

2ND CSOS INDABA 2024



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SEPTEMBER 2024**

 **BOLIVIA LODGE,
POLOKWANE, LIMPOPO**



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**Promoting Well Governed,
Empowered And Transformed
Community Schemes.**



Inaugural Indaba Commitment on Transformation of the sector: What are the things that need to be done for CSOS to accelerate transformation in the sector?

CSOS Learnership Programme

- Pretor has taken in 5 of the CSOS learners, and we are extremely impressed with them.
- As a result of Pretor's extensive in-house training, we are confident that we will be able to absorb at least 3 of them into our business at the end of the programme.
- These learners have been assigned to the following departments within Pretor:
 - Sectional Title
 - Home Rentals
 - Collections
 - Clearances
- We compliment CSOS on the implementation of their selection criteria to get such competent learners
- The learners joined Pretor on 1 August 2024, and we are eager to train, educate, and provide practical work experience to all the learners.
- Quarterly feedback will be given to CSOS on the activities implemented and the progress made.





Transformation and Employment Equity

- Currently, the ability and metric to measure transformation is through the number of Fidelity Fund Certificates issued
- Up until recently, only the Directors of property management companies were required to be registered, as trust funds are administered.
- We believe that this has resulted in the perception that the property management industry has experienced very little transformation.
- While we cannot speak for the industry, we can highlight what has happened in Pretor where we are very deliberate about implementing employment equity.
- The effect is that today, we employ 38 bookkeepers, 35 of whom are Africans. This comprises 92% of all bookkeepers. The Heads of Departments for both the bookkeeping and clearance departments are young Africans.
- Transformation in bookkeeping has been relatively easy to achieve as we have received such strong industry specific CV's with the required tertiary education, over the past 5 years.



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- As there is limited tertiary or other industry specific training, transformation of departments where employees are property managers is more difficult to achieve. In the long term, we believe, that this will be driven by experience and in-house training.
 - We are encouraged that CSOS can play a big role in addressing this gap through the development of industry-specific training and courses. Learnership programmes will also play a role here.
 - Overall effect is that 2010, Pretor employed 88 staff of which only 25% were non-white.
 - In 2024, we now employ 156 (excl. CSOS learners) people, with 62% being non-white. Our staff compliment today comprises an additional 74 non-white employees.





BEE recognition criteria

- The current criteria for BEE point calculation doesn't recognize or take into account the following:
 - The in-house training, which we believe is imperative to developing and assisting transformation of the property management industry.
 - Learners employed directly by a company where they are offered their first employment opportunity and where all the costs are carried by the company

Barriers to entry into the property management industry

- Complexity of the compliance requirements in the market, the lack of knowledge to understand these, and the lack of off the shelf products to assist in applying them.
- Understanding of Acts that pertain to our business.
- Trust requirements and financial knowledge.
- Registration with all statutory bodies and the renewal of certificates and licenses.
- And all of these are in addition to just running business, training, human capital, employment, and day-to-day management.





Emerging Managing Agents (EMA's)

- Partnerships need to be created with established firms to overcome the barriers and to achieve a quicker and more comprehensive transformation in the property sector.
- These could include the sharing of IT systems and other responsibilities in the property management space.

Closing

