- demonstrate competence
- give confidence
- reduce risk

Trusting in professionalism

- 
- A photograph of a large, multi-story stone castle or fortress situated on a rocky island in the middle of a body of water. The castle has several towers and battlements. In the foreground, there are dark, wet rocks. To the right, a stone bridge with arches is visible. The sky is overcast.
1. Introduction
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 - 6. Resistance**
 7. ClfA today... and tomorrow

Resistance

- membership resistance to change
 - of name
 - of governance
 - of status
 - explanation, survey, consultation
- resistance by other chartered bodies
- resistance by other parts of the heritage sector
 - territoriality

The heritage market

		Exit Barriers	
		LOW	HIGH
Entry barriers	LOW	Low stable returns	Low risky returns
	HIGH	High stable returns	High risky returns

Figure 8.4 Entry and exit barriers and profitability.

Market failure

- information asymmetry
- credence goods
- negative externalities



Making the case – supply

Key messages

- public benefit, public value
- the contribution of heritage to wellbeing, health, identity, community resilience and economic growth

Studying the past

Making sense of the present

Shaping the future


- the ethical core of professionalism
- professionalism and social infrastructure
- the public interest case for regulating the market

Making the case – demand

Key messages

- professionalism and trust
- easing the friction of social transactions
- competence
- accountability
- derisking and cost savings
 - search
 - negotiation
 - approval
 - monitoring
 - enforcement
 - insurance

Trusting in professionalism

- 
- A photograph of a small, old stone church with a steep, tiled roof and a small steeple. The church is surrounded by a graveyard with several large, weathered stone headstones. The background is a lush green hillside with trees.
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CIfA today

	1982	2015
code of conduct	yes	yes
standards and guidance	0	13
membership entry procedure	assertion	rigorous; reformed
professional qualification	no	yes
disciplinary procedure	no	effective
members	240	3200
registered organisations	0	70
staff (FTE)	0	10.4
turnover	£9,381 (1982-3)	£939,992 (2013-14)
professional influence	some	significant
political influence	none	significant

Core messages

- Archaeology adds value to business and to society
- Professionalising archaeology is good for practitioners, clients and the public
- ClfA champions professionalism in archaeology
- Members of ClfA are professionally accredited and skilled in the study and care of the historic environment
- Sharing knowledge about professional archaeology improves standards, promotes good practice and attracts new people into archaeology

ClfA is not a UK institute

- accredited members have agreed to subscribe to the *Code of conduct* and to follow its Standards and guidance
- wherever they live and work
- and comply with all relevant legislation and regulations
- accountable to ClfA for their actions everywhere
- ClfA therefore operates without national borders

Things to think about...?

- the grey edges of the heritage sector
- the value of collaboration
- wheel reinvention
- economies of scale
- strategic partnerships



CIfA

Chartered
Institute for
Archaeologists

peter.hinton@archaeologists.net



www.archaeologists.net

APHP

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APHP PROFESSIONALISATION OF HERITAGE IN SOUTH AFRICA

Conference and Workshop

20th and 21st March 2015

Presentation PDF: Hannetjie du Preez

APHP Workshop, Stellenbosch

Early Farmsteads at the Cape of Good Hope: Do they have Outstanding Universal Value for a potential World Heritage Site Nomination?



20 March 2015

Hannetjie du Preez

Chief Director Cultural Affairs

Western Cape Department of Cultural Affairs and Sport, South Africa

Overview

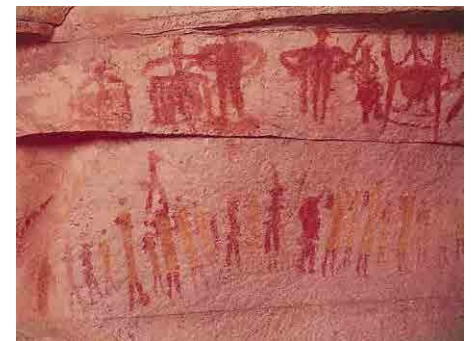
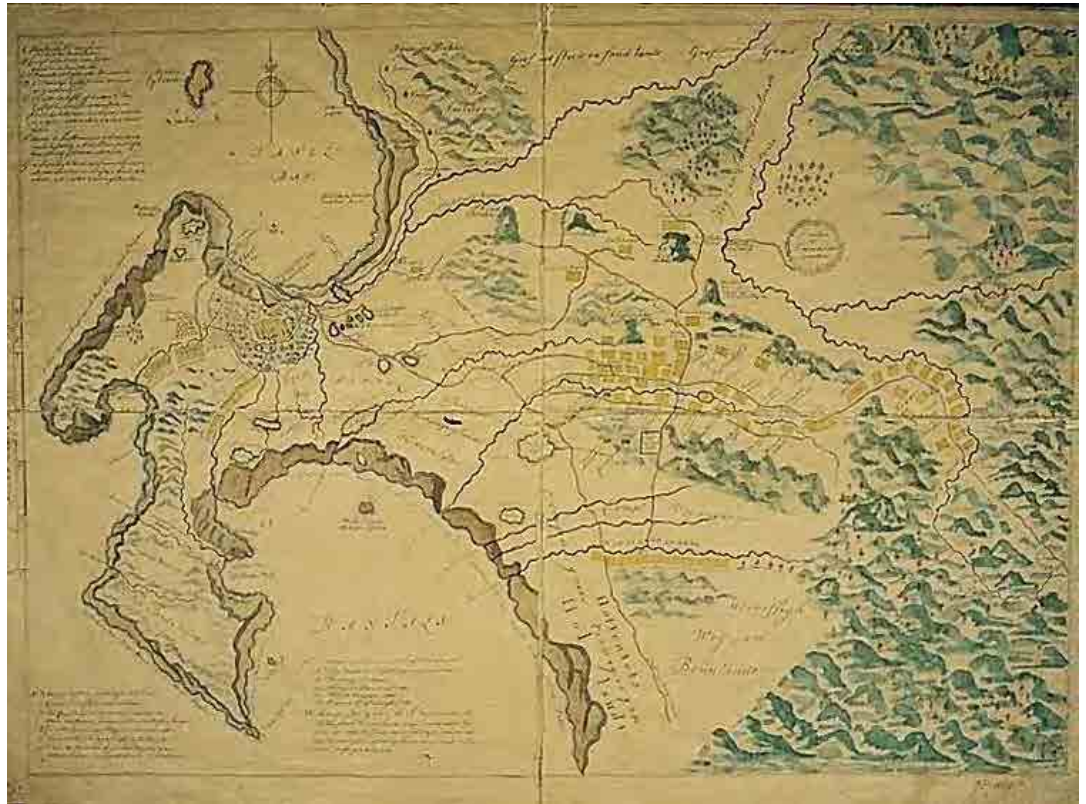
- Globalization
- The concept of settlement and the development of cultural landscapes and townscares of the Dutch settlements in the 17th century
- 16th and 17th century Dutch ideas, knowledge and scientific influences globally
- The Dutch Golden Age and early farmsteads and settlements at the Cape of Good Hope
- Initiative of a World Heritage nomination of the Cape Winelands
- Comparative analysis
- World Heritage Convention: Criteria and Outstanding Universal Value

Settlement and the development of cultural landscapes and townscales

- *...is fashioned from a natural landscape by a cultural group. Culture is the agent, the natural area the medium, the cultural landscape the result.* (Sauer, 1925)

- *... the cultural landscape is a tangible manifestation of human actions and beliefs set against and within the natural landscape.* (Munjeri, 2000)

- *An Aboriginal cultural landscape is a place valued by an Aboriginal group (or groups) because of their long and complex relationship with that land. It expresses their unity with the natural and spiritual environment. It embodies their traditional knowledge of spirits, places, land uses and ecology.* (Parks Canada, 2000)



The Cultural Landscape

[Cultural landscapes] are illustrative of the evolution of human society and settlement over time, under the influence of the physical constraints and/or opportunities presented by their natural environment, and of successive social, economic and cultural forces, both external and internal.

(Expert Meeting to formulate a definition for UNESCO's World Heritage Committee, 1992)



Photo: Jean Naude, Groot Constantia

The Cultural Landscape

• ... is a geographic area (including both cultural and natural resources and the wildlife or domestic animals therein), associated with a historic event, activity, or person or exhibiting other cultural or aesthetic values. There are four general types of cultural landscapes, not mutually exclusive:

- historic sites,
- historic designed landscapes,
- historic vernacular landscapes, and
- ethnographic landscapes.

(The US Secretary of the Interior's Standards for the Treatment of Historic Properties and Guidelines for the Treatment of Cultural Landscapes (1996), designed by Birnbaum and Madigan)

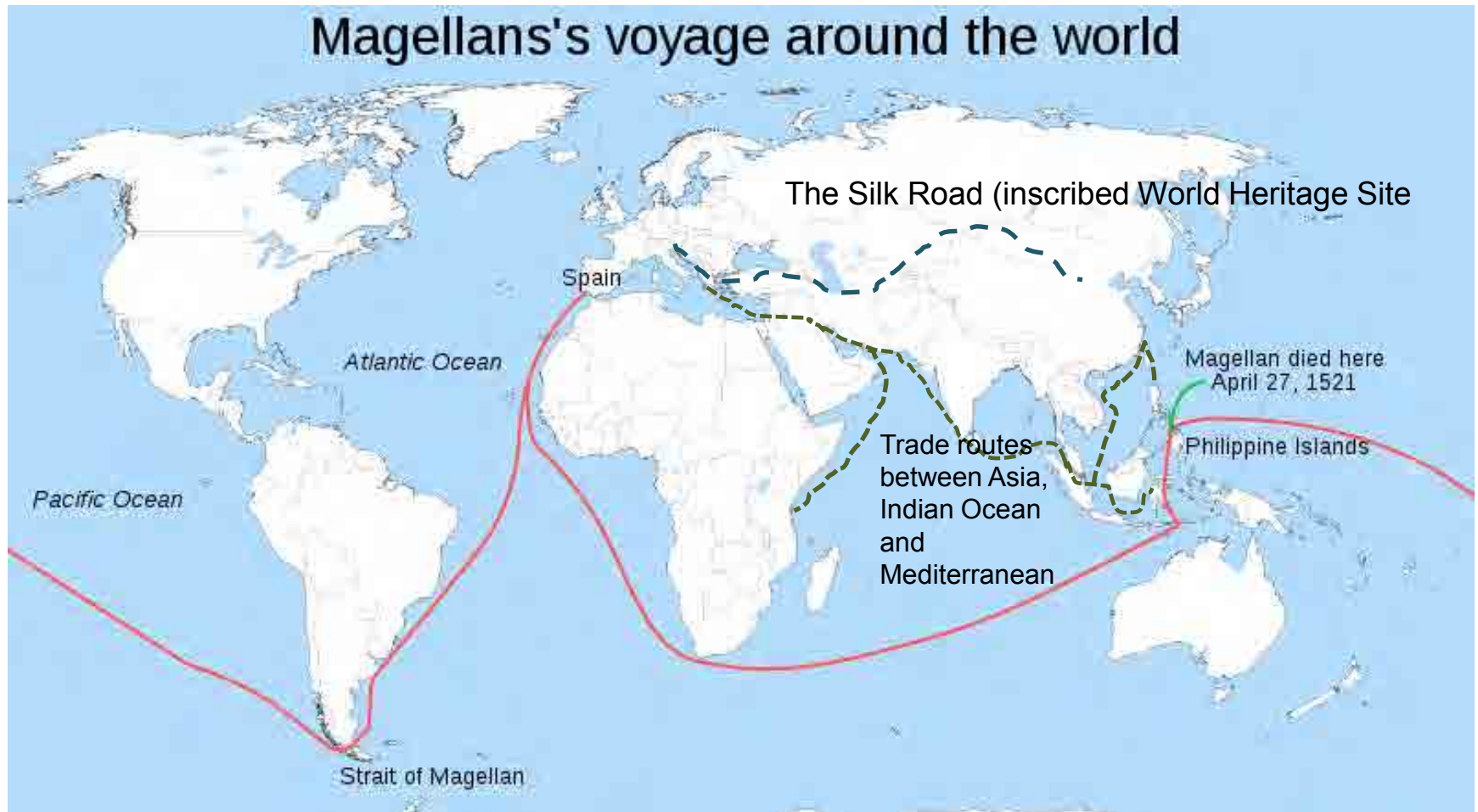
• ... a landscape is an area, as perceived by people, whose character is the result of the action and interaction of natural and/or human factors.

(The European Landscape Convention 2000)



Globalization: The quest for a new trade route to the Spice Islands

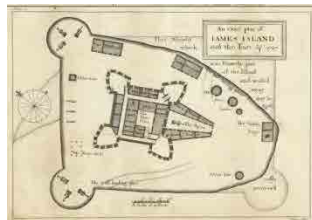
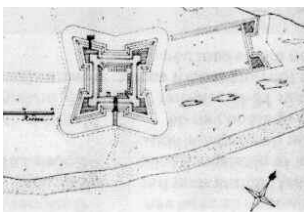
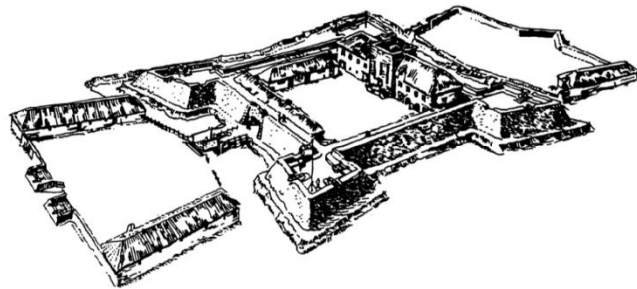
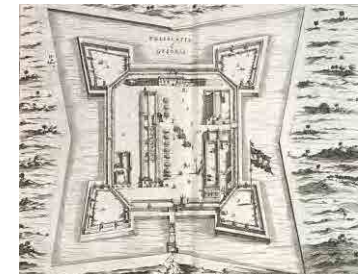
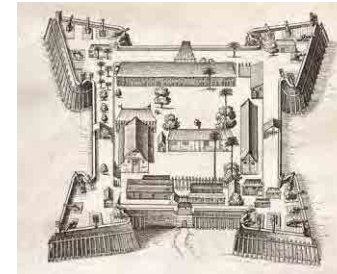
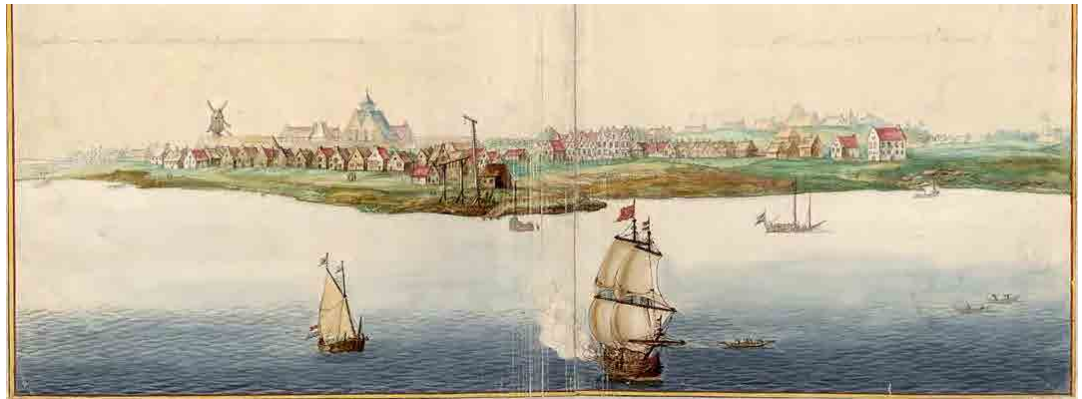
- Monopoly of spice trade in Europe of Venice and the Arabs prior to 1500s
- New sea routes opened up trade to Spice Islands after Dias, Da Gama, Columbus and Magellan
- European trading companies established
- Competition in trade



Requirements for settlement in 16th & 17th century & the emergence of a townscape or cultural landscape

- Building new or strengthening existing defence structures has always been a priority when existing settlements are upgraded or when people settled in a new place.
- From 1600 - 1800 the two Dutch trading companies established at least 157 overseas forts, posts or settlements in Northeast America (13), in the Caribbean (9), Northeast Brazil (10), Guyana in South America (6), West and South Africa (32), India (21), Ceylon (Sri Lanka) (9), the East Indies, including the Moluccas (Indonesia, Malaysia and Borneo) (31), Japan (2), Malacca (3), Arabia and Persia (7), Indo-China (7) and on Formosa (Taiwan) (3).

- 'Gezicht op Nieuwe Amsterdam of nue Nieuw York' (Johannes Vingboons)
- The Fort in New Yorke (1625-1664)
- Fort Nassau, Banda Neira Island (1599-1949)
- Fort Geldria, Pallacatta/Pulicat, Coromandel Coast of India (1610-1795)
- Het Eylant Banda Neira met Fort Nassau en Fort Belgica
- Fort Caap de Goede Hoop (1652-1669)
- Fort Oranje, Itamaraca north of Recife (1633-1654)
- Fort James, Gambia



The Ideal Scheme for a City: Simon Stevin

• Simon Stevin (1548-1620)

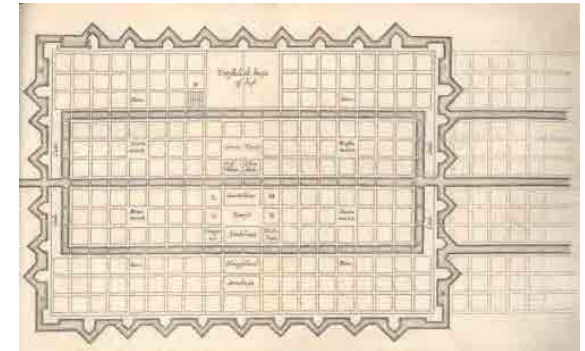
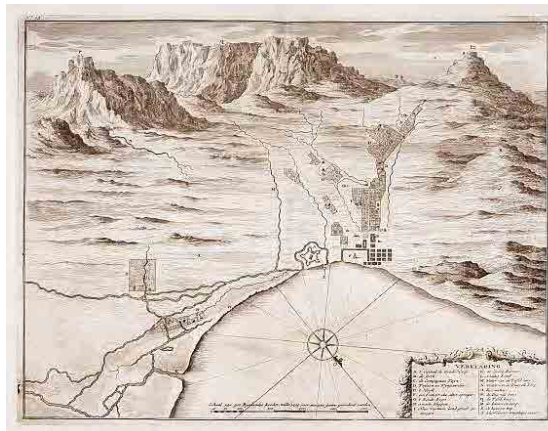
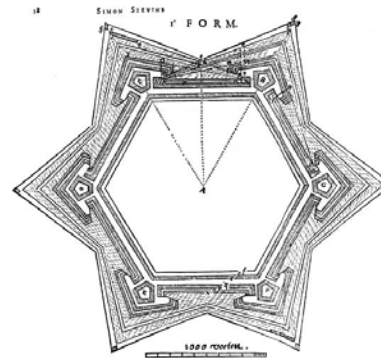
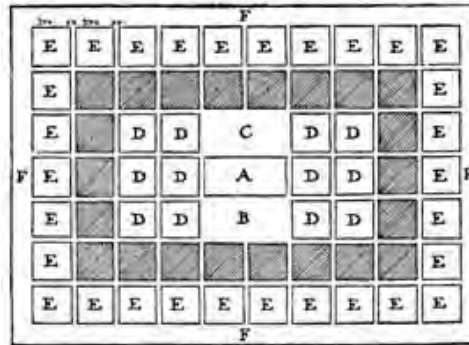
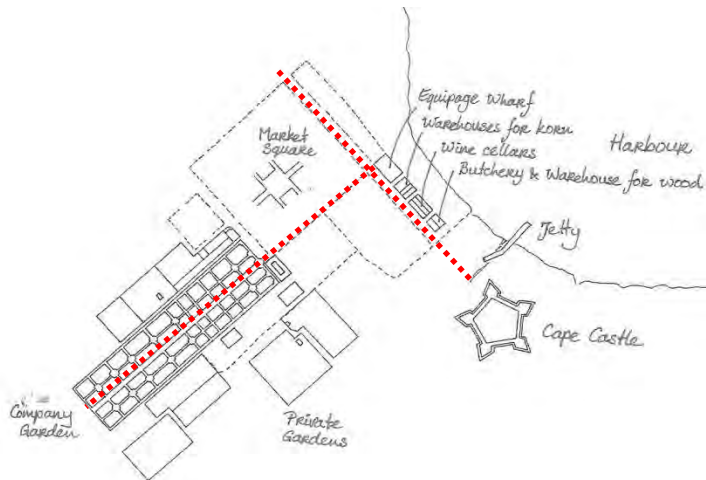
- a scholar
- commissioner of public works, quartermaster and 'camp-measurer' of the army of the Republic
- professionalisation of engineering practice 1599
- and a linguist: mathematics = *wiskunde*

• Stevin's 'Ideal Scheme for a City'

- In some instances more rigidly applied than in others due to the influence of geographical features

• Principles (as illustrated in layout of Cape Town):

- Plan with two axis at right angles
- Fresh water sources for drinking water and for the moat of the Castle
- Centrally located areas for trade (Greenmarket Square and Riebeeck Square), government and civil amenities (church, hospital, etc)
- Area for defence purposes (fortification & military exercise)



Illustrations: Ron van Oers

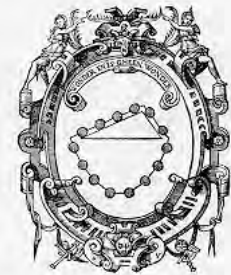
WISCONSTIGE GEDACHTENISSEN.

Inhoudende t'ghene daer hem
in gheoeffent heeft

DEN DOORLVCHTICHSTEN

Hoochgebooren Vorst ende Heere, MAYRITS Prince van
Orangien, Grave van Nallau, Catzenellenbogen, Vianden, Moers &c.
Marschgraef vander Vere, ende Vissinghen &c. Heere der Stadij Graye
ende Standes van Cuyc, St. Vyt, Daelbusch &c. Gouverneur van
Gelderlan, Holland, Zeeland, Westvriellant, Zutphen
Vrocht, Overysel &c. Opperte Veldheer vande
vereenichde Nederlanden, Admiraal
generael vander Zee &c.

Bescreven door SIMON STEVIN van Brugghe.

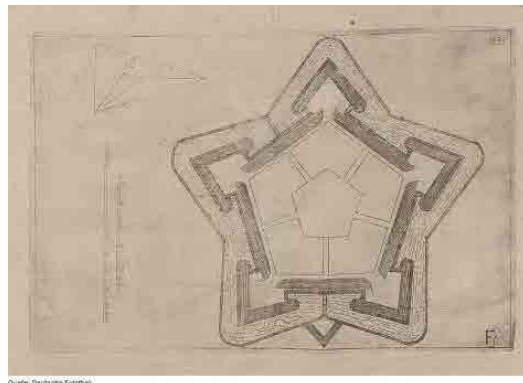
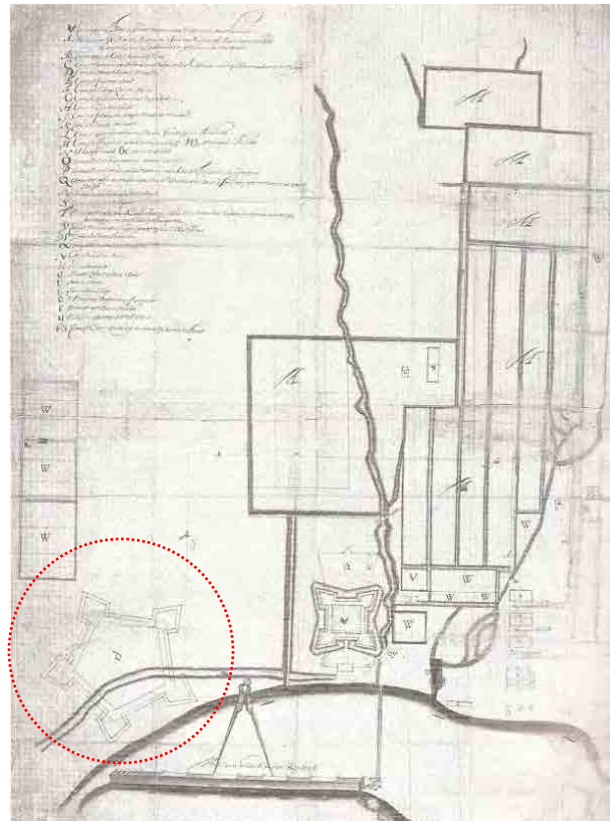
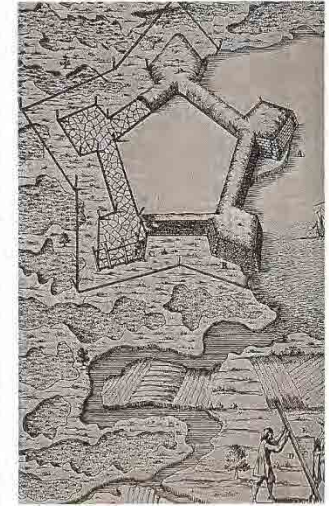
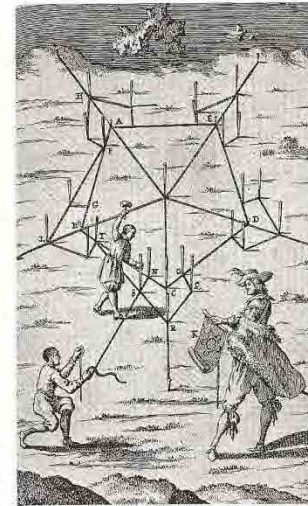
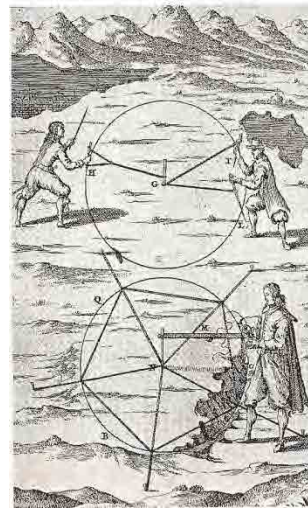
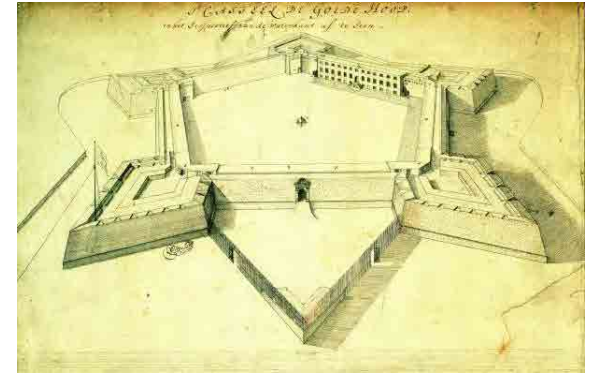
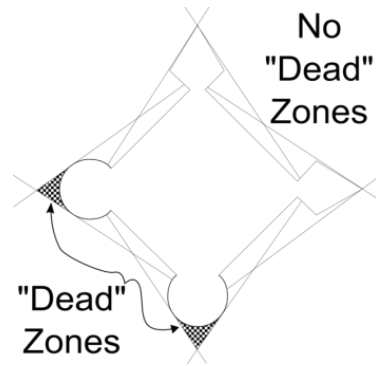


TOT LEYDEN,
Inde Druckerye van Jan Bouvvensz.
In het jaer 1652.

Military & civilian architecture practices shaped the emerging cultural landscape

- Military and civilian architecture, town planning and urbanism flourished during the Renaissance followed by the Dutch and French Golden Ages, e.g. the Dutchmen Stevin and Van Coehoorn and the Frenchman Vauban
- The VOC built a new pentagonal fortified administrative complex for the Cape of Good Hope (c. 1669), based on the latest European military architectural design

Illustrations: Ron van Oers and the Western Cape Archives Repository



Quelle: Deutsche Fotothek

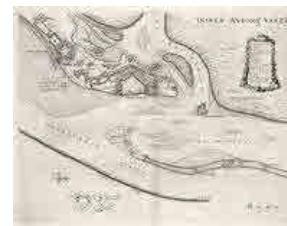


The Built Environment & the Cultural Landscape

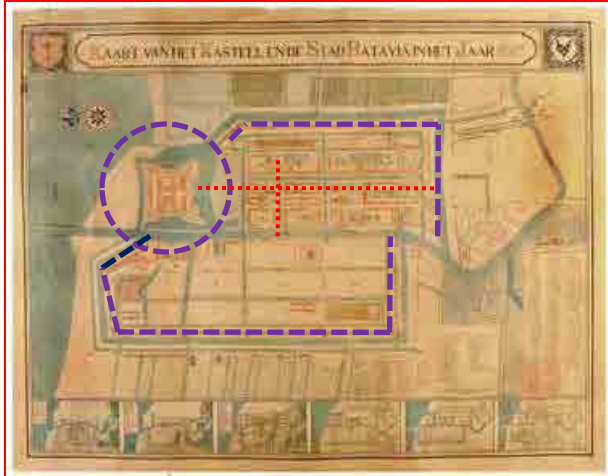
Gesicht op New Amsterdam 1660: Castello Map



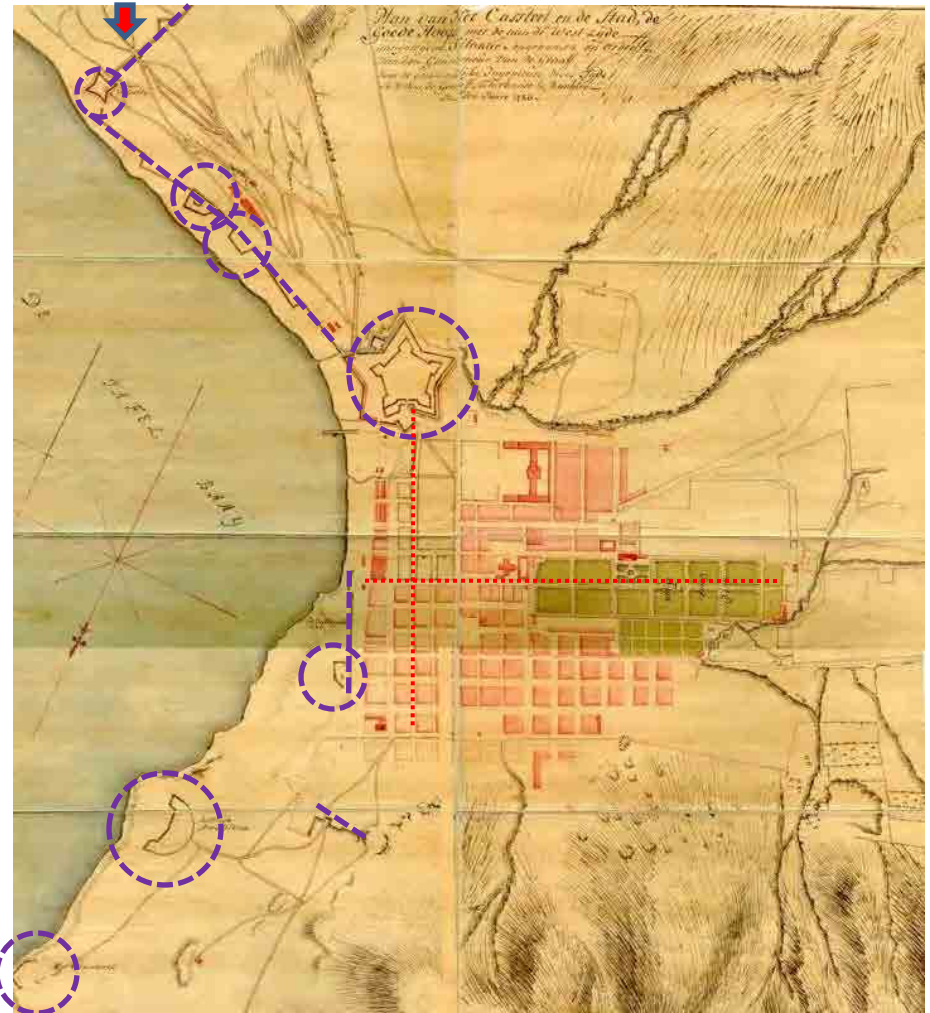
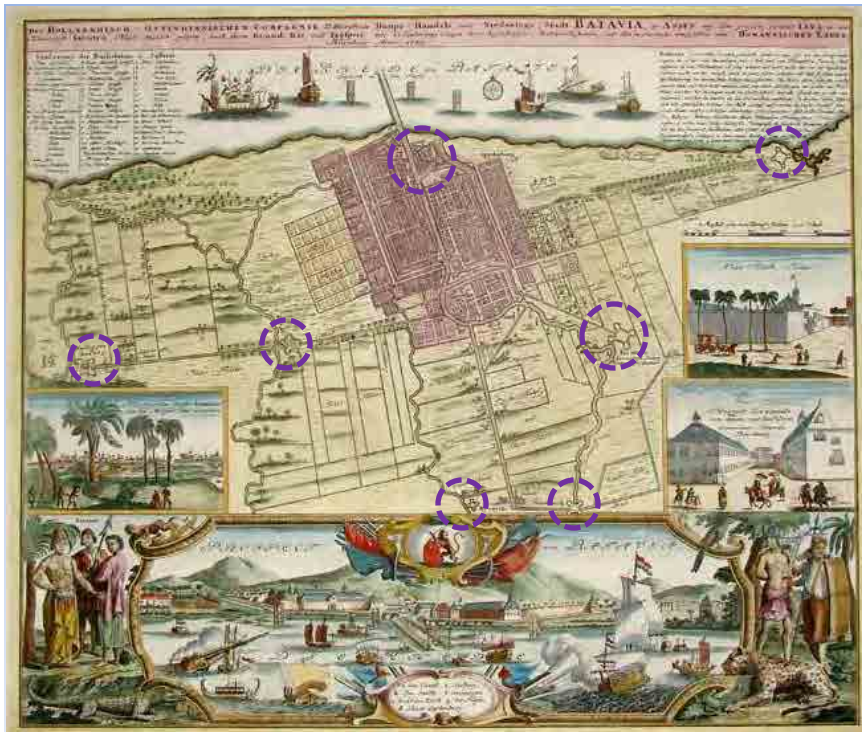
Brazil: Recife now – Mauritsstad (1660) then



The Urban Cultural Landscape: Batavia (1620) & Kaap de Goede Hoop (1652)



- *Casteel en de Stad Batavia*, 1667. Note the channels and moat.
- The Homann map of Batavia showing fortifications, 1733
- *Plan van Het Casteel en de Stad de Goede Hoop* with its moat and associated fortifications (De Chavonnes and Amsterdam Batteries, Helena and Fort Knokke and the French lines designed by Louis Michel Thibault, 1786
- *Casteel Batavia* by Andries Beeckman

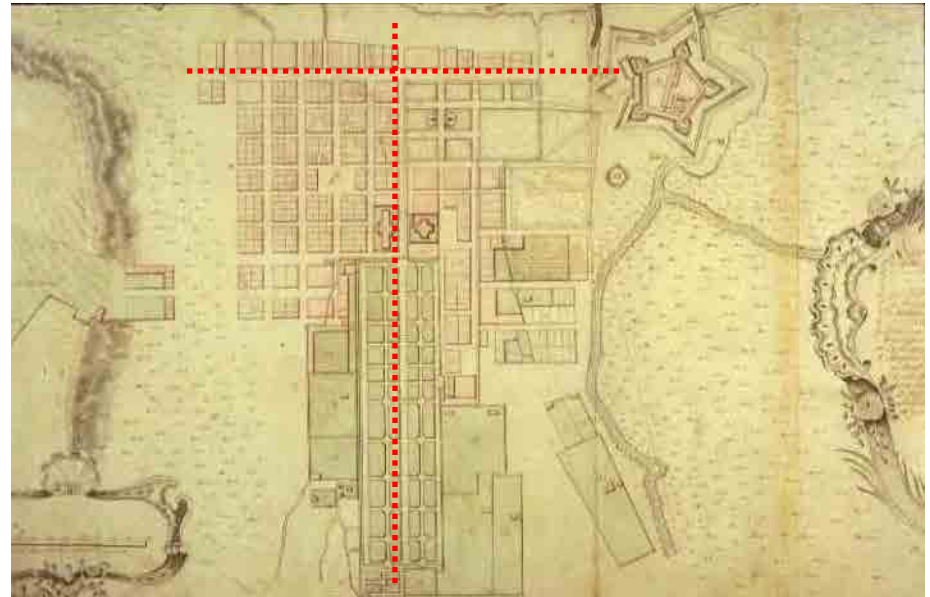
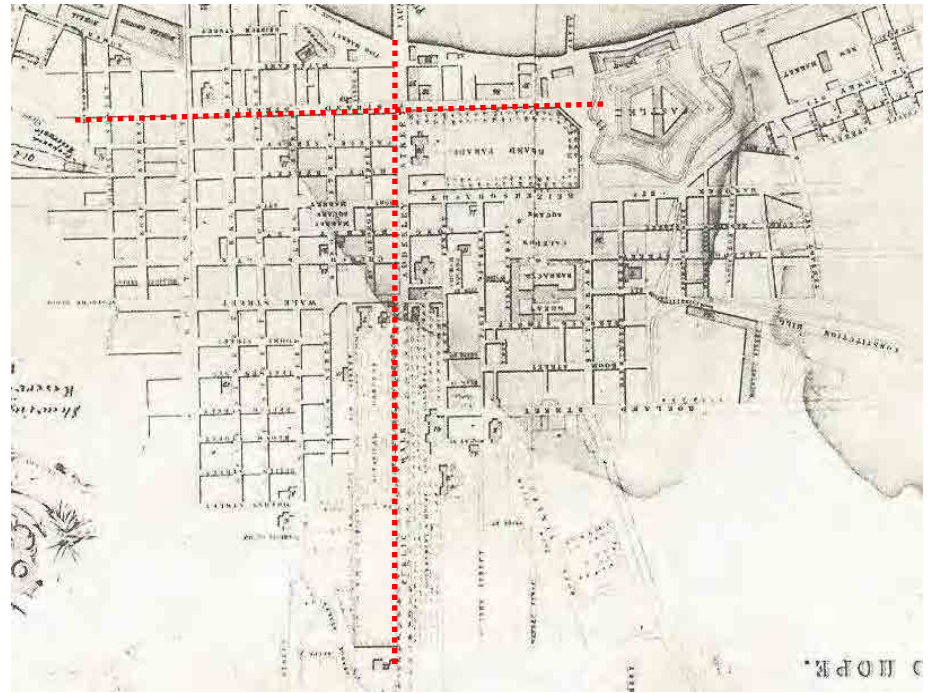


- Initial layout expanded in Batavia and at the victualing station at the Cape: Later additional fortifications were added to ensure effective defence of these two strategic settlements of the VOC, including those added by Louis Michel Thibault, the French military engineer that came with the De Meuron Regiment to the Cape in 1781. Kaapstad was fortified by various means since it was established, acquiring even a city gate to the east that was locked at night



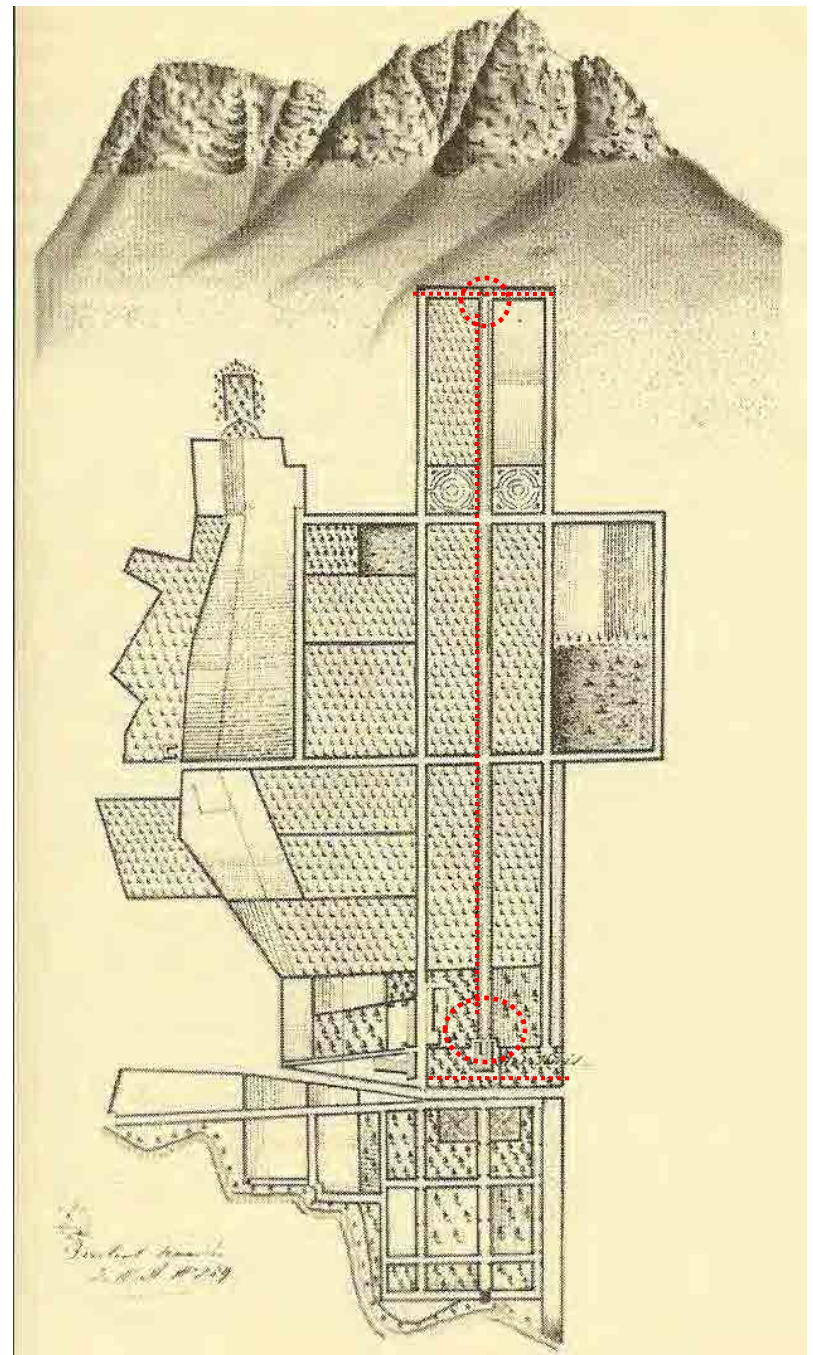
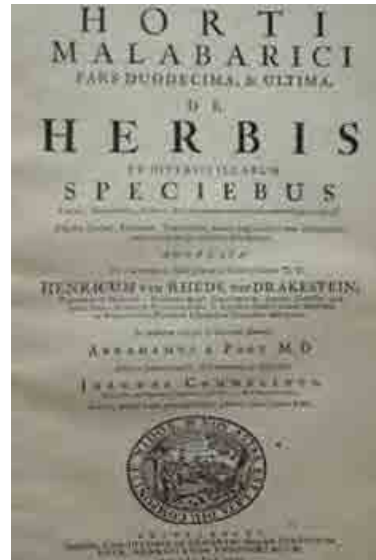
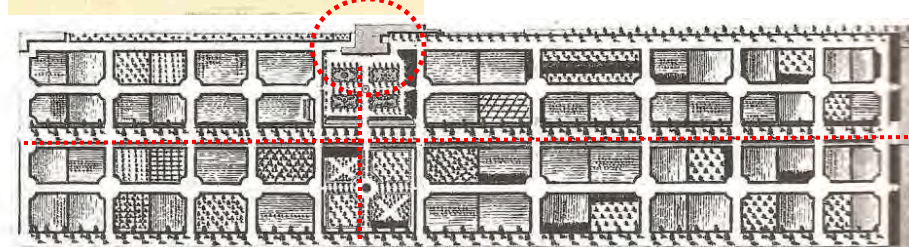
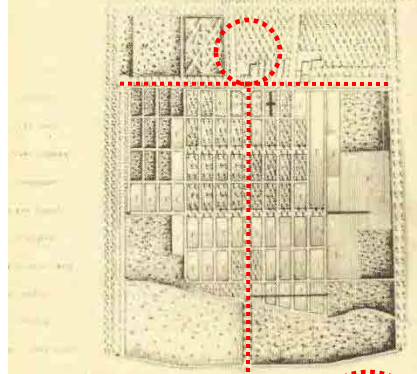
The Built Environmental & the Cultural Landscape

- Stevin's 'Ideal Scheme for a City'
- Principles:
 - Two axis at right angles
 - Fresh water sources for drinking water and for the moat of the Castle
 - Centrally located areas for trade (*De Markt* - later renamed Greenmarket Square and Riebeeck Square), government and civil amenities (church, hospital, etc) and the Parade for military manoeuvres
 - The Castle and fortifications for defence purposes



The gardens of the VOC at the Cape of Good Hope

- Vegetable and fruit gardens: 1670s: Changes to botanical and medical gardens, vineyard and gardens for leisure
- Roles of Joan Huidecooper II (mayor of Amsterdam) & botanist Jan Commelin for the Hortus Medicus in Amsterdam: Huidecooper's instructions to his relatives Joan Bax van Herenthals and Simon van der Stel at the Cape to send plants, seeds to him and the Hortus Botanicus in Amsterdam and chief gardener Heinrich Oldenland and Jan Hartog sending plants to the Hortus Medicus - their alma mater in Leiden
- Hendrik Adriaan van Reede tot Drakenstein's passion for botany
- WA van der Stel's role in the construction of the octagonal entrance of 't Nieuwland (Yvonne Brink) in circa 1700



- *Carta vande Thuijn Nieuwland* by Josephus Jones (M1.969, Western Cape Archives).
- The VOC outpost Rustenburg (M1/972, Western Cape Archives)
- The front cover of the *Horti Malabarici*, conceived by H A van Rheede tot Drakenstein, Lord of Mijdracht
- The VOC 's garden in the Tafel Vallei by Josephus Jones (Topografische Dienst, Delft)

The Hortus Medicus in Leiden & Hortus Botanicus in Amsterdam

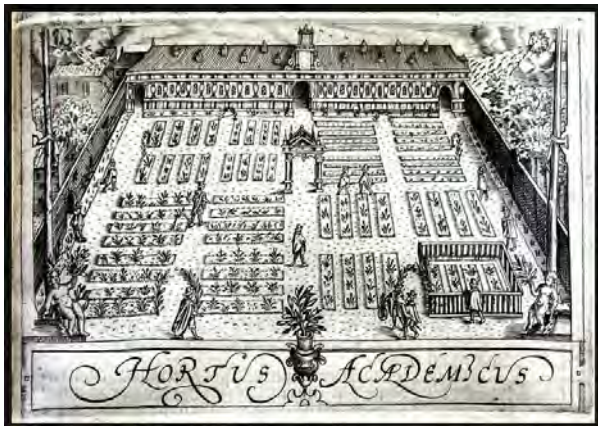
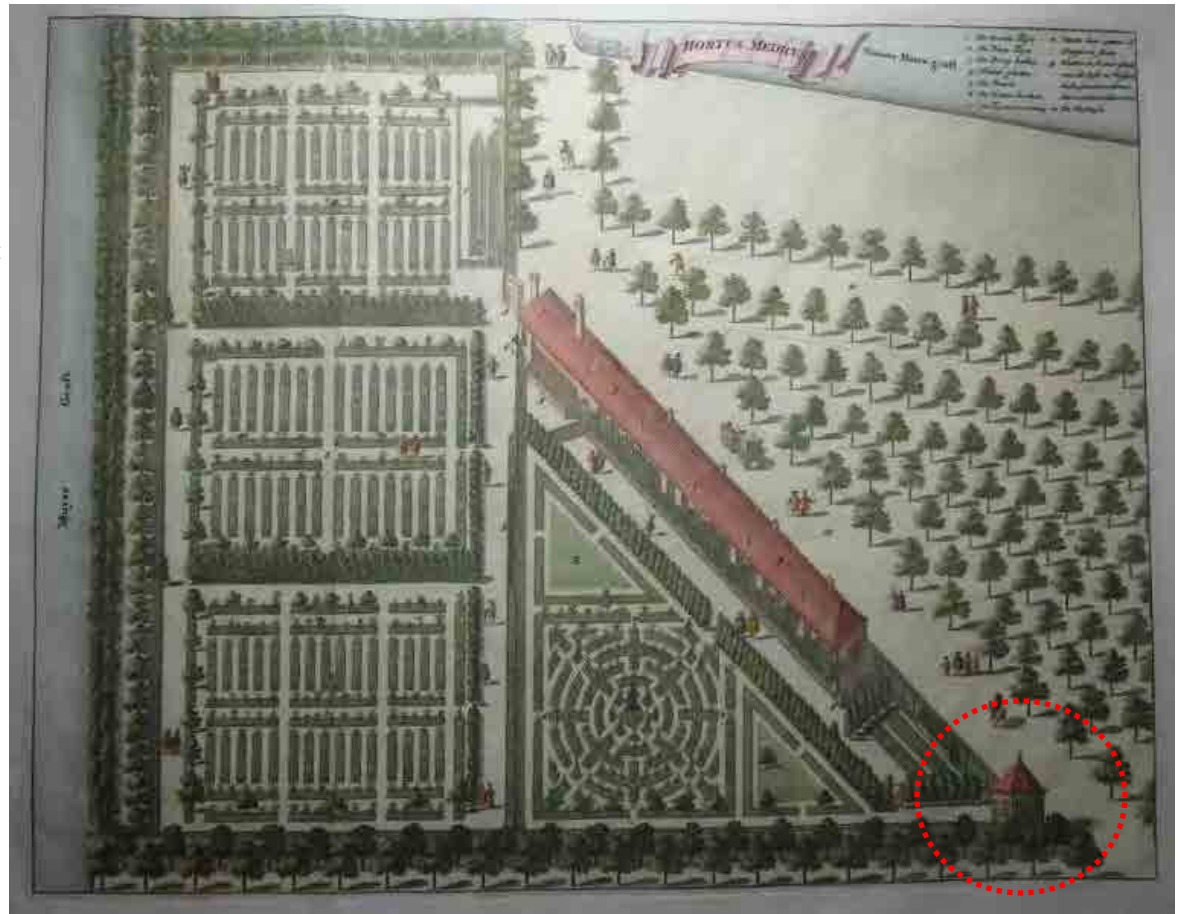
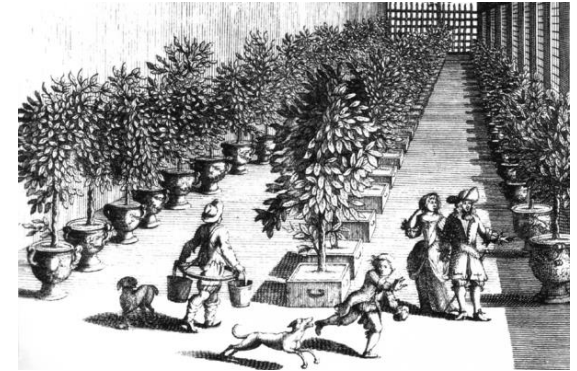
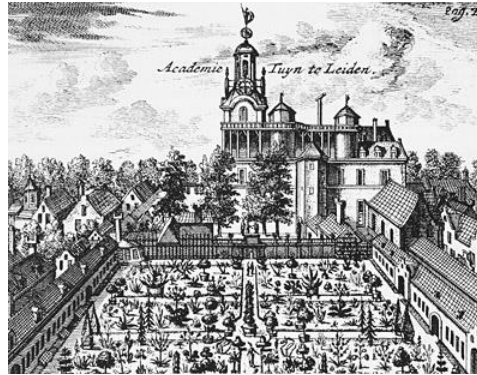
1590: Hortus Medicus established at the University of Leiden. Unknown and exotic plants, i.e. tulips, tomatoes, tobacco, maize and potatoes were grown there and distributed throughout Northern Europe: Before coming to the Cape, Heinrich Oldenland & Jan Hartog studied medicine and botany with Paul Hermann

1602: VOC was established and Hortus Medicus started to collect plants, bulbs, seeds and dried plant specimens

1638: The original Hortus Medicus in the Reguliershof in Amsterdam established as a medicinal herb garden

1682: City council of Amsterdam appointed VOC director Joan Huydecoper van Maarseveen II & botanist Jan Commelin to develop a new Hortus Medicus (later Hortus Botanicus) in the Plantagie district of Amsterdam: Cape flora, such as cycads, and *Coffea arabica* - coffee tree - grown: became the soul source of the entire coffee industry in Central and South America.

Note the octagonal double-storey structure!



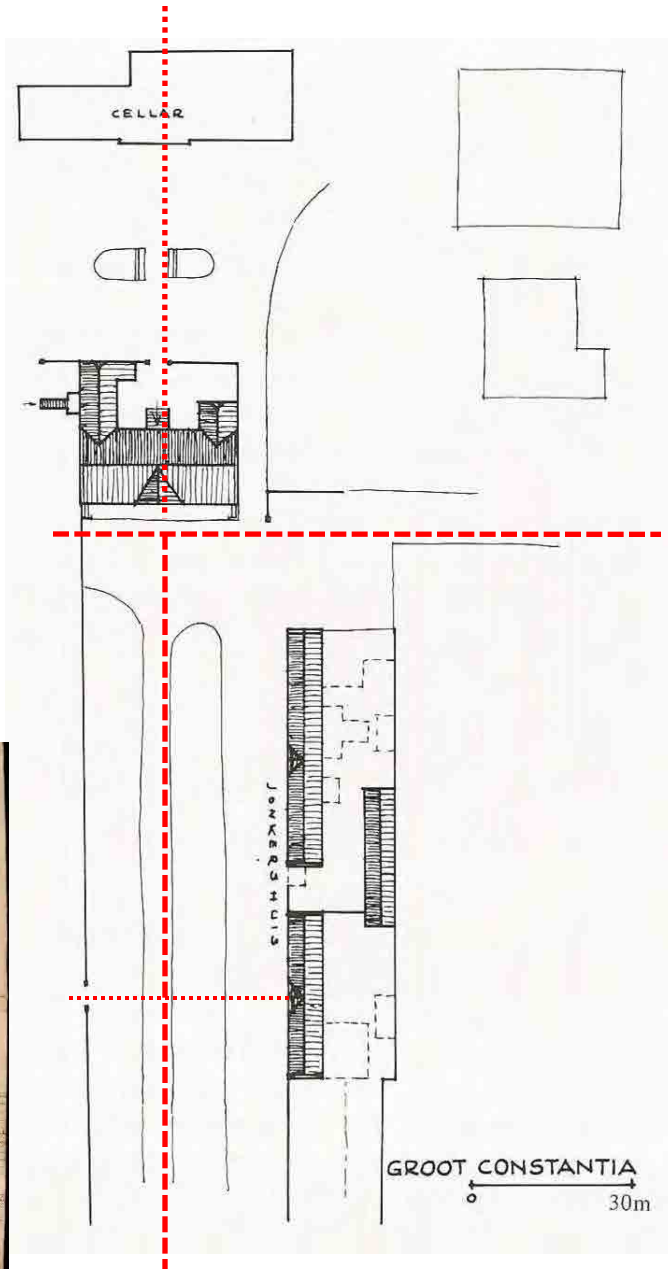
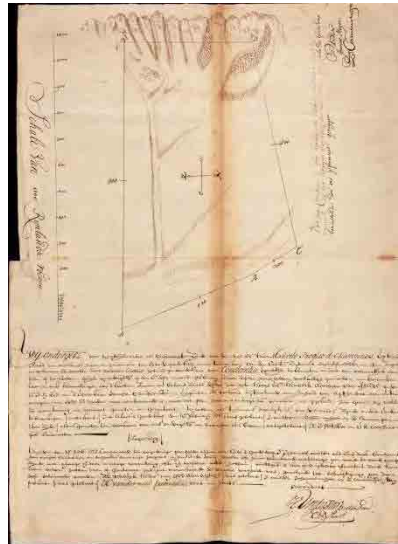
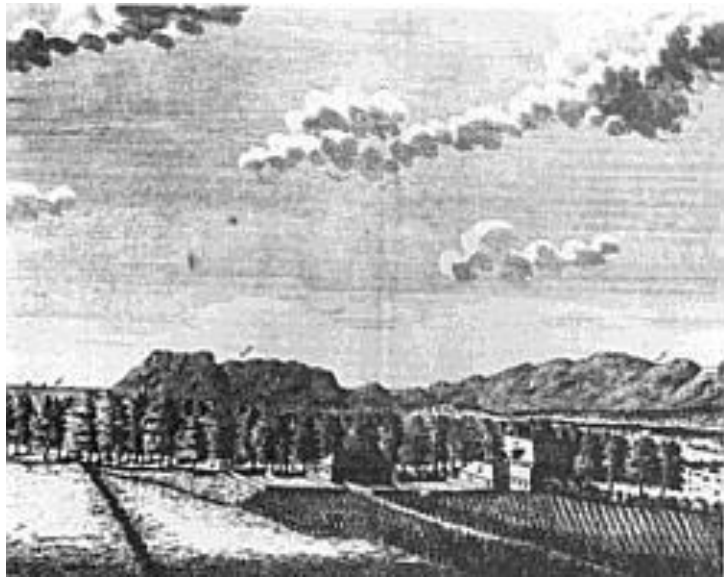
Engravings: University of Leiden

Plan of Hortus Medicus Amsterdam: Rijksdienst

Constantia

VOC High Commissioner Hendrik Adriaan van Reede tot Drakenstein, Lord of Mijdsrecht, granted Constantia to Simon van der Stel in 1685

Drawings of Constantia by Stade (1710) and Heydt (1741)
Commemorative medal for Cornelia Six issued after her death on 21 May 1681 (Iziko Museums of Cape Town)
Survey of the 1685 grant to Simon van der Stel by Kaye Jesse Slotsboo
Plan of Groot Constantia (Fransen)



Groot Constantia

The first tourist attraction at
the Cape
The 'nation's wine estate'

Photo's: Groot Constantia Estate



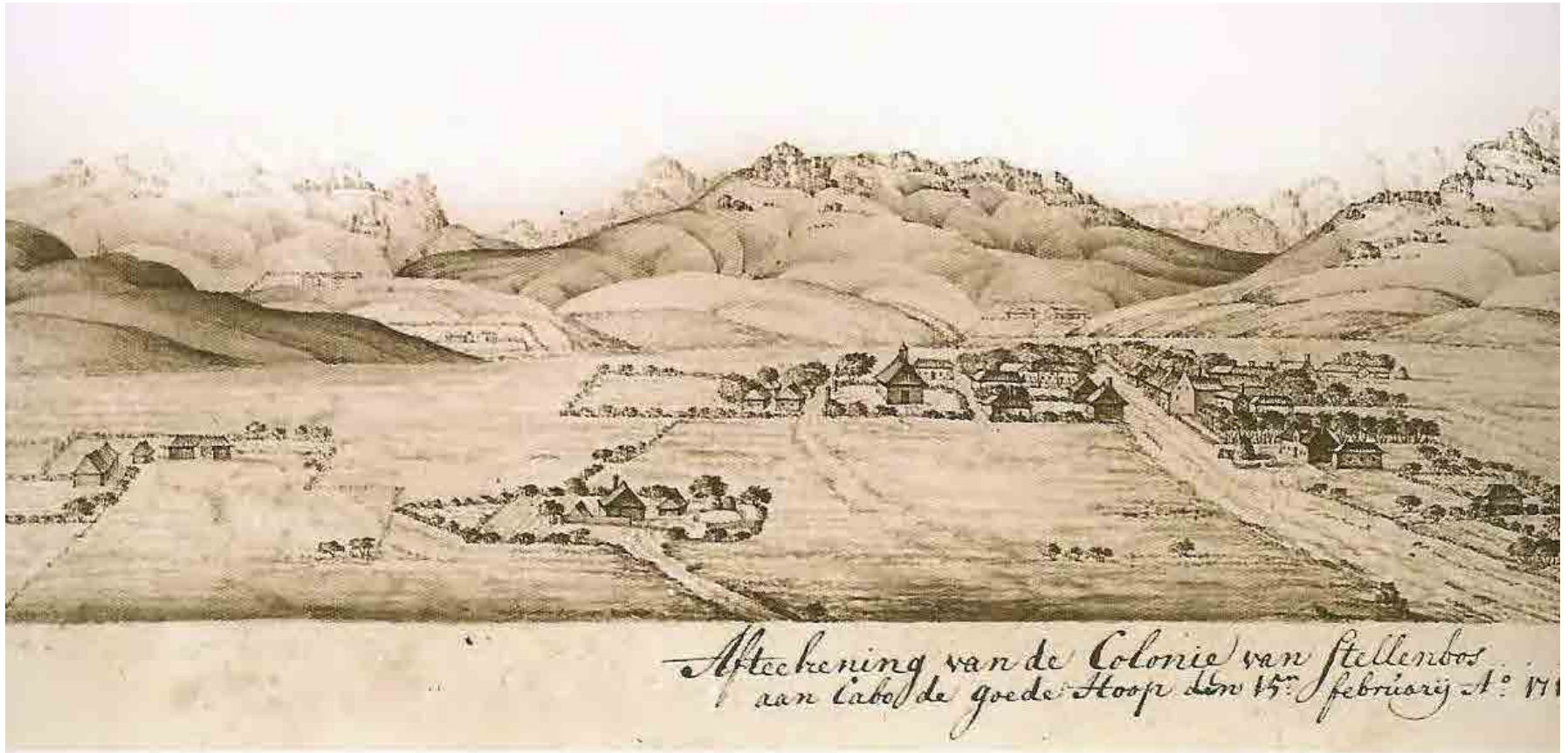
Groot Constantia

- The oldest wine farm in continuous production in South Africa
- Working wine farm and cultural museum



First Cape settlements grew into towns

- Stellenbosch (1679)
- Drakenstein, later Paarl (1688)
- Swellendam (1745)
- Tulbagh in 't Land van Waveren (1747)

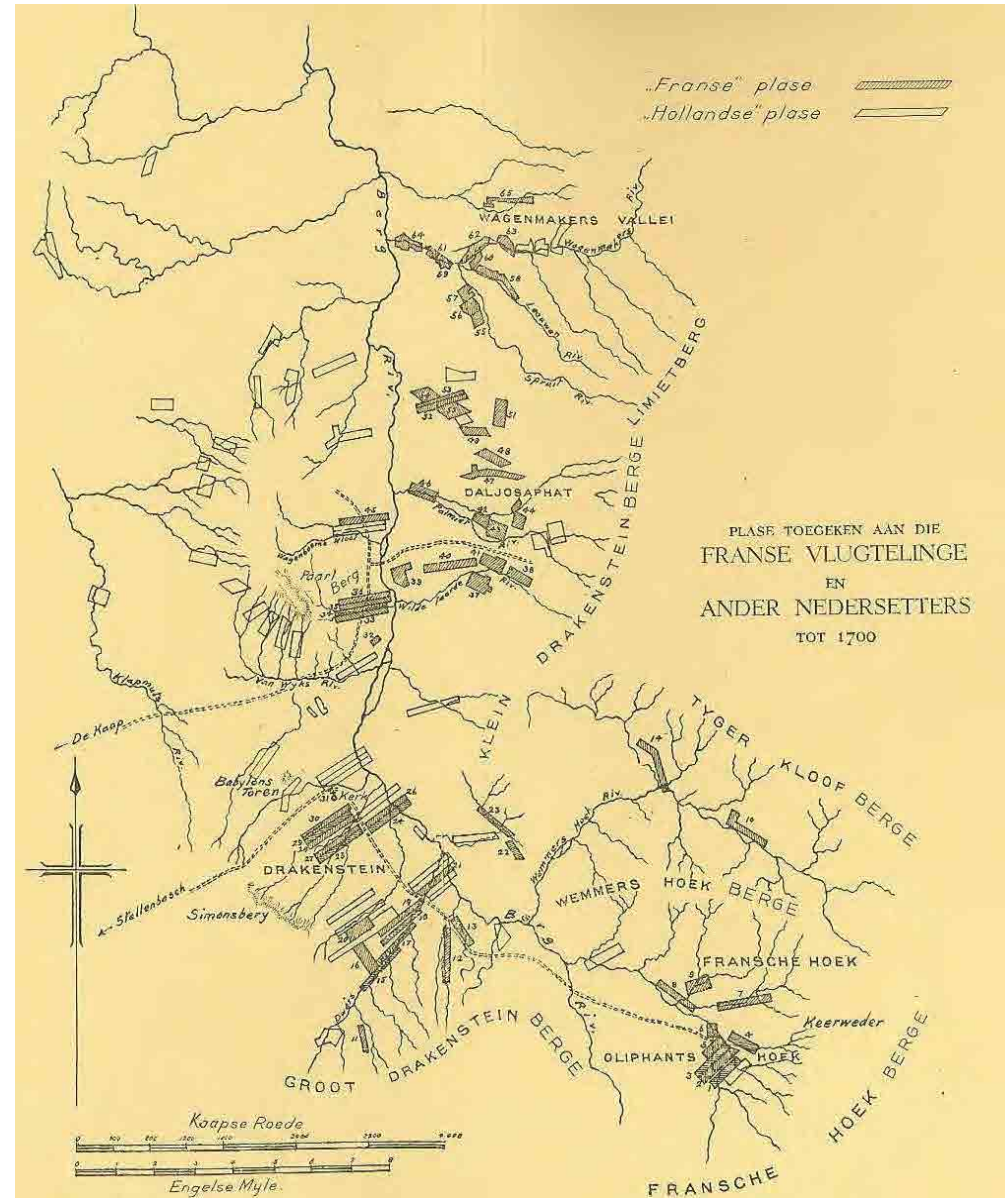
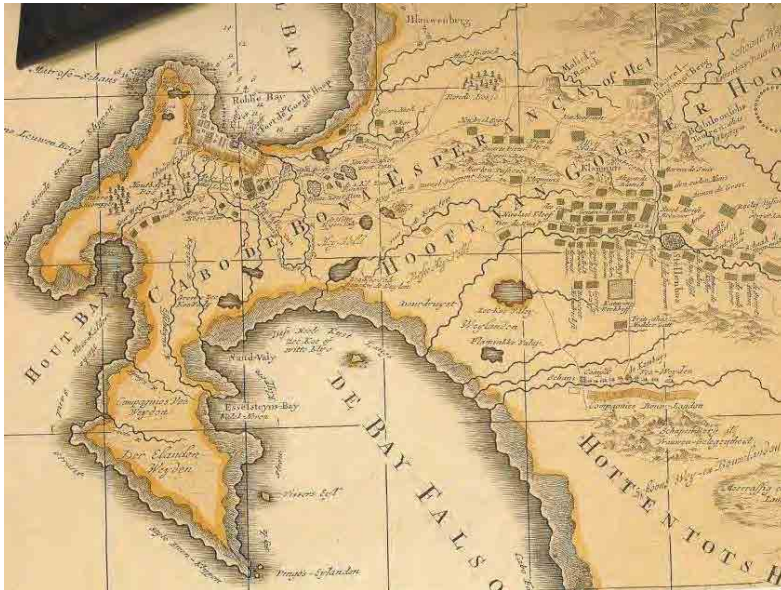


Stade: Afbeeldening van de Colonie van Stellenbos aan Cabo de Gode Hoop den 15 Februarj Anno 1710

Land-use patterns shapes the Cape cultural landscape

- Land grants with conditions attached shaped a new cultural landscape: Note the interdependence with natural circumstances of the farm grants especially in relationship to water sources, wagon tracks, planting of oaks, etc.
- Majority of land surveyors at the Cape were military engineers with basic knowledge of land surveying

Botha: Plan of farms granted to the French and other refugees until 1700
Map of the Cape of Good Hope, Western Cape Archives Repository (c1700)



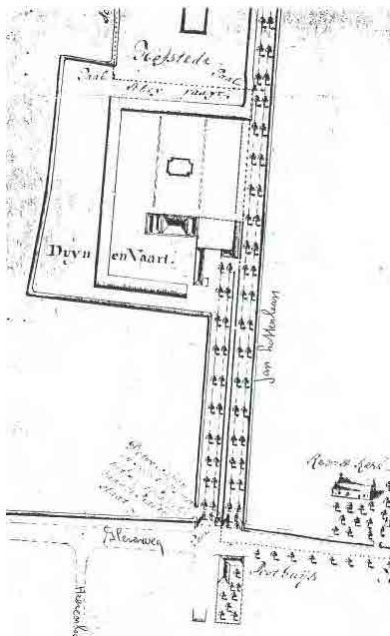
New VOC outpost designed and laid out according to the mathematical and building rules

- In 1686 Simon van der Stel set out a new outpost in the Hottentots-Holland, following the advice and instructions of VOC High-Commissioner Hendrik Adriaan van Rheede, Lord of Mijdrecht, to him, dated 16 July 1685:
 - (i) buildings on the new outpost had to be positioned not as the present (at the time) one that were '*alles in confusie*';
 - (ii) The new outpost should be an example for the free burghers as to how a farmstead should be built and be arranged with a continuous wall forming a court (also to be used as an animal pen) or *kraal* and the whole should resemble a '*hofstede*' (summer retreat or farmstead); &
 - (iii) The buildings had to be built of stone up to window-sill height and had to be lime-washed to be weatherproof.
- Simon van der Stel personally designed the layout '*na de regels der wis- en boukunst*' (Stevin's collective works were published in 1649) and instructed the VOC tradesmen to commence with the work in 1686
- Completed by end of 1688 as the carpenters were sent from Hottentots Holland to Drakenstein to build a house for the Huguenot *zieketrooster* Rev. Pierre Simond (Bethlehem)
- 1700: Commissioner Valkenier granted the 'abandoned' outpost to WA van der Stel, it was renamed Vergelegen and became the personal quest of the new governor.
- Completed within four years, utilising the VOC's resources and labour, including both the VOC slaves as well as his own.



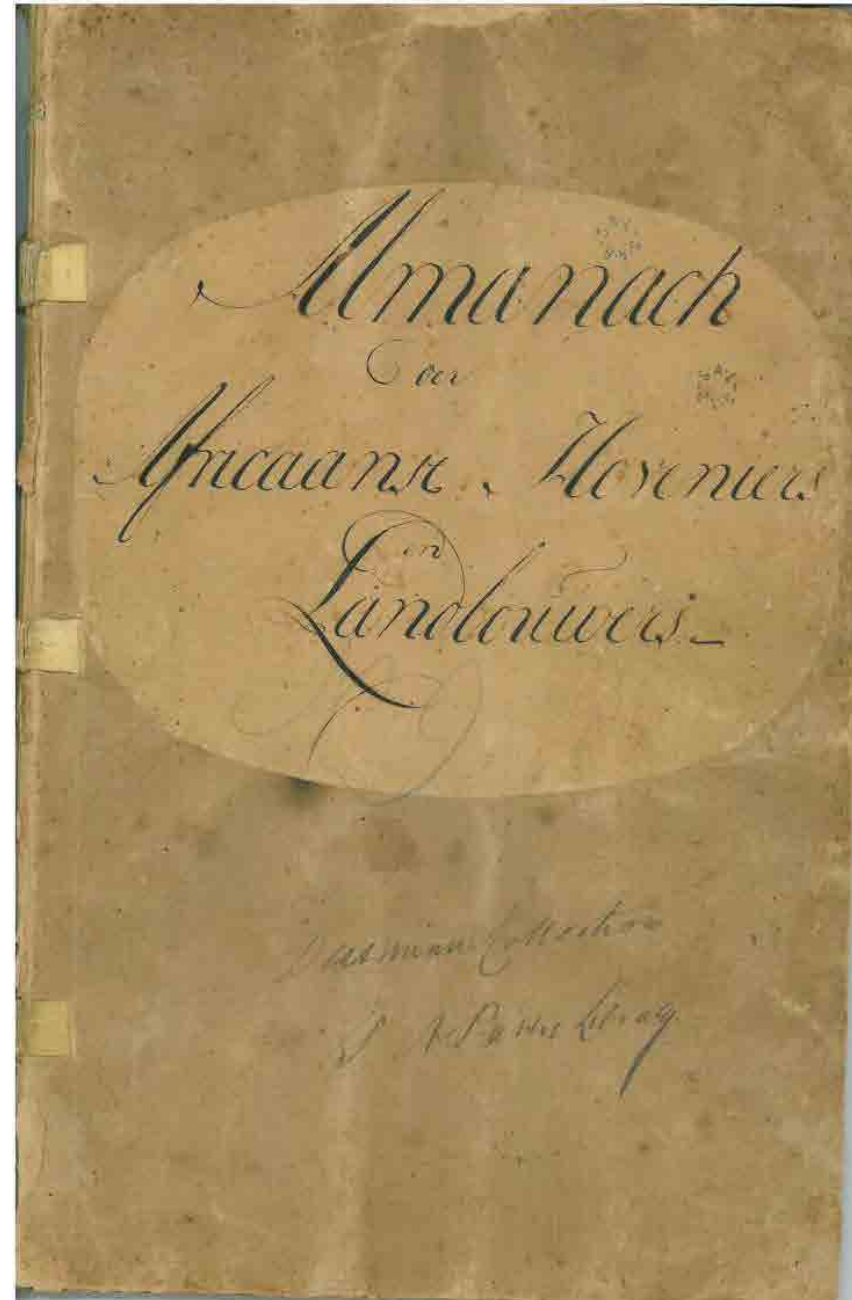
***Almanach der Africaansche hoveniers
en Landbouwers by WA van der Stel***

- WA van der Stel was born in Haarlem in 1664; came to the Cape in 1679 and returned to the Netherlands in 1684. From 1686-97 WA van der Stel owned the hofstede 'Duin en Vaert' near Heemstede.
- November 1699: WA van der Stel and Jan Hartog inspect the Cape settlement and collected plants and seeds which were sent to Europe in 1700.
- 1700: Jan Hartog, the VOC head gardener at the Cape, was also deployed at Vergelegen.
- WA van der Stel compiled an almanac for gardeners and farmers and described the climate of the Cape for each month of the year, with gardening and agricultural activities. Also the 1st official record of a vineyard at the Cape.
- WA van der Stel sent species of *Aloe*, which were described in Cornelis Commelin's *Horti Medici Amstelodamensis* in 1701. Seeds were also sent to Delft in March 1699 and bulbs and records confirm that seeds were received from him at Delft in December 1702, December 1705 and December 1707.

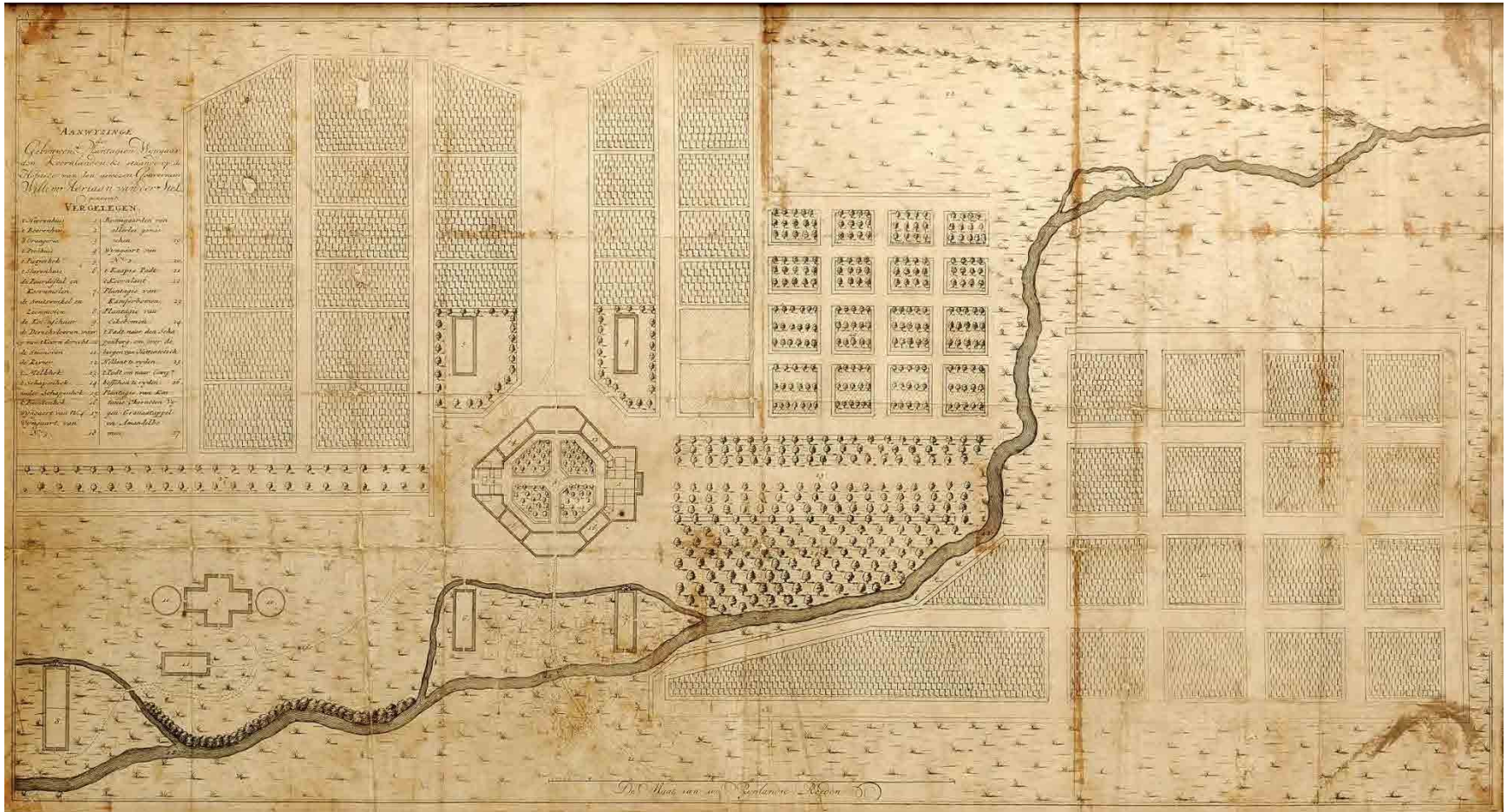


Plan and engraving of *the rijke hofstede* 'Duin en Vaert' near Heemstede, owned by WA van der Stel from 1686 – 1697 by Lutgers.

Photo: South African Library



The idealised Cape *hofstede*: Vergelegen



The manuscript, *Kaart van de verdeeling in vier gedeelten van het land Vergelegen* (Map of the division into four parts of the land Vergelegen), dated 1709, by the VOC surveyor (and former commander of WA van der Stel's bodyguard) Kaje Jesse Slotsboo: Indicated are the manor house (*Heerenhuis*), *Boerenhuis*, *Orangerie*, *Pershuis*, *Pietjiesshok* (dovecot for pigeons) *Slavenhuis*, *Paardestal* en *Koornlanden*, *Smitswinkel*, *Koornschuur*, *Dorschvloeren waar op men t'koorn dorscht*, *Steenoven*, *stampmeul*, *Lourens River*, *Melkhok*, *Schapenhokke*, *Beestenhok*, *Wyngaarten*, *Boomgaarden van allerlei Gewasschen*, *Kaapse Padt*, *Koornlant*, *Plantagie van Kamferbomen*, *Plantagie van Eikebomen*, *Padt naar den Schapenberg om over de Bergen van Hottentosch Hollant te ryden*, *Pad tom naar Comp. Bosschen te ryden*, *Plantagie van Kastanie*-, *Okernoten*-, *Vygen*-, *Granaatappel*- en *Amandelbomen*.

The octagonal form in Dutch Classical architecture and VOC settlements at the Cape and East Indies

1634: Ernst van Reede inherited *Kasteel Drakensteyn* at Lage Vuursche near Utrecht

1640: Built a new octagonal *hofstede*, Drakenstein, probably designed by architect Jacob van Campen : Since 1959 the private residence of Queen Beatrix of the Netherlands

1644: VOC Governor General Antonio van Diemen had the *kasteelkapel* built in Batavia at his own cost (earlier six-sided one burnt down in 1629)

1657: *Jonckheer* Hendrik Adriaan van Reede tot Drakenstein (youngest brother of Ernst van Reede) enter service of the VOC as an ensign together with Johan Bax van Herenthals and Isaac de IŌstal de Saint-Martin

1691: HA van Reede tot Drakenstein died en route from Malabar at sea and was buried in Surat in Gujarat, India: decagon (10-sided) mausoleum

1700: Foundation stones laid of the 1st church at the Cape. WA van der Stel had the foundations widened and dug deeper so that a "suitable edifice might be raised on them in the form of an octagon".

Circa 1700: New summer house at *De nieuwe warmoes land* (vegetable garden) with possibility of an octagonal entrance hall

1734: Nieuwe Nederlandse Kerk in Batavia (Jakarta) , Java (destroyed by an earthquake in 1808)

1753: Octagonal Koepelkerk in Semarang, Java

1768: Octagonal Dutch church of Chinsurah in Western Bengal designed by director G L Vernet



Engraving of *Kasteel Drakensteyn* (1640)

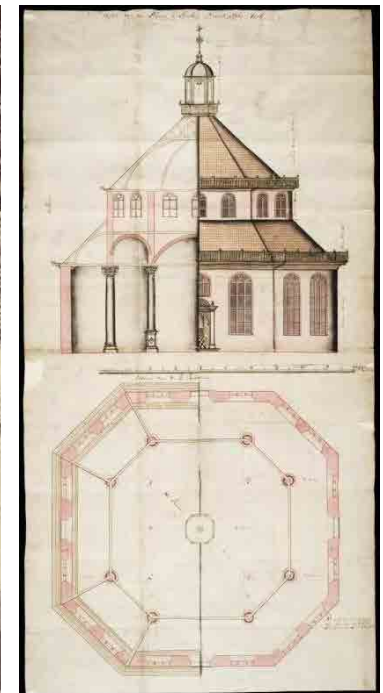
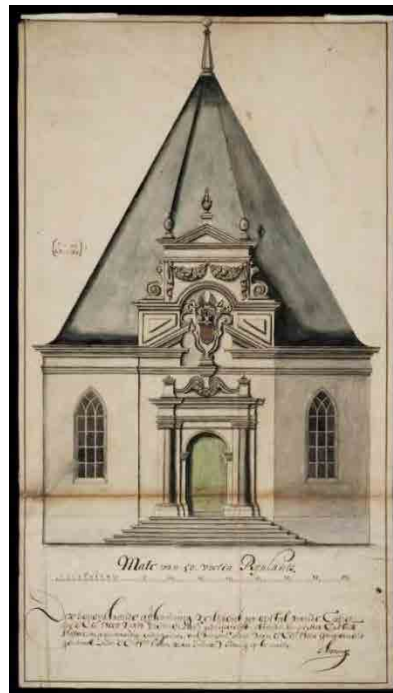
Kasteelkapel in the Castle of Batavia (1658)



Aerial photo of *Kasteel Drakensteyn* (Photo: Rijksdienst)

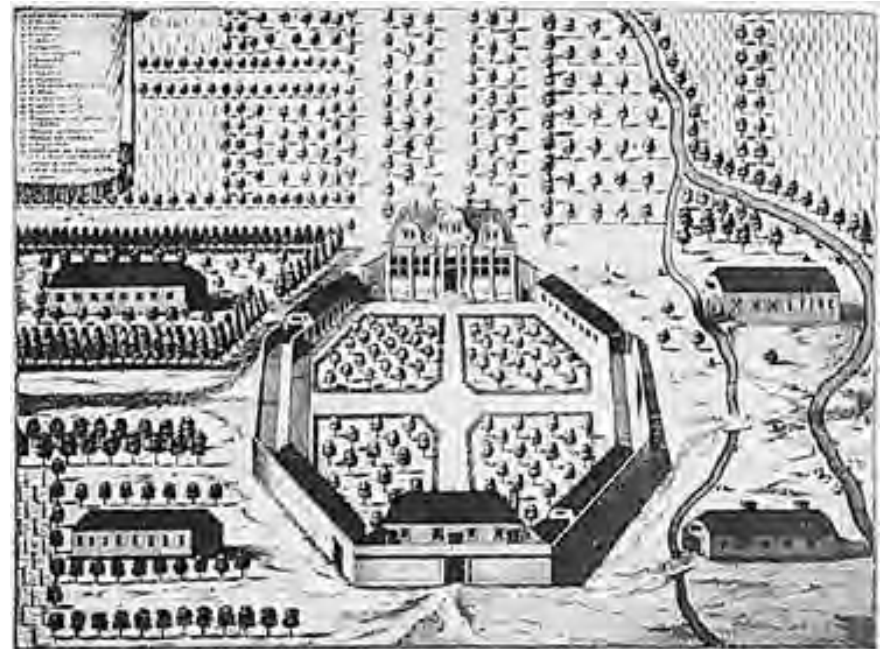
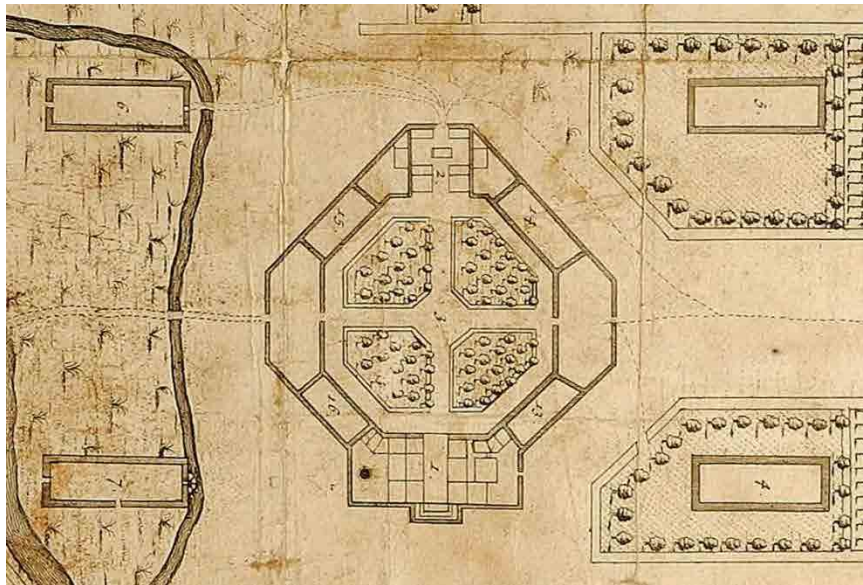
Mausoleum of HA van Reede tot Drakenstein (1691)
(Mutual Heritage Atlas)

Nieuwe Nederlandse or Grootte Hollandsche Kerk, Batavia (1736)



Dispute over the elaborate *hofstede* Vergelegen: 1705 - 1707

- The farmstead consisted of :
 - *Heerenhuis* with 6 rooms (two were 66' x 24', two 24' square and two 18'x 24') and a *Galdery* that ran the length of the house with four adjoining rooms (two 24 x 16'and two (18'x 16')
 - *Boerenhuis* with two rooms (18' square), a *voorhuis* (18' x 12') and *afdakke*
 - *Slavenhuis* (180' x 88')
 - *Stal* (180' x 88')
 - *Koetshuis* (180' x 88')

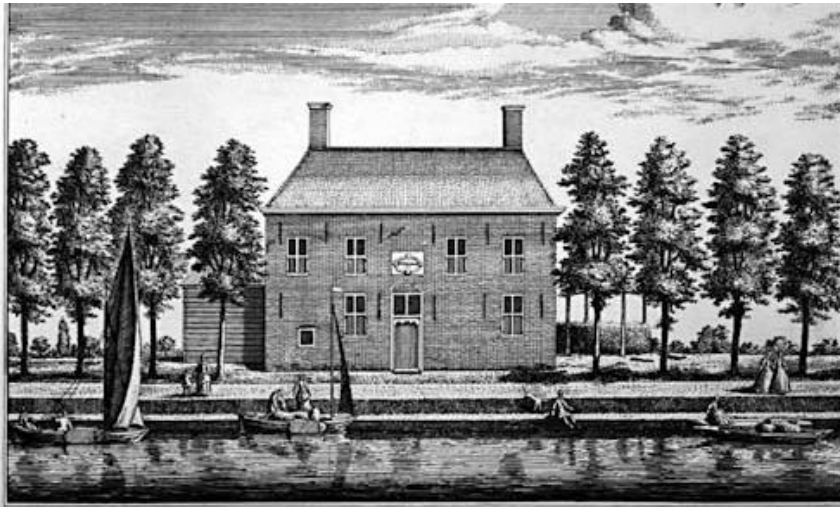


PLAN OF VERGELEGEN IN THE ACCUSATION

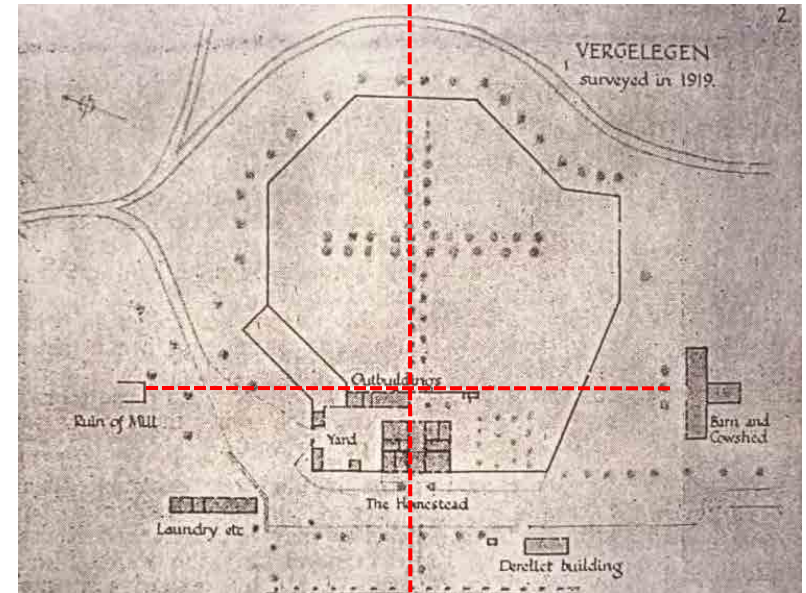


PLAN OF VERGELEGEN IN THE DEFENCE

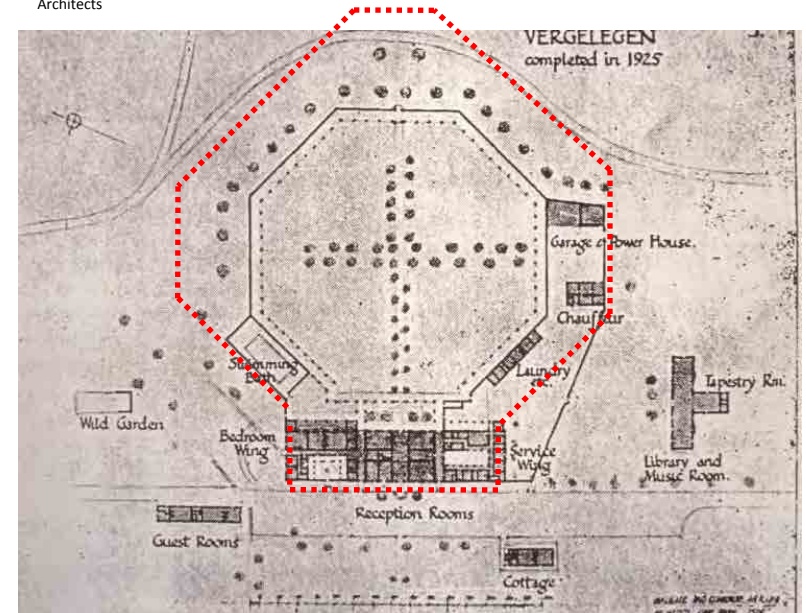
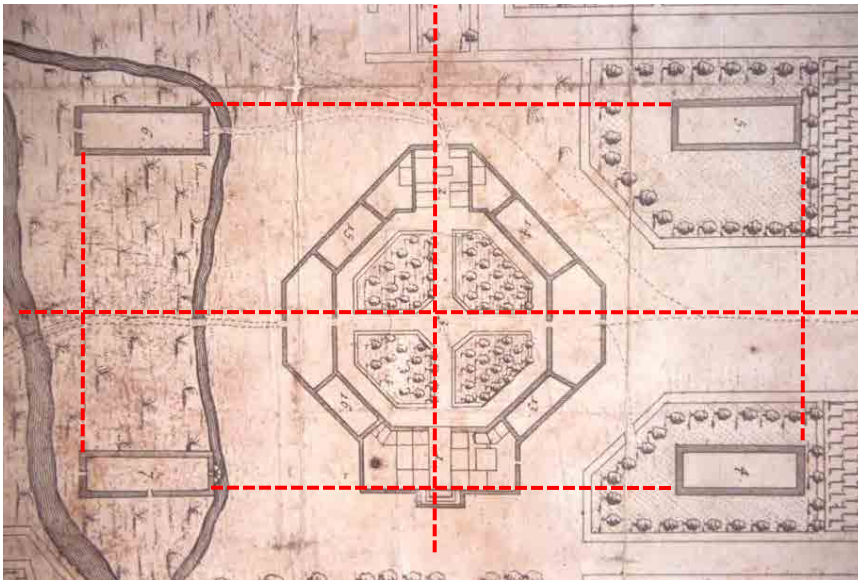
Vergelegen



Uyter-Meer, appartenant au SIEUR GUILLAUME ADRIAN VANDER STEL. | *Uyter-Meer, toebehorende den HEER WILLEM ADRIAAN VANDER STEL.*



A Rademaker's copper engraving of the *buitenplaats* *Uytermeer* on the Poelpolder near Lisse, the property of W A van der Stel, 1732; Historic plans of Vergelegen 1709, 1919 and 1925: Courtesy of RennieScurAdendorff Architects



Vergelegen



Photo: Courtesy of RennieScurrAdendorff Architects

Vergelegen



Archaeological excavation of the mill and stable;

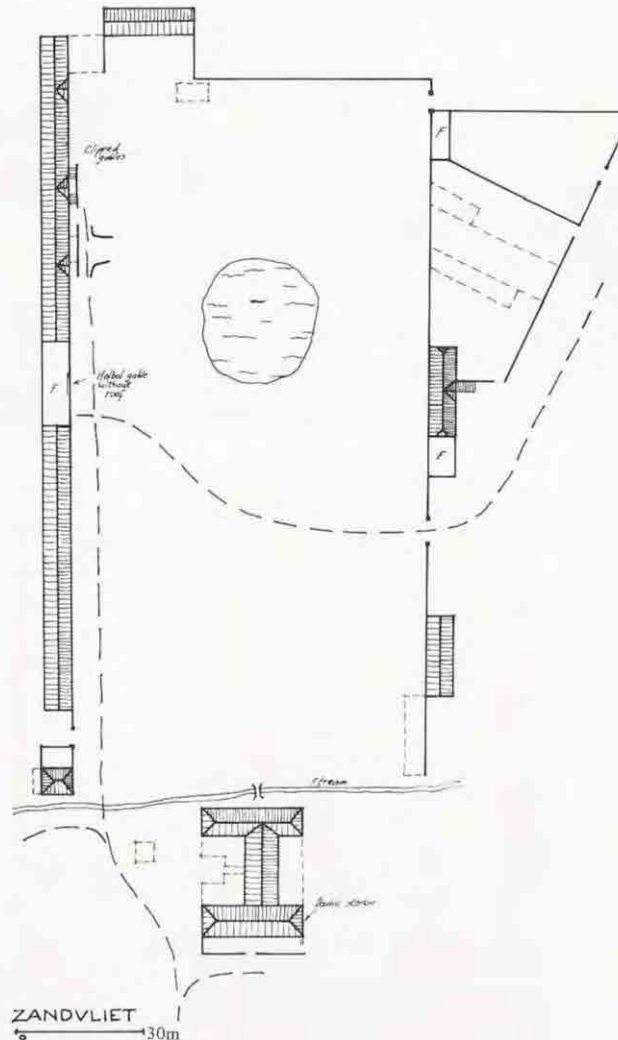
The 1816 wine cellar



Inside the octagonal garden of Vergelegen: Photos: Bernt van Droste

Structures and features on a traditional Cape farmstead resembling a *hofstede*:

- Homestead *herenhuis* or
- *Jonkershuis* or *boerenhuis*
- Dovecot/poultry coup
- Barn
- Slave-quarters
- Wagon house
- School
- Workshops/trade & tool sheds
- Wine-cellar
- Brandy-still
- Bell cage
- Gate posts & ring-wall



- Dam / pond / well
- Cemetery
- Threshing floor & granary
- Stables
- Pig-sty
- Cattle and sheep pens / *Kraal*
- Watermill, mill race & water furrows
- Mill (/water/wind/horse-drawn or Norse mill)
- Smithy
- Gardens (*moestuijne*),
- Orchards, avenues (*laning*) & forests

A range of building material used at the Cape

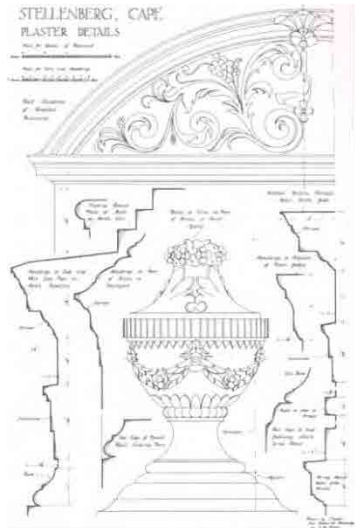
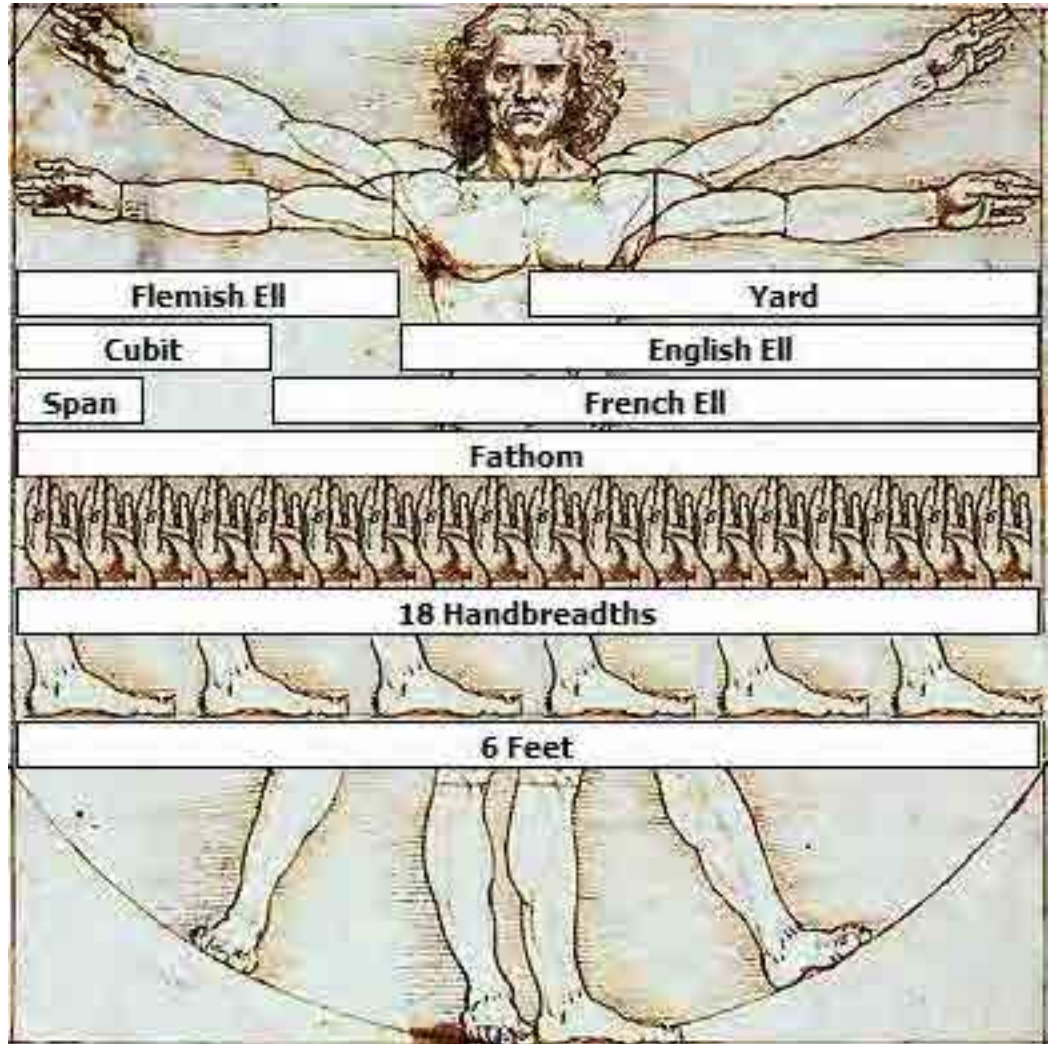
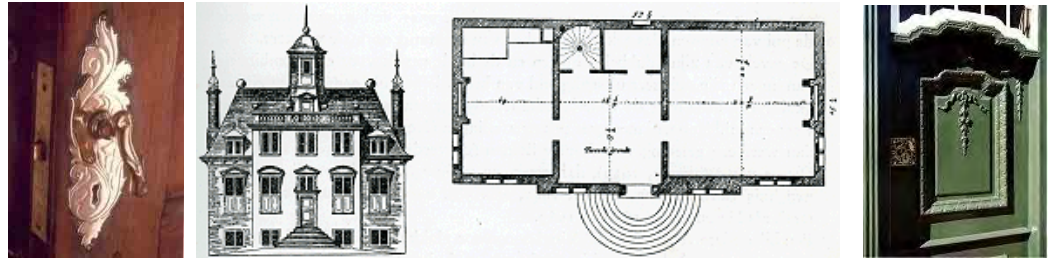
Sources and origins of building material:

- Sand
- Clay for bricks and sods
- Imported *klompje* bricks
- Straw, grass or other organic material for brick making
- Stones for walls
- Reed for thatching or to weave matting
- Bamboo or reeds for ceilings
- Timber (local and imported from Madagascar, Mauritius & Java):
 - Ceiling boards
 - Trusses, beams and support beams
 - Windows: frames, sills, casements, sashes, shutters and window sills
 - Doors
 - Floor boards and joists
- Lime for plaster and building use (shells or limestone)
- Ochre or other colourants to mix with lime
- Salt to mix into plaster mixture
- Ant-hill clay for '*brandsolders*' (fire isolation in loft)
- Dung and ox blood for floors
- Floor tiles (Batavian tiles were imported from the Netherlands)
- Paint (imported)
- Linen or cotton and glass for windowpanes and door panels
- Animal tallow for plaster
- Aloe, linseed oil and beeswax for the treatment of timber
- Whale oil for waterproofing of roofs
- Ironmongery, brass- and silverware for clamps



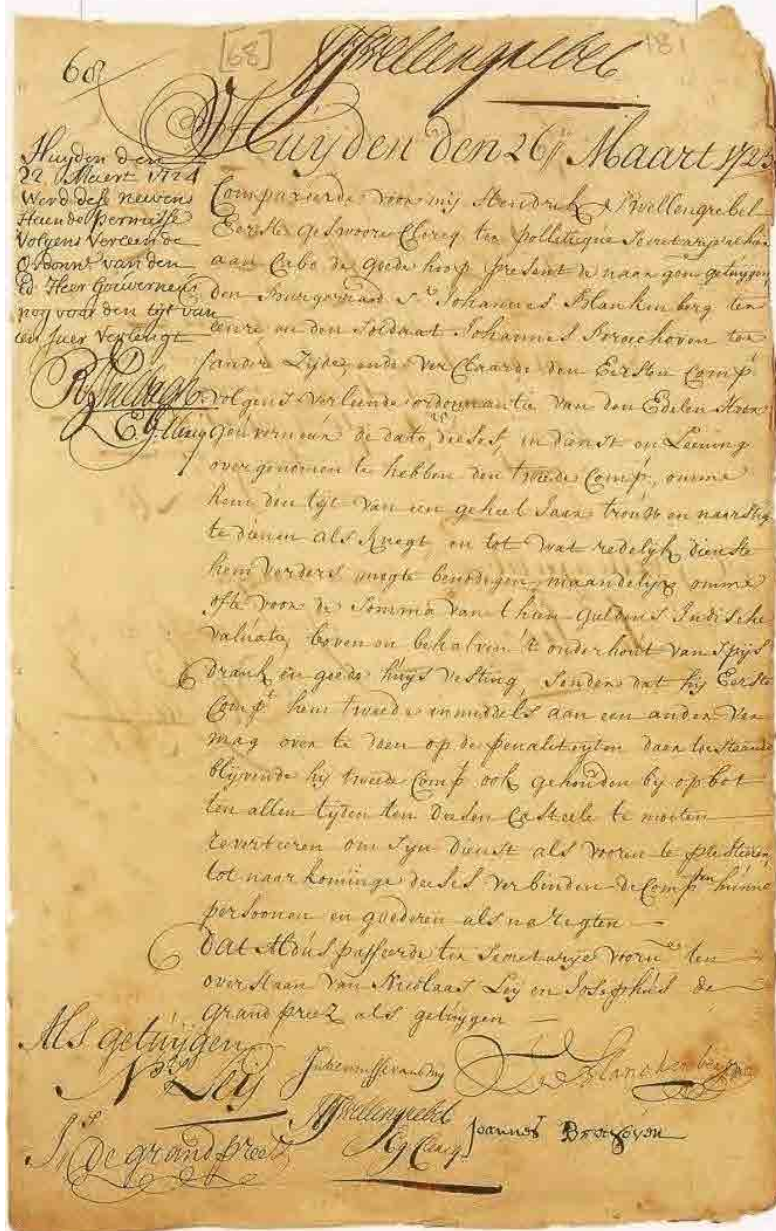
Building skills and trades required at the Cape

- Brick-making and brick-laying
- Stone masonry
- Building skills
- Plastering skills
- Roof construction
- Thatching
- Carpentry
- Ironmongery
- Copper & silversmiths
- Sculptors and carvers
- Painting techniques
- Engineering and architectural skills (Pattern books of the Gragtehuysen of Amsterdam shaped gables based on Vingboons and engravings of hofstede)
- The ultimate design and building team of Louis Michel Thibault, Anton Anreith and Herman Schutte from 1781



Knowledge of and skills and labour required to build and shape the cultural landscape

- DEIC officials, soldiers and sailors
- Free Burghers and farmers (*boere*)
- *Boere knechte* (hired farm labourer)
- Khoenkhoen (*Hottentotten*)



Labour and skills required

- \pm 63,000 slaves brought to the Cape over 160 years from East Indies, Indian sub-continent, Ceylon, China, Japan, Arabia, the African continent, Mauritius, Madagascar and Brazil
- Many slaves were trained or knowledgeable in building techniques and materials and related trades

- Gesigt van een Caapse Koorn, Wijn en Veeplaats by Robert Gordon
- Slaves at the Cape (Bell)
- Bergh Family (Stellenbosch Museum)
- Slaves carrying a wine barrel (Africana Museum)
- Meerlust with its extensive farmstead and gardens (Hannes Myburg)



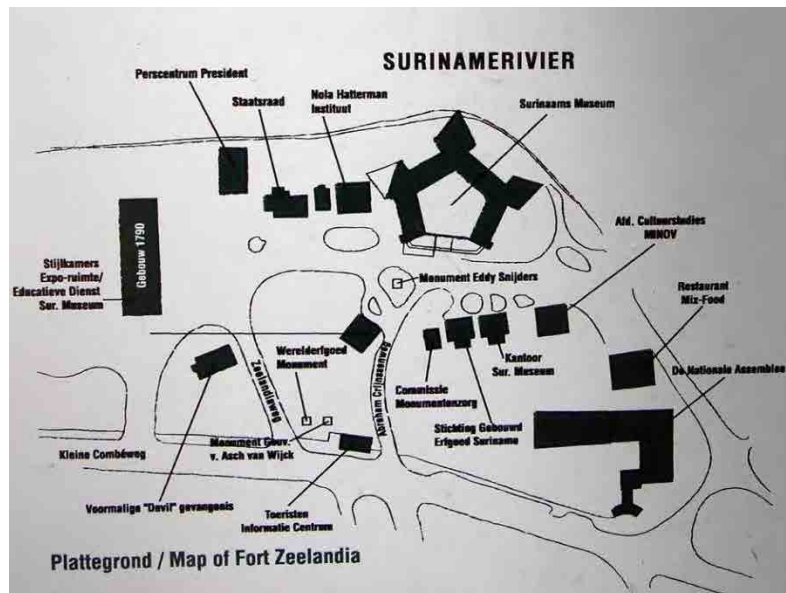
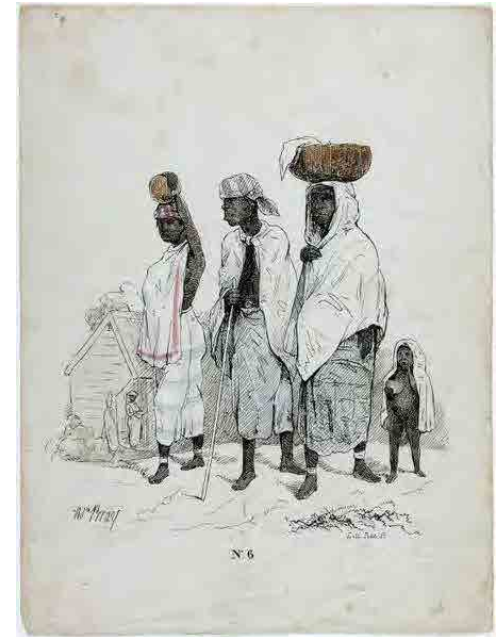
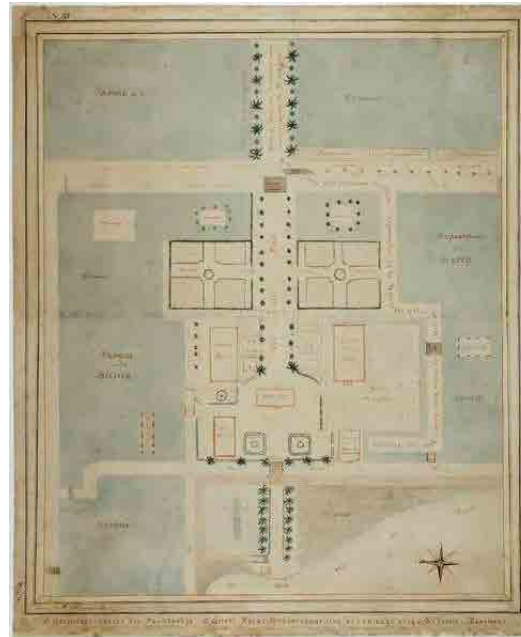
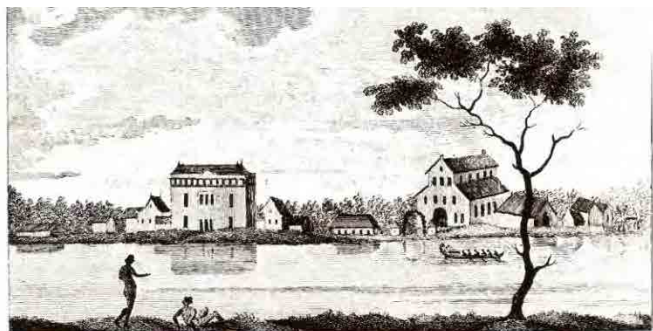
A multi-cultural society at the Cape of Good Hope

- Indigenous San and Khoekhoen
- Colonists with European, Asian and African background (former VOC officials, Free Burghers, Freed Blacks, religious refugees, labourers & entrepreneurs)
- Slaves from East and West Africa and Madagascar, Indian subcontinent, East Indies, China and Japan
- Political exiles
- Visitors, many who stayed or who returned to stay



Plantations and early farmsteads in Suriname

- Paramaribo Historic Centre is a World Heritage site
- Cotton, sugar cane, cacao, coffee, tea, timber, gardens for growing fruit & vegetables, wheat & barley, etc.
- Plantage Zoelen in het Commewijnedist, Royal Tropical Museum
- Slave women on a plantation, Royal Tropical Museum
- Signage of historic centre of Paramaribo declared a World Heritage Site
- Fort Nieuw Amsterdam & Fort Zeelandia, Paramaribo, Suriname
- Plan of the Plantage Clifford Kocqshoven aan de Warappakreek (1823), Royal Tropical Museum
- Plantage Alkmaar, Suriname



***Landhuizen* on Curaçao, Caribbean Islands**

Willemstad is a World Heritage site

Comparative research and processes re. Preparatory work on the nomination of the Curaçao Cultural Landscape & the Cape Winelands Cultural Landscape: WIC & VOC, slave history, architectural development, etc.



Grachtengordel or canals of Amsterdam



Amsterdam from the air: Clearly visible are the Singelgracht, Herengracht, Keizersgracht and Prinsengracht. The *grachtengordel* of Amsterdam was inscribed on the World Heritage List in 2010, and is an international icon of urban planning and architecture, that is still intact after four centuries. Photo: Amsterdam Stadsarchief

The World Heritage Convention

The World Heritage Convention refers to the following categories of cultural heritage as defined in article 1:

- “monuments: architectural works, works of monumental sculpture and painting, elements or structures of an archaeological nature, inscriptions, cave dwellings and combinations of features, which are of outstanding universal value from the point of view of history, art or science;
- **groups of buildings (ensembles): groups of separate or connected buildings which, because of their architecture, their homogeneity or their place in the landscape, are of outstanding universal value from the point of view of history, art or science;**
- sites: works of man or the combined works of nature and man, and areas including archaeological sites which are of outstanding universal value from the historical, aesthetic, ethnological or anthropological point of view.”



What is Outstanding Universal Value?

A Statement of Outstanding Universal Value is the official statement adopted by the World Heritage Committee at the time of inscription of a property on the World Heritage List.

When the World Heritage Committee agrees to inscribe a property on the World Heritage List, it also agrees on a Statement of Outstanding Universal Value that encapsulates why the property is considered to be of Outstanding Universal Value, how it satisfies the relevant criteria, the conditions of integrity and (for cultural properties) authenticity, and how it meets the requirements for protection and management in order to sustain Outstanding Universal Value in the long-term.

Once adopted by the Committee, the Statement of Outstanding Universal Value is displayed at the property and on the UNESCO World Heritage Centre's website.

Purpose of inscription is not an international level of legal protection! It is to recognise the outstanding universal value of the properties or sites that are inscribed on the World Heritage List

UNESCO's World Heritage Convention Criteria:

- Criterion (i) (Masterpiece)
- **Criterion (ii) (Values/Influences)**
- **Criterion (iii) (Testimony)**
- **Criterion (iv) (Typology)**
- **Criterion (v) (Land-Use)**
- Criterion (vi) (Associations)



Photos: Vergelegen and Groot Constantia

Does the Early Cape Farmsteads have Outstanding Universal Value?

Here at the southern point of Africa, at the beginning of globalisation, enriched by influences accumulated from four continents, natural elements suited for agriculture and more specifically viticulture, and situated in a dramatic natural environment where a unique vernacular architecture developed, a new cultural landscape evolved. With its vineyards, orchards and fields, farmsteads and outbuildings, settlements, villages and towns nestling on the slopes of the Cape's mountains or on the plains along water courses, it illustrates the impact of human settlement, labour practices (including slaves) and agricultural activities since colonialization in the mid 17th century on the natural landscape

The two earliest examples of an idealised farmstead envisaged and contextualised within their agricultural landscapes are Constantia and Vergelegen. Both evolved since their establishment in the late 17th century but retained the elements that typified their origins.

