



21 August 2015

TO: All ITC-SA Members

National Communiqué No 042 Re: Fred Wagenaar Resignation

The Board received on the 31st of July 2015, and accepted Fred Wagenaar's resignation as Executive Officer of ITC-SA with regret at its meeting on 20th August. He will be re-joining the NHBRC with effect from the 1st of September 2015.

Fred's tenure of just over four years at ITC-SA left positively indelible marks on not only the ITC-SA, but also the structural timber and wider built industry regulatory environment. The ITC-SA's standing and reputation improved significantly under Fred's capable guidance. Probably the most outstanding legacies of his spell at the helm were the accreditation of ITC-SA as the professional body of the Structural Timber Industry by SAQA, the extension of this primary accreditation to the ITC-SA's constituent membership classes and his huge contribution towards the goal of establishing the Industry Development Fund. These strategic initiatives are as yet incomplete and represent significant challenges to the Board to prevent the baton being dropped in the handover to his successor.

To this end the Board conducted a detailed planning session regarding the way forward for the immediate and short-term future and is in the process of implementing action plans which include *inter alia*:

- Allocation of the bulk of Fred's day-to-day responsibilities to Amanda Obbes and delegating some of Amanda's responsibilities to Jenni de Waal, with supportive oversight of financial, technical and strategic aspects by serving Directors;
- The decision to employ the use of an identified consultant to execute the professional functions required in the build-up to the SAQA and ECSA audits early in 2016, and
- Initiating discussions with professional head hunters to find a suitable successor to the post of Executive Officer.

Fred's departure leaves a huge void which needs to be filled ASAP, but fortunately he worked wonders in drafting, refining and implementing a comprehensive and complete set of policies and procedures which leaves the organization on a structurally sound foundation on which his successor can build with confidence.

Your Board shares your unavoidable concern about the potential impact that Fred's departure may have on the ITC-SA, but has already and will continue to take the most appropriate remedial actions to ensure that ITC-SA continues to give effective execution of its mission of establishing and supportively enforcing standards in the best interests of both its members and the consumer.

We wish Fred well with the next phase of his career and thank him sincerely for his huge contributions towards making ITC-SA the respected and effective organization that it has become under his leadership. Go well, Fred – You will not be forgotten by the ITC-SA fraternity.

Rolly Adams deputy chairman.

PP Lyndsay Cotton
Chairman

Directors:

L.J. Cotton (Chairman)
 R.C. Adams (Deputy Chairman)
 F.C. Wagenaar (Executive Officer)
 E. Piyackis*, W. Van Wyk, L. Barton,
 P. de Villiers, C.D. Hobson, E.H. Stephen, F. Smit,
 A.W.J. Pretorius, G.C. de Jager, L.J. Bekker,
 P.W. Bisset, D.B. Hattingh, W.J. Slabbert
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