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Government Printing Works

Notice submission deadlines

Government Printing Works has over the last few months implemented rules for completing and submitting the electronic Adobe Forms when you, the customer, submit your notice request.

In line with these business rules, GPW has revised the notice submission deadlines for all gazettes. Please refer to the GPW website www.gpwonline.co.za to familiarise yourself with the new deadlines.

CANCELLATIONS

Don't forget!

Cancellation of notice submissions are accepted by GPW according to the deadlines stated in the table above.

Non-compliance to these deadlines will result in your request being failed. **Please pay special attention to the different deadlines for each gazette.**

Please note that any notices cancelled after the cancellation deadline will be published and charged at full cost.

Requests for cancellation must be sent by the original sender of the notice and must be accompanied by the relevant notice reference number (N-) in the email body.

AMENDMENTS TO NOTICES

take note!

With effect from 01 October, GPW will not longer accept amendments to notices. The cancellation process will need to be followed and a new notice submitted thereafter for the next available publication date.

CUSTOMER INQUIRIES



Many of our customers request immediate feedback/confirmation of notice placement in the gazette from our Contact Centre once they have submitted their notice – While GPW deems it one of their highest priorities and responsibilities to provide customers with this requested feedback and the best service at all times, we are only able to do so once we have started processing your notice submission.

GPW has a **2-working day turnaround time for processing notices** received according to the business rules and deadline submissions.

Please keep this in mind when making inquiries about your notice submission at the Contact Centre.

PROOF OF PAYMENTS



GPW reminds you that all notice submissions **MUST** be submitted with an accompanying proof of payment (PoP) or purchase order (PO). If any PoP's or PO's are received without a notice submission, it will be failed and your notice will not be processed.

When submitting your notice request to submit.egazette@gpw.gov.za, please ensure that a purchase order (GPW Account customer) or proof of payment (non-GPW Account customer) is included with your notice submission. All documentation relating to the notice submission must be in a single email.

A reminder that documents must be attached separately in your email to GPW. (In other words, your email should have an Adobe Form plus proof of payment/purchase order – 2 separate attachments – where notice content is applicable, it should also be a 3rd separate attachment).

REMINDER OF THE GPW BUSINESS RULES

- Single notice, single email – with proof of payment or purchase order.
- All documents must be attached separately in your email to GPW.
- 1 notice = 1 form, i.e. each notice must be on a separate form
- Please submit your notice **ONLY ONCE**.
- Requests for information, quotations and inquiries must be sent to the Contact Centre **ONLY**.
- The notice information that you send us on the form is what we publish. Please do not put any instructions in the email body.

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GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

SOUTH AFRICAN QUALIFICATIONS AUTHORITY**NO. 359****24 MARCH 2016**

In accordance with the National Qualifications Framework Act, Act No 67 of 2008, comment is invited from interested parties on the application received from the following professional body for recognition and the registration of its designation/s on the NQF for the purposes of the said Act.

SAQA evaluated the application of the professional body against the *Policy & Criteria for Recognising a Professional Body and Registering a Professional Designation for the Purposes of the National Qualifications Framework Act, Act 67 of 2008* as approved by the SAQA Board. The evaluation focused on the following key areas as set out in the criteria:

- Governance, Management and Sustainability
- Disciplinary Matters and Accountability
- Data Management
- Continuing Professional Development
- Awarding of Professional Designations

ASSOCIATION OF B-BBEE PROFESSIONALS (ABP)

Designation Title
Economic Empowerment Professional (EEP)

The complete application is available for viewing at SAQA.

Comment regarding the application should reach SAQA at the address below ***no later than 30 days following the publication of this notice in the Government Gazette***. All correspondence should be marked and addressed to:

<p>The Director: Registration and Recognition SAQA Postnet Suite 248 Private Bag X06 Waterkloof 0145 or faxed to (012) 431 5144 e-mail: professionalbody@saqa.org.za</p>
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**PROFESSIONAL BODY RECOGNITION AND PROFESSIONAL DESIGNATION
REGISTRATION**

EVALUATION REPORT

1. NAME OF BODY: ASSOCIATION OF B-BBEE PROFESSIONALS (ABP)

- 1.1 The Association of B-BBEE Professionals (ABP) applied to SAQA for recognition as a professional body and for the registration of one professional designation on the NQF in terms of the NQF Act, Act 67 of 2008.
- 1.2 SAQA evaluated the application against the *Policy and Criteria for Recognising a Professional Body and Registering a Professional Designation for the Purposes of the NQF Act*.

2. BACKGROUND INFORMATION ON THE PROFESSIONAL BODY

- 2.1 ABP is an organisation established to lead the Black Economic Empowerment (BEE) industry and is registered as a non-profit company with the Companies and Intellectual Property Commission (CIPC) with registration number 2005/027643/08. ABP aims to create space and a platform for stakeholders and members to contribute responsibly and professionally to the transformation of the South African economy. The Association aims to facilitate the verification, consulting and practicing participants' involvement in the upliftment and maintenance of the industry delivery standards. ABP strives to create a platform for stakeholders to escalate complaints and appeals through a disciplinary process that strives to resolve these professionally and impartially.

Objectives of ABP among others are to:

- promote the objectives of the Broad-Based Black Economic Empowerment (B-BBEE) Act 53 of 2003, and the subsequently revised B-BBEE Act 46 of 2013 and the Codes of Good Practice on B-BBEE, Government Gazette No 29617 and the revised Codes of Good Practice, Government Gazette No 36928;
- promote high levels of professionalism and competence within the sector;
- regulate the proper conduct and practice of members in order to protect the public; and
- represent the B-EE verification sector in its dealings with the Department of Trade and Industry (DTI), the South African National Accreditation System (SANAS), the public and other relevant stakeholders.

2.2 ABP Membership

- ABP currently has a database which is used to monitor CPD.
- Currently individual membership is at 100 EE Professionals.

2.3 ABP Affiliations

ABP has the following working relationships:

- South African Institute of Professional Accountants (SAIPA)
- National Association for BEE Consultants (NABC)
- Association of Chartered Certified Accountants (ACCA)
- Department of Trade and Industry (DTI)
- University of South Africa (UNISA)
- University of Witwatersrand

2.4 Education and Training

- ABP does not accredit any service providers; however it works with DTI-approved service providers. These include the University of South Africa (UNISA) and the Wits Business School.
- ABP provides workplace training with organisations which are accredited under the Services SETA.

3. EVALUATION AGAINST SAQA CRITERIA

3.1 Governance, Management and Sustainability

- The Chairperson of the Board is elected at the AGM and holds office for 2 years.
- A Board of Directors consisting of a minimum of 7 members is elected at an Annual General Meeting (AGM) and holds office for 2 years.
- An Executive Committee (EXCO), consisting of a minimum of 5 members, is appointed by the Board.
- A secretary is appointed and employed by the Board to manage the administration and finances of ABP. Remuneration and other benefits are determined by the Board.
- The members at an AGM vote for the election of the Board members and the Chairperson on the basis of a simple majority.
- The general governance of ABP vests in the Board.
- The general management of ABP vests in the EXCO.
- The financial year of ABP runs from 1 March to 28 February.
- The accounts are examined at least once every year and the correctness of the statement of income and expenditure and balance sheet will be confirmed by ABP's auditors.
- The auditors and their remuneration are determined at the Annual General meeting.
- The Board appoints a Finance Committee from within its ranks to oversee the management of ABP's financial affairs.
- ABP had an unqualified audit opinion in its last financial year.

3.2 Disciplinary Matters and Accountability

The Disciplinary Committee has the following duties, functions and powers:

- to consider and investigate any complaint made against any member at the instance of whomsoever, including any complaint made at the Board of Directors' accord;
- to authorise the Chairperson of the Disciplinary Committee to render to any complainant such assistance in connection with the lodgment of his/her complaint as may be reasonably necessary or desirable;

- to require a complainant to lodge his/her complaint at any stage of the investigation in writing within 7 working days, and to verify the complaint by way of affidavit;
- dismiss a complaint within 7 working days after receipt of the affidavit and supporting documentation where the professional body is of the opinion that the complaint does not constitute a prima facie case;
- call on the member to furnish the professional body with an explanation regarding the complaint within 7 working days of receipt of the documentation, where it is of the opinion that the complainant does disclose a prima facie case;
- within 7 working days after receipt of the member's explanation regarding the complaint against him, request any additional information which it may require or which the member may wish to submit with regard to the complaint forming the subject matter of its investigation;
- to make a decision on the basis of the complaint and the member's explanation, if furnished, and any other evidence available to it;
- to make a recommendation to the Chairman of the Board of Directors to either:
 - determine the complaint summarily, without a hearing, in which event, recommendation to the Board of Directors is made to impose such punishment considered appropriate in respect of its Disciplinary Code, which may involve: the suspension or termination of the said member's ABP membership, publication of the suspension on ABP's website and/or reporting the matter to the DTI and/or SANAS; or
 - resolve that a formal enquiry be held into a complaint and refer the complaint to the Disciplinary Enquiry Committee, with an instruction to the aforesaid committee to hold a formal enquiry into the complaint, provided that the Disciplinary Committee makes a recommendation to the Board of Directors.
- a member found guilty by a Disciplinary Enquiry Committee has the right to appeal to the Chairperson of the Board of Directors.
- an appeal must be lodged within 5 working days after receipt of the outcome of the Board of Directors' final decision.

3.3 Data Management

- ABP currently has an online database which is used to monitor CPD hours, CPD activities and members' qualifications.

3.4 Continuing Professional Development (CPD)

- CPD is compulsory and is applicable to all members.
- Designees are required to record their CPD activities annually. It is the designated members' ethical and professional responsibility to accurately record their points.
- Designees will have four weeks from initial notification to submit and send verification of their CPD activities if selected for the audit. It is therefore imperative that members keep record of their attendance of CPD events such as a certificate, signed registration form, receipt of course payment, etc, in the event they are chosen for audit purposes.
- Designees are required to undertake a minimum of 30 CPD points of appropriate professional development activities annually.
- ABP is committed to ensuring that members commit to and strive through personal initiative to maintain professional competence through CPD, and keep abreast with emerging issues, world trends, etc in the B-BBEE space.

- Members who do not comply with CPD hours requirements will be given 60 days to report additional hours.
- Members who fail to comply within the 60 days will have their membership suspended and disciplinary action may follow. The same sanction will apply to any member who is found to have fraudulently reported their CPD hours.

4 PROFESSIONAL DESIGNATIONS

4.1 Designation Awarding Process

- Applicants may apply for the ABP designations by completing and submitting an application form to the secretary.
- The Board will consider the applications at its quarterly meetings and decide whether to admit new applicants with reference to the criteria for membership.
- The Board may resolve to meet more frequently if necessary to perform its duties effectively and to avoid delays.
- The secretary will advise the applicant of the Board's decision as soon as possible.
- If the applicant is admitted, the secretary must enroll the applicant as a designated member.
- If the applicant's application is declined, the secretary must advise the applicant and give written reasons.
- If the applicant is not satisfied with the reasons provided for declining the application, the applicant may follow the ABP complaints and appeals policy and procedure.

4.2 Designation to be registered

Designation Title: Economic Empowerment Professional (EEP)

Underlying Qualification(s)	<ul style="list-style-type: none"> • NQF level 7 Bachelors Degree with the relevant subjects of Accounting, Auditing & Law
Experiential Learning and Practical Experience	<ul style="list-style-type: none"> • At least 12 months in Approved / Assessment Centre. • Report reviewed by SANAS / IRBA Technical Signatory.
Board / Admission Examination / Assessment	<ul style="list-style-type: none"> • Competency Assessments including the portfolio of evidence ("POE") as per MDP requirements. • Management Development Programme ("MDP") offered by both UNISA School of Business Leadership and WITS Business School
Continuing Professional Development (CPD) Requirements	30 CPD points per annum.
Application of Recognition of Prior Learning (RPL)	A candidate may apply for the professional designation based on recognition of prior learning (RPL) if qualification requirements are not met.

SOUTH AFRICAN QUALIFICATIONS AUTHORITY**NO. 360****24 MARCH 2016**

In accordance with the National Qualifications Framework Act, Act No 67 of 2008, comment is invited from interested parties on the application received from the following professional body for the registration of additional professional designations on the NQF for the purposes of the said Act.

SAQA evaluated the application for the registration of these additional professional designations against the *Policy & Criteria for Recognising a Professional Body and Registering a Professional Designation for the Purposes of the National Qualifications Framework Act, Act 67 of 2008* as approved by the SAQA Board.

INSTITUTE OF ACCOUNTING AND COMMERCE (IAC)

Additional professional designations to be registered:

Designation Title
Associate Tax Practitioner [ATP(IAC)]
Certified Tax Practitioner [CTP(IAC)]

The complete application is available for viewing at the SAQA offices.

Comment regarding the application should reach SAQA at the address below ***no later than 30 days following the publication of this notice in the Government Gazette.*** All correspondence should be marked and addressed to:

<p>The Director: Registration and Recognition SAQA Postnet Suite 248 Private Bag X06 Waterkloof 0145 or faxed to (012) 431 5060 e-mail: professionalbody@saqa.org.za</p>
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ADDITIONAL PROFESSIONAL DESIGNATION TO BE REGISTERED

INSTITUTE OF ACCOUNTING AND COMMERCE (IAC)

BACKGROUND

The SAQA Board recognised the IAC as a Professional Body and approved four (4) of its Professional Designations on 7 November 2012 for registration on the NQF. These professional designations in the order of progression are:

- Technical Accountant (TA)
- Financial Accountant in Commerce (FAC)
- Financial Accountant in Practice (FAP)
- Independent Accounting Professional (Reviewer) (IAP)

The IAC, in consultation with its members and stakeholders, has introduced two (2) more professional designations and therefore applied for their registration on the NQF.

ADDITIONAL DESIGNATIONS TO BE REGISTERED

Designation Title: Associate Tax Practitioner [ATP(IAC)]

Underlying Qualification(s)	A relevant NQF Level 5 qualification.
Experiential Learning and Practical Experience	Applicants with a NQF Level 5 qualification must at least have 4 years' demonstrable experience within a tax environment.
Board/ Admission Examination/Assessment	Candidates must undergo the IAC's entry evaluation. This takes the form of a two-hour oral and written exam which is done on a one-on-one basis by an IAC registered assessor.
Continuing Professional Development (CPD) Requirements	In terms of Section 240A of the Tax Administration Act 28 of 2011, SARS requires all Tax Practitioners to undertake and record a minimum of 15 CDP hours per year of which 60% (9 hours) must be structured and 40% (6 hours) unstructured.
Application of Recognition of Prior Learning (RPL)	Candidates with 5 years' practical tax experience and a NQF Level 4 qualification could achieve the designation through a formal RPL process in line with the IAC's RPL policy.

Designation Title: Certified Tax Practitioner [CTP(IAC)]

Underlying Qualification(s)	Any one of the following: <ul style="list-style-type: none"> • Diploma in Accounting or Taxation at NQF Level 6, with Tax as a major (Tax I and II); Accounting III; and Company or Corporate Law; OR • Bachelor's Degree in Accounting at NQF Level 7, with Tax as a major (Tax I and II); Accounting III; and Company or Corporate Law.
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Experiential Learning and Practical Experience	<ul style="list-style-type: none"> • Applicants with a Degree or three-year Diploma are required to complete 3 years' of articles under the supervision of a qualified Accounting Officer or three (3) years relevant tax experience; OR • Applicants with a NQF Level 4 qualification or RPL candidates who have been working in a tax environment for at least 5 years are to complete 3 years' of articles under the supervision of a qualified Accounting Officer or three (3) years relevant tax experience.
Board/ Admission Examination/Assessment	Candidates must undergo the IAC's entry evaluation. This takes the form of a two-hour oral and written exam which is done on a one-on-one basis by an IAC registered assessor.
Continuing Professional Development (CPD) Requirements	In terms of Section 240A of the Tax Administration Act 28 of 2011, SARS requires all Tax Practitioners to undertake and record a minimum of 15 CDP hours per year of which 60% (9 hours) must be structured and 40% (6 hours) unstructured.
Application of Recognition of Prior Learning (RPL)	Candidates with 8 years' practical tax experience with a NQF Level 4 qualification can apply for the designation through a formal RPL process in line with the IAC's RPL policy.

SOUTH AFRICAN QUALIFICATIONS AUTHORITY

NO. 361

24 MARCH 2016

In accordance with the National Qualifications Framework Act, Act No 67 of 2008, comment is invited from interested parties on the application received from the following professional body for recognition and the registration of its designation/s on the NQF for the purposes of the said Act.

SAQA evaluated the application of the professional body against the *Policy & Criteria for Recognising a Professional Body and Registering a Professional Designation for the Purposes of the National Qualifications Framework Act, Act 67 of 2008* as approved by the SAQA Board. The evaluation focused on the following key areas as set out in the criteria:

- Governance, Management and Sustainability
- Disciplinary Matters and Accountability
- Data Management
- Continuing Professional Development
- Awarding of Professional Designations

INSTITUTE OF CHARTERED IT PROFESSIONALS (ICITP®)

Designation Title
Information Technology Certified Professional™ [ITCP(SA)]
Chartered Information Technology Professional® [CITP(SA)]

The complete application is available for viewing at SAQA.

Comment regarding the application should reach SAQA at the address below **no later than 30 days after publication in the Government Gazette**. All correspondence should be marked and addressed to:

The Director: Registration and Recognition
SAQA
Postnet Suite 248
Private Bag X06
Waterkloof
0145
or faxed to (012) 431 5144
e-mail: professionalbody@saqa.org.za



**PROFESSIONAL BODY RECOGNITION AND PROFESSIONAL DESIGNATION
REGISTRATION**

EVALUATION REPORT

1. NAME OF BODY: INSTITUTE OF CHARTERED IT PROFESSIONALS (ICITP®)

1.1 The Institute of Chartered IT Professionals (ICITP®) applied to SAQA for recognition as a professional body and for the registration of two (2) professional designations on the NQF in terms of the NQF Act, Act 67 of 2008.

1.2 SAQA evaluated the application against the *Policy and Criteria for Recognising a Professional Body and Registering a Professional Designation for the Purposes of the NQF Act*.

2. BACKGROUND INFORMATION ON THE PROFESSIONAL BODY

2.1 The Institute of Chartered IT Professionals (ICITP®) was established on 2 January 2003 and acquired registration as a Non-profit Organisation from the Department of Social Development in 2009. The ICITP® mission includes the advancement of the NQF by promoting public interest and trust in the Information Technology Profession; ensuring and encouraging continuing professional development; developing and maintaining the standards for the practice of Information Technology and facilitating access to its designations in recognition of deserving Information Technology practitioners in South Africa.

2.2 The main objectives of the ICITP® are to:

- promote the importance of the Media, Information and Communication Technology in South Africa and internationally;
- develop and maintain professionalism and thereby ensuring high quality professional services by IT professionals in the society for the benefit of the public;
- support accredited training providers to align their curriculum to the professional standards and industry critical and scarce skills;
- work closely with other professional associations, including recognised professional bodies within the IT sector to maintain high standards in the industry;
- cooperate with the relevant institutions such as SAQA, Quality Councils, the SETAs, etc. to the benefit of the greater IT sector;
- assist IT graduates with work integrated learning (WIL) and practical competency to ensure their workplace readiness; and
- develop, support, supervise and promote professional standards for technical and ethical competence in the Media, Information and Communication Technology sector.

2.3 ICITP® Membership

The ICITP® represents the interests of 70 members. The membership is composed of the following categories:

- Fellow Members (FICITP)
- Professional Members (PMICITP)
- Ordinary Members (MICITP); and
- Associate Members (AMICITP)

2.4 ICITP® Affiliations

- Locally, the Institute has no working agreements with other professional bodies apart from the working relationships with various institutions for purposes of continuing professional development activities for its designees. Some of these institutions include PC Training and Business College, Damelin College, Vaal University of Technology, CTU Training, Ekurhuleni West College and CIDA City Campus.
- Internationally, ICITP® has formed strong networks and strategic alliances with the global bodies through collaborations. These bodies are:
 - Hong Kong Computer Society;
 - Building Industry Consulting Service International (BICSI), Canada and USA;
 - Institute of IT Professionals, New Zealand; and
 - Computer Professionals Registration Council of Nigeria

The rationale for these affiliations is to deliver the benefits to the ICITP® members such as to:

- Encourage IT research design and development as a vehicle for engaging the global knowledge industry.
- Establish a vibrant medium for the consistent propagation of IT innovation and awareness creation for the two countries.

2.5 Education and Training

- ICITP® is not a registered or accredited training provider, but recognises institutions that provide training.
- ICITP® has no formal agreements in place with universities with regard to curriculum development.

3. EVALUATION AGAINST SAQA CRITERIA

3.1 Governance, Management and Sustainability

- The ICITP® is governed by a Constitution which was reviewed and ratified by its members and Board of Directors at the Annual General Meeting (AGM) held in December 2015.
- The Constitution is written in clear and plain language so that members understand their rights and responsibilities, and leaders appreciate their mandate and limitations and know how to act jointly in the best interest of the public.

- The Constitution makes provision for the election of the ICITP® Council which is tasked with the oversight and management functions of the organisation.
- The current ICITP® Council elected in December 2015 consists of a President, Treasurer, Legal Advisor, the Chief Executive Officer (in an *ex officio* capacity) and six additional Council members.
- The Council is required to meet once a quarter and serves a five (5) year term of office commencing at the conclusion of the AGM at which they are elected. Council members are allowed to stand for re-election as a mechanism to ensure continuity.
- The Council has the authority to appoint an EXCO which is the primary decision-making body of the Institute to ensure the efficient management of the organisation.
- The following standing committees are established to assist the Council with its oversight role:
 - Administration and Membership Committee - tasked with responsibilities relating to membership admission, licensing and servicing members.
 - Education, Training and Certification Committee - deals with matters related to qualifications, facilitation of workplace experience for IT learners and Continuing Professional Development.
 - Technical Committee - ensures and maintains technical and professional standards for IT professionals.
 - Investigation and Discipline Committee - investigates written and valid complaints against members and ensures compliance with the ICITP® Professional Standards and Code of Ethics.
 - National Registration Review Committee - considers applications and confers professional designations.
- ICITP® has a permanent staff complement of four (4) including the Chief Executive Officer to manage its day-to-day operations. It leases offices which are situated at 400, 16th Road Midrand, 1st Floor, Block A, Central Park Office Midrand
- The Institute derives its funds mainly from membership fees and the provision of Continuing Professional Development programmes. The ICITP® received a favourable unqualified audit report as at 30 June 2015.

3.2 Disciplinary Matters and Accountability

- The reputation of the ICITP® and its members is protected by the Code of Ethics and Conduct. Members commit themselves to upholding the good standing and reputation of the IT profession by signing acceptance of the Code of Ethics and Conduct.
- A disciplinary process is in place to investigate complaints against members. This is meant to protect the public, to inspire public confidence in the IT profession and to uphold proper professional standards of IT professionals.
- The ICITP®, through its Investigation and Discipline Committee, investigates complaints, charges or allegations against members who are alleged to have acted in contravention of the Code of Ethics and Conduct. This Committee recommends a finding and sanction(s) to the Council which may include the

withdrawal of a designation and termination of membership. The Council confirms the finding and the sanction.

- An ad-hoc Appeals Panel, consisting of a Chairperson and two members conduct appeals lodged by a member against whom a complaint has been upheld. Persons serving on the panel are external experts from within the IT sector and preferably a legal practitioner. The Appeals Panel may overturn the disciplinary decision, vary or uphold it.

3.3 Data Management

The ICITP® database consists of members' information such as personal details, qualifications and CPD activities. Members log onto the website using their secret code to view their personal data and load their CPD points as required.

3.4 Continuous Professional Development (CPD)

- All ICITP® members (excluding student members) are expected to complete 20 CPD points every 12 months in order to improve and maintain the currency of their technical and professional knowledge, skills and efficiency to operate safely and efficiently.
- CPD is divided into verifiable and non-verifiable activities. In the case of verifiable units, the records shall include proof that the individual was involved in an acceptable CPD learning activity. CPD must comprise 60% verifiable activities and 40% non-verifiable activities.
- Verifiable CPD points can be achieved through various activities including, but not limited to: structured courses; online learning; project work; work-based learning; discussion groups; coaching and mentoring; research, seminars and conferences; and visiting other IT practices and reporting back.
- Non-verifiable activities generally include technical reading of articles in magazines, accredited journals and books that share the latest developments relevant to the IT profession.
- Members are required to maintain their own CPD records and make a submission annually ahead of their membership renewal. CPD non-compliance could result in disciplinary action including possible withdrawal of the Professional Designation.

4 PROFESSIONAL DESIGNATIONS

4.1 Designation Awarding Process

- The National Registration Review Committee (NRRC) has the authority of considering applications and making recommendations for the awarding of designations. The Review Committee comprises professional members of the ICITP®, and of independent, knowledgeable professionals who safeguard the neutrality in the granting of designations.
- In order to qualify for the ICITP® designation, a minimum of a NQF level 6 qualification in Information Technology or other related field is required and an official academic transcript(s) must accompany the application. The transcript must include the official seal of the educational institution, signature of the Registrar and verification that the qualification was successfully completed.

These are documents that are needed in order for the ICITP® to confirm the authenticity of the qualification with SAQA.

- The Council approves designations on recommendation by the National Registration Review Committee.
- Where an application for registration is denied, the applicant has the right to appeal the decision. If the National Registration Review Committee upholds its original decision, further consideration of the applicant's appeal will be handled by an Appeals Panel of the Board of Directors.

4.2 Designation to be Registered

Designation Title: Information Technology Certified Professional™ [ITCP(SA)]

CRITERION	DESCRIPTION
UNDERLYING NQF REGISTERED QUALIFICATION/PART-QUALIFICATION	Any one of the following qualifications: <ul style="list-style-type: none"> • Diploma: Information Technology/information Systems/ Computer Science/Computer Engineering at NQF Level 6; • Bachelor's Degree: Information Technology/information Systems/ Computer Science/Computer Engineering at NQF Level 7; • Bachelor's Degree: Accounting/Business/Engineering/ Mathematics/Sciences/Statistics at NQF Level 7; • Bachelor's Degree in an unrelated field at NQF Level 7
PRACTICAL LEARNING	Candidates with Diplomas are required to have at least three years' relevant work experience while those with Bachelor degrees need two years' work experience of which 1,000 hours must be dedicated to Information Management and Technology Assurance to acquire the requisite business experience needed at this level of operation.
BOARD / ADMISSION EXAMINATION / ASSESSMENT	The ITCP(SA) Board Examination is compulsory. The Board exam assesses the candidate's critical knowledge of and competence at this level in: <ul style="list-style-type: none"> • Risk Assessment • Fraud Considerations • Internal Control and IT General Controls • Evaluate, Test and Report • Information Management and Business Intelligence
CPD	20 CPD points per year must be accumulated and recorded.
APPLICATION OF RPL	Recognition of Prior Learning is applied on a case-to-case basis and is undertaken at an accredited training provider.

Designation Title: Chartered Information Technology Professional® [CITP(SA)]

CRITERION	DESCRIPTION
UNDERLYING NQF REGISTERED QUALIFICATION/PART-QUALIFICATION	Any one of the following qualifications: <ul style="list-style-type: none"> • Bachelor's Degree: Information Technology/Information Systems/Computer Science/ Computer Engineering at NQF Level 7; or • Bachelor's Degree in any other related field at NQF Level 7
PRACTICAL LEARNING	At least five years' work experience in an IT environment. Three of these five years must have been spent in roles that carry a significant amount of responsibility, full accountability and present a challenging range of complex work activities. Candidates also need to demonstrate personal influence and well developed business skills.
BOARD / ADMISSION EXAMINATION / ASSESSMENT	The CITP(SA) Board Examination is compulsory. The Board exam assesses the candidate's critical knowledge of and competence at a specialist level in: <ul style="list-style-type: none"> • Information Security and Management • Strategy and Architecture • Portfolio, Programme and Project Management • Business Change • Solution Development and Implementation • Service Management • Supply Quality and Resource Management • Learning and Development • Sales and Marketing
CPD	20 CPD points per year must be accumulated and recorded.
APPLICATION OF RPL	Recognition of Prior Learning is applied on a case-to-case basis and is undertaken at an accredited training provider.

SOUTH AFRICAN QUALIFICATIONS AUTHORITY

NO. 362

24 MARCH 2016

In accordance with the National Qualifications Framework Act, Act No 67 of 2008, comment is invited from interested parties on the application received from the following professional body for recognition and the registration of its designation/s on the NQF for the purposes of the said Act.

SAQA evaluated the application of the professional body against the *Policy & Criteria for Recognising a Professional Body and Registering a Professional Designation for the Purposes of the National Qualifications Framework Act, Act 67 of 2008* as approved by the SAQA Board. The evaluation focused on the following key areas as set out in the criteria:

- Governance, Management and Sustainability
- Disciplinary Matters and Accountability
- Data Management
- Continuing Professional Development
- Awarding of Professional Designations

South African Council for the Property Valuers Profession (SACPVP)

Designation Title
Professional Valuer- Prval
Professional Associated Valuer- Pr Aval
Single Residential Property Assessor (SRPA)

The complete application is available for viewing at SAQA.

Comment regarding the application should reach SAQA at the address below **no later than 30 days following the publication of this notice in the Government Gazette**. All correspondence should be marked and addressed to:

The Director: Registration and Recognition
SAQA
Postnet Suite 248
Private Bag X06
Waterkloof
0145
or faxed to (012) 431 5144
e-mail: professionalbody@saqa.org.za



**PROFESSIONAL BODY RECOGNITION AND PROFESSIONAL DESIGNATION
REGISTRATION**

EVALUATION REPORT

1. NAME OF BODY: South African Council for the Property Valuers Profession (SACPVP)

1.1. The South African Council for the Property Valuers Profession (SACPVP) applied to SAQA for recognition as a Professional Body and for the registration of three Professional Designations on the NQF in terms of the NQF Act, Act 67 of 2008.

1.2. SAQA evaluated the application against the *Policy and Criteria for Recognising a Professional Body and Registering a Professional Designation for the Purposes of the NQF Act*.

2. BACKGROUND INFORMATION

The South African Council for Property Valuers Profession (SACPVP) is a statutory body established in terms of the Property Valuers Profession Act (Act No.47 of 2000).

2.1. Objectives

The main objectives of SACPVP are to provide for the:

- establishment of a juristic person to be known as the South African Council for the Property Valuers Profession;
- registration of professionals, candidates and specified categories in the property valuation profession;
- regulation of the relationship between the South African Council for Property Valuers Profession and the Council for the Built Environment and matters connected therewith.

2.2. Membership and Affiliations

National Affiliations

SACPVP does not have any national affiliations, but has a good working relationship with the Council for the Built Environment (CBE).

International Affiliations

- International Valuation Standards Committee (IVSC)UK
- International Association of Assessing Officers (IAAO)USA
- African Real Estate Society (AfRES)

2.3. Education and Training

- SACPVP accredits providers for professional purposes.
- The professional body also completed developing a municipal qualification with the Local Government SETA and is planning to co-partner with LGSETA as an Assessment Quality Partner (AQP) to the QCTO for the developed municipal qualification.

3. EVALUATION AGAINST SAQA CRITERIA

3.1. Governance, Management and Sustainability

- The council consists of the following members, appointed by the Minister taking into account, among other things, the principles of transparency and representivity:
 - Six registered persons, excluding candidates, of whom at least three must actively practise in the property valuation profession:
 - who must be nominated by the voluntary associations and any registered person; and
 - who must represent the categories of registered persons contemplated in section 19, in the prescribed manner;
 - two professionals in the service of the State nominated by any sphere of government, of whom at least one must be nominated by the Department of Public Works; and
 - two members of the public nominated through an open process of public participation
- The term of office for members of the council is four years, but members continue in office until the succeeding council is duly constituted
- Subject to section 43(12) a member of the council may not serve for more than two consecutive terms of office.
- Fifty percent of the members of the council may not be reappointed by the Minister of public works.
- Despite subsection (1), the Minister may, by notice in the Gazette and after consultation with the council, extend the period of office of a member or all the members of the council.
- Despite subsection (1), the Minister may by notice in the Gazette after consultations with the council, terminate the period of office of a member or all the members of the council
- The council has five committees and these are:
 - Education and Standards;
 - Registration;
 - Public Relations and Marketing;
 - Investigation, and
 - Transformation.
- In turn, the council must, according to section 8 (1)(a), appoint the registrar and may employ such other staff members as it may deem necessary for carrying out its functions, on such conditions, including the payment of remuneration and allowances, as it may determine, and may dismiss any person so appointed.
- SACPPV had an unqualified audit opinion in its last financial year.

3.2. Disciplinary Matters and Accountability

- In terms of section 28(1), the council must, in consultation with the CBE, voluntary associations and registered persons; draw up a code of conduct for registered persons.
- The council is responsible for administering the code of conduct and must ensure that the code is available to all members of the public at all reasonable times.
- The council must provide the CBE with a copy of the code of conduct.
- All registered persons must comply with the code of conduct and failure to do so constitutes improper conduct.
- The council may refer any matter brought against a registered person to an investigating committee contemplated in section 18.
- In terms of section 33 (3), if the registered person charged is found guilty of improper conduct, or if he or she admits that he or she is guilty of the charge, the disciplinary tribunal must either:
 - Caution or reprimand the registered person;
 - Impose on him or her a fine not exceeding the amount calculated according to the ratio for one year imprisonment determined in terms of the Adjustment of Fines Act, Act No. 101 of 1991;

- Suspend the registration of the registered person concerned for a period not exceeding one year; or
 - Cancel the registration of the registered person concerned and remove his or her name from the register referred to in section 11(c).
- At the conclusion of the hearing, the disciplinary tribunal must notify the council of its finding.
- The council must publish the finding and the sanction imposed in terms of section 33 (3) in the Gazette.
- The council must give effect to the decision of the disciplinary tribunal.
- In terms of section 34, a registered person found guilty of improper conduct may appeal to the council against a finding of the disciplinary or against the sentence, or both.
- The appeal may be lodged within 30 days after the disciplinary tribunal has informed the registered person of its decision.
- The council may:
 - Dismiss the appeal against the decision of the disciplinary tribunal and confirm the finding or sentence or both; or
 - Uphold the appeal against the decision of the disciplinary tribunal wholly or in part and set aside or vary the finding or sentence or both.
- If an appeal is dismissed in terms of section 34 (2) (a) the appellant may, within 30 days, from the date of the dismissal of the appeal, appeal to the CBE.
- The appellant whose appeal was dismissed by the CBE may appeal to the appropriate High Court.
- The person referred to in paragraph (a) must, after giving notice to the CBE; lodge a notice of appeal with the registrar of the appropriate High Court within one month from the date of the decision of the CBE.
- The council may appeal to the appropriate High Court against any decision of the CBE with regard to disciplinary matters.
- The council is accountable to the CBE and the Minister of Public Works.

3.3. Data Management

SACPVP maintains an extensive electronic database of its members, consisting of personal details, designations awarded and Continuing Professional Development (CPD) activities.

3.4. Continuing Professional Development (CPD)

Members must have 40 CPD hours per five year cycle. If CPD hours entail watching videos or reading publications a member has to write and attach a summary (about 250 words) of what was learnt. All professionals must fill in and return the CPD progress report form once a minimum of four CPD hours has been obtained. No CPD hours will be allocated without proof of attendance. By signing the form, the professional certifies that the information provided is correct.

4. PROFESSIONAL DESIGNATIONS

4.1. Designation Awarding Process

A person with a valuer's qualification obtained from an accredited tertiary institution must obtain the requisite experience in valuation to qualify to sit for an examination administered by SACPVP. The person will be registered as a professional once s/he passes.

4.2. Designation(s) to be Registered

Designation Title: Professional Valuer- Prval

CRITERION	DESCRIPTION
Underlying NQF Registered Qualification/Part-Qualification	Any one of the following qualifications in Valuation: <ul style="list-style-type: none"> • National Diploma, • 4 year Bachelors degree, • Post-graduate Diploma • Masters degree
Experiential Learning /Practical Experience	Section 2 of Annexure C1 of the Council rules specify that: The practical experience in property valuation contemplated in section 20 (2) (a) (iii) of the Act in respect of a person applying for registration as a professional is as follows, namely, that the applicant concerned – (a) has attended a practice orientated work-school approved by the council, and (b) has gained practical experience of work in property valuation in the Republic related to the scope, variety, nature and standard set out in this Annexure; and (c) if registered as a candidate valuer before 1 April 2002, has passed a practical examination approved by the council, or if registered as such on or after that date, has passed the Admission Examination referred to in item 1(a) or (b), as the case may be.
Board / Admission Examination / Assessment	<ul style="list-style-type: none"> • Admission Examination for Property Valuers plus <ul style="list-style-type: none"> • 190 points for at least 10 types of properties valued for five purposes of property valuation
CPD	40 CPD hours per 5 year cycle
Application of RPL	Section 20 (2) (iii) provides for candidates who have proven that they have satisfied the relevant educational qualification outcomes determined by the council for this purpose by presenting evidence of prior learning in property valuation.

Designation Title: Professional Associated Valuer- Pr Aval

CRITERION	DESCRIPTION
Underlying NQF Registered Qualification/Part-Qualification	Any one of the following qualifications in Valuation: <ul style="list-style-type: none"> • National Diploma, • 4 year Bachelors degree, • Post-graduate Diploma • Masters degree
Experiential Learning /Practical Experience	Section 2 of Annexure C1 of the Council rules specify that: The practical experience in property valuation contemplated in section 20 (2) (a) (iii) of the Act in respect of a person applying for registration as a professional is as follows, namely, that the applicant concerned – (a) has attended a practice orientated work school approved by the council; and (b) has gained practical experience of work in property valuation in the Republic related to the scope, variety, nature and standard set out in this Annexure; and (c) if registered as a candidate valuer before 1 April 2002, has passed a practical examination approved by the council, or if registered as such on or after that date, has passed the Admission Examination referred to in item 1(a) or (b), as the case may be.
Board / Admission	<ul style="list-style-type: none"> • Admission Examination for Professional Associated Valuers

CRITERION	DESCRIPTION
Examination / Assessment	plus <ul style="list-style-type: none"> • 130 points for at least eight types of properties valued for five purposes of property valuation as a Professional Associated Valuer without restrictions • 80 points for at least one type of property valued for one purpose of property valuation as a Professional Associated Valuer with restrictions (limited permitted area of valuation work).
CPD	40 CPD hours per 5 year cycle
Application of RPL	Section 20 (2) (iii) provides for candidates who have proven that they have satisfied the relevant educational qualification outcomes determined by the council for this purpose by presenting evidence of prior learning in property valuation.

Designation Title: Single Residential Property Assessor (SRPA)

CRITERION	DESCRIPTION
Underlying NQF Registered Qualification/Part-Qualification	Any one of the following qualifications in Valuation: <ul style="list-style-type: none"> • National Diploma, • 4 year Bachelors degree
Practical Learning	Section 2 of Annexure C2 of the Council rules specify that: The practical experience in property valuation contemplated in section 20(2)(a)(iii) of the Act in respect of a person applying for registration as a single residential property assessor, is as follows, namely, that the applicant concerned – has gained practical experience of work in property valuation in the Republic of the scope, variety, nature and standard set out in this Annexure.
Board / Admission Examination / Assessment	<ul style="list-style-type: none"> • Admission Examination for Single Residential Property Assessors. plus <ul style="list-style-type: none"> • 35 points for at least one type of property valued for one purpose of property valuation
CPD	40 CPD hours per 5 year cycle
Application of RPL	Section 20 (2) (iii) provides for candidates who have proven that they have satisfied the relevant educational qualification outcomes determined by the council for this purpose by presenting evidence of prior learning in property valuation.

SOUTH AFRICAN QUALIFICATIONS AUTHORITY

NO. 363

24 MARCH 2016

In accordance with the National Qualifications Framework Act, Act No 67 of 2008, comment is invited from interested parties on the application received from the following professional body for the registration of an additional professional designation on the NQF for the purposes of the said Act.

SAQA evaluated the application for the registration of this additional professional designation against the *Policy & Criteria for Recognising a Professional Body and Registering a Professional Designation for the Purposes of the National Qualifications Framework Act, Act 67 of 2008* as approved by the SAQA Board.

THE MARKETING ASSOCIATION OF SOUTH AFRICA (MASA)

Additional professional designation to be registered

Designation Title
Marketing Co-ordinator South Africa MC (SA)

The complete application is available for viewing at the SAQA offices.

Comment regarding the application should reach SAQA at the address below ***no later than 30 days following the publication of this notice in the Government Gazette.*** All correspondence should be marked and addressed to:

<p>The Director: Registration and Recognition SAQA Postnet Suite 248 Private Bag X06 Waterkloof 0145 or faxed to (012) 431 5060 e-mail: professionalbody@saqa.org.za</p>
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**APPLICATION FOR THE REGISTRATION OF ADDITIONAL PROFESSIONAL
DESIGNATION(S) FOR PROFESSIONAL BODIES ALREADY RECOGNISED BY SAQA**

THE MARKETING ASSOCIATION OF SOUTH AFRICA (MASA)

BACKGROUND

The SAQA Board recognised MASA as a Professional Body at its meeting on 27 June 2012.

MASA has registered the following designations:

- Chartered Marketer
- Marketing Practitioner

ADDITIONAL DESIGNATIONS TO BE REGISTERED

Designation Title: Marketing Co-ordinator MC (SA)

Underlying Qualification(s)	FETC: Marketing Unit Standard 67464 at NQF Level 4 or equivalent NQF Level 4 Marketing related qualification.
Experiential Learning and Practical Experience	1 year experience engaged in Marketing- related activities.
Board/ Admission Examination/Assessment	Submit a portfolio of evidence to substantiate academic and practical experience.
Continuing Professional Development (CPD) Requirements	25 CPD points in a two year cycle.
Application of Recognition of Prior Learning (RPL)	<p>The Marketing Co-ordinator Designation MC (SA) may be achieved through the Recognition of Prior Learning, which includes experiential learning and practical experience through formal, informal and non-formal means through presentation of a detailed PoE. Such candidates will be required to have at least 3 years' practical experience when applying for the MC (SA) Designation.</p> <p>An RPL provider, accredited by both the Services Seta and MASA, has been appointed by MASA to manage the RPL framework and to quality assure the process.</p>

SOUTH AFRICAN QUALIFICATIONS AUTHORITY**NO. 364****24 MARCH 2016**

In accordance with the National Qualifications Framework Act, Act No 67 of 2008, comment is invited from interested parties on the application received from the following professional body for recognition and the registration of its designation/s on the NQF for the purposes of the said Act.

SAQA evaluated the application of the professional body against the *Policy & Criteria for Recognising a Professional Body and Registering a Professional Designation for the Purposes of the National Qualifications Framework Act, Act 67 of 2008* as approved by the SAQA Board. The evaluation focused on the following key areas as set out in the criteria:

- Governance, Management and Sustainability
- Disciplinary Matters and Accountability
- Data Management
- Continuing Professional Development
- Awarding of Professional Designations

SOUTHERN AFRICAN ASSET MANAGEMENT ASSOCIATION (SAAMA)

Designation Title
Certified Senior Practitioner in Asset Management

The complete application is available for viewing at SAQA.

Comment regarding the application should reach SAQA at the address below ***no later than 30 days following the publication of this notice in the Government Gazette***. All correspondence should be marked and addressed to:

The Director: Registration and Recognition
SAQA
Postnet Suite 248
Private Bag X06
Waterkloof
0145
or faxed to (012) 431 5144
e-mail: professionalbody@saqa.org.za



**PROFESSIONAL BODY RECOGNITION AND PROFESSIONAL DESIGNATION
REGISTRATION**

EVALUATION REPORT

1. NAME OF BODY: Southern African Asset Management Association (SAAMA)

- 1.1 The Southern African Asset Management Association (SAAMA) applied to SAQA for recognition as a Professional Body and for the registration of one Professional Designation on the NQF in terms of the NQF Act, Act 67 of 2008.
- 1.2 SAQA evaluated the application against the *Policy and Criteria for Recognising a Professional Body and Registering a Professional Designation for the Purposes of the NQF Act*.

2. BACKGROUND INFORMATION ON THE PROFESSIONAL BODY

The Southern African Asset Management Association (SAAMA), registered as a non-profit organisation (2001/010708/08), was formed in 1997. Before then, it was known as the Southern African Maintenance Association (SAMA). The purpose was, and still, is to promote the interests of asset management and maintenance as a whole, as well as to uplift the asset management and maintenance practitioners in Southern Africa.

ISO 55000 defines Asset Management as the "coordinated activity of an organisation to realise value from assets". In turn, Assets are defined as follows: "An asset is an item, thing or entity that has potential or actual value to an organisation". This is deliberately wider than physical assets, but these form an important focus for increasingly more organisations.

Asset Management involves the balancing of costs, opportunities and risks against the desired performance of assets, to achieve the organisational objectives. This balancing might need to be considered over different timeframes.

Asset Management also enables an organisation to examine the need for, and performance of, assets and asset systems at different levels. Additionally, it enables the application of analytical approaches towards managing an asset over the different stages of its life cycle (which can start with the conception of the need for the asset, through to its disposal, and includes the managing of any potential post-disposal liabilities).

Asset Management is the art and science of making the right decisions and optimising the delivery of value. A common objective is to minimise the whole life cost of assets, but there may be other critical factors such as risk or business continuity to be considered objectively in the decision making process.

2.1 **The main objectives of SAAMA are to:**

- uplift the professional status of the maintenance and asset management practitioner by raising the professional standards of maintenance and asset management in industry;
- establish, maintain and improve common specifications for maintenance and asset management;
- encourage, promote, aid in and effect voluntary interchange among members of the Association of data, information, experience, ideas and knowledge on methods, processes, techniques and technology relating to the maintenance and asset management fields;
- stimulate and promote education, training and original research in the maintenance and asset management fields;
- promote a representative and centralised body or organisation to collect, collate, co-ordinate and distribute data, ideas, knowledge, methods and techniques by any suitable means for the purpose of improving the efficiency of maintenance and asset management technologies;
- build synergistic rapport between companies on maintenance and asset management issues;
- create liaison with similar associations overseas and locally;
- encourage companies to establish their own training programmes guided by the Association's knowledge;
- do all such other things as, are or may be incidental or conducive or ancillary to, or necessary for the attainment of the above objectives or any of them and;
- promote asset management as a means to long- term asset health.

2.2 **SAAMA Membership**

Membership consists of the following categories:

- Founder Members
- Full members
- Council Members
- Group Members
- Co-opted Members
- Honorary Members

Membership is open to any person or corporate member who has an interest in uplifting or recognising the role of maintenance and asset management and/or is interested in the contribution that maintenance and asset management makes towards business success in industry.

A service provider, who could be any organisation that provides a service or product in the maintenance industry (for purposes of benefits as stipulated in the Registered Service Provider regulation), may apply for registration with SAAMA NPC, and on approval, will pay an annual subscription fee as determined by the Council.

The Council issues Regulations dealing with the criteria governing the various categories of membership of the Association. The regulations may be amended from time to time.

2.3 SAAMA Affiliations:

National Affiliations

- Engineering Council of South Africa (ECSA) – Category A Voluntary Association
- Civiltion – Voluntary Association

International Affiliations

- Institute of Asset Management (IAM) UK – Member
- Global Forum on Maintenance & Asset Management (GFMAM) – Member organisation
- International Organisation for Standardisation (ISO) – SAAMA represented South Africa in the development of the new ISO 55000 standard for Asset Management. (One of the meetings was held in South Africa)

2.4 Education and Training

- SAAMA seeks to work closely with the Quality Councils (QCs) in ensuring synergy between academic standards and professional standards.

3. EVALUATION AGAINST SAQA CRITERIA

3.1 Governance, Management and Sustainability

The Council

- The President and Vice-President are elected by the newly-elected Council members, during the first Council meeting after the AGM (within 2 months).
- Term of Office: one (1) year for Council members and two (2) years for the President and Vice-President. The immediate past President and Vice-President may remain members of the association and may be eligible for re-election to the position of President or Vice-President for another term of office.
- Nomination and voting process: Every association member is entitled to nominate one person as a candidate for election to the Council, prior to or at the AGM. Voting for Council members is done (during the AGM) by a show of hands or, if so demanded, by a secret ballot. Voting by proxy is allowed for present and past Council members.
- Vacancies: Casual vacancies, occurring in the Council, will be filled by appointment by the remaining members of the Council and such appointee shall hold office until the next AGM.
- The monetary expenditure of the Association is met by annual subscriptions payable to the Association and sponsorships. All financial transactions are done by Internet and EFT banking by a designated staff member of SAAMA. All other transactions such as Forex, etc, will be signed by one of the designated signatories appointed by the President or Vice-President.
- Any surplus funds will be invested in a financial institution as defined in the Financial Institutions (investment of funds) Act.
- No loans may be made to any Council member or to a member of his or her family.
- SAAMA has sufficient funds which places it on a sound financial standing to manage its day to day operations.
- SAAMA had an unqualified audit opinion in its last financial year.

3.2 **Disciplinary Matters and Accountability**

- Anybody is allowed to lodge a complaint against a member for not adhering to the Code of Ethics.
- Members who fail to observe the Code of Ethics will be subjected to the SAAMA disciplinary procedures. In serious cases, or where the member does not accept the ruling of SAAMA even after the appeals process was followed, that member will be expelled from SAAMA and forfeit all benefits associated with the professional body including any rights to display and use post-nominal letters (designation) or the log (or other device) of SAAMA.
- The SAAMA Council has the sole right to deal with and decide all questions of conduct, to hold all enquiries into the conduct of members of the Association and make decisions in this regard thereto.
- The SAAMA Council has the sole power to request and accept the resignation of or to expel any member of SAAMA or to take such other disciplinary action as they consider appropriate in order to protect the profession and the public.
- The SAAMA Council must prove a majority vote on disciplinary rulings.
- Where there is a potential breach of the Code of Ethics, a formal written complaint must be submitted to the Council of SAAMA about the member.
- Breaches of the conduct will be heard and deliberated upon by a disciplinary committee made up of at least three members of the SAAMA Council and/or persons they delegate.
- Members may appeal the decision of the disciplinary committee by submitting such an appeal in writing to the offices of SAAMA within 14 days of the ruling.
- This appeal will be tabled at the next SAAMA Council meeting. At least 6 Council members (and or co-opted members) that were not part of the disciplinary committee will deliberate the appeal.
- The Council may call for clarification and may request the complainant and member to appear before it on a date and time set.
- The Council must rule on the appeal within 60 days of receiving the appeal, unless the member that lodged the appeal was not available for clarification as per Council's request. The decision made by the Council is final.

Data Management

- Currently, the following information is requested from members during application: contact details, company they work for, position, membership joining date, and membership number as well as the current membership status and invoice dates.
- This information is captured electronically in SAAMA's database.

3.3 **Continuing Professional Development (CPD)**

After each 3 year cycle, a member needs to resubmit a portfolio of evidence in order to re-apply for the designation. As part of this submission, the member must also prove that the required CPD credits were achieved in the 3 year period in order to be re-awarded the designation.

Activity	Criteria	CPD Credits per Activity
Conferences	<ul style="list-style-type: none"> Local or International Relevant to the field of Asset Management(AM) CPD accredited by a reputable institution Attendance of the entire conference 	Accredited CPD points (Typically 1 CPD point per full day of conference)
	<ul style="list-style-type: none"> AM Papers presented at conferences or congresses/ poster presentations 	2 credits per accepted presentation
Training Courses	<ul style="list-style-type: none"> SAAMA accredited training courses 	As per Accreditation(Typically 1 CPD point per 8 hours of training)
Lecturing	<ul style="list-style-type: none"> Part-time lecturing to undergraduate and postgraduate students in a subject related to AM 	1 credit for every 10 hours of lecturing
Study Promoter	<ul style="list-style-type: none"> Supervision of students undertaking postgraduate studies 	2 credits per year
Examiner and Evaluations of dissertations	<ul style="list-style-type: none"> Setting exam papers, oral exams, marking of papers in AM related subjects Evaluation of AM dissertations and PhD thesis by external examiners in the field of AM 	1 credit for every 10 hours of active involvement
Publication of research	<ul style="list-style-type: none"> Author of publication of AM research in peer review journals 	3 credits per publication
Publication of technical articles	<ul style="list-style-type: none"> AM article submitted to SAAMA, peer reviewed and published by SAAMA (with full credit to the author) 	3 credits per publication
	<ul style="list-style-type: none"> AM related articles published on SAAMA portal (LinkedIn, etc) 	1 credit per article
	<ul style="list-style-type: none"> AM related articles published on other social media 	0.5 credit per article
Social Media	<ul style="list-style-type: none"> Comment posted on SAAMA social media (LinkedIn etc) 	0.5 credit per article
	<ul style="list-style-type: none"> AM related comment posted on other social media with link to SAAMA in comment 	0.5 credit per comment
Evaluation of competency	Evaluation of competency and applications against set criteria for accreditation of SAAMA designation	1 credit for every 10 hours of active involvement

Exemptions and Reductions

Members may apply for exemption or reduction from the CPD requirements for a particular designation in exceptional circumstances i.e. retirement, leave of absence etc. To qualify for an exemption, members must not be professionally active for the period in question.

4 PROFESSIONAL DESIGNATIONS

4.1 Designation Awarding Process

The following requirements are applicable for all current and planned designations to be awarded by SAAMA:

- the applicant needs to be a member of SAAMA (but membership does not guarantee any designation);
- a minimum secondary or tertiary education level will be specified depending on the specific designation;
- the minimum years of applicable experience will be specified;
- the applicant must demonstrate capability in specified minimum competencies as per a defined list of competencies per designation;
- a portfolio of evidence must be submitted to this end and will be adjudicated by SAAMA;
- recognition of prior learning will be applied in line with the stated RPL policy;
- a final SAAMA examination may be imposed depending on the designation and;
- the member will need to abide by the SAAMA Code of Ethics, failing which the designated member could face a disciplinary hearing
- a number of outcomes could result, but not limited, to the suspension or revoking of the designation.

4.2 Designations to be registered

Designation Title: Certified Senior Practitioner in Asset Management (CSAM)

Underlying Qualification(s)	Bachelor in Engineering (or equivalent international qualification as evaluated by SAQA).
Experiential Learning and Practical Experience	The applicant must prove a minimum of 8 years relevant experience in the field of Asset Management.
Board/ Admission Examination/ Assessment	A portfolio of evidence must be submitted in support of a set list of competencies that need to be demonstrated as per the applicable competency standard. References for each of these submitted competencies must be supplied. The applicant must also pass a specified SAAMA examination as final evaluation.
Continuing Professional Development (CPD) Requirements	Proof of the minimum 15 CPD points as per the CPD policy must be submitted for the 3 years that the designation is active. A portfolio of evidence to be re-submitted. Based on the evidence provided, SAAMA will evaluate whether the requirements are met in order to re-award the designation.
Application of Recognition of Prior Learning (RPL)	The portfolio of evidence that need to be submitted in order to demonstrate the applicant's capability in each of the required competencies requires the applicant to refer to prior learning as well. The RPL policy defines the criteria used in evaluating whether or not the prior learning will be recognised

SOUTH AFRICAN QUALIFICATIONS AUTHORITY

NO. 365

24 MARCH 2016

In accordance with the National Qualifications Framework Act, Act No 67 of 2008, comment is invited from interested parties on the application received from the following professional body for recognition and the registration of its designation/s on the NQF for the purposes of the said Act.

SAQA evaluated the application of the professional body against the *Policy & Criteria for Recognising a Professional Body and Registering a Professional Designation for the Purposes of the National Qualifications Framework Act, Act 67 of 2008* as approved by the SAQA Board. The evaluation focused on the following key areas as set out in the criteria:

- Governance, Management and Sustainability
- Disciplinary Matters and Accountability
- Data Management
- Continuing Professional Development
- Awarding of Professional Designations

SOUTH AFRICAN SPORT CONFEDERATION AND OLYMPIC COMMITTEE (SASCOC)

Designation Title
Coach Assistant
Coach
Senior Coach
Master Coach
Assistant Provincial Coach Developer
Provincial Coach Developer
National Coach Developer
National Coach Education Advisor

The complete application is available for viewing at SAQA.

Comment regarding the application should reach SAQA at the address below **no later than 30 days after publication in the Government Gazette**. All correspondence should be marked and addressed to:

<p>The Director: Registration and Recognition SAQA Postnet Suite 248 Private Bag X06 Waterkloof 0145 or faxed to (012) 431 5144 e-mail: professionalbody@saqa.org.za</p>



**PROFESSIONAL BODY RECOGNITION AND PROFESSIONAL DESIGNATION
REGISTRATION**

EVALUATION REPORT

**1. NAME OF BODY: SOUTH AFRICAN SPORT CONFEDERATION AND OLYMPIC
COMMITTEE (SASCOC)**

1.1. SASCOC applied to SAQA for recognition as a professional body and for the registration of eight (8) professional designations on the NQF in terms of the NQF Act, Act 67 of 2008.

1.2. SAQA evaluated the application against the *Policy and Criteria for Recognising a Professional Body and Registering a Professional Designation for the Purposes of the NQF Act*.

2. BACKGROUND INFORMATION

The South African Sports Confederation and Olympic Committee (SASCOC) is the controlling body for all high performance sport in South Africa and was formed as a Section 21 Company by representatives of all the sports bodies at a general meeting held on 27 November 2004. The main business of SASCOC is to promote and develop high performance sport as defined in the National Sport and Recreation Act 110 of 1998 as amended. In addition, SASCOC is responsible for the preparation and delivery of Team South Africa at all multi-sport international games including, but not limited, to the Olympic Games, Paralympic Games, Commonwealth Games, World Games and All Africa Games.

SASCOC is fully committed to a system based upon the principles of equal opportunity, non-racialism and non-sexism for all persons, and has dedicated itself to ensuring equitable development at national and representative level, which ensures the implementing of co-ordinated sports procedures and policies, which would ensure elite levels of athleticism.

Some of the key objectives of SASCOC are to:

- represent the professional views of its members to and within the international, national and local bodies;
- encourage and promote a high standard of qualification, competence and knowledge among coaches and coach developers;
- facilitate the exchange and publication of information and ideas, encourage research and publish its results;
- cooperate with government departments and other bodies concerned with qualifications, and with educational institutions and authorities in the furtherance of education and training in coaching;
- establish a forum for cooperation, communication, education, research and the promotion of coaches and coach developers in South Africa;
- keep and maintain a national register of coaches and coach developers who meet the professional registration standards set by SASCOC; and
- supervise and ensure that all practising members conform to the ethical standards laid down in SASCOC's constitution.

2.1. Membership and Affiliations

SASCOC is a Non-Profit Company and the unified voice of 76 member National Sports Federations.

SASCOC Affiliations

- Locally, there are no sports coaching professional body in the sector with the same scope of practice.
- Internationally, SASCOC has membership with:
 - International Olympic Committee (IOC);
 - International Paralympic Committee (IPC);
 - Commonwealth Games Federation (CGF);
 - Association of National Olympic Committee of Africa (ANOCA);
 - Association of National Olympic Committees (ANOC);
 - Confederation of Southern African National Olympic Committees (COSANOC);
 - Sport Accord (International Federations Union);
 - International School Sport Federation (ISF);
 - International Council for Coaching Excellence (ICCE); and
 - African Paralympic Committee (APC)

In addition, SASCOC participates in activities of the above international bodies such as the Olympic Games, All Africa Games and assumes a lead member role in the ICCE.

2.2. Education and Training

- SASCOC entered into Memoranda of Agreement with the Quality Council for Trades and Occupations (QCTO) and the relevant Sector Education and Training Authority (SETA) – CATHSETA – for coaching qualifications offered by TVET colleges.
- SASCOC has established a working relation with the Council on Higher Education in terms of coaching qualifications offered at universities.
- SASCOC, in partnership with CATHSSETA, entered into a Service Level Agreements (SLAs) with Edutel, PC Training, and the Gauteng Gambling Board, among others, to provide the Facilitator, Assessor and Moderator training programme for Provincial Coach Developers.

3. EVALUATION AGAINST SAQA CRITERIA

3.1. Governance, Management and Sustainability

- SASCOC is governed by a Constitution and the Rules or Regulations formulated therein. The Code of Conduct provides guidelines for the professional behaviour of coaches and coach developers. The main purposes of the Code of Conduct are to secure a certain standard of coaching and to protect the welfare of all with whom coaches and coach developers interact.
- The SASCOC Board consists of a President, two Deputy Presidents, up to five elected Board members and one representative of the Coaching Association of South Africa, an IOC member, and co-opted members not exceeding four or one third of the total Board complement. The Chief Executive Officer (CEO), who is a fulltime employee of SASCOC, is appointed to the Board in an *ex officio* capacity.
- In accordance with Article 12 of the SASCOC Constitution, the election of Board members takes place at its Quadrennial Annual General Meeting.
- The Board members who must not exceed fourteen (14) individuals holds office for a four-year term. The members of the Board are not entitled to serve for longer than three (3)

successive terms in a single elected position or four (4) successive terms in combined positions.

- The Board, which is responsible for providing leadership to SASCOC, has the powers, among others, to appoint Board Committees as and when the need arises. These committees include: an Education and Training Committee; an Audit and Risk Committee; an Ethical and Professional Practice Committee; a Data Management Committee; a Disciplinary Committee; and a CPD Committee.
- In carrying out their oversight duties, the Board and its committees apply the guidelines relating to governance borrowed from the King Report on Good Governance in South Africa (King III), as amended.
- SASCOC operates from offices situated at Olympic House, James and Ethel Grey Park, Atholl Oaklands Road, Melrose, Johannesburg. The CEO and five fulltime employees (General Manager, Manager, 3 Coordinators) are responsible for the day-to-day management of the division assigned to the Professional Body for Coaching.
- SASCOC received an unqualified audit report for the year ended 31 March 2014 which places the Association on a financially sound footing to acquire adequate assets, settle its liabilities, serve its members and meet its financial obligations that occur in the normal operations of a professional body.

3.2. Disciplinary Matters and Accountability

- Disciplinary matters are handled in accordance with the SASCOC Code of Conduct. The main purposes of the Code are to secure a certain standard of coaching and to protect the welfare of all with whom coaches and coach developers interact.
- Every person assuming membership of SASCOC signs the Code of Conduct as an indication of their acceptance of the values of the Association.
- The primary ethical responsibility of the coach and coach developers are to give their best at all times in order to foster long-term participant development success for their teams and individual athletes and to strive for the highest standard and discipline of coaching.
- The illegal, unlawful and harmful behaviour of coaches and coach developers towards athletes and all with whom they work is not tolerated and will be disciplined in line with the guidelines of the relevant Sport Federation and SASCOC's disciplinary policy.
- Where an athlete, team or all whom coaches and coach developers work with believes that a member of SASCOC has acted in a way which is in breach of the Code of Conduct, they should first seek resolution from the National Federation as per the National Federation's Constitution and/or refer to the SASCOC procedure for avoidance and resolution of disputes and disciplinary codes.
- If the athlete, team or whosoever the complainant might be still remains unsatisfied, then they are entitled to make a formal complaint to the SASCOC Legal and Arbitration Commission as stipulated in the SASCOC procedure for avoidance and resolution of disputes and disciplinary codes.
- The Legal and Arbitration Commission, upon receiving a formal complaint, must request as much factual information as possible relating to the nature of the complaint. The complainant may be required to appear in person at any stage during the investigation or disciplinary process.

- Sanctions may include a caution, a reprimand or both, suspension of the respondent's name from the membership register of SASCOC for a specified period time, or permanent removal of the respondent from the membership register.
- Any person aggrieved by a finding of, or penalty imposed, by SASCOC's Legal and Arbitration Commission may within a period of 30 (thirty) days after the date of such finding, or the imposition of such penalty, appeal to the Legal and Arbitration Commission against such finding or penalty.

3.3. Data Management

SASCOC maintains an extensive electronic database of its members, consisting of personal details, designations awarded and Continuing Professional Development (CPD) activities.

3.4. Continuing Professional Development (CPD)

- SASCOC is committed to building a lifelong learning culture through CPD amongst its members and, by doing so, ensure that the public interest in sport is protected through the development of the highest possible quality of coaches and coach developers.
- SASCOC expects its designees to develop and maintain their technical and professional competence as coaches and coach developers by adhering to the CPD Policy.
- Designees are required to achieve a certain amount of CPD points, depending on the designation awarded (see Para 4.2), as a mandatory requirement for retaining the designation.
- The National Coaching Standard Group (NCSG) is a sub-committee and is responsible for overseeing the overall administration and quality assurance of the CPD system.
- All designees are required to accumulate and record the required minimum number of CPD points within a two-year reporting cycle, which may consist of both formal and informal CPD activities.
- A report on CPD earned is submitted to the SASCOC Board for consideration and endorsement. After endorsement, the record of each designee is filed on the CPD Management database after which Sport Federations are informed about the SASCOC endorsements.
- Members must retain any documentation that will support the verification of recorded CPD activities. Documentation must be kept for at least five (5) years after the end of each reporting cycle.
- Designees have the duty to ensure that they abide by the SASCOC CPD Policy as to remain CPD compliant. Failing to do so, such members are faced with the possibility of having their designation revoked or being struck from the SASCOC membership register.
- A member may request, in writing, an exemption or deferral of CPD requirements due to a medical diagnosis, temporary or permanent disability, or parental leave. Parental leave will be limited to four (4) months in a reporting period.

4. PROFESSIONAL DESIGNATIONS

4.1. Designation Awarding Process

- Candidates must apply to the National Federation for a relevant coaching designation.
- The National Federation submits the candidate's application form and all accompanying documentation to SASCOC for coaching designation assessment.

- The National Federation verifies the documentation for Workplace, Theoretical and Practical assessment and endorses membership application.
- The National Coaching Standards Group makes recommendations to SASCOC.
- Candidates are required to re-submit the Portfolio of Evidence (POE) and follow the recommendations suggested by the SASCOC National Coaching Standards Group in cases where the application was declined.
- The National Federation Coaching personnel assists the candidate in re-working the POE for re-submission and assessment where the POE did not initially comply with the requirements.
- The National Coach Standards Group is responsible to quality assure the application process and make recommendations to SASCOC.
- SASCOC informs the National Federations of the outcome of the candidate's application and assessment.
- The National Federations, in turn, notifies the candidate of the outcome of his/her application.
- Candidates found competent will be allocated a unique registration number. Members will be uploaded on the professional body database of SASCOC and members will be informed of the shelf life of the designation and CPD system.
- Candidates who were unsuccessful with their application may appeal, in writing, against the outcome of the assessment, provided that they submit further evidence which may be in the form of additional documentation; proof of additional training undergone etc. All appeals must be referred to SASCOC within 5 working days and referred for further processing.

4.2. Designation(s) to be Registered

Designation Title: Coach Assistant

CRITERION	DESCRIPTION
Underlying NQF Registered Qualification/Part-Qualification	Further Education and Training Certificate: Sport Coaching: Junior or Beginners at NQF Level 4 PLUS 30 contact hours and 60 hours of work integrated learning
Practical Learning	Candidates need more than two years' proven experience within the specific sport in a pre-coaching role.
Board / Admission Examination / Assessment	Applications to be considered for this designation should be accompanied by a letter of endorsement from the Sports Federations. After receiving such endorsement, the SASCOC Board decides on awarding the designation.
CPD	Coach Assistants are expected to complete and record at least 15 CPD points per year within a reporting period of two year.
Application of RPL	This designation can be achieved via the RPL route. An application is lodged with the Sports Federations. The Federations conducts RPL assessments with the assistance from the SASCOC RPL Panel which is moderated externally.

Designation Title: Coach

CRITERION	DESCRIPTION
Underlying NQF Registered Qualification/Part-Qualification	<ul style="list-style-type: none"> • National Certificate: Coaching Science at NQF Level 5; OR • Any related NQF level 5 qualification
Practical Learning	Candidates must have more than 5 years' experience as a coach assistant and a proven track record of coaching at a provincial level. Mentoring coach assistants is a further requirement.
Board / Admission Examination / Assessment	Applications to be considered for this designation should be accompanied by a letter of endorsement from the Sports Federations. After receiving such endorsement, the SASCOC Board decides on awarding the designation.

CRITERION	DESCRIPTION
CPD	Coaches are expected to complete and record at least 15 CPD points per year within a reporting period of two year.
Application of RPL	This designation can be achieved via the RPL route. An application is lodged with the Sports Federations. The Federations conducts RPL assessments with the assistance from the SASCOC RPL Panel which is moderated externally.

Designation Title: Senior Coach

CRITERION	DESCRIPTION
Underlying NQF Registered Qualification/Part-Qualification	<ul style="list-style-type: none"> • Diploma: Officiating and Coaching Science at NQF Level 6; OR • Diploma: Sport Management and Coaching at NQF Level 6; OR • Advanced Certificate: Fitness Conditioning Coach at NQF Level 6
Practical Learning	Candidates must have more than 7 years' experience as a coach and a proven track record of coaching at a continental or national level. Athletes or teams must be among the top 10 ranked internationally in a specific sporting code. Mentoring other coaches is a further requirement.
Board / Admission Examination / Assessment	Applications to be considered for this designation should be accompanied by a letter of endorsement from the Sports Federations. After receiving such endorsement, the SASCOC Board decides on awarding the designation.
CPD	Senior Coaches are expected to complete and record at least 20 CPD points per year within a reporting period of two year.
Application of RPL	This designation can be achieved through RPL. An application is lodged with the Sports Federations. The Federations conducts RPL assessments with the assistance from the SASCOC RPL Panel which is externally moderated.

Designation Title: Master Coach

CRITERION	DESCRIPTION
Underlying NQF Registered Qualification/Part-Qualification	<ul style="list-style-type: none"> • Bachelor of Technology: Officiating: Coaching Science at NQF Level 7 OR • Bachelor: Occupationally Directed Education and Development Practices at NQF Level 7 OR • Relevant qualification at NQF Level 7
Practical Learning	Candidates must have more than 10 years' experience as a Senior Coach and a proven record of coaching at an Olympic/Paralympic and/or World level. Athletes or teams must be among the top 20 ranked internationally in a specific sporting code. Mentoring other coaches is a further requirement.
Board / Admission Examination / Assessment	Applications to be considered for this designation should be accompanied by a letter of endorsement from the Sports Federations. After receiving such endorsement, the SASCOC Board decides on awarding the designation.
CPD	Master Coaches are required to complete and record at least 25 CPD points per year within a reporting period of two year.
Application of RPL	This designation can be achieved through RPL. An application is lodged with the Federations. SASCOC conducts RPL through the SASCOC RPL Panel which is moderated externally.

Designation Title: Assistant Provincial Coach Developer

CRITERION	DESCRIPTION
Underlying NQF Registered Qualification/Part-Qualification	<ul style="list-style-type: none"> • National Certificate: Occupationally Directed Training and Development Practices, NQF Level 5; OR • Any related NQF level 5 qualification
Practical Learning	Candidates must be a coach with more than 5 years' relevant experience and registered as a facilitator and assessor.
Board / Admission Examination / Assessment	Applications to be considered for this designation should be accompanied by a letter of endorsement from the Sports Federations. After receiving such endorsement, the SASCOC Board decides on awarding the designation.
CPD	Assistant Provincial Coach Developers are required to complete and record at least 30 CPD points per year.
Application of RPL	This designation can be achieved through RPL. An application is lodged with and endorsed by the Federations. SASCOC conducts RPL through the SASCOC RPL Panel which is moderated externally.

Designation Title: Provincial Coach Developer

CRITERION	DESCRIPTION
Underlying NQF Registered Qualification/Part-Qualification	<ul style="list-style-type: none"> • National Certificate: Occupationally Directed Training and Development Practices, Level 5; OR • Any related NQF level 5 qualification
Practical Learning	Candidates must have more than 7 years' relevant experience in the mentoring, supervising and assessing a minimum of 15 coaches.
Board / Admission Examination / Assessment	Applications to be considered for this designation should be accompanied by a letter of endorsement from the Sports Federations. After receiving such endorsement, the SASCOC Board decides on awarding the designation.
CPD	Provincial Coach Developers are required to complete and record at least 30 CPD points per year.
Application of RPL	This designation can be achieved through RPL. An application is lodged with and endorsed by the Federations. SASCOC conducts RPL through the SASCOC RPL Panel which is moderated externally.

Designation Title: National Coach Developer

CRITERION	DESCRIPTION
Underlying NQF Registered Qualification/Part-Qualification	<ul style="list-style-type: none"> • Bachelor: Occupationally Directed Training and Development Practices, NQF Level 7; OR • Any related NQF level 7 qualification
Practical Learning	Candidates must have more than 7 years' relevant experience in the mentoring, supervising and assessing a minimum of 20 provincial coach developers and 20 senior coaches.
Board / Admission Examination / Assessment	Applications to be considered for this designation should be accompanied by a letter of endorsement from the Sports Federations. After receiving such endorsement, the SASCOC Board decides on awarding the designation.
CPD	National Coach Developers are required to complete and record at least 35 CPD points per year.
Application of RPL	This designation can be achieved through RPL. An application is lodged with and endorsed by the Federations. SASCOC conducts

CRITERION	DESCRIPTION
	RPL through the SASCOC RPL Panel which is moderated externally.

Designation Title: National Coach Education Advisor

CRITERION	DESCRIPTION
Underlying NQF Registered Qualification/Part-Qualification	<ul style="list-style-type: none"> • Postgraduate Diploma: Education in Education Management at NQF Level 8; OR • Any related NQF level 8 qualification
Practical Learning	Candidate must have more than 10 years' relevant experience as a Coach
Board / Admission Examination / Assessment	Applications to be considered for this designation should be accompanied by a letter of endorsement from the Sports Federations. After receiving such endorsement, the SASCOC Board decides on awarding the designation.
CPD	At least 40 CPD points per year are needed to be completed and recorded by candidates.
Application of RPL	This designation can be achieved through RPL. An application is lodged with the Federations. SASCOC conducts RPL through the SASCOC RPL Panel which is moderated externally.

4.3. Designation Progression Pathway

- Coach Assistant
- Coach
- Senior Coach
- Master Coach
- Assistant Provincial Coach Developer
- Provincial Coach Developer
- National Coach Developer
- National Coach Education Advisor

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