No. 445 　　　　　　　　　　　　　　　　　　　　　　　　　　　**25 April 2008**

SAQA

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

Visible Policing

registered by Organising Field 08, Law Military Science and Security, publishes the following Qualification 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. The full Qualification and Unit Standards can be accessed via the SAQA web-site at www.saqa.org.za. Copies may also be obtained from the Directorate of Standards Setting and Development at the SAQA offices, SAQA House, 1067 Arcadia Street, Hatfield, Pretoria.

Comment on the Qualification and Unit Standards should reach SAQA at the address below and *no later 23 May 2008.* All correspondence should be marked **Standards Setting – SGB for Visible Policing** and addressed to

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pp 　　DR. S. BHIKHA
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SOUTH AFRICAN QUALIFICATIONS AUTHORITY

QUALIFICATION:
National Diploma: Policing

SAQA QUAL ID	QUALIFICATION TITLE		
61729	National Diploma: Policing		
ORIGINATOR		PROVIDER	
SGB Visible Policing			
QUALIFICATION TYPE	FIELD	SUBFIELD	
National Diploma	8 - Law, Military Science and Security	Safety in Society	
ABET BAND	MINIMUM CREDITS	NQF LEVEL	QUAL CLASS
Undefined	244	Level 6	Regular-Unit Stds Based

This qualification replaces:

Qual ID	Qualification Title	NQF Level	Min Credits	Replacement Status
48865	National Diploma: Policing	Level 5	240	Will occur as soon as 61729 is registered

PURPOSE AND RATIONALE OF THE QUALIFICATION
Purpose:

The purpose of this qualification is to obtain a nationally recognised qualification in the law enforcement environment and to uplift the professional standards of policing. It will improve relationships between employer and employees and organisation and client (community) and attract and retain quality employees.

Learners will be able to identify, assess, formulate and solve problems while performing tasks related to maintaining public order, prevention of crime, investigation of crime, combating crime and protection of people and property. The Unit Standards in this qualification will allow progression and mobility to obtain further managerial competencies. Elective standards will further allow for progression and a career path into specialist areas. The qualification will make provision for the movement of learners between different environments.

Learners will be able to implement strategies to assist personnel in the handling of stress and in having an in-depth understanding of motivation techniques. These learners will also be able to lead a team, apply management skills and delegate tasks.

The learner obtaining this qualification will enhance service delivery to the internal and external clients that will enhance satisfaction and trust. Qualifying learners will be able to conduct limited policing operations, apply resource management at the lower management level and apply interpersonal skills in a law enforcement environment while balancing constitutional and legal rights of individuals with the competence to legally infringe those rights in the service of maintaining a safe and secure society. Fundamental human rights and adherence to such rights are also contained in this qualification with the focus on upholding and protecting fundamental human rights by creating a responsive and proactive environment in a responsible manner.

A fundamental understanding of the criminal justice system needed for middle management purposes is also outlined in this qualification and this qualification will also contribute to the implementation of preventative actions that law enforcement agencies need to take.

A learner acquiring this qualification will have skills, knowledge and attributes to:

> Apply management skills.
> Implement workplace relations in a work environment.
> Apply applicable legislation in a work environment.
> Utilise a document management system.
> Assess service delivery abilities of an organisation.
> Analyse operational plans for deployment purposes.

Rationale:

This qualification will contribute to the sector needs by empowering law enforcement personnel in the execution of their prime function which is ensuring a safe and secure environment for all people within the country. The Safety in Society and Sovereignty of the State sub-fields will especially benefit in that firstly, it will provide policing competencies needed for employed in law enforcement agencies and organizations and secondly, it will further contribute to an in-depth understanding of the possible causes of crime, criminal preventative actions and the criminal justice system.

Managers of law enforcement resources will benefit in that the management specialisations embedded in this qualification will assist in the development of effective systems and the creation of standardised management capabilities.

Organisations such as the South African Police Services, the South African National Defence Force Military Police and the respective metropolitan police and traffic services will benefit the most from this qualification. This qualification allows learners employed in these services to progress from elementary law enforcement functions to middle management functions in order to perform relevant roles in the broader law enforcement environment.

This qualification primarily reflects the workplace-based needs of the sector Safety in Society that relate to managerial competencies. This qualification will further ensure better service delivery to the community thereby providing a safe and secure community environment, which will enhance the growth of the economy.

RECOGNIZE PREVIOUS LEARNING?
Y

LEARNING ASSUMED IN PLACE
> Communication at NQF Level 4.
> Mathematical Literacy at NQF Level 4.
> Computer Literacy at NQF Level 3.

Recognition of Prior Learning (RPL):

This Qualification makes the Recognition of Prior Learning possible, if the learner is able to demonstrate competence in the knowledge, skills, values and attitudes implicit in this Qualification. Recognition of Prior Learning will be done by means of an Integrated Assessment as mentioned in the previous paragraph.

This Recognition of Prior Learning may allow:

> For accelerated access to further learning.

> Gaining of credits towards a unit standard.

All recognition of Prior Learning is subject to quality assurance by the relevant accredited ETQA Body and is conducted by a registered workplace assessor. Because the standards are only core and fundamental, these standards may have been acquired in a range of economic sectors and these will be recognizes as appropriate.

Access to the Qualification:

> The Qualification "Policing" at NQF Level 5 grants the learner access to this Qualification.

QUALIFICATION RULES
The Qualification consists of a Fundamental, a Core and an Elective Component.

To be awarded the Qualification learners are required to obtain a minimum of 244 credits as detailed below.

Fundamental component:
> The Fundamental Component consists of Unit Standards to the value of 56 credits all of which are compulsory.

Core component:
> The Core Component consists of Unit Standards to the value of 149 credits all of which are compulsory.

Elective component: .

> The Elective Component consists of a number of specialisations each with its own set of Unit Standards. Learners are, for career purposes, to choose a specialisation area and complete all the Unit Standards within that specialisation area. The specialisation areas are:

Training and Development (51 credits):

> ID 117864: Advice and counsel learners.
> ID 123395: Facilitate in complex situations to cerate learning and growth.
> ID 115759: Conduct moderation of outcome-based assessment.
> ID 115753: Conduct outcome-based assessment.
> ID 115755: Design and Develop outcome-based assessment.

Resolving of Crime Investigation (39 credits):

> ID 117456: Conduct an investigative interview.
> ID 11993: Investigate a crime scene.
> ID 11996: Recruit and maintain informers to assist in the prevention and resolving of crime.
> ID 11992: Deal with suspects in the investigation of an alleged crime.
> ID 117457: Administer the case docket process flow.
> ID 11984: Give evidence in a court of law.

Dog Handling (55 credits):

> ID 120466: Select a dog for in service work or training.
> ID 120465: Move tactically with a service dog.
> ID 120470: Conduct a human scent identification trail with a scent identification dog.
> ID 120468: Utilize a search and rescue dog in structured scenarios to locate missing persons and evidence.

Forensics (39 credits):

> ID 242712: Demonstrate an understanding of forensic science.
> ID 242708: Demonstrate an understanding of the specialized fields in forensic science.
> ID 242707: Assimilate and present specialized evidence in a court of law.
> ID 242716: Demonstrate knowledge of temperature calibration measurements.
> ID 242711: Develop elementary calibration systems for reference weights, balances and pipettes.
> ID 120489: Demonstrate understanding of the Criminal Justice process.
> ID 114863: Implement basic safety procedures in emergencies.
> ID 119038: Preserve evidence on a scene.

Industrial Relations (40 credits):

> ID 114272: Analyze complaints and reports relating to referred disputes and select appropriate resolution process.
> ID 114228: Demonstrate and apply an understanding of bargaining council rules.
> ID 114274: Demonstrate and apply an understanding of the Basic Conditions of Employment Act (Act 75 of 1997).
> ID 114278: Demonstrate and apply an understanding of the Labour Relations Act (Act 66 of 1995).
> ID 114273: Demonstrate and apply an understanding of the Labour Relations Act with respect to Collective Agreements and Bargaining Councils.
> ID 114307: Interpret and apply collective agreements.

Bomb Disposal (42 credits):

> ID 117469: Identify and explain explosives.
> ID 117463: Demonstrate an understanding of the history and the impact of explosives and explosions.
> ID 117468: Conduct planning, briefing and debriefing sessions.
> ID 117472: Identify and explain explosives ordnance (EO).
> ID 117485: Identify and explain Improvised Explosives Devices (IED).

Protection Services (69 credits):

> ID 244330: Compile a threat and risk assessment for a close protection operation.
> ID 244317: Provide static protection of designated persons.
> ID 244334: Provide inner perimeter protection to designated persons whilst embossing or debussing.
> ID 244319: Provide close protection to designated persons whilst in transit.
> ID 244327: Provide pedestrian escort to designated persons within a close protection environment.
> ID 115311: Apply advanced driving skills/techniques in defensive and offensive situations.

Career Management (42 credits):

> ID 11911: Manage individual careers.
> ID 116349: Apply business performance management practices.
> ID 7888: Monitor staff performance.
> ID 256034: Mentor employees in the Performance Enhancement Process.
> ID 117864: Advice and counsel learners.
> ID 116367: Apply basic human resources practices.

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Personnel Management (41 credits):

> ID 243111: Manage human resource of public sector organization.
> ID 114872: Manage the human resource of a mission.
> ID 116367: Apply basic human resources practices.
> ID 14183: Monitor the well-being of clients and personnel.

Supply Chain Management (46 credits):

> ID 119215: Develop acquisition requirements to meet stakeholder needs.
> ID 11277: Apply principles of supply chain management in a freight forwarding operation.
> ID 255996: Administer the loss management and civil claim process.
> ID 11273: Apply fundamental concepts of Supply Chain Management optimization.
> ID 119209: Develop functional specifications for complex acquisition programmes.
> ID 119212: Manage complex acquisition contracts.

Communication Services (45 credits):

> ID 12158: Formulate and coordinate government communication programmes.
> ID 117586: Manage the communication project.
> ID 230212: Support and maintain data communication equipment.
> ID 242727: Display versatile use of the voice for performance.
> ID 117640: Develop and present an Integrated Marketing Communication (IMC) campaign.

Criminalistics (39 credits):

> ID 242715: Interpret Forensic Science Information.
> ID 120483: Conduct preliminary investigations.
> ID 244158: Demonstrate an understanding of the field of fingerprinting.
> ID 244152: Explain visual recording of a scene of incident.
> ID 116488: Justify disclosure or non-disclosure of information in an ethical framework.
> ID 242707: Assimilate and present specialized evidence in a court of law.
> ID 120489: Demonstrate understanding of the criminal justice system.

Hostage Negotiation (39 credits):

> ID 256014: Demonstrate an understanding of hostage and suicide negotiations.
> ID 256015: Apply fundamentals of hostage, suicide and kidnapping negotiations.
> ID 256035: Participate as a hostage negotiator in a hostage negotiation team.

Border Control (46 credits):

> ID 115307: Perform duties of a police official at a port of entry.
> ID 115306: Apply relevant legislation.
> ID 115325: Detect and identify places of concealment.
> ID 115315: Profile and select of goods at a port of entry.
> ID 115323: Profile and select persons at a port of entry.
> ID 115318: Administer and control movement of persons and goods across international borders at port of entry.

Crime Intelligence 60 credits:

> ID 117375: Understand and apply a wide range of analytical thinking skills and research methods in the intelligence process.

EXIT LEVEL OUTCOMES
1. Apply management skills.

2. Implement workplace relations in a work environment.

3. Apply applicable legislation in a work environment.

4. Utilise a document management system.

5. Assess service delivery of the organisation.
> Range: Organization refers to but is not limited to a division, department and station of work.

6. Analyse operational plans for deployment and law enforcement purposes.

Critical Cross-Field Outcomes (CCFOs):

This qualification promotes, in particular, the following Critical Cross-Field Outcomes:

Identifying and solving problems in which responses display that responsible decisions using critical and creative thinking have been made when:

> Management skills are applied in structured scenarios.
> Implementing workplace relations in a work environment.
> Apply applicable legislation in a work environment.
> Analysing operational plans for deployment and law enforcement purposes.

Working effectively with others as a member of a team, group, organisation, and community during:

> Implementing workplace relations in a work environment.
> Analysing operational plans for deployment and law enforcement purposes.
> Assessing service delivery of the organization.
> Utilising a document management system.

Organising and managing oneself and one's activities responsibly and effectively when:

> Management skills are applied in structured scenarios.
> Implementing workplace relations in a work environment.
> Apply applicable legislation in a work environment.
> Analysing operational plans for deployment and law enforcement purposes.
> Assessing service delivery of the organization.
> Utilising a document management system.

Communicate effectively using visual, mathematical and/or language in the modes of oral and/or written persuasion when:

> Implementing workplace relations in a work environment.
> Analysing operational plans for deployment and law enforcement purposes.
> Assessing service delivery of the organisation.

Collecting, analysing, organising and critically evaluating information to better understand and explain:

> Management skills are applied in structured scenarios.
> Implementing workplace relations in a work environment.

> Apply applicable legislation in a work environment.
> Analysing operational plans for deployment and law enforcement purposes.
> Assessing service delivery of the organisation.
> Utilising a document management system.

Using science and technology effectively and critically, showing responsibility towards the environment and health of others when:

> Analysing operational plans for deployment and law enforcement purposes.
> Utilising a document management system.

Demonstrating an understanding of the world as a set of related systems by recognising that problem-solving contexts do not exist in isolation when:

> Implementing workplace relations in a work environment.
> Apply applicable legislation in a work environment.
> Analysing operational plans for deployment and law enforcement purposes.
> Assessing service delivery of the organisation.

ASSOCIATED ASSESSMENT CRITERIA
Associated Assessment Criteria for Exit Level Outcome 1:

1.1. Resources are assessed for utilisation purposes.
> Range: Resources include but are not limited to human, financial, information and physical resources.
1.2. Personnel abilities are assessed for operational purposes.
1.3. Problem solving strategies are implemented in order to advance informed decision making.
1.4. Leadership abilities are demonstrated in the guiding and coaching staff.
> Range: Guiding and coaching includes but is not limited to induction processes.
1.5. Performance management principles are applied within a work context.

Associated Assessment Criteria for Exit Level Outcome 2:

2.1. Current sections of the Labour Relations Act are assessed in relation to organisational objectives.
2.2. Disciplinary procedures are applied in line with organisational operating procedures and current legal prescripts.
> Range: Legal prescripts may refer to but is not limited to current sections of the Acts which deal with grievance procedures such as the Basic Conditions of Employment Act.
2.3. Grievance procedures are assessed in terms of the processes to be followed by employees.
2.4. Conflicts within the workplace are managed in terms of organisational policy.

Associated Assessment Criteria for Exit Level Outcome 3:

3.1. Relevant sections of the Occupational Health and Safety Act are applied that influence the management of work environments.
3.2. The role and supremacy of the Constitution of South Africa is evaluated in terms of its position in relation to other legislation.
3.3. Compliance to legislation is assessed to determine potential areas of improvement.
> Range: Legislation may refer to Basic Conditions of Employment, Skills Development Act and Employment Equity, Public Financial Management Act, as well as certain organisational policies and procedures such as Human Resources Strategies etc.

Associated Assessment Criteria for Exit Level Outcome 4:

4.1. Record keeping systems and practices are evaluated in order to determine adherence to systems and how systems can be improved.

4.2. The influence of record keeping on the criminal justice systems is analyzed in terms of its potential effect on the integrity of chain of custody.

4.3. Inventory control processes are analyzed to determine potential areas of improvement.

4.4. The principles outlined in the Public Management Finance Act are applied within a work environment.

Associated Assessment Criteria for Exit Level Outcome 5:

5.1. The ability of the organization to adhere to Batho Pele principles is assessed in order to ensure compliance.

5.2. The ability to build relationships with stakeholders is analysed for strategic purposes.

5.3. The importance of community involvement in organisational processes is explained in order ensure transparency.

5.4. Complaints are assessed to determine possible trends, weakness or strengths within an organisation.

5.5. Public relation principles are applied in order to build communities of trust.

5.6. The importance of establishing a culture of ethical behaviour within an organisation is explained in line with service delivery principles.

Associated Assessment Criteria for Exit Level Outcome 6:

6.1. Operational plans are collated with organisational objectives in order to determine their effectiveness.

> Range: Collation must include the interpretation of statistical information.

6.2. Operational plans are reviewed taking into account operational activities in order to determine their effectiveness.

6.3. Factors are evaluated to determine possible influences.

> Range: Factors refers may include but is not limited to safety precautions and standard operating procedures.

6.4. Complex situations are analysed to determine solutions.

> Range: Situation may refer to but is not limited to crimes and incidents.

6.5. The principles of partnership policing are evaluated in order to enhance partnerships with other stakeholders.

> Range: Principles of partnership policing refer to community structures, implementation of sector/community policing and setting up of partnership and crime prevention initiatives.

Integrated Assessment:

Because assessment practices must be open, transparent, fair, valid, and reliable and ensure that no learner is disadvantaged in any way whatsoever, an integrated assessment approach is incorporated into the Qualification. Learning, teaching and assessment are inextricably linked. Whenever possible, the assessment of knowledge, skills, attitudes and values shown in the Unit Standards should be integrated.

A variety of methods must be used in assessment and tools and activities must be appropriate to the context in which the learner is working. Where it is not possible to assess the learner in the workplace or on-the-job, simulations, case studies, role-plays and other similar techniques should be used to provide a context appropriate to the assessment.

The term 'Integrated Assessment' implies that theoretical and practical components should be assessed together. During integrated assessments the assessor should make use of formative and summative assessment methods and assess combinations of practical, applied, foundational and reflective competencies.

Assessors and moderators should make use of a range of formative and summative assessment methods. Assessors should assess and give credit for the evidence of learning that has already been acquired through formal, informal and non-formal learning and work experience.

Assessment should ensure that all specific outcomes, embedded knowledge and critical cross-field outcomes are assessed. The assessment of the critical cross-field outcomes should be integrated with the assessment of specific outcomes and embedded knowledge.

INTERNATIONAL COMPARABILITY

Best Practice:

The United Kingdom is regarded by many as one of the world leaders in the training and application of their police services. In light of this and the fact that their training is coupled to the NVQ the United Kingdom was chosen to compare with in terms of this qualification.

Most European countries, especially the ones belonging to NATO during the Cold War, are also regarded as efficient and effective police services. Europe through the European Union (EU) is not only trying to standardise a qualification framework but also attempting to standardise police training and commonality in approaches and content.

The United States of America has one of the best equipped and well trained police services in the world although problems are encountered due to the fact that the police service is not nationalised.

Within Africa, with the exception of South Africa, the Royal Swazi Police Services of Swaziland are regarded as being one of the more competent police services.

On the Pacific Rim, Japan and Indonesia are widely regarded as being very efficient in police training and having competent police forces.

United Kingdom:

The following NVQ qualifications are used to compare:

> 100/4825/X Level 4 Police Operational Management. This qualifications contains the following Standards: Determine and review authorizations; Identify and manage operational threats and risks; Plan policing operations; Manage the use of financial resources; Manage activities to meet requirements; Manage the performance of teams and individuals; Promote health and safety culture in the workplace.

> 100/4826/1 Level 5 Police Operational Management. This qualifications contains the following Standards: Set, monitor and review strategies for policing operations; Formulate, monitor and review tactics to achieve strategic objectives for policing operations; Evaluate and improve organisational performance; Manage the use of physical resources; Maintain activities to meet requirements; Manage information for action; Use information to make critical decisions; Chair and participate in meetings; Set and manage local media strategies; Promote health and safety culture in the workplace.

> 100/4863/7 Level 4 Police Organisational Management. This qualifications contains the following Standards: Determine the concerns and priorities of communities in relation to safety; Social inclusion and the prevention and reduction of crime and anti-social behaviour; Evaluate, prioritize and review demands for service; Manage change in organisational activities; Manage the use of financial resources; Provide information to support decision making; Manage the performance of teams and individuals; Promote a health and safety culture in the workplace.

Taking all these Qualifications and Standards titles into consideration it is clear that all the exit level outcomes of this qualification are in line with the requirements of those qualifications. It is also important to note although these standards and qualifications are on different levels, it seems that the NQF Level for this qualification is in line with international qualifications and learning programmes.

Europe:

No formal qualifications were found to benchmark this qualification with, although various training initiatives such as police management, policing ethics, maintain public order, training methods and policing a multicultural society were found between various countries in Europe. Participating in management training is not a prerequisite for promotion into management ranks in any of the surveyed countries. The only exceptions to this rule are countries in which management training is part of other forms of training which are prerequisites for such a promotion.

The most common topics of police management training in the Netherlands are supervision of operations, team building, training for modular education, career development, financial management, problem-oriented policing, project management, and effective influence tactics.

In Belgium such topics are coaching, leadership, negotiation, effective meeting conducting, listening and communication skills, delegation, and project and operation management.

In Finland, the most common topics of police management training are strategic, operational, and tactical management, personnel management, resource planning, data processing and data security, police ethics, international matters, new police legislation, pedagogics, selection and training of personnel, community policing, and scientific methodology.

Managing groups, motivating, interpersonal communication, working under stress, resolving conflict situations, decision-making, and an effective use of human resources, are the most common topics of police management training in Poland.

In Hungary, such topics are personnel development and training, organization development, human resource strategy, organized crime, constitutional aspects of the Penal Code, protocol, relationship between Police Force and media, cooperation between local governments and police, and current tasks of public security service.

Issues of management training in Croatia are scientific management, organizational structuring, tasks and skills of police officers of different ranks, police management approach, police management systems, organizational behaviour, conflict management, negations, decision making, and management planning and control.

In the Czech Republic, the most common topics in police management training are human resource management, crime control, organized crime, novelties in law (police law, criminal law, etc.), international cooperation, analytical skills, crime prevention, and management of police operations.

In Germany, police management training includes topics such as crime control, traffic safety, management of police operations, the role of police in society, leadership, human resource development, novelties in law (constitutional law, police law, etc.), and international cooperation. In Austria, in addition to the topics listed for Germany, police management training includes personnel selection, security issues, and rhetoric.

Topics of management training are quite similar among the surveyed countries. The most common topics fall into three categories. The first and the most frequent category could be broadly defined as "Topics in Organizational Behavior" (leadership, motivation, working with

groups, team-building, stress management, conflict management, decision-making, etc.). The second most frequent category could be defined as "Human Resource Management" (recruiting and selection, career development, human resource development and training, effective use of human resources, etc.). The third most frequent category could be described as "Supervision and Management of Police Operations." It is surprising that among all the participating countries only one mentioned police ethics as a topic in their police management training, and very few listed international co-operation.

Although the other areas are not directly included, certain Exit Level Outcomes of this Qualification refer to areas such as the application of management skills, improving workplace relations, applying legislation and the utilization of documentary management systems. Exit Level Outcomes analysing operational plans for deployment purposes are good examples of maintaining public order policing and policing in a multicultural society.

United States of America:

Law enforcement in the United States of America is decentralised to the various states. Here follows the comparability in this regard.

Florida:

Within the Florida law enforcement environment the following was compared with this qualification. The Criminal Justice (Bachelor) prepares graduates for the entry level and middle management positions in probation, criminology, corrections, law enforcement, security and administration.

The qualification explores all facets of crime and criminology and expands into areas such as gang activity, drug operation and criminal justice management. These areas include Criminal Justice Management, Ethics and Liability, Criminal Procedure, Constitutional Law, Criminal Investigations and Police Procedures, Concepts of Criminal Law, Computer Applications, Juvenile Delinquency, Victimology as well as Interviews and Interrogations.

It compares with the content of this qualification in the following manner. This qualification was used as benchmark in the Unit Standard, "Apply applicable legislation in a work environment" and this qualification speaks directly to the above-mentioned matters as stated in the Criminal Justice (Bachelors) which are at the same level of this qualification. The Criminal Justices (Bachelor) prepare graduates for the entry level of management position, as this is the intention of the Diploma: Policing, Level 6 as stated in the fundamentals and core as well as certain elective components.

Colorado:

Learners entering the Diploma in Criminal Justice programme gain a solid knowledge base in the triad areas of the court, corrections and law enforcement in addition to the management skills needed for career advancement. Some areas included in this qualification are, Legal Aspects of Criminal Justice, Law Enforcement and the Community, Public Administration and Policy making and Investigation of Crime.

It compares well with the content of this qualification in the following manner. The Exit Level Outcomes implement legislation and improve service delivery of this qualification covered most of the areas as indicated in the Diploma of Science in Criminal Justice. It is also clear the content of the Diploma (as a whole - including the elective component) covered almost all the aspects of the Diploma in Criminal Justice. It is also clear that the Diploma in Criminal Justice addresses all law enforcement agencies and not just policing as the case in this qualification.

Swaziland:

> ID 50194: Bachelors: Police Practice, NQF Level 6.

Vertical articulation is possible with the following qualifications:

> ID 61630: Honours: Police Practice, NQF Level 7.

MODERATION OPTIONS
> Anyone assessing a learner or moderating the assessment of a learner against this Qualification must be registered as an assessor with the relevant ETQA Body.

> Any institution offering learning that will enable the achievement of this Qualification must be accredited as a provider with the relevant ETQA.

> Assessment and moderation of assessment will be overseen by the relevant ETQA according to the ETQA's policies and guidelines for assessment and moderation; in terms of agreements reached around assessment and moderation between ETQAs (including professional bodies); and in terms of the moderation guideline detailed immediately below.

> Moderation must include both internal and external moderation of assessments at exit points of the Qualification, unless ETQA policies specify otherwise. Moderation should also encompass achievement of the competence described both in individual unit standards, the integrated competence described in the Qualification and will include competence within core sales and the elective standards relevant to the economic sector.

Anyone wishing to be assessed against this Qualification may apply to be assessed by any assessment agency, assessor or provider institution that is accredited by the relevant ETQA.

CRITERIA FOR THE REGISTRATION OF ASSESSORS
For an applicant to register as an assessor, the applicant needs:

> A minimum of 5 (five) years' practical, relevant occupational competency.
> A relevant Qualification at NQF Level 6 or higher.
> To be registered as an assessor with the relevant ETQA.

NOTES
This qualification replaces qualification 48865, "National Diploma: Policing", Level 5, 240 credits.

UNIT STANDARDS

	ID	UNIT STANDARD TITLE	LEVEL	CREDITS
Fundamental	230078	Apply the principles of ethics to a business environment	Level 6	10
Fundamental	8046	Communicate at an advanced level and maintaining interpersonal relations	Level 6	20
Fundamental	243111	Manage human resources processes for a public sector organisation	Level 6	12
Fundamental	243114	Manage the implementation of organisational strategies, polices and plans in a Public Sector environment	Level 6	8
Fundamental	230024	Optimise the utilisation of information systems to improve service delivery	Level 6	6
Core	230026	Analyse tactical options for crowd management and public order management	Level 5	9
Core	255995	Apply Human Rights in a policing environment	Level 5	4
Core	114873	Apply basic financial procedures to PFMA principles	Level 5	3
Core	244288	Demonstrate understanding of occupational health and safety legislation in the workplace	Level 5	8
Core	114226	Interpret and manage conflicts within the workplace	Level 5	8
Core	9897	Manage inventory	Level 5	3
Core	7848	Manage the induction of new staff	Level 5	5
Core	7883	Manage workplace relations	Level 5	5

	ID	UNIT STANDARD TITLE	LEVEL	CREDITS
Core	230021	Conduct evaluations, inspections and visits for the purpose of assessing compliance and ensuring improvement of service	Level 6	8
Core	255994	Enhance the performance of employees	Level 6	9
Core	7859	Lead and manage teams of people	Level 6	6
Core	230023	Manage crime investigation processes for solving of crime	Level 6	16
Core	120306	Manage service delivery improvement	Level 6	8
Core	230028	Manage tactical operations	Level 6	12
Core	230022	Manage the implementation of legislation	Level 6	8
Core	230025	Manage the operations of a Community Service Centre (CSC)	Level 6	16
Core	230029	Manage the prevention of crime	Level 6	12
Core	256054	Plan and implement operations	Level 6	9
Elective	253979	Manage informers	Level 4	5
Elective	253986	Administer a case file	Level 5	12
Elective	115318	Administer and control the movement of persons and goods across international borders at ports of entry	Level 5	9
Elective	255996	Administer the loss management and civil claim process	Level 5	8
Elective	114272	Analyse complaints and reports relating to referred disputes and select appropriate resolution process	Level 5	10
Elective	115311	Apply advanced driving skills / techniques in defensive and offensive situations	Level 5	9
Elective	252290	Apply principles of supply chain management in a freight forwarding operation	Level 5	10
Elective	242707	Assimilate and present specialised evidence in a court of law	Level 5	6
Elective	244330	Compile a threat and risk assessment for a close protection operation	Level 5	5
Elective	120470	Conduct a human scent identification trail with a scent identification dog	Level 5	15
Elective	253982	Conduct an Investigative Interview	Level 5	4
Elective	115753	Conduct outcomes-based assessment	Level 5	15
Elective	117468	Conduct planning, briefing and debriefing sessions	Level 5	3
Elective	120483	Conduct preliminary investigations	Level 5	6
Elective	242712	Demonstrate an understanding of forensic science	Level 5	3
Elective	244158	Demonstrate an understanding of the field of fingerprinting	Level 5	5
Elective	117463	Demonstrate an understanding of the history and the impact of explosives and explosions	Level 5	3
Elective	242708	Demonstrate an understanding of the specialised fields in forensic science	Level 5	5
Elective	114228	Demonstrate and apply an understanding of bargaining council rules	Level 5	3
Elective	114274	Demonstrate and apply an understanding of the Basic Conditions of Employment Act (Act 75 of 1997)	Level 5	8
Elective	114278	Demonstrate and apply an understanding of the Labour Relations Act (Act 66 of 1995)	Level 5	12
Elective	114273	Demonstrate and apply an understanding of the Labour Relations Act with respect to Collective Agreements and Bargaining Councils	Level 5	6
Elective	242716	Demonstrate knowledge of temperature calibration measurements	Level 5	3
Elective	120489	Demonstrate understanding of the criminal justice system	Level 5	9
Elective	115325	Detect and identify places of concealment	Level 5	6
Elective	119215	Develop acquisition requirements to meet stakeholders' needs	Level 5	8
Elective	242711	Develop elementary calibration systems for reference weights, balances and pipettes	Level 5	7
Elective	119209	Develop functional specification for complex acquisition programmes	Level 5	8
Elective	242727	Display versatile use of the voice for performance	Level 5	10
Elective	244152	Explain visual recording of a scene of incidence	Level 5	5
Elective	253990	Handle suspects in the investigation of an alleged crime	Level 5	8
Elective	117485	Identify and explain Improvised Explosive Devices (IED)	Level 5	18
Elective	117472	Identify and explain explosive ordnance (EO)	Level 5	9
Elective	117469	Identify and explain explosives	Level 5	9
Elective	114863	Implement basic safety procedures in emergencies	Level 5	3

	ID	UNIT STANDARD TITLE	LEVEL	CREDITS
Elective	114307	Interpret and apply collective agreements	Level 5	6
Elective	242715	Interpret forensic science information	Level 5	3
Elective	253980	Investigate a crime or incident	Level 5	8
Elective	116488	Justify disclosure or non-disclosure of information in an ethical framework	Level 5	5
Elective	119212	Manage complex acquisition contracts	Level 5	8
Elective	11911	Manage individual careers	Level 5	5
Elective	120465	Move tactically with a service dog	Level 5	15
Elective	115307	Perform duties of a police office official at a port of entry	Level 5	6
Elective	253993	Present evidence in a court of law	Level 5	5
Elective	119038	Preserve evidence on a scene	Level 5	3
Elective	115315	Profile and select goods at a port of entry	Level 5	8
Elective	115323	Profile and select persons at a port of entry	Level 5	8
Elective	244319	Provide close protection to designated persons whilst in transit	Level 5	15
Elective	244327	Provide pedestrian escort to designated persons within a close protection environment	Level 5	15
Elective	244334	Provide protection to designated persons whilst embussing or debussing	Level 5	10
Elective	244317	Provide static protection to designated persons.	Level 5	15
Elective	120466	Select a dog for in service work or training	Level 5	10
Elective	120468	Utilize a search and rescue dog in structured scenarios to locate missing persons and evidence	Level 5	15
Elective	117864	Advise and counsel learners	Level 6	8
Elective	116367	Apply basic human resources practices	Level 6	8
Elective	116349	Apply business performance management practices	Level 6	10
Elective	256015	Apply the fundamentals of hostage, suicide and kidnapping negotiations	Level 6	15
Elective	115759	Conduct moderation of outcomes-based assessments	Level 6	10
Elective	256014	Demonstrate an understanding of hostage and suicide negotiations	Level 6	12
Elective	115755	Design and develop outcomes-based assessments	Level 6	10
Elective	117640	Develop and present an Integrated Marketing Communication (IMC) campaign	Level 6	8
Elective	123395	Facilitate in complex situations to create learning and growth	Level 6	10
Elective	12158	Formulate and coordinate government communications programmes	Level 6	5
Elective	117586	Manage a communications project	Level 6	10
Elective	114872	Manage the human resources of a mission	Level 6	5
Elective	256034	Mentor employees in the performance management process	Level 6	8
Elective	7888	Monitor staff performance	Level 6	5
Elective	14183	Monitor the well-being of clients and personnel	Level 6	16
Elective	256035	Participate as a hostage negotiator in a hostage negotiation team	Level 6	12
Elective	230212	Support and maintain data communication equipment	Level 6	12
Elective	117375	Understand and apply a wide range of analytical thinking skills and research methods in the intelligence analysis process	Level 6	60

LEARNING PROGRAMMES RECORDED AGAINST THIS QUALIFICATION
None

SOUTH AFRICAN QUALIFICATIONS AUTHORITY

SAQA

UNIT STANDARD:

Enhance the performance of employees

SAQA US ID	UNIT STANDARD TITLE			
255994	Enhance the performance of employees			
ORIGINATOR		PROVIDER		
SGB Visible Policing				
FIELD		SUBFIELD		
8 - Law, Military Science and Security		Safety in Society		
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL		CREDITS
Undefined	Regular	Level 6		9

This unit standard replaces:

US ID	Unit Standard Title	NQF Level	Credits	Replacement Status
115329	Develop competent officials	Level 6	3	Will occur as soon as 255994 is registered

SPECIFIC OUTCOME 1
Manage employee's performance.

SPECIFIC OUTCOME 2
Handle inter- and intra-personnel grievances and or conflict.

SPECIFIC OUTCOME 3
Orientate and induct new employees.

SPECIFIC OUTCOME 4
Coordinate and monitor training and development initiatives for employees.

SPECIFIC OUTCOME 5
Manage employee personal or work related problems.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Core	61729	National Diploma: Policing	Level 6

SOUTH AFRICAN QUALIFICATIONS AUTHORITY

SAQA

UNIT STANDARD:

Apply Human Rights in a policing environment

SAQA US ID	UNIT STANDARD TITLE			
255995	Apply Human Rights in a policing environment			
ORIGINATOR		PROVIDER		
SGB Visible Policing				
FIELD		SUBFIELD		
8 - Law, Military Science and Security		Safety in Society		
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL		CREDITS
Undefined	Regular	Level 5		4

This unit standard does not replace any other unit standard and is not replaced by another unit standard.

SPECIFIC OUTCOME 1
Demonstrate an understanding of Human Rights.

SPECIFIC OUTCOME 2
Explain how the rights of victims of crime and witnesses are protected.

SPECIFIC OUTCOME 3
Explain how the rights of offenders are protected.

SPECIFIC OUTCOME 4
Explain how the rights are applied during public protest/assembly/demonstration.

SPECIFIC OUTCOME 5
Explain the labour rights of policing officials.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Core	61729	National Diploma: Policing	Level 6

SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

Administer the loss management and civil claim process

SAQA US ID	UNIT STANDARD TITLE		
255996	Administer the loss management and civil claim process		
ORIGINATOR		PROVIDER	
SGB Visible Policing			
FIELD		SUBFIELD	
8 - Law, Military Science and Security		Safety in Society	
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
Undefined	Regular	Level 5	8

This unit standard does not replace any other unit standard and is not replaced by another unit standard.

SPECIFIC OUTCOME 1
Demonstrate an understanding of the legal framework pertaining to loss management.

SPECIFIC OUTCOME 2
Report potential losses and civil claims.

SPECIFIC OUTCOME 3
Keep records of potential losses and civil claims.

SPECIFIC OUTCOME 4
Investigate potential losses and civil claim.

SPECIFIC OUTCOME 5
Determine liability for potential losses and civil claims.

SPECIFIC OUTCOME 6
Finalise losses and civil claims.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Elective	61729	National Diploma: Policing	Level 6

SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

Demonstrate an understanding of hostage and suicide negotiations

SAQA US ID	UNIT STANDARD TITLE		
256014	Demonstrate an understanding of hostage and suicide negotiations		
ORIGINATOR		PROVIDER	
SGB Visible Policing			
FIELD		SUBFIELD	
8 - Law, Military Science and Security		Safety in Society	
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
Undefined	Regular	Level 6	12

This unit standard does not replace any other unit standard and is not replaced by another unit standard.

SPECIFIC OUTCOME 1
Evaluate the legal framework.

SPECIFIC OUTCOME 2
Assess fundamental concepts.

SPECIFIC OUTCOME 3
Apply operational principles.

SPECIFIC OUTCOME 4
Prepare officials and individuals to survive a hostage incident.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Elective	61729	National Diploma: Policing	Level 6

SOUTH AFRICAN QUALIFICATIONS AUTHORITY

SAQA

UNIT STANDARD:

Apply the fundamentals of hostage, suicide and kidnapping negotiations

SAQA US ID	UNIT STANDARD TITLE			
256015	Apply the fundamentals of hostage, suicide and kidnapping negotiations			
ORIGINATOR		PROVIDER		
SGB Visible Policing				
FIELD		SUBFIELD		
8 - Law, Military Science and Security		Safety in Society		
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL		CREDITS
Undefined	Regular	Level 6		15

This unit standard does not replace any other unit standard and is not replaced by another unit standard.

SPECIFIC OUTCOME 1
Apply the fundamentals of communication.

SPECIFIC OUTCOME 2
Deal with hostage takers and barricaded persons.

SPECIFIC OUTCOME 3
Deal with a hostage or kidnapping situation.

SPECIFIC OUTCOME 4
Handle a suicide incident.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Elective	61729	National Diploma: Policing	Level 6

SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

Control water abstraction structures

SAQA US ID	*UNIT STANDARD TITLE*			
255982	Control water abstraction structures			
ORIGINATOR		*PROVIDER*		
SGB Water Sector				
FIELD		*SUBFIELD*		
12 - Physical Planning and Construction		Civil Engineering Construction		
ABET BAND	*UNIT STANDARD TYPE*	*NQF LEVEL*		*CREDITS*
Undefined	Regular	Level 4		8

This unit standard replaces:

US ID	Unit Standard Title	NQF Level	Credits	Replacement Status
115884	Control water intakes	Level 4	8	Will occur as soon as 255982 is registered

SPECIFIC OUTCOME 1
Demonstrate knowledge of the environment in a catchment area.

SPECIFIC OUTCOME 2
Operate and maintain abstraction works.

SPECIFIC OUTCOME 3
Monitor flow rates and levels at river and levels at reservoirs.

SPECIFIC OUTCOME 4
Monitor and adjust abstraction rates at boreholes in accordance with works procedures.

SPECIFIC OUTCOME 5
Monitor abstraction point quality and conditions.

SPECIFIC OUTCOME 6
Isolate the abstraction point in emergency conditions in accordance with works procedures.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Elective	61709	Further Education and Training Certificate: Water and Wastewater Treatment Process Control Supervision	Level 4

SOUTH AFRICAN QUALIFICATIONS AUTHORITY

SAQA

UNIT STANDARD:

Supervise the operation of mechanical, electrical, pneumatic and hydraulic control systems

SAQA US ID	UNIT STANDARD TITLE			
255983	Supervise the operation of mechanical, electrical, pneumatic and hydraulic control systems			
ORIGINATOR		PROVIDER		
SGB Water Sector				
FIELD		SUBFIELD		
12 - Physical Planning and Construction		Civil Engineering Construction		
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL		CREDITS
Undefined	Regular	Level 4		10

This unit standard replaces:

US ID	Unit Standard Title	NQF Level	Credits	Replacement Status
115960	Operate mechanical, electrical and hydraulic equipment and control systems	Level 4	10	Will occur as soon as 255983 is registered

SPECIFIC OUTCOME 1
Work with mechanical control equipment.

SPECIFIC OUTCOME 2
Explain electrical control systems and demonstrate emergency procedures.

SPECIFIC OUTCOME 3
Explain the flow characteristics of liquids and compressed air.

SPECIFIC OUTCOME 4
Operate hydraulic and pneumatic control systems.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Core	61709	Further Education and Training Certificate: Water and Wastewater Treatment Process Control Supervision	Level 4

SOUTH AFRICAN QUALIFICATIONS AUTHORITY

SAQA

UNIT STANDARD:

Operate and control activated sludge process

SAQA US ID	UNIT STANDARD TITLE		
255984	Operate and control activated sludge process		
ORIGINATOR		PROVIDER	
SGB Water Sector			
FIELD		SUBFIELD	
12 - Physical Planning and Construction		Civil Engineering Construction	
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
Undefined	Regular	Level 4	12

This unit standard replaces:

US ID	Unit Standard Title	NQF Level	Credits	Replacement Status
12056	Operate activated sludge process	Level 4	18	Will occur as soon as 255984 is registered

SPECIFIC OUTCOME 1
Identify and explain the different types of activated sludge systems.

SPECIFIC OUTCOME 2
Control activated sludge systems.

SPECIFIC OUTCOME 3
Assess activated sludge plant performance.

SPECIFIC OUTCOME 4
Operate nitrogen removal activated sludge plant.

SPECIFIC OUTCOME 5
Operate biological phosphate removal activated sludge plant.

SPECIFIC OUTCOME 6
Operate chemical phosphate removal activated sludge plant.

SPECIFIC OUTCOME 7
Control sludge carry-over.

SPECIFIC OUTCOME 8
Identify and discuss health risks and dangers associated with activated sludge process.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

ID	QUALIFICATION TITLE	LEVEL

	ID	QUALIFICATION TITLE	LEVEL
Elective	61709	Further Education and Training Certificate: Water and Wastewater Treatment Process Control Supervision	Level 4

SOUTH AFRICAN QUALIFICATIONS AUTHORITY

SAQA

UNIT STANDARD:

Operate an anaerobic wastewater sludge digester

SAQA US ID	UNIT STANDARD TITLE			
255985	Operate an anaerobic wastewater sludge digester			
ORIGINATOR		PROVIDER		
SGB Water Sector				
FIELD		SUBFIELD		
12 - Physical Planning and Construction		Civil Engineering Construction		
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL		CREDITS
Undefined	Regular	Level 3		7

This unit standard replaces:

US ID	Unit Standard Title	NQF Level	Credits	Replacement Status
12047	Operate an anaerobic digester	Level 4	7	Will occur as soon as 255985 is registered

SPECIFIC OUTCOME 1
Describe the anaerobic digestion process.

SPECIFIC OUTCOME 2
Stabilise sludge in compliance with standard working procedures.

SPECIFIC OUTCOME 3
Identify and explain chemical and physical characteristics of hazardous material in a wastewater treatment environment.

SPECIFIC OUTCOME 4
Monitor anaerobic digestion process.

SPECIFIC OUTCOME 5
Maintain anaerobic digester and its components in accordance with work policies and procedures.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Elective	61709	Further Education and Training Certificate: Water and Wastewater Treatment Process Control Supervision	Level 4

SOUTH AFRICAN QUALIFICATIONS AUTHORITY

SAQA

UNIT STANDARD:

Demonstrate knowledge of advanced treatment of wastewater process

SAQA US ID	UNIT STANDARD TITLE			
255986	Demonstrate knowledge of advanced treatment of wastewater process			
ORIGINATOR		PROVIDER		
SGB Water Sector				
FIELD		SUBFIELD		
12 - Physical Planning and Construction		Civil Engineering Construction		
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL		CREDITS
Undefined	Regular	Level 4		8

This unit standard replaces:

US ID	Unit Standard Title	NQF Level	Credits	Replacement Status
12069	Demonstrate knowledge of advanced treatment of wastewater process	Level 4	20	Will occur as soon as 255986 is registered

SPECIFIC OUTCOME 1
Explain biological nutrient removal (BNR) process.

SPECIFIC OUTCOME 2
Explain the importance of de-nitrification.

SPECIFIC OUTCOME 3
Explain advanced sludge treatment.

SPECIFIC OUTCOME 4
Explain chemical nutrient removal processes.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Elective	61709	Further Education and Training Certificate: Water and Wastewater Treatment Process Control Supervision	Level 4

SAQA

SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

Demonstrate knowledge of water related legislation and the responsibilities of management in terms of the acts

SAQA US ID	UNIT STANDARD TITLE			
255987	Demonstrate knowledge of water related legislation and the responsibilities of management in terms of the acts			
ORIGINATOR		PROVIDER		
SGB Water Sector				
FIELD		SUBFIELD		
12 - Physical Planning and Construction		Civil Engineering Construction		
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL		CREDITS
Undefined	Regular	Level 5		8

This unit standard replaces:

US ID	Unit Standard Title	NQF Level	Credits	Replacement Status
116979	Demonstrate knowledge of water related legislation and the responsibilities of management in terms of the acts	Level 5	8	Will occur as soon as 255987 is registered

SPECIFIC OUTCOME 1
Demonstrate knowledge and understanding of the basic principles of the Act and Regulations in terms of own sector.

SPECIFIC OUTCOME 2
Explain the requirements for minimum compliance stipulated in the Acts.

SPECIFIC OUTCOME 3
Interpret the management controls required to achieve compliance.

SPECIFIC OUTCOME 4
Keep records in accordance with the requirements of the Acts and the Regulations.

SPECIFIC OUTCOME 5
Demonstrate knowledge of legislation pertaining to the quality of potable water and final effluent discharge.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Core	61709	Further Education and Training Certificate: Water and Wastewater Treatment Process Control Supervision	Level 4