

**SOUTH AFRICAN QUALIFICATIONS AUTHORITY (SAQA)**

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

Hairdressing, Cosmetology and Beauty

registered by Organising Field 11 - Services, publishes the following Qualification 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 on the SAQA web-site at www.saqa.org.za. Copies may also be obtained from the Director of Standards Setting and Development at the SAQA offices, SAQA House, 1067 Arcadia, Hatfield, Pretoria.

Comment on the Qualification and Unit Standards should reach SAQA at the address: **no later than 11 March 2009**. All correspondence should be marked **Standards Setting and Development SGB for Hairdressing, Cosmetology & Beauty** and addressed to

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ACTING DIRECTOR: STANDARDS SETTING AND DEVELOPMENT



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

QUALIFICATION:
National Certificate: Hairdressing

SAQA QUAL ID	QUALIFICATION TITLE		
65749	National Certificate: Hairdressing		
ORIGINATOR		PROVIDER	
SGB Hairdressing Cosmetology and Beauty			
QUALIFICATION TYPE	FIELD	SUBFIELD	
National Certificate	11 - Services	Personal Care	
ABET BAND	MINIMUM CREDITS	NQF LEVEL	QUAL CLASS
Undefined	120	Level 3	Regular-Unit Stds Based

This qualification replaces:

Qual ID	Qualification Title	NQF Level	Min Credits	Replacement Status
48743	National Certificate: Hairdressing	Level 3	121	Will occur as soon as 65749 is registered

PURPOSE AND RATIONALE OF THE QUALIFICATION

Purpose:

This qualification follows on from the Level 2 qualification in enabling learners to develop towards becoming professional hairdressers. This Qualification, registered at NQF Level 3, focuses on core hairdressing activities of cutting, relaxing, styling and colouring. In particular, the NQF Level 3 qualification should result in the learner achieving the status of a Junior Stylist, capable of performing many hairdressing services competently, though still under the supervision of a professional stylist.

The Junior Stylist is capable of:

- > Performing a cutting service on ladies and gents hair.
- > Styling long hair.
- > Relaxing hair.
- > Performing a basic colouring service.
- > Neutralising perms.

Rationale:

Job market entrants often have little or no exposure to generic hairdressing or self-management and therefore fail to make a success of a career in hairdressing. Central to the rationale for this Qualification is the development of a culture of professionalism and service excellence in the hairdressing industry. This Qualification will provide for breadth and flexibility to match the needs of the learners, employers and industry as a whole. It will give the learners the key skills essential to be able to function effectively as flexible, adaptable and competitive hairdressers and for a lifelong career in hairdressing. These skills will make the learners employable and they will be able to make effective contributions to the hairdressing business by being able to apply the acquired knowledge and skills.

The qualification allows a successful learner to follow a career in such occupations as:

- > Hair Salon Practitioner.
- > Hair Stylist.
- > Barber.
- > Hairdresser Consultant.
- > Image and Department Advisor.
- > Marketing Assistant.
- > Merchandiser.
- > Retail Trade.
- > Sales Assistant.
- > Receptionist.
- > Stock Controller.
- > Cashier.

RECOGNIZE PREVIOUS LEARNING?

Y

LEARNING ASSUMED IN PLACE

- > Communication at NQF Level 2.
- > Mathematical Literacy at NQF Level 2.

Recognition of Prior Learning:

This Qualification and the entire fundamental, core and elective Unit Standards associated with it can be achieved by any learner through the recognition of prior learning, which includes learning outcomes achieved through formal, informal and non-formal learning and work experience. Learner and assessor will jointly decide on methods to determine prior learning and competence in the knowledge, skills, values and attitudes implicit in the qualification and the associated unit standards.

This Recognition of Prior Learning may allow for:

- > Gaining of credits for unit standards in this qualification.
- > Obtaining this qualification in whole.

All Recognition of Prior Learning is subject to quality assurance by the relevant ETQA or an ETQA that has a Memorandum of Understanding with the relevant ETQA.

Access to the Qualification:

- > Access is open to all learners who have completed the National Certificate: Hairdressing at NQF Level 2.

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 120 credits as detailed below.

Fundamental Component:

- > The Fundamental Component consists of Unit Standards to the value of 36 credits all of which are compulsory.

Core Component:

> The Core Component consists of Unit Standards to the value of 66 credits all of which are compulsory.

Elective Component:

> The Elective Component consists of individual unit standards from which the learner must choose unit standards totalling a minimum of 18 credits.

EXIT LEVEL OUTCOMES

1. Perform cutting services for ladies and gents.
2. Perform styling and colouring services.
3. Perform chemical services to Afro hair.

ASSOCIATED ASSESSMENT CRITERIA

Associated Assessment Criteria for Exit Level Outcomes 1:

- > Client are consulted with to determine haircutting requirements.
- > A knowledge of hair cutting techniques is demonstrated on ladies and gents hair.
- > A hair cutting service is performed using a variety of techniques and to achieve a variety of looks.

Associated Assessment Criteria for Exit Level Outcomes 2:

- > Hair is prepared for a long hairstyling service.
- > A variety of long hairstyling techniques are performed to achieve a variety of looks.
- > Colour is explained with reference to hair colouring.
- > Hair is prepared for a colouring service according to industry standards.
- > A hair colouring service is performed according to customer requirements.

Associated Assessment Criteria for Exit Level Outcomes 3:

- > Client consultation is performed in accordance with organisational procedures.
- > Hair is prepared for a relaxing service according to industry standards.
- > A relaxing service is performed using a variety of application techniques.

Integrated Assessment:

Formative assessments conducted during the learning process will consist of written assessments, simulation in a practical environment and a number of self-assessments.

Summative assessment consists of written assessments, assignments and simulation in a practical environment, integrating the assessment of all unit standards and embedded knowledge. Summative assessments are only conducted once the learner has demonstrated proficiency during formative assessment.

INTERNATIONAL COMPARABILITY

International comparisons were chosen to span a variety of requirements:

- > Fashion: Since this is a subject area at the heart of the fashion industry, it was necessary to cover countries which could be regarded as fashion leaders.
- > Education and training: Countries with developed education and training capabilities were the subject of particular focus.

> Africa: An attempt was made to focus on countries in the African context, despite significant difficulties encountered in sourcing suitable information.

Benchmarking was done by comparison to Qualifications, Unit Standards and Outcomes of learning. This exercise established the following:

New Zealand:

Existing qualifications:

- > National Certificate in Hairdressing (Salon Support), Level 2.
- > National Certificate in Barbering, Level 3.
- > National Certificate in Hairdressing with strands in Hairdressing Practice, and Barbering Practice, Level 4.
- > National Certificate in Hairdressing (Management), Level 5, with strands in Assessment of Hairdressing, Tutoring in Hairdressing, and Salon Management.

Comparative information:

- > The scope of each unit was small, leading to the development of a large number of units; for example the colouring of hair was covered in 7 units, separating temporary, semi-permanent, permanent hair colouring, bleaching and colour correction from one another.
- > Similarly, styling was divided into elementary and complex levels.
- > Performance under workplace conditions was assessed separately and at Level 5.

England and Scotland:

Existing qualifications:

- > NVQ Hairdressing Levels 1, 2 and 3.
- > SVQ hairdressing Levels 1, 2 and 3.

Comparative information:

- > Level 1 is treated as training for the role of an assistant to qualified personnel, limiting its content.
- > Perming is separated into 2 parts, the first part (in Level 2) combined with relaxing.
- > Long hair styling and thermal styling are only covered in Level 3.

Australia:

Existing qualifications:

Australian National Training Authority:

- > WRH20100: Certificate II in hairdressing.
- > WRH30100: Certificate III in hairdressing.
- > WRH40100: Certificate IV in hairdressing.
- > WRH50100: Diploma of Hairdressing Salon Management.

Comparative information:

- > Level 4 is used entirely for specialist options (e.g. design, colour, wigs, extensions, shaving, manicure and pedicure, make-up etc), rather than incorporating options in the other levels.
- > All styling is covered in Level 3.
- > All management topics are optional in the first 3 levels.
- > A separate Diploma level is created which focuses on management and business planning.

Botswana:**Existing qualifications:**

Unit Standards on Levels 1, 2 and 3.

Comparative information:

- > The Botswana Training Authority have a series of Unit Standards, allocated to levels, but no full qualifications.
- > Level 1 is restricted to a knowledge of retailing, hairdressing tools and equipment and hairdressing products; the only practical component is the practice of hygiene and safety.
- > Level 2 contains all the colour Unit Standards.
- > Cutting, relaxing and perming are all positioned at Level 3.

Namibia:**Existing qualifications:**

Namibia Vocational Qualification (NVQ): Hairdressing Level 1, 2, 3 and 4.

Comparative information:

- > Level 1 focuses on client preparation and general support functions and contains little hands-on client work.
- > Level 2 includes dreadlock techniques, but omits relaxing, which is put into Level 3.
- > Level 4 mainly focuses on management functions and includes some design skills.

Conclusion:

The South African qualifications incorporate the best elements of the fashion leaders of western culture whilst maintaining a distinctly African focus. This has led, amongst other things, to:

- > Recognising the needs of the Afro hair industry, by positioning hair relaxing as a core Unit Standard in Level 3.

In this way, these qualifications are designed to recognise and accelerate the transformation in the hairdressing industry that began with a move away from a Caucasian focus and towards the first generic hairdressing qualifications.

ARTICULATION OPTIONS

This Qualification provides for the following articulation possibilities:

Horizontal articulation:

- > ID 65111: National Certificate: Beauty Technology, NQF Level 3.
- > National Certificate: Beauty Therapy, NQF Level 3.

Vertical articulation:

- > ID 65729: Further Education and Training Certificate: Hairdressing, NQF Level 4.

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 in accordance with the current ETQA regulations.

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

> Other ETQAs who have a Memorandum of Understanding with the relevant ETQA would be responsible for moderation of achievements of learners who meet the requirements of this qualification.

CRITERIA FOR THE REGISTRATION OF ASSESSORS

For an applicant to register as an assessor, the applicant needs:

- > A relevant qualification at NQF Level 4.
- > A minimum of 2 (two) years' practical, relevant occupational experience.
- > Competence in all the outcomes of the National Assessor Unit Standards as stipulated by South African Qualifications Authority (SAQA).
- > To be a registered assessor with the relevant Education and Training Quality Assurance Body.

NOTES

This qualification replaces qualification 48743 which is "National Certificate: Hairdressing", NQF Level 3, 12 Credits

UNIT STANDARDS

	ID	UNIT STANDARD TITLE	LEVEL	CREDITS
Fundamental	119472	Accommodate audience and context needs in oral/signed communication	Level 3	5
Fundamental	9010	Demonstrate an understanding of the use of different number bases and measurement units and an awareness of error in the context of relevant calculations	Level 3	2
Fundamental	9013	Describe, apply, analyse and calculate shape and motion in 2- and 3-dimensional space in different contexts	Level 3	4
Fundamental	119457	Interpret and use information from texts	Level 3	5
Fundamental	9012	Investigate life and work related problems using data and probabilities	Level 3	5
Fundamental	119467	Use language and communication in occupational learning programmes	Level 3	5
Fundamental	7456	Use mathematics to investigate and monitor the financial aspects of personal, business and national issues	Level 3	5
Fundamental	119465	Write/present/sign texts for a range of communicative contexts	Level 3	5
Core	262593	Cut and shape gents hair	Level 3	15
Core	262585	Cut and shape ladies hair	Level 3	15
Core	262606	Perform a hair colouring service	Level 3	10
Core	262605	Perform a hair relaxing service	Level 3	12
Core	262563	Prepare for and finish off hairdressing services	Level 3	4
Core	262604	Style long hair	Level 3	10
Elective	262562	Neutralise perms and apply after care to hair	Level 2	6
Elective	114902	Operate a computer in a Wholesale/Retail outlet	Level 2	6
Elective	262560	Perform advanced massage in a hairdressing environment	Level 2	5
Elective	114815	Perform hair braiding and dreadlock techniques to hair	Level 2	8
Elective	116945	Use electronic mail to send and receive messages	Level 2	2
Elective	244574	Apply knowledge of HIV/AIDS to a specific business sector and a workplace	Level 3	4
Elective	262607	Apply make-up to reflect historical periods	Level 3	6
Elective	262608	Perform a hot towel and shaving service	Level 3	6
Elective	262564	Perform a make-up service	Level 3	10
Elective	114975	Use a web browser in a business environment	Level 3	3
Elective	114978	Use a word processing package to produce business documents	Level 3	3

LEARNING PROGRAMMES RECORDED AGAINST THIS QUALIFICATION

None



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

Perform a make-up service

SAQA US ID	UNIT STANDARD TITLE		
262564	Perform a make-up service		
ORIGINATOR	PROVIDER		
SGB Hairdressing Cosmetology and Beauty			
FIELD	SUBFIELD		
11 - Services	Personal Care		
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
Undefined	Regular	Level 3	10

This unit standard replaces:

US ID	Unit Standard Title	NQF Level	Credits	Replacement Status
114811	Prepare for and apply, day, evening, bridal and photographic make-up	Level 3	10	Will occur as soon as 262564 is registered

SPECIFIC OUTCOME 1

Explain make-up processes and products.

SPECIFIC OUTCOME 2

Prepare client and workstation.

SPECIFIC OUTCOME 3

Apply make-up for different requirements.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Elective	65729	Further Education and Training Certificate: Hairdressing	Level 4
Elective	65749	National Certificate: Hairdressing	Level 3



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

Cut and shape ladies hair

SAQA US ID		UNIT STANDARD TITLE	
262585		Cut and shape ladies hair	
ORIGINATOR		PROVIDER	
SGB Hairdressing Cosmetology and Beauty			
FIELD		SUBFIELD	
11 - Services		Personal Care	
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
Undefined	Regular	Level 3	15

This unit standard replaces:

US ID	Unit Standard Title	NQF Level	Credits	Replacement Status
114796	Cut and shape hair	Level 3	18	Will occur as soon as 262585 is registered
114800	Cut, style and dress hair in elementary styles	Level 3	10	Will occur as soon as 262585 is registered
114810	Apply advanced hair cutting techniques using professional cutting equipment	Level 3	3	Will occur as soon as 262585 is registered
114818	Apply advanced hair cutting techniques using scissors, clippers and razors equipment	Level 3	3	Will occur as soon as 262585 is registered

SPECIFIC OUTCOME 1

Demonstrate an understanding of the factors that influence ladies hair styling.

SPECIFIC OUTCOME 2

Prepare client for a haircut.

SPECIFIC OUTCOME 3

Demonstrate knowledge of hair cutting.

SPECIFIC OUTCOME 4

Cut hair to achieve a variety of one-length looks.

SPECIFIC OUTCOME 5

Cut hair to achieve a variety of layered looks.

SPECIFIC OUTCOME 6

Cut hair using a variety of graduation techniques to achieve a variety of fashion looks.

SPECIFIC OUTCOME 7

Cut hair using razor cutting technique.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

ID	QUALIFICATION TITLE	LEVEL
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	ID	QUALIFICATION TITLE	LEVEL
Core	65749	National Certificate: Hairdressing	Level 3



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

Cut and shape gents hair

SAQA US ID	UNIT STANDARD TITLE		
262593	Cut and shape gents hair		
ORIGINATOR	PROVIDER		
SGB Hairdressing Cosmetology and Beauty			
FIELD	SUBFIELD		
11 - Services	Personal Care		
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
Undefined	Regular	Level 3	15

This unit standard replaces:

US ID	Unit Standard Title	NQF Level	Credits	Replacement Status
114796	Cut and shape hair	Level 3	18	Will occur as soon as 262593 is registered
114800	Cut, style and dress hair in elementary styles	Level 3	10	Will occur as soon as 262593 is registered
114810	Apply advanced hair cutting techniques using professional cutting equipment	Level 3	3	Will occur as soon as 262593 is registered
114818	Apply advanced hair cutting techniques using scissors, clippers and razors equipment	Level 3	3	Will occur as soon as 262593 is registered

SPECIFIC OUTCOME 1

Demonstrate an understanding of the factors that influence men's hair styling.

SPECIFIC OUTCOME 2

Prepare client for a haircut.

SPECIFIC OUTCOME 3

Demonstrate knowledge of hair cutting.

SPECIFIC OUTCOME 4

Cut hair using scissor over comb/clipper over comb technique.

SPECIFIC OUTCOME 5

Cut hair using clipper technique.

SPECIFIC OUTCOME 6

Cut hair using other techniques.

SPECIFIC OUTCOME 7

Trim facial hair.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Core	65749	National Certificate: Hairdressing	Level 3



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:*Style long hair*

SAQA US ID	UNIT STANDARD TITLE		
262604	Style long hair		
ORIGINATOR		PROVIDER	
SGB Hairdressing Cosmetology and Beauty			
FIELD		SUBFIELD	
11 - Services		Personal Care	
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
Undefined	Regular	Level 3	10

This unit standard replaces:

US ID	Unit Standard Title	NQF Level	Credits	Replacement Status
114795	Perform long hairstyle techniques	Level 3	10	Will occur as soon as 262604 is registered

SPECIFIC OUTCOME 1

Prepare to style long hair.

SPECIFIC OUTCOME 2

Style long hair into an elementary style.

SPECIFIC OUTCOME 3

Complete long hairstyle procedure.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Core	65749	National Certificate: Hairdressing	Level 3



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

Perform a hair relaxing service

SAQA US ID	UNIT STANDARD TITLE		
262605	Perform a hair relaxing service		
ORIGINATOR	PROVIDER		
SGB Hairdressing Cosmetology and Beauty			
FIELD	SUBFIELD		
11 - Services	Personal Care		
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
Undefined	Regular	Level 3	12

This unit standard replaces:

US ID	Unit Standard Title	NQF Level	Credits	Replacement Status
114841	Perform a hair relaxing service	Level 4	12	Will occur as soon as 262605 is registered

SPECIFIC OUTCOME 1

Explain hair relaxing.

SPECIFIC OUTCOME 2

Prepare for a hair relaxing service.

SPECIFIC OUTCOME 3

Perform a hair relaxing procedure.

SPECIFIC OUTCOME 4

Perform a neutralising procedure.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Elective	65750	National Certificate: Hairdressing	Level 2
Core	65749	National Certificate: Hairdressing	Level 3



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:*Perform a hair colouring service*

SAQA US ID	UNIT STANDARD TITLE		
262606	Perform a hair colouring service		
ORIGINATOR	PROVIDER		
SGB Hairdressing Cosmetology and Beauty			
FIELD	SUBFIELD		
11 - Services	Personal Care		
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
Undefined	Regular	Level 3	10

This unit standard replaces:

US ID	Unit Standard Title	NQF Level	Credits	Replacement Status
114802	Demonstrate knowledge of selection and application of semi permanent hair colour	Level 3	10	Will occur as soon as 262606 is registered
114839	Colour and lighten of hair (basic colouring)	Level 4	12	Will occur as soon as 262606 is registered

SPECIFIC OUTCOME 1

Explain colour in relation to hair services.

SPECIFIC OUTCOME 2

Explain the selection of hair colouring products and processes.

SPECIFIC OUTCOME 3

Conduct a client consultation for a colour service.

SPECIFIC OUTCOME 4

Perform a temporary hair colour service.

SPECIFIC OUTCOME 5

Perform semi/demi and permanent hair colour services.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Core	65749	National Certificate: Hairdressing	Level 3



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

Apply make-up to reflect historical periods

SAQA US ID	UNIT STANDARD TITLE		
262607	Apply make-up to reflect historical periods		
ORIGINATOR	PROVIDER		
SGB Hairdressing Cosmetology and Beauty			
FIELD	SUBFIELD		
11 - Services	Personal Care		
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
Undefined	Regular	Level 3	6

This unit standard replaces:

US ID	Unit Standard Title	NQF Level	Credits	Replacement Status
115204	Demonstrate and apply the history and art of make-up	Level 3	2	Will occur as soon as 262607 is registered

SPECIFIC OUTCOME 1

Describe the historical development of make-up.

SPECIFIC OUTCOME 2

Explain make-up practices of different historical periods.

SPECIFIC OUTCOME 3

Apply make-up to simulate historical periods.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Elective	65729	Further Education and Training Certificate: Hairdressing	Level 4
Elective	65749	National Certificate: Hairdressing	Level 3



SOUTH AFRICAN QUALIFICATIONS AUTHORITY

UNIT STANDARD:

Perform a hot towel and shaving service

SAQA US ID	UNIT STANDARD TITLE		
262608	Perform a hot towel and shaving service		
ORIGINATOR	PROVIDER		
SGB Hairdressing Cosmetology and Beauty			
FIELD	SUBFIELD		
11 - Services	Personal Care		
ABET BAND	UNIT STANDARD TYPE	NQF LEVEL	CREDITS
Undefined	Regular	Level 3	6

This unit standard replaces:

US ID	Unit Standard Title	NQF Level	Credits	Replacement Status
114793	Conduct a hot towel treatment and shave, cut and trim facial hair	Level 3	4	Will occur as soon as 262608 is registered

SPECIFIC OUTCOME 1

Prepare for hot towel and shaving service.

SPECIFIC OUTCOME 2

Prepare and apply a hot towel treatment.

SPECIFIC OUTCOME 3

Shave facial hair.

QUALIFICATIONS UTILISING THIS UNIT STANDARD

	ID	QUALIFICATION TITLE	LEVEL
Elective	65729	Further Education and Training Certificate: Hairdressing	Level 4
Elective	65749	National Certificate: Hairdressing	Level 3