

**ANNEXURE A:**  
**SKILLS TRANSFER PLAN FOR CTA's – LIMPOPO PROVINCE**

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The following tables elaborate on skills that can be transferred by the CTA's to the Project Management and Building Maintenance Directorates.

| Expertise  | Skills Transfer to Directorates                               |   |  |   |
|--|---|---|--|---|
|  | Project Management and Professional Services                  |   |  | Building Maintenance  |
|  | Interns and Bursary Holders                                   | Project Managers  | Senior Project Managers  | Technicians and Artisans                                    |
| <b>Design and Construction – The CTA have indicated that they will assist the Project Management with Designs and Technical Review of Designs for Civil and Structural done by Consultants and Quality Control of Construction Works</b> |   |   |  |   |
| ➤ <b>Foundations</b>   | Methodology and Construction Practices, Checking Test Results | Methodology, Geotechnical Report Interpretation and Construction Practices, Checking Test Results | Methodology, Geotechnical Interpretation and Construction Practices, Checking Test Results and relevant SABS | Structural Integrity and Repair work methods and practices  |
| ➤ <b>Superstructure</b>  | Methodology and Construction Practices,                       | Methodology, Geotechnical Report Interpretation and Construction Practices, Checking Test Results | Methodology, Geotechnical Interpretation and Construction Practices, Checking Test Results and relevant SABS | Structural Integrity and Repair work methods and practices. |
| ➤ <b>Roof</b>  |   |   |  |   |

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|                                   |   |   |   |   |
|-----------------------------------|---|---|---|---|
| ➤ <b>Storm water and Drainage</b> | Methodology, Construction Practices and Commissioning documentation | Methodology, Construction Practices and Commissioning documentation         | Methodology, Construction Practices and Commissioning documentation and relevant statutory compliance     | Leak detection methods and Various types of leak repair works.                              |
| ➤ <b>Sewer System</b>             | Methodology, Construction Practices and Commissioning documentation | Methodology, Construction Practices and Commissioning documentation         | Methodology, Construction Practices and Commissioning documentation and applicable statutory requirements | Blockages and various methods to repair the blockages. Relevant environmental acts and SABS |
| ➤ <b>Water Supply</b>             | Methodology, Construction Practices and Commissioning documentation | Demand of the building, required fire hydrants, Borehole water test results | Demand of building, required fire hydrants, relevant SABS and Interpretation of water test results        |   |

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**PLAN TO TRANSFER SKILLS TO THE PROJECT MANAGERS, INTERNS AND ARTISANS**

| <b>DATE</b> | <b>TRAINING</b>   | <b>OBJETIVES</b>   | <b>DURATION</b> | <b>RESPONSIBLE CTA</b>  |
|-------------|---|--|-----------------|---|
| March 2010  | Training Air conditioning and Refrigeration   | To learn about installation and maintenance of Aircon and refrigeration systems  | One month       | Mr. Varon Tamayo, WH  |
| March 2010  | Building Regulations  | To learn about the SA standards of building regulations  | One month       | Mr. Fuentes Gonzalez, JE, Mr. Rosales Coll, AR and Mr. Ferreiro Rizo, J |
| March 2010  | Training Project Managers on the PM Database for monitoring and reporting on projects | To learn to use the database designed in-house for reporting project status  | One Month       | Mr. Rosales Coll, AR  |
| April 2010  | AutoCad Training  | To learn to use the software   | One month       | Mr. Rosales Coll, AR  |
| April 2010  | Geotechnical compilation for project managers   | To learn how to understand the geotech report, identify different kinds of soil so they can choose the right foundation. | One month       | Mr. Fuentes Gonzalez, JE, and Mr. Ferreiro Rizo, J                      |

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|                |   |  |             |  |
|----------------|---|--|-------------|--|
| May 2010       | Evaluation of Buildings                                   | To learn how to evaluate buildings.  | One month   | Mr. Fuentes Gonzalez, JE, and Mr. Ferreiro Rizo, J |
| May 2010       | Boiler making   | To learn about the installation, use and maintenance of boilers.   | One month   | Mr. Varon Tamayo, WH                               |
| June 2010      | Computer training   | To learn about the computer programs.  | One month   | Mr. Rosales Coll, AR                               |
| August 2010    | Manual Books for Mechanical                               | To learn about mechanical systems.   | One month   | Mr. Varon Tamayo, WH                               |
| August 2010    | Quality Control   | To learn how to do quality control to buildings.   | One month   | Mr. Fuentes Gonzalez, JE, and Mr. Ferreiro R, J    |
| September 2010 | Microsoft Project   | To learn how to draw up a diagram for scheduling the projects.   | Tree months | Mr. Rosales Coll, AR and Mr. Varon Tamayo, WH      |
| October 2010   | Construction materials                                    | To learn how to identify the quality of the building materials on site, supervision, conservation and control. | One month   | Mr. Fuentes Gonzalez, JE, and Mr. Ferreiro Rizo, J |
| November 2010  | Roofing. Methods and considerations during the execution. | To learn some technical rules on the fitting roof.   | One month   | Mr. Fuentes Gonzalez, JE, and Mr. Ferreiro Rizo, J |