

# Annual Report

**FY 2015**

*NO ONE IS SMATTER THAN ALL OF US*

## **LESOTHO ASSOCIATION OF ENGINEERS**

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**Eng. Motsamai B.  
Rafoneke**

## **PRESIDENT**

BSc. Mechanical  
Engineering New  
Brunswick (Canada),  
1979

MBA (Power Utility  
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Ireland 1995

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## **The President's Address**

Bo 'Me le Bo Ntate, ke kopa ke qale ka ho le lumelisa thapameng ea letsatsi la kajeno. Ke boele ke lebohe boteng ba lona kopanong ena ea rona ea bobeli.

On the 12<sup>th</sup> April 2015, the current Executive Committee was elected at our Annual General Conference where the following were elected to the Committee:

- i. CHAIRMAN : Eng. Molebatsi M. Ntja
- ii. CHAIRMAN ELECT: Eng. Charles T. Mopeli
- iii. PRESIDENT : Eng. Motsami B. Rafoneke
- iv. PRESIDENT ELECT : Eng. Basotho Seetsa
- v. SECRETARY : Eng. Seriti L. Phate
- vi. SECRETARY ELECT: Eng. Leabua R. Makhate
- vii. TREASURER : Eng. 'Maiketeng Mohapi
- viii. MEMBER : Eng. Kutlo Kanetsi

This Executive Committee (EC) has been at work since its election and the following is a report on what has been achieved and the challenges ahead.

### **Strategic Highlights**

A lot of emphasis was placed on assisting our members in acquiring "PROFESSIONAL STATUS" as the international market and some of Lesotho clients consistently require membership of professional bodies. This still requires an enabling legislation.

We worked hard to assist Ministry of Public Works and Transport to ensure that their efforts for having the study they had done in 2013 on "Local Construction Industry" get to be tabled to Cabinet and finally to the Parliament to become law.

The following actions were undertaken:

✚ Held several meetings with the Ministry in an effort to understand where the bottle neck was.

✚ We invited and hosted a workshop with the Ministry in August 2015 where Lesotho Association of Engineers (LAE) had invited a Specialist from Zimbabwe Institute of Engineers and together we were able to review the recommended structure and draft acts that were to be passed to Lesotho Law Office for finalization before presenting to the Cabinet. Finally those recommendations were presented to other Stakeholders

and passed to Law Office. We understand Law Office has reviewed the recommendations and has expressed their desire to visit other similar bodies in RSA to validate and clear their concerns. As a result of changes in the Authorities in the Ministry of Public Works and Transport, further delays are being experienced in bringing the new Management on board.

- ✚ We have also been working with Lesotho Highlands Development Authority (LHDA) who seem to have the same desire to assist their Engineers to attain the “Professional Status”. LHDA intends to run Young Professionals and internship Programme and in their deliberation found it proper to work with LAE as a result of our continuous discussions and our standing agreement to work together on issues of common interest. To this effect they invited LAE and South African Institute of Civil Engineers (SAICE) to make presentations to their Engineers on the 4<sup>th</sup> March 2016.
- ✚ On the 3<sup>rd</sup> March 2016, before LHDA meeting we had a meeting with SAICE where we agreed to cooperate on many issues, including them assisting us and sharing their training courses with us.

A lot was done on this issue, but more work still has to be done to achieve the desired results.

### **Collaboration with Other Engineering Bodies within SADC Region**

As members of SAFEO (Southern African Federation of Engineering Organizations), we continued to liaise with them and participated in the activities:

- ✚ Attended SAFEO meeting in Zambia on the 1<sup>st</sup> May 2015 through LAE Secretary and it was at the workshop that LAE was able to make contacts with other regional bodies including Zimbabwe Institute of Engineers and hence them providing their Chief Executive Officer (CEO) to come and work with us and Ministry of Public Works and Transport. The theme of the workshop was “Engineers without Borders”.
- ✚ LAE was also invited to UNESCO AFRICA ENGINEERING WEEK which was incorporating the Zimbabwean Institute of Engineers (ZIE) 8th Congress, Engineering Council of Zimbabwe (ECZ) Workshop and WCCE General Assembly, events which were running from 14-19 September 2015. LAE was represented by Chairman Elect who attended only part of the proceedings due to insufficient funds.

### **Follow up on a Fully Developed LAE Website**

We now have a fully developed website and encourage all members to visit the website frequently as it is being updated time to time to post up to date issues and happenings of the Association. Examples of what is on the website now:

- ✚ Lesotho Association of Engineers Brochure,
- ✚ LAE Newsletter: Volume 1, Issue 1,
- ✚ Workshop Report – Towards The Policy and Legal Framework: Engineering Council of Lesotho and others.

## **Promotion of Science and Technology in Schools**

During the visit of ZIE's CEO (Specialist) in August 2015, LAE organized a joint meeting with National University of Lesotho, Faculty of Science and Technology and with the following people:

- Dean: Associate Professor Tlali Seperiti
- Head of Department of Electronics – Dr. Leboli Thamae
- Dr. Makhele
- Mr. Mathaba
- Mr. Mphatsi

Both Parties appreciated the meeting and agreed that there is a need to work together on issues of mutual interest and agreed this undertaking should be done by a form of MOU which has to be initiated through the office of the Vice Chancellor. LAE has formally written to the office of the Vice Chancellor and is waiting his response.

The other Institution which has been approached is Lerotholi Polytechnic (LP) and also the parties agreed to work together because of the many overlapping interests and to this effect, we have the Acting Rector drafting Memorandum of Understanding (MOU) which is yet to be signed. We have made a lot of progress with LP to the extent that they have requested LAE to be represented on their Board of Governors and we have the LAE Chairman as our Representative.

## **Workshops, Conferences, Training Courses and Seminars**

### **Conferences:**

We have just come out of a very successful conference which was our first experience and you will agree with me that despite a few hiccups here and there, it has gone very well indeed.

### **Workshops:**

As reported earlier, Members of LAE Executive attended two workshops, one in Zambia and the other one in Zimbabwe. LAE further attended and gave a presentation to LHDA Engineers in collaboration with SAICE.

**Training courses and Seminars:**

In these two areas we have not been successful and it is an area which needs to be addressed seriously. We have an agreement with SAICE to share our training courses. We are currently jointly organizing a training course on “Finance for Engineers and Technical Professionals”

**Awareness Campaigns**

- ✚ Interaction with GOL Ministries (Ministry of Public Works and Transport, Ministry of Water, Ministry of Development Planning so far) and other Organizations like LHWP, LEWA and interaction with international bodies as reported above.
- ✚ Interaction with Educational bodies: National University of Lesotho (NUL) and Lerotholi Polytechnic (LP).
- ✚ Hosted TV morning programme, Seboping and presentation over Tsenolo FM. Other radio stations will be approached to access a wide majority of our members.

**Major Challenges****Professional Registration of Members**

A need to assist our membership with acquiring the “PROFESSIONSL STATUS” as some Lesotho clients consistently require membership of professional bodies. This requires an enabling legislation. Passing of an Act of Parliament for registration and regulation, hence the reason that it is critical to have “Local Construction Industry” legislation passed. This has been initiated with Ministry of Public Works and Transport but remains a challenge until the draft Act has been presented to Cabinet.

**Financial Constraints**

Lack of funds remains a big constraint for the smooth running of the Association e.g. renting of permanent offices and ability to hold and/or attend workshops and seminars. We urgently need office space and a dedicated office Administrator to do all that is currently being done by EC Members between their current job commitments.

**Low morale among members**

Members need to show self-interest and volunteer to promote the Association and assist the Committee with some of the activities.

**Recognition of LAE by All Stakeholders**

Recognition, acceptance and involvement of LAE (as a representative of all Engineers and Engineering bodies in the Country) in matters relating to Engineering. Both by Government, Private Sector, Academia and Donor Organizations. We need to intensify our campaign with all these organizations as well as the public at large.

**Operating Constraints**

We urgently need office space and a dedicated office Administrator to do all that is currently being done by Committee Members between their current job commitments.

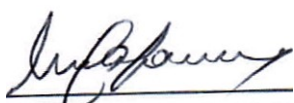
**Looking Ahead**

The following are items that need to be followed up by the incoming EC to facilitate going forward:

- a. Follow up with Ministry of Public Works and Transport on promulgation of Construction Industry Legislation which remains critical to our operation and success despite the achievements that the Association has made to date.
- b. Follow up with ECSA and others on the collaboration for "Professional Membership status" e.g. get LAE to be an accredited body that can issue Professional Status to its membership, we however need a supporting legislation for that to happen efficiently.
- c. Follow up with remaining GOL Ministries and other Higher Educational Institutions and High Schools on promotion of Science and Technology in Schools.
- d. Lack of funds remains a big constraint for the smooth running of the Association e.g. rental of permanent offices and ability to hold and/or attend workshops, conferences and seminars.
- e. Low morale among members: Members need to show self-interest and volunteer to promote the Association and assist the Committee with some of its activities.
- f. Recognition, acceptance and involvement of LAE in matters relating to Engineering. Both by Government, Private Sector, Academia and Donor Organizations. We need to intensify our campaign with all these organizations.

I thank you for your support during my presidency and hope it will extend to the incoming president of the Association. I would like also to wish you success in the coming elections of the new EC.

Thank you.



**Eng. Motsamai B. Rafoneke**

President of Lesotho Association of Engineers

April 24, 2016





**Eng. Maiketeng  
Mohapi**

**TREASURER**

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## **Financial Summary**

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### **Preamble**


This report is for the year ended 31<sup>st</sup> March 2016. The report has been compiled to cover the period up to 15<sup>th</sup> April 2016 in order to include the recent conference which resulted in a number of activity in the Association accounts. This implies that the self-assessment is for the year ended 15<sup>th</sup> April 2016 only to serve the purpose indicated. The Association's financial year should not be affected due to this compilation but should be taken in light of the presentation to provide clarity to members.

### **Accounts for Audit: Year Ended 15<sup>th</sup> April 2016**

The status of the Lesotho Association of Engineer does not warrant a full audit at the moment due to financial constraints and state of affair. The operations are rather small but in accordance with good governance, the Association is required to carry out formal Audits each financial year end and such an audit will be done before handover of the books to the new Treasure. This compilation aims to present that all the necessary information is available for Audit later on and to present a simplistic financial status for members.

A simplified Trial Balance is tabled for presentation. All other items such as profit and loss statement, detailed income statement, and Balance Sheets will not form part of this submission / presentation as they require a more technical inputs of financial managers.

## Trial Balance as at 15 April 2016

		 <b>LESOTHO ASSOCIATION OF ENGINEERS</b> <b>FINANCIAL REPORT</b> <b>TRIAL BALANCE AS AT 15 APRIL 2016</b>		
Last Year	Account	Transaction Detail	Debit	Credit
	<b>2015/1000</b>	<b>Revenue Sales</b>		
	2015/1001	Balance Brought Forward (as at 31 March 2016 - Reserves)		LSL 51,606.30
LSL 53,600.00	2015/1002	Sponsorships		LSL 54,275.00
LSL 40,700.00	2015/1003	Membership Subscriptions		LSL 30,500.00
	2015/1004	Conference Registration Fees		LSL 4,750.00
	2015/1005	Sale of T-Shirts		LSL 300.00
	2015/1006	Sale of Caps		LSL 400.00
	<b>2015/2000</b>	<b>Cost of Sales</b>		
	2015/2001	Annual General Meeting 2014	LSL 6,800.00	
	2015/2002	Maintenance of Website (Annual Fees)	LSL 840.00	
	2015/2003	Conference Cost (Zambia Trip)	LSL 21,502.00	
	2015/2004	Production of LAE Brochure	LSL 1,925.00	
	2015/2005	LAE Workshop (ZIE CEO	LSL 15,075.00	
	2015/2006	Workshop Expenses	LSL 4,449.57	
	2015/2007	Conference Cost (Zimbabwe	LSL 15,407.00	
	2015/2008	Postal Box Fees	LSL 100.00	
	2015/2009	Stationery - Conference	LSL 540.00	
	2015/2010	Promotional T-Shirts	LSL 1,050.00	
	2015/2011	Annual Fees - SAFEO	LSL 7,439.65	
	2015/2012	Bank Charges (as at 31 March	LSL 2,747.92	
		Net Profit / Loss	LSL 63,955.16	
			<b>LSL 141,831.30</b>	<b>LSL 141,831.30</b>
		<b>Net Profit / Loss</b>		<b>LSL 63,955.16</b>

## Financial Statements

### Statement of Financial Position

- Not applicable during the period.

### Statement of Comprehensive Income (Profits and Losses)

- Not Applicable during the period.

### Statement of Changes in Equity

This section is simplified into a summary of income versus expenditure

Description	Revenue	Expenses	Earnings
Sponsorships	LSL 54,275.00		
Subscriptions	LSL 30,500.00		
Cash Reserves (Bank)	LSL 51,606.30		
Other receivables (Promo Items)	LSL 5,450.00		
Total Cost of Sales (Direct Costs)		LSL 80,622.56	
<b>Total Earnings (Revenue – Expenses) (+ Profit / - LOSS)</b>			<b>LSL 63,955.16</b>

### Statement of Cash Flows

- Not Applicable at this period.

## **Notes to Financial Statements**

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### **Accounts**

These are simply compiled to provide information for membership and presents the association financial position. Formal audit is yet to be made.

### **Debt**

Currently the association does not have any debts.

### **Going Concern**

No concerns at the reporting time.

## **Election of New Committee Members**

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In order to guide the proceedings of the election of new members, the Chairman Elect read from the Constitution Clause 9.0 – Constitution of the Executive

“9.01 The Officers of the Association shall be a Chairman, Chairman Elect so that continuity can be realized, a Secretary, Secretary Elect and a Treasurer who shall be elected for one (1) year at each Annual General Meeting. (The President Elect shall automatically become President having served the preceding year as President Elect, provided that the person is still a Member of Lesotho Association of Engineers and shall assume office as President at the close of the Annual General Meeting; and shall serve a term of one (1) year or until the close of the next Annual General Meeting).

9.02 The Executive shall consist of:

- The President
- President Elect
- Secretary
- Secretary Elect
- Treasurer

One ordinary member, who shall be Corporate Member of the Association, and the Executive, may, at their discretion, co-opt not more than two (2) additional Members who shall be Corporate Members. Any doubt as to eligibility for retirement from office shall be decided by the Executive.

The Secretary, Secretary Elect and Treasurer in the Executive Committee shall respectively be the same Secretary and Treasurer who are the officers of the Association.

Members of the Executive will be elected for one (1) year at each Annual General Meeting subject to clause 9.01 above.

9.03 The President for the ensuing year shall be elected by the Corporate Members from those who have been Officers of the Association. He shall be eligible for re-election subject that the President Elect has resigned or is not ready to take over. But thereafter, he shall not again be eligible for election as President until after an interval of at least two (2) years.



9.04 The Treasurer shall be a Corporate Member or a Companion and he shall hold office in that capacity for one (1) year only, but shall be eligible for immediate re-election to the

same or any other office and to hold simultaneously any other office on the sub-committee for which he is qualified by his class of membership.

- 9.05 The Secretary and Secretary Elect shall be Corporate Members. The period of office of the Secretary and Secretary Elect shall be one (1) year, and shall be eligible for immediate re-election to the same or any other office, and to hold simultaneously any other office on the Executive for which he is qualified by his class of membership.
- 9.06 The period of office of any Ordinary Member of the Executive shall be one (1) year, and he shall be eligible for immediate re-election.”








### Committee Nominations

Before the nominations were made all the other positions such as Chairman and Secretary were filled by the Chairman Elect and Secretary Elect from the existing Executive Committee in accordance with the Constitution Clause 9.

-  Chairman – Eng. Charles Mopeli
-  Secretary – Eng. Leabua R. Makhate

The above members took over the chairing of the election of other positions on the Executive committee. The Chairman proposed the existing President (Eng. Ben Rafoneke) to continue with the presidency and only the President Elect be nominated from the Executive Member due to the absence of the President Elect. Eng. Ben Rafoneke did not object and all members approved the nomination. Further, Eng. Molebatsi M. Ntja was proposed by Chairman. The nomination was accepted with unanimous votes of attending members.

The new Executive Committee of the Lesotho Association of Engineers is as listed below:

- |   |                      |                                  |
|---|----------------------|----------------------------------|
|  | President:           | <b>Eng. Motsamai B. Rafoneke</b> |
|  | President Elect:     | <b>Eng. Molebatsi M. Ntja</b>    |
|  | Chairman:            | <b>Eng. Charles. T. Mopeli</b>   |
|  | Chairman Elect:      | <b>Eng. Kuleile Thekiso</b>      |
|  | Secretary:           | <b>Eng. Leabua R. Makhate</b>    |
|  | Secretary Elect:     | <b>Eng. Boitumelo Dillane</b>    |
|  | Treasurer:           | <b>Eng. Mamokhethi Nthane</b>    |
|  | Ex-Officio (Member): | <b>Eng. Seriti L. Phate</b>      |

## New Executive Committee – 2015 / 16

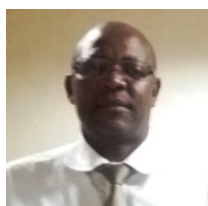
### Officers of the Association



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Chairman  
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**Eng. Kuleile Thekiso**  
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**Eng. Leabua R. Makhate**  
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**Eng. 'Mamokhethi Nthane**  
Treasurer  
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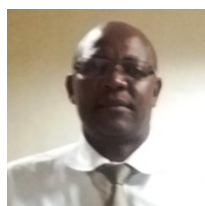
### Executive Committee



**Eng. Ben M Rafoneke**  
President  
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**Eng. Leabua R. Makhate**  
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**Eng. Seriti L. Phate**  
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*LAE wishes to congratulate the President Elect, Chairman, Secretary and Ex-Officio Member on their new assignments....*

*LAE welcomes the new members of the Executive and wish them well on their respective EC positions i.e. Chairman Elect, Secretary Elect, and Treasurer*



*LAE wishes to extend its appreciation of these members who have performed their functions diligently and with excellence during their tenure and wish to see them contributing further to the growth of the Association*

**GOOD LUCK**

## Outgoing Executive Members



**Eng. Basotho Seetsa**  
Vice President  
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[seetsabasotho@gmail.com](mailto:seetsabasotho@gmail.com)



**Eng. M. Mohapi**  
Treasurer  
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**Eng. Kutlo Kanetsi**  
Ex-Officio Member  
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*The Annual General Meeting of the Lesotho Association of Engineers welcomed the new Executive Committee and acknowledged the efforts of the outgoing Executive Committee. New directives aimed at making the association effective in its tasks were given.*

*These directives include those that are incomplete from the previous financial year. Only new directives reflected in the Annual Report.*

## AGM Directives

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### **Goal 01: Professional Registration**

- i. Conclusion of collaborative link with SAICE: Development and signing of a Memorandum of Understanding (MOU) which will define all the issues of collaboration.
- ii. Hold consultations with other associations including ECSA for establishing requirements for final registration of members while Lesotho's own Act is delayed.

### **Goal 02: Lesotho's Engineering Legislation**

- i. Development of new strategies to push for finalization of Lesotho's legislature and Bill to be submitted to Parliament this year.

### **Goal 03: Funding**

- i. Establish mechanisms that will enable some of our current sponsors to commit for long term sustainability of the Association
- ii. Intensify fund raising strategies to improve financial standing of the Association
- iii. Use conferences to raise funds involving government Departments as partners in such conferences

### **Goal 04: Consultations**

- i. Intensify consultations with institutions of higher learning and develop MOU's
- ii. Intensify visits to schools – career guidance
- iii. Consultations with Government departments that have Engineers

**NO ONE IS SMARTER THAN ALL OF US**

## Association Information

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