

No. 1418

28 December 2001

SOUTH AFRICAN QUALIFICATIONS AUTHORITY (SAQA)

In order to proceed with the recognition of Standards Generating Bodies in terms of Government Regulations 19(1)(c) and 22(2) of 28 March 1998, National Standards Body 03 (Business, Commerce and Management Studies) invites public comment with respect to *the acceptability of the nominees and the representativeness of the key education and training stakeholder interest groups* listed as an SGB applicant below.

In addition, the NSB invite submissions from interested parties wishing to serve on such an SGB. Interested parties should take note of the section on SGB Information below.

All nominations/ applications should be accompanied by curricula vitae.

More information regarding this application may be obtained on the SAQA website or from the SAQA offices.

Comment should reach the NSB at the address below **by not later than 31 January 2002**. All correspondence should be marked **SGB Formation for Human Resource Management and Practices** and be addressed to:

The Director: Standard Setting and Development SAQA <i>Attention: Mr. D Mphuthing</i> Postnet Suite 248 Private Bag X06 Waterkloof 0145 or faxed to 012 - 482 0832

SGB INFORMATION

As a necessary step in the development and implementation of the National Qualifications Framework, The National Standards Bodies are briefed [regulation 19(1)(c) of 28 March 1998] to recognise or establish Standards Generating Bodies (SGBs).

SGBs shall:

- a. generate standards and qualifications in accordance with the Authority requirements in identified sub-fields and levels;
- b. update and review standards;
- c. recommend standards and qualifications to National Standards Bodies;
- d. recommend criteria for the registration of assessors and moderators or moderating bodies; and
- e. perform such other functions as may from time-to-time be delegated by its National Standards Body.

Any bodies wishing to nominate representatives, make application to serve on, or make any other submission with regard to the above SGB should note the following information.

SGBs should be composed of organisations, which shall be key education and training stakeholder interest groups and experts in the sub-field. The NSB, when making its final decisions will have due regard for, among other things, *'the need for representativeness and equity, redress and relevant expertise in terms of the work of the SGBs.'*

Organisations proposing to nominate persons to SGBs should be sensitive to the need for **equity** and **redress**, and shall nominate persons who-

- (a) will be able to consider issues of productivity, fairness, public interest and international comparability as related to education and training in the sub-field;
- (b) enjoy credibility in the sub-field in question, who enjoy respect; have the necessary expertise and experience in the sub-field and have the support or backing of the nominating body;
- (c) are able to advocate and mediate the needs and interests of all levels within the sub-field covered by the Standards Generating Body;
- (d) are able to exercise critical judgement at a high level; and
- (e) are committed to a communication process between the Standards Generating Body, the National Standards Body and the Constituency.

PUBLIC NOTICE BY NSB 03, BUSINESS, COMMERCE AND MANAGEMENT STUDIES, OF UPDATING THE MEMBERSHIP OF THE SGB FOR HUMAN RESOURCE MANAGEMENT AND PRACTICES

NSB 03 hereby updates the membership of the SGB for Human Resource Management and Practices.

BRIEF OF THE SGB

1. Identify transformation, development and equity issues relevant to the sub-field Human Resources in NQF organising field 03 and develop mechanisms to include these issues within standards and qualifications as envisaged in 2 below [*Regulation 24(1)(e)*].
2. Generate appropriate unit standards and combine them into the following qualifications in accordance with Authority requirements:
 - Certificate in Human Resource Practice (in the areas of Employee and Labour Relations, Recruitment, Employee Administration and Employee Services) at NQF Level 1
 - Certificates in Human Resource Practice (in the areas of Employee and Labour Relations, Recruitment, Employee Administration and Employee Services) at NQF Levels 2 to 4
 - Diploma in Human Resource Management and Practice (in the areas of Employee and Labour Relations, Human Resource Planning, Career Development, Employee Development, Employee Administration and Employee Services) at NQF Level 5
 - Bachelor degree in Human Resource Management and Practice (in the areas of Employee and Labour Relations, Human Resource Planning, Career Development, Employee Development, Employee Administration and Employee Services) at NQF Level 6
 - Masters and Doctoral degrees in Human Resource Management and Practice (in one or more of the areas of Human Resource Strategic Planning, Organisation Development, Change Management, Human Resource Research and Human Resource Financial Management) at NQF Levels 6 to 8 [*Regulation 24(1)(a)*].
3. Develop learning pathways for qualifications and unit standards for human resource management and practices in the sub-field Human Resources in NQF organising field 03 from levels 1 to 8 [*Regulation 24(1)(e)*].
4. Recommend the standards and qualifications generated in 2, above, to National Standards Body 03 [*Regulation 24(1)(c)*].
5. Recommend criteria for the registration of assessors and moderators or moderating bodies [*Regulation 24(1)(d)*].
6. Accept and perform other related functions as requested by NSB 03 [*Regulation 24(1)(e)*].

COMPOSITION OF THE SGB

Name	Workplace	Nominating Body	Experience/Qualifications
Bendix, Prof Sonia	Penninsula Technikon	Committee of Technikon Principals	B.A; University Education Diploma; B.Ed; IRDP; Advanced Degree in Industrial Relations; currently reading for PhD.
Carthy, Ms. Stella	Chamber of Mines	Chamber of Mines	Teacher's Diploma; HDE; IPM Diploma
Crafford, Ms Anne	RAU	Society for Industrial Psychology	M.Com (Industrial Psychology)
Goba, Mr. Neville	National Institute for Productivity	National Institute for Productivity	IPM Diploma; Advanced Programme in HRM; currently B.Com
Kalideen, Ms. Jane	Telkom	Telkom	B.A; Executive Devt. Programme; MBA (research outstanding)
Mphelo, Ms. Metse	Eskom	Eskom	B.A; B.A Hons (Psychology); Masters in Clinical Psychology
Mthwecu, Dr. Menzi	Mining Qualifications Authority	Mining Qualifications Authority	Secondary Teacher's Diploma; B.A; B.Ed; M.Ed; Ed.D
Oosthuizen, Mr. Okkie	Institute of People Management	Institute of People Management	B.A.; Industry related programmes/ certificates
Ramchander, Mr. Raj	RBC Training	INPROV	B.Com; B.Com Hons; Diploma in Management; currently MBA
Screuder, Prof. Dries	UNISA	SABPP	B.Admin; B.Admin Hons; M.Admin; D.Admin
Scott, Ms. Marianne	Carltonville Technical College	College Sector Coalition	B.A.; Industry related programmes/ certification
Swanepoel, Prof Ben	UNISA	Industrial Relations Association of SA	B.Com; B.Com Hons; M.Com; D.Com
Van Twisk, Ms Henriette	Logical Knowledge	Association of Personnel Service Organisations of SA	BA.; Industry related programmes/ certification