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**SOUTH AFRICAN QUALIFICATIONS AUTHORITY (SAQA)**

In accordance with regulation 24(c) of the National Standards Bodies Regulations of 28 March 1998, the Standards Generating Body (SGB) for


Security

Registered by NSB 08, Law, Military Science and Security, publishes the following qualifications and unit standards for public comment.

This notice contains the titles, fields, sub-fields, **NQF** levels, credits, and purpose of the qualification and unit standards upon which qualifications are based. The full qualification and unit standards can be accessed via the SAQA web-site at www.saqqa.org.za. Copies may also be obtained from the Directorate of Standards Setting and Development at the SAQA offices, Hatfield Forum West, 1067 Arcadia Street, Hatfield, Pretoria.

Comment on the unit standards should reach SAQA at the address **below and no later than 20 February 2005**. All correspondence should be marked **Standards Setting - Security** and addressed to

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SOUTH AFRICAN QUALIFICATIONS AUTHORITY

QUALIFICATION:

National Certificate: Multi-National Safety and Security Operations Management

SAQA QUAL ID	QUALIFICATION TITLE	
49337	National Certificate: Multi-National Safety and Security Operations Management	
SGB NAME	SGB Security	
ABET BAND	PROVIDER NAME	
Undefined		
QUALIFICATION CODE	QUAL TYPE	SUBFIELD
LMS-5-National Certificate	National Certificate	Sovereignty of the State
MINIMUM CREDITS	NQF LEVEL	QUALIFICATION CLASS
146	Level 5	Regular-Unit Stds Based
SAQA DECISION NUMBER	REGISTRATION START DAT	REGISTRATION END DATE

PURPOSE AND RATIONALE OF THE QUALIFICATION

The purpose of the qualification is to impart knowledge of peacetime, joint and multi-national operations and to provide the necessary competencies for senior supervisors at the operational and strategic levels to deal effectively with the safety and security issues of the 21st century.

The qualifying learner will be able to:

- > Contribute towards the planning of joint, combined and multi-national operations.
- > Communicate ideas, concepts and arguments verbally and in writing when dealing with internal/ external stakeholders.
- > Advise and support higher authority on the application of sound leadership and management principles in the execution of their daily tasks.

This qualification will add value to senior supervisors and will facilitate their reintegration into civil society once their tenure of service expires. This qualification promotes the South African Qualifications Authority's (SAQA) ideal of life long learning and contributes to the personal development of the learner.

Rationale

This qualification is intended for senior supervisors who participate on the operational and strategic levels in the safety and security sectors. South Africa finds itself more and more involved in international military, search and rescue missions. Foreign forces and other institutions such as the Southern African Development Community (SADC) could also benefit from this qualification. The intention of the programme is to enable senior supervisors to contribute towards the planning of joint, combined and multi-national safety and security operations.

The wide range of skills acquired will support Government initiatives such as New Partnership for Africa Development (NEPAD). This qualification provides employees with access to employment opportunities within the broader military, security, and safety community such as African Union (AU), United Nations (UN) and NEPAD.

RECOGNIZE PREVIOUS LEARNING?

Y

LEARNING ASSUMED TO BE IN PLACE

Leading to the achievement of this qualification, it is assumed that persons are competent in the following areas of learning:

- > Communication and language studies (NQF Level 4).

- > Numeric Literacy (NQF Level 4).
- > Computer literacy (NQF Level 3)

Recognition of Prior Learning (RPL)

This qualification may be achieved in part or in whole through the recognition of prior learning. Access through RPL is to be determined and explained in the RPL policy documents of ETD Providers.

QUALIFICATION RULES

Credit Composition

- > Fundamental: 12 credits
- > Core: 120 credits
- > Elective: 14 credits
- > TOTAL: 146 credits

Fundamental:

All Unit Standards in the Fundamental section are compulsory. A total of 12 credits.

Core:

All Unit Standards in the Core section are compulsory. A total of **120** credits.

Elective:

Four Unit Standards with a total weight of 14 credits have been selected for this component. The learners are compelled to select unit standards (totalling at least 7 credits) that suit them best and prepare them to further their development on completion of the qualification.

EXIT LEVEL OUTCOMES

Persons exiting this qualification before completion, retain the credits for unit standards successfully completed. Persons may also retain the credits should further studies be recommended, provided the unit standards are still relevant to the qualification.

Qualifying learners can:

1. Contribute towards the planning of joint, combined and multi-national operations.
2. Communicate ideas, concepts and arguments verbally and in writing when dealing with internal/ external stakeholders.
3. Advise and support higher authority on the application of sound leadership and management principles in the execution of their daily tasks.

Critical cross-field outcomes

The critical cross-field outcomes are incorporated and assessed in the associated assessment criteria and in the various unit standards.

- > Identifying and solving problems using critical and creative thinking.
- > Working effectively with others as part of a team, group, organisation or community.
- > Organise and manage themselves and their activities responsibly and effectively.
- > Collect, organise and critically evaluate information.
- > Communicate effectively using visual, conceptual and language skills in various modes.
- > Use science and technology effectively and critically.
- > Demonstrate an understanding of the world as a set of related systems.
- > Be culturally and aesthetically sensitive across a range of social contexts.

ASSOCIATED ASSESSMENT CRITERIA

1.
 - > National security concepts are contextualised so as to engage in national security debates, which leads to the evaluation of both national policy on security issues and the broader security implications of organisational policy and operations.
 - > Law of Armed Conflict is understood and demonstrated during joint, combined and multi-national operations.
 - > Strategic process is applied during the planning of joint, combined and multi-national operations.

- > Evolution of war and warfare since Antiquity with the main focus on strategic, operational art and tactics are demonstrated with specific emphasis to the 19th and 20th Century.
- > Planning process at the operational level are understood in order to contribute towards the success of joint, combined and multi-national operations.

2.

- > Oral communication skills are effectively participated in.
- > Analytical skills are used to make informed mature judgements about complex, human, personal, social and environmental issues.
- > Writing skills are demonstrated confidently and fluently.
- > Communication processes and results of communication actions are applied and assessed.

3.

Generic Management

- > Methods, procedures and techniques are managed in terms of a clearly defined work role which is applied in terms of specific organisation policy, legislative requirements and standard industry practices.
- > Code and ethics implementation is analyzed and interpreted within an Organization.
- > HIV/AIDS issues in the work environment are understood in order to contribute to building a wider understanding of these issues.
- > Leadership abilities are demonstrated and the impact thereof on team dynamics is discussed in a specific organisation.

Human Resource Management

- > Problems in the field of human resource management is identified and solved by correctly applying the basic theoretical principles and reflects on the application thereof.
- > Personal conflict between persons or parties are identified and resolved in order to achieve a harmonious working environment.

Project Management

- > A range of options are identified and understood in the field of project management which leads to decisions in the specified field .

Financial Management

- > Budget functions of a business unit are applied

Labour Relations

- > Labour relations issues are understood in order to facilitate fair and equitable adjustments and leads to the implementation of the various labour related acts.

Integrated Assessment:

Integrated assessment at the level of this qualification provides an opportunity for learners to show they are able to integrate concepts, ideas, skills and action across unit standards to achieve competence that is grounded in and coherent in relation to the purpose of the qualification.

In this qualification formative assessment will be aimed at the development of a life-long learning culture based on continuous self study. Learners will be assessed on individual work and as part of a team during formative and summative assessments.

Assessment of competence will be done through a combination of formative and summative assessments, methodologies, instruments and procedures.

Formative assessment will integrate theory with practice. Much of the transfer of skills will be conducted in a real or simulated workplace environments.

A variety of methods including tests and oral examinations, continuous evaluations, practical simulations, assignments and presentations will take place.

Integration implies that the theoretical and practical components should, where possible, be assessed simultaneously. In formative assessment a greater weighting should be given to the application of knowledge and skills in workplace or simulated situations. A greater weighting may be given to the understanding of theory in summative assessment.

Summative assessment entails the judgement of learning in relation to the exit level outcomes of the qualification which assess the learners ability to integrate a large body of knowledge, skills and attitude. Exit level summative assessment will be used as part of the integrated assessment.

Assessments should ensure that all specific outcomes, embedded knowledge and critical cross-field outcomes (CCFO) are assessed. Assessment should ensure that all exit level outcomes and CCFO's are assessed.

This integrated assessment approach will ensure the achievement of the qualification.

INTERNATIONAL COMPARABILITY

International comparability focussed on the specific needs of the Warrant Officers in the SANDF. In developing the qualification, broader application of this need became apparent.

United States Air Force Senior NCO Academy: Advanced Professional Military Education Programme

The course of study is designed to further develop learners for increased responsibilities by expanding their leadership and managerial capabilities and perspective of the military profession. The two guiding concepts of the programme are relevancy and self-development

The course includes:

- > Leadership and Management contain three element namely: Behavioural Analysis, Human Resource Development and Organisational Management. Learners are required to apply selected leadership and managerial theories, concepts, techniques and skills in real-world case studies during each element.
- > The Communication Skills element begins by surveying the learner's abilities and then gives thorough exposure to developmental lessons on required skills. After practical exercises in both writing and speaking, the students are evaluated in both areas.
- > The lessons contained in the Profession of Arms element expand the senior NCOs perspective of the military profession. Emphasis is placed on the learner's role as senior leaders who need to explain to workers how unit-level duties fit in the larger context of joint operations in support of national policies. The module also includes a Wellness Programme, designed to encourage a healthy life-style through aerobic exercise, strength training and stress management.

USA Marine Corps

The Staff NCO Advanced Course enhances the learners' skills of individual leadership, war-fighting skills, functioning as a member of the commanders' staff, and effectively communicating with seniors, subordinates and peers.

The course contains the following areas of instruction:

- > Leadership and Counselling.
- > Effective Communication and Military Briefs.
- > Military Training.
- > Unit Training Management.
- > Manoeuvre Warfare and Battle Studies.
- > Supporting Arms and Tactics.
- > Command Post Operations and Rear Area Security.

Throughout the continual professional development, the learners gain insight regarding military knowledge and recognition of the need for continued self-improvement.

There are similarities regarding the content of the generic subjects such as communication, management and leadership as well as the war-related subjects.

African States

During a visit to 10 African countries by members of the SANDF, it was determined that no equivalent qualification exists for the development of Warrant Officers on the Operational or Strategic level. Generic subjects such as communication, management and warfare-related subjects are presented at the tactical level. All the countries agreed that the development of senior Non Commissioned Officer (NCOs) and

Warrant Officers (WO's) needs attention and they were very interested in the outcomes of this qualification.

These countries visited were:

> Ghana

Recognised for their expertise in Peace support operations. Training in war related subjects as well as generic subjects in communication, management and leadership.

> Nigeria

Training in war related subjects as well as generic subjects in communication, management and leadership.

> Kenya

Newly established Peace support operations institute. Excellent training on Military subjects as well as generic subjects in communication, management and leadership.

> Zimbabwe

The Military Academy focuses on training qualities of leadership, character, intellect and physical fitness, professional military training and education.

> Tanzania

Basic training, officers formative and staff courses are conducted jointly. The generic focus is on awareness skills and leadership qualities. Generic management is presented as part of the staff training.

> Zambia

The Military Establishment of Zambia (MILTEZ) provides training for officers, technical staff, infantry and recruits. Generic subjects are presented as part of the curriculum.

> Namibia

Training in peacekeeping, recruit training, special to Arm training and advanced training in military skills. Generic subjects are also presented at the military school. (Communication, management leadership fields) At the Army battle school the focus is on practical battle drills at battalion level down to platoon battle drills, advanced and basic quality management programmes.

> Botswana

Training in peacekeeping, computer skills, professionalism and discipline. Generic subjects are also presented. (Communication, management leadership fields)

> Mozambique

The SANDF delegation did not have any access to any curriculum or training material. This made it difficult to access the training objectively.

> Egypt

High War College (HWC) fellowship degree (Operational and strategic levels in the field armies, military zones and the general headquarter of the armed forces) Generic subjects are also presented. (Communication, management leadership fields)

New Zealand

After a thorough search on the Qualifications website of the New Zealand Qualifications Authority, it was found that the generic subjects presented on the Joint Warrant Officer Programme can be linked to the New Zealand unit standards and qualifications. No links were found relating to the war-related subjects.

South African Police Service (SAPS). Benchmarking was also conducted with the SAPS regarding the full spectrum of their management programmes. Similarities were apparent at the operational level specifically in the management field. No similar qualification exists.

ARTICULATION OPTIONS

This qualification articulates horizontally with the following qualifications:

- > National Certificate in Human Resources Management and Practices Support (NQF level 5).
- > National Certificate Generic Project Management (NQF level 5).

This qualification articulates vertically with the following qualifications:

- > Advanced Diploma Management (NQF level 6).
- > Advanced Diploma Management: Human Resource Management (NQF level 6).

MODERATION OPTIONS

Anyone assessing a learner or moderating the assessment of a learner against this qualification must be registered as an assessor with a relevant Education and Training Quality Assurance (ETQA) Body or with an ETQA that has a Memorandum of Understanding with the relevant ETQA.

Any institution offering learning that will enable the achievement of this qualification must be accredited as a provider with the relevant ETQA or with an ETQA that has a Memorandum of Understanding with the relevant ETQA.

The provider will conduct integrated summative assessment internally with moderation being done by the relevant ETQA Body or by an ETQA that has a Memorandum of Understanding with the relevant ETQA.

Verification of assessments and moderation conducted will be overseen by the relevant ETQA or by an ETQA that has a Memorandum of Understanding with the relevant ETQA, according to the ETQA's policies and guidelines for assessment and moderation.

Moderation must include internal and external moderating of assessments at exit level points of the Qualification, unless ETQA policies specify otherwise.

CRITERIA FOR THE REGISTRATION OF ASSESSORS

For an applicant to register as an assessor, the applicant needs to comply with the requirements of an assessor as stipulated by SAQA and relevant ETQA.

Additional requirements for assessors are listed in the relevant unit standards.

NOTES

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UNIT STANDARDS

(Note: A blank space after this line means that the qualification is not based on Unit Standards.)

	UNIT STANDARD ID AND TITLE	LEVEL	CREDITS	STATUS
core	10140 Apply a range of project management tools	Level 4	8	Registered
core	13941 Apply the budget function in a business unit	Level 4	5	Registered
core	14667 Describe and apply the management functions of an organization	Level 4	10	Registered
core	113965 Demonstrate and apply knowledge of role and responsibility of national government in South Africa	Level 4	6	Registered
core	114483 Identify and apply strategies to deal with risk behaviour to promote psychological health and wellness	Level 4	6	Registered
core	9224 Implement policies regarding HIV/AIDS in the workplace	Level 5	4	Reregistered
core	11911 Manage individual careers	Level 5	5	Registered
core	13640 Research and analyse an environmental issue in terms of principles of environmental justice and sustainability and recommend possible solutions	Level 5	8	Registered
core	114226 Interpret and manage conflicts within the workplace	Level 5	8	Registered
core	114278 Demonstrate and apply an understanding of the Labour Relations Act (Act 66 of 1995)	Level 5	12	Registered
core	117985 Demonstrate an Understanding of the Law of Armed Conflict during Multi-national Operations	Level 5	10	Draft - Prep for P Comment
core	117986 Demonstrate an understanding of the Evolution of Warfare	Level 5	8	Draft - Prep for P Comment
core	117987 Contextualize concepts of National Security	Level 5	8	Draft - Prep for P Comment
core	117988 Apply the Strategic Process during Planning	Level 5	3	Draft - Prep for P Comment
core	118027 Demonstrate an understanding of the planning process at the operational level	Level 5	13	Draft - Prep for P Comment
core	14505 Apply the principles of ethics and professionalism to a business environment	Level 6	6	Registered
Elective	15219 Develop and implement a strategy and action plans for a team, department or division	Level 5	4	Registered

Elective	15231 Create and use a range of resources to effectively manage teams, sections, departments or divisions	Level 5	4	Registered
Elective	15233 Harness diversity and build on strengths of a diverse working environment	Level 5	3	Registered
Elective	15237 Build teams to meet set goals and objectives	Level 5	3	Registered
Fundamental	12433 Use communication techniques effectively	Level 5	8	Registered
Fundamental	15234 Apply efficient time management to the work of a department/division/section	Level 5	4	Registered



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UNIT STANDARD:

1

Apply the Strategic Process during Planning

SAQA US ID	UNIT STANDARD TITLE		
117988	Apply the Strategic Process during Planning		
SGB NAME	ABET BAND	PROVIDER NAME	
SGB Security	Undefined		
FIELD DESCRIPTION	SUBFIELD DESCRIPTION		
Law, Military Science and Security	Sovereignty of the State		
UNIT STANDARD CODE	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
LMS-SST-0-SGB SEC	Regular	Level 5	3

SPECIFIC OUTCOME 1

Demonstrate an understanding of the framework within which strategy functions.

SPECIFIC OUTCOME 2

Apply the strategic process on the operational level.



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UNIT STANDARD:

2

Contextualize concepts of National Security

SAQA US ID	UNIT STANDARD TITLE		
117987	Contextualize concepts of National Security		
SGB NAME	ABET BAND	PROVIDER NAME	
SGB Security	Undefined		
FIELD DESCRIPTION	SUBFIELD DESCRIPTION		
Law, Military Science and Security	Sovereignty of the State		
UNIT STANDARD CODE	UNIT STANDARD TYPE	NQF LEVEL	(CREDITS)
LMS-SST-0-SGB SEC	Regular	Level 5	8

SPECIFIC OUTCOME 1

Determine the scope of national security.

SPECIFIC OUTCOME 2

Demonstrate an understanding of the concept of the state.

SPECIFIC OUTCOME 3

Demonstrate an understanding of regional security.

SPECIFIC OUTCOME 4

Demonstrate an understanding of global security.



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UNIT STANDARD:

3

Demonstrate an Understanding of the Law of Armed Conflict during Multi-national Operations

SAQA US ID	UNIT STANDARD TITLE		
117985	Demonstrate an Understanding of the Law of Armed Conflict during Multi-national Operations		
SGB NAME	ABET BAND	PROVIDER NAME	
SGB Security	Undefined		
FIELD DESCRIPTION	SUBFIELD DESCRIPTION		
Law, Military Science and Security	Sovereignty of the State		
UNIT STANDARD CODE	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
LMS-SST-0-SGB SEC	Regular	Level 5	10

SPECIFIC OUTCOME 1

Demonstrate knowledge of the basic principles and rules of International Humanitarian law, ie the law of armed conflict (LOAC).

SPECIFIC OUTCOME 2

Appraise the legal position of the basic categories of persons and objects recognized by the LOAC as well as those persons and objects that are specifically protected by the LOAC.

SPECIFIC OUTCOME 3

Appraise the legality of the means and methods of warfare during the conduct of operations.

SPECIFIC OUTCOME 4

Demonstrate knowledge of the LOAC applicable to specific types of operations.

SPECIFIC OUTCOME 5

Demonstrate knowledge of criminal liability/responsibility under the LOAC.



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UNIT STANDARD:

4

Demonstrate an understanding of the Evolution of Warfare

SAQA US ID	UNIT STANDARD TITLE		
117986	Demonstrate an understanding of the Evolution of Warfare		
SGB NAME	ABET BAND	PROVIDER NAME	
SGB Security	Undefined		
FIELD DESCRIPTION	SUBFIELD DESCRIPTION		
Law, Military Science and Security	Sovereignty of the State		
UNIT STANDARD CODE	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
LMS-SST-0-SGB SEC	Regular	Level 5	8

SPECIFIC OUTCOME 1

Demonstrate an understanding of the nature of **History**.

SPECIFIC OUTCOME 2

Analyse and explain the evolution of warfare since Antiquity.

SPECIFIC OUTCOME 3

Demonstrate an understanding of the evolution of different armed forces in South Africa until 1994.



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UNIT STANDARD:

5

Demonstrate an understanding of the planning process at the operational level

SAQA US ID	UNIT STANDARD TITLE		
118027	Demonstrate an understanding of the planning process at the operational level		
SGB NAME	ABET BAND	PROVIDER NAME	
SGB Security	Undefined		
FIELD DESCRIPTION	SUBFIELD DESCRIPTION		
Law, Military Science and Security	Sovereignty of the State		
UNIT STANDARD CODE	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
LMS-SST-0-SGB SEC	(Regular	Level 5	13

SPECIFIC OUTCOME 1

Demonstrate an understanding of operational concepts.

SPECIFIC OUTCOME 2

Demonstrate an understanding of the principles of warfare.

SPECIFIC OUTCOME 3

Distinguish between the operational concepts, the principles of warfare and the levels of war.

SPECIFIC OUTCOME 4

Analyse the influence of operational level operating systems on operational warfare.

SPECIFIC OUTCOME 5

Explain the operational level problem solving method.

SPECIFIC OUTCOME 6

Explain and apply the operational level planning cycle.