

Employers! Are you making the most of the potential of your civil engineering staff?

SAICE, the South African Institution of Civil Engineering, can increase the effectiveness of your workforce

Civil engineering is a profession where techniques change and improve constantly, and where practitioners move through clear phases in their career paths. Are you ensuring that your workforce keeps pace with technology, and that your technical staff possesses the required skills as they advance in their careers?

You engage engineers because you believe they have potential to be an asset to and perform a specific function in your firm. As they progress through the organisation they need to extend and enhance their skills and capacity to ensure that they deliver their best:

- **SAICE provides a programme of continuing professional development to keep you staff up to speed.**

Your Professional staff need to exchange ideas with one another and substantially benefit from the experience of others:

- **SAICE provides opportunities to network and to share information.**

Your staff needs to be kept informed of developments in the profession:

- **SAICE publishes a magazine and newsletters, organises meetings, site visits, seminars and conferences which provide up-to-date information on the state of the art of civil engineering.**

Professionals with potential have clear ambitions and career goals, and need the support of to their employers to facilitate their path to success. Are you known as an enlightened and supportive employer?

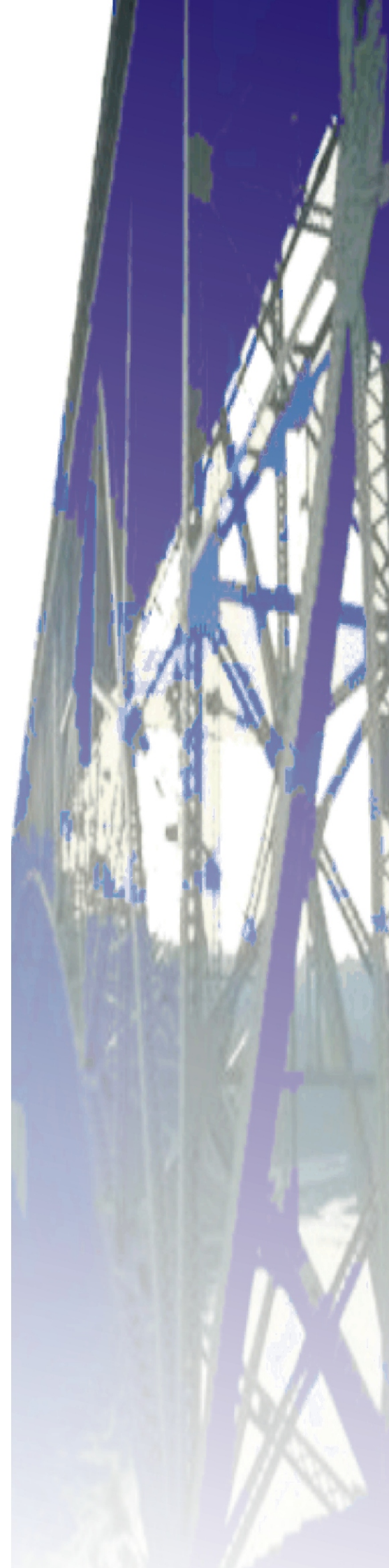
You can maintain their enthusiasm, retain their loyalty, and improve their willingness to contribute beyond the bounds of duty by being seen as a supportive employer. SAICE can provide inspiration and direction through its activities:

- **Motivate your employees by sending them to SAICE congresses, technical symposiums, seminars, Technical Division or Branch seminar and lecture series and in addition also remember that two delegates from the same firm often yields a multiplying effect, owing to interaction and shared experiences.**

It is recognised that young engineers require mentors to help them develop in their career. Since experience adds value. Are your more senior staff members able to pass their knowledge on?

Your senior staff can reinforce their own skills by mentoring young colleagues:

- **SAICE publishes guidelines for mentors.**



Senior engineers are usually employed as managers and engineering managers with specific skills that will be mutually beneficial and need to enhance their networking and administrative skills.

Are you developing engineering managers with skills that will be mutually beneficial?

- **SAICE Office Bearers note with pride how many young professionals blossom in the environment of SAICE branch and divisional committees and National Council. Encourage your staff to take an active part in SAICE affairs, and support their efforts. This involvement will pay dividends.**

In modern practice, your firm may be required to work in collaboration with other firms in order to secure a commission or appointment.

Do you have the necessary all-important networks in place?

- **SAICE provides networking opportunities where you and your staff can meet the right people to complement your own field of expertise.**

Recognition is a great motivator

Are your staff being recognised for their achievements by their peers, by the industry, and by society at large?

- **SAICE offers achievers a chance to be recognised through the presentation of papers, publishing of articles or letters and by being competing for people and project awards and other contributions to proceedings. In addition elevation to the grade of Fellow makes recognition of status a reality.**

Did YOU KNOW?

Professional registration fees levied by ECSA are reduced to SAICE members

✓ SAICE subscriptions qualify for tax deductions in the names of the individual

✓ SAICE members often qualify for reduced rates for congresses and seminars

✓ SAICE manages a merit driven bursary scheme (SPEBS) to assist students with supplementary funds once they have completed the first part of their studies

As a team, you will reap the benefits of their participation in professional activities. You can develop a competent, motivated and enthusiastic workforce with assistance from SAICE.

Encourage your staff to become and remain SAICE members. Assist with their membership subscriptions and conference and seminar fees. The returns in the form of increased knowledge, motivation, loyalty, and output must surely outweigh the relatively modest cost of your support and participation.

Join forces with SAICE and BRIDGE THE GAP!

