

SOUTH AFRICAN QUALIFICATIONS AUTHORITY**NO. 365****24 MARCH 2016**

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

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

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

SOUTH AFRICAN SPORT CONFEDERATION AND OLYMPIC COMMITTEE (SASCOC)

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

The complete application is available for viewing at SAQA.

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

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



**PROFESSIONAL BODY RECOGNITION AND PROFESSIONAL DESIGNATION
REGISTRATION**

EVALUATION REPORT

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

- 1.1. SASCOC applied to SAQA for recognition as a professional body and for the registration of eight (8) professional designations on the NQF in terms of the NQF Act, Act 67 of 2008.
- 1.2. SAQA evaluated the application against the *Policy and Criteria for Recognising a Professional Body and Registering a Professional Designation for the Purposes of the NQF Act*.

2. BACKGROUND INFORMATION

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

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

Some of the key objectives of SASCOC are to:

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

2.1. Membership and Affiliations

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

SASCOC Affiliations

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

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

2.2. Education and Training

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

3. EVALUATION AGAINST SAQA CRITERIA

3.1. Governance, Management and Sustainability

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

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

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

3.2. Disciplinary Matters and Accountability

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

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

3.3. Data Management

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

3.4. Continuing Professional Development (CPD)

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

4. PROFESSIONAL DESIGNATIONS

4.1. Designation Awarding Process

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

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

4.2. Designation(s) to be Registered

Designation Title: Coach Assistant

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

Designation Title: Coach

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

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

Designation Title: Senior Coach

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

Designation Title: Master Coach

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

Designation Title: Assistant Provincial Coach Developer

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

Designation Title: Provincial Coach Developer

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

Designation Title: National Coach Developer

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

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

Designation Title: National Coach Education Advisor

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

4.3. Designation Progression Pathway

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