



**DIRECTORATE FOR REGISTRATION AND RECOGNITION**

**EVALUATION REPORT FOR THE RECOGNITION OF PROFESSIONAL BODIES AND RECORDING OF PROFESSIONAL DESIGNATIONS**

<b>Name of Professional Body</b>	South African Sports Coaching Association (SASCA)
<b>Statutory or Non-Statutory Body</b>	Non-Statutory
<b>Sector</b>	Sports
<b>Physical Address</b>	Olympic House, James and Ethel Grey Park, Oaklands, Gauteng, 2191
<b>Application Approved by Board/Council</b>	Yes
<b>Application Signed by CEO / Registrar/ Board Chairperson</b>	Yes
<b>Number of Designations Applied for</b>	8
<b>Date of Site Visit</b>	17 December 2020
<b>Date of Gazette Notice</b>	



## PROFESSIONAL BODY RECOGNITION AND PROFESSIONAL DESIGNATION RECORDING

### EVALUATION REPORT

**NAME OF BODY:** South African Sports Coaching Association (SASCA)

#### **Background**

The SASCO general meeting held on 8<sup>th</sup> June 2019 resolved to approve the establishment of a professional body for sports coaching in South Africa. On 19 November 2019, at a meeting of sports coaches, members of national federations, and others, the professional body for sports coaches was officially launched. The participants at the launch of the professional body also approved the adoption of eight (8) of the nine (9) designations which had previously been registered by SASCO.

The Task Team became the first incorporators/board members of the professional body, which has since been registered with the Companies Intellectual Property Commission (CIPC), as the South African Sports Coaches Association (SASCA). SASCA has adopted the 8 designations and has developed and approved the 8 designations and the criteria per designation, as well as the criteria which potential members must comply with, in order to be awarded a designation.

SASCA is charged with overseeing the development and implementation of sport coaching in South Africa within the four (4) domains of inclusive sports coaching which include; children sports coaches, emerging sports coaches, participation/recreational sports coaches and high performance Sports Coaching.

The Objectives of SASCA are to:

- a) promote the standing of sports coaching in South Africa through facilitating collaboration amongst all sport related stakeholders (including the South African Sport Organisations);
- b) promote lifelong learning to the membership through continuous professional development (CPD);
- c) provide value added services such as capacity building by promoting the coach developer pathway to ensure the currency and relevance with updated coach education and training resources and facilitation is prioritised;
- d) carry out advocacy tasks and speak on behalf of the members in order to achieve the above;
- e) collaborate on issues of regulation and quality assurance;
- f) facilitate effective dialogue amongst and between institutions, regulators and civil society on issues affecting sports coaching;
- g) influence and contribute to policy positions and discussions about coaching and coach education;
- h) promote the sports coaching charter and code of ethics;
- i) commission sports coaching research; and
- j) Approve and publish the names of the SASCA training providers.

#### **1. CRITERIA FOR RECOGNISING A PROFESSIONAL BODY**

DRR 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*. SASCA was found to meet all the criteria for recognising a professional body listed below:

##### **1.1 Legally Constituted Entity**

The South African Sports Coaching Association (SASCA) is a non-statutory body registered with the Companies and Intellectual Property Commission (CIPC) as a Non-Profit Company (NPC) with registration number 2019/606694/08.

The following document(s) were submitted:

- CIPC registration certificate (2019/606694/08)
- Memorandum of Incorporation
- List of Board members

- Company letterhead

## **1.2 Good Corporate Governance Practices**

SASCA submitted the following documents:

- Memorandum of Incorporation
- Board Terms of Reference
- List of Board members
  
- SASCA is led by the Board of Directors who are responsible for managing and directing its business affairs
- The Board consists of a minimum of 5 (five) and a maximum of 15 (fifteen) Directors, inclusive of ex officio directors.
- The Board occupies office for a three-year term.
- The Board appoints a Chairperson from the independent non-executive Directors
- The Chief Executive Officer serves as an ex officio Executive Director.
- The Board may delegate any of its powers to Board appointed committees.
- Committees of the Board:
  - Nominations Committee
  - Finance, Audit and Risk Committee
  - Social and Ethics Committee

## **1.3 Transformation**

SASCA has five Board members. Two of these members are black.

## **1.4 Human Resources**

SASCA has one full-time staff member and 5 part-time staff members responsible for the day to day running of the organisation.

## **1.5 Premises**

SASCA shares office accommodation, equipment and resources with the South African Sports Confederation and Olympic Committee (SASCOC).

## **1.6 Financial Resources**

- SASCA submitted the three-month bank statements for the period 11 April 2020 to 12 May 2020, 12 May 2020 to 12 June 2020, and 12 June 2020 to 11 July 2020.
- The main source of income for SASCA is the membership fee.

## **1.7 Awarding of Professional Designations**

SASCA submitted the policy to develop, award and revoke designations.

Criteria for awarding a professional designation:

- Registered member
- An underlying qualification or RPL
- Work experience
- Payment of membership fee

Application process

Members applying for a professional designation are required to a completed online application form endorsed by a NF, PSC or other sports body, containing:

- A certified copy of their ID.
- Updated Curriculum Vitae (max length 3 pages).
- Certificates of formal qualifications or certified transcripts if applicable, or a RPL transcript which can include certificates or transcripts of all programmes attended during the candidate's involvement with coaching;
- A copy of a World Anti-Doping Agency (WADA) certificate;
- Workplace evidence, or practical evidence, such as a visual presentation, (power point presentation, video, Massive Online Open Course (MOOC), slides);
- A one-page summary of how the candidate has personally contributed to the development of coaching in their NF, PSC or sports organisation.
- Submission of a certified copy if the attendance of CPD programmes stipulated by SASCA;
- A certified copy of the Police Clearance Certificate; and
- Proof of payment of the membership fee.

## **1.8 Recognition of Prior Learning (RPL)**

SASCA submitted the following documents:

- RPL policy
- Evidence of RPL implementation

RPL criteria

- A candidate's prior knowledge, skills and current competencies will be assessed based on their own area of responsibility by a process of RPL, should the candidate not have the underpinning academic qualification.
- If any gaps are identified in the candidate's knowledge or competence, they will be assisted to make up any shortfalls in their training or portfolio, and may reapply for assessment.

Application process

Applicants are required to submit the following:

- A certified copy of their ID.
- Updated Curriculum Vitae (max length 3 pages).
- Copies of the most recent First Aid certificate.
- Certificates of formal qualifications or certified transcripts.
- Certified copies of all certificates of all programmes attended during the candidate's involvement with coaching.
- A copy of the marked assignment for Anti-doping and the World Anti-Doping Agency (WADA) certificate.
- Copy of the job description if employed in a fulltime position; or the job description as a part-time/volunteer as a sports coach; or a list of responsibilities if the candidate is a volunteer. This must be signed by the NF or PSC or designated delegate, or sports body, with his/her contact details.
- A suitable visual presentation if required, as outlined in the suggested forms of evidence.
- Workplace evidence, or practical evidence, such as a visual presentation, (power point presentation, video, Massive Online Open Course (MOOC), slides).
- A one-page summary of how the candidate has personally contributed to the development of coaching in their NF, PSC or sports organisation.

### **1.9 Continuing Professional Development (CPD)**

SASCA submitted the following documents:

- CPD policy
- Evidence of CPD implementation

All designated members are encouraged to undertake CPD to develop and maintain their knowledge, skills and competencies to continue to perform their roles competently.

SASCA approved the following CPD activities:

- Attending conferences
- Attending workshops
- Attending seminars
- Coaching
- Professional reading and publication
- Professional activities outside sport coaching

Minimum number of CPD points per reporting cycle:

- Master Coach – 45 CPD points in a three-year cycle
- Senior Coach – 35 CPD points in a three-year cycle
- Coach – 25 CPD points in a three-year cycle
- Assistant Coach – 20 CPD points in a three-year cycle
- Apprentice Coach – 15 CPD points in a three year-cycle
- National Coach Education Advisors – 50 CPD points in a three-year cycle
- National Coach Developers – 40 CPD points in a three-year cycle
- Provincial Coach Developers – 30 CPD points in a three-year cycle

### **1.10 Membership Database**

- There are 295 members on the SASCA membership database.
  - There are 269 members with designations on the SASCA membership database.
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- Apprenticeship Coach - 216
  - Master Coach - 3
  - National Coach Developer - 11
  - National Coach Education Advisor - 7
  - Provincial Coach Developer - 13

- Senior Sports Coach - 2
- Sports Coach Assistant - 12
- Sports Coach - 5

### **1.11 Career Advice Information**

SASCA held a series of workshops in KZN in July 2019, attended by 142 graduates from the TVET College/ Skills Development Institute of Physical Education (SDIPE) project for school sports support people. All of these young people selected to apply to be apprentice coaches in their respective sports codes, and were guided as to the criteria to become assistant coaches and/or enrol for further studies in an education field to become educators. SASCA has entered into discussion with UNISA and the ETDP SETA about future recognition of sports coaching apprentices who have complied with the SASCA designation criteria, to be considered for access into degree or diploma or certificate programmes.

### **1.12 Code of Conduct and Protection of the Public**

SASCA submitted the following documents:

- The Sports Coaching Charter
- Disciplinary Rules and Regulations

#### The Disciplinary Process

- The Complainant shall refer a complaint to SASCA in writing and in the form of a statement, detailing the particulars relating to the complaint and further, as far as possible; include any documentation in support of the complaint.
- Complaints shall be lodged with the SASCA office, by hand delivery, courier delivery or e-mail.
- SASCA shall identify a Panel and provide the Panel with the complaint within ten (10) Days from receipt thereof.
- Having considered the complaint, the Panel may request further particulars from the Complainant, to be given in writing and in the form of a supplementary statement, concerning any aspect of the complaint the Panel may deem material in the consideration thereof.
- Upon receipt of a complaint (and further particulars where these have been furnished), the Panel may:
- where it is of the opinion that the complaint does not disclose a prima facie case of misconduct, dismiss the complaint and cause SASCA to inform the Complainant accordingly; or
- where it is of the opinion that a prima facie case of misconduct on the part of the Member exists, cause SASCA to furnish the Member with a Notice of Complaint (which shall contain the particulars of the complaint, including the Complainant's statement and further particulars, where relevant) calling upon the Member to furnish the Panel with an explanation in answer to the complaint, in writing and in the form of an answering statement, incorporating any documentation in support of their answer, within ten (10) Days of receipt of such Notice.
- Following the receipt of the Member's answering statement, SASCA shall furnish a Notice of Response to the Complainant (which shall contain the Member's answering statement), requesting a reply thereto in writing and in the form of a replying statement, within ten (10) Days of receipt of such Notice. The Complainant may elect not to file a replying statement.
- Should a replying statement not be received within the ten (10) day period it will automatically be assumed that the Complainant has elected not to file a reply, and the proceedings will continue on such basis.
- Where a replying statement is received, the Member concerned shall be furnished with a copy thereof for their records.
- After having considered the complaint, the Member's answering statement and any replying statement, the Panel shall, on the basis of the papers before it, either:
- dismiss the complaint, and provide both the Complainant and Member a Notice of Dismissal notifying the parties of such outcome; or
- Where the Panel is of the opinion that an adequate answer to the complaint has not been given, formulate in writing a charge or charges of misconduct (Notice of Misconduct Charge(s)) and require the Member to furnish it with the Member's answer to such charge or charges, in writing in the form of a statement, within a stipulated time.
- Having considered the Member's reply to the Notice of Misconduct Charge(s), or where no answer is received, then on the basis of the papers before it, the Panel may either still dismiss the complaint in terms of clause 2.10(a) above or find the member guilty of one or more of the charges.
- The Panel must, in regard to each charge, determine whether sufficient facts have been proved on a balance of probabilities to support the charge(s).
- The Panel may suspend the adjudication of a complaint, in its sole discretion, pending the outcome of ongoing civil or criminal proceedings against a Member where such proceedings concern, in part or in full, the subject matter of the complaint lodged with SASCA against the Member.
- A Member may utilise legal representation to assist him/her in answering a complaint. Notwithstanding a Member's right to utilise legal representation in formulating their defence, the member shall personally sign and file all of his/her statements. The costs of a Member's legal representation, irrespective of the eventual

outcome of the complaint, shall be for the sole and exclusive account of the Member concerned and the Member shall have no claim whatsoever against SASCA or any of its officers, members, agents, Panel, or the Complainant, for the payment of such costs.

#### Precautionary Suspension

- Where the SASCA becomes aware of published (irrespective of the medium or form) allegations or reports of possible misconduct on the part of a Member, and where the process in section 2 above has not yet commenced, or has commenced but has not yet been concluded, SASCA Chairperson may:
- Advise the Member in writing that a precautionary suspension of membership is intended and provide the Member with an opportunity to make written representations within ten (10) Days to SASCA before the precautionary suspension is confirmed;
- Were the representations in (a) above are rejected, confirm the precautionary suspension in writing, and thereafter proceed with the process as outlined in section 2 above at the first reasonable opportunity.
- The implementation of a precautionary suspension may not be published as envisaged in section 6 below.
- A precautionary suspension should be uplifted in the event that, and at the earliest opportunity, if it be reasonable to do so.
- The decision on the implementation, duration and/or or upliftment, of a precautionary suspension shall vest with SASCA.
- The precautionary suspension is not a form sanction as envisaged by the Sports Coaching Charter.

#### Finding and Sanction

- Where the Panel makes a finding of guilt against a Member on one or more charges, it shall notify the Member accordingly in the form of a Notice of Finding and Sanction, through SASCA, and afford the Member an opportunity to place before it, in writing and within ten (10) Days of such Notice, mitigating submissions as are relevant to the nature of the finding and the sanction to be imposed.
- Upon receipt of any submissions concerning the nature of the sanction to be imposed on the Member, the Panel shall consider the Member's submission(s) before it, and any aggravating circumstances it deems relevant in the circumstances, and impose upon the Member a sanction(s) provided for in these Regulations.
- If a Member is dissatisfied with the finding and/or sanction imposed he/she shall have the right to refer the matter for appeal, as provided for in section 5 below.
- If a Member is dissatisfied with the finding and/or sanction imposed he/she shall have the right to refer the matter for appeal, as provided for in section 5 below.
  - CENSURE: This is the least restrictive discipline. The imposition of censure acts as a public reprimand that is permanently kept in the Member's file
  - PROBATION: The imposition of probation places terms and conditions on the Member's designation. The Member must comply with the terms and conditions throughout the probationary period, which may extend up to 5 years.
  - SUSPENSION: The imposition of suspension requires that the Member cease practicing as a sports coach, a coach developer or a member of SASCA for a period not to exceed 3 years.
  - REVOCATION: This is the most restrictive discipline. The imposition of revocation mandates that the Member immediately loses his/her designation and may no longer practice as a member of SASCA. Once a membership is revoked, the individual may not apply for reinstatement for at least one year from the date of revocation. Upon application, the individual may be reinstated at the discretion of the Board after compliance with all the requirements relative to a new applicant will apply.
- The Panel may suspend or defer all or any part of sanction(s) for any period on any condition that it deems appropriate in the circumstances.

#### Appeal

- A Member (the Appellant) having been found guilty of a charge or charges may lodge an appeal against the finding and/or sanction of the Panel within ten (10) Days of the date of the finding by setting out the grounds for appeal in writing and submitting their appeal to SASCA.
- SASCA shall identify and furnish a new panel (the Appeal Panel), comprising of no less than three persons as set out above, with the appeal documentation at the first reasonable opportunity.
- The Appeal Panel shall study the record of the complaint and the grounds for the appeal and allow or disallow an appeal within twenty (20) Days of receiving the Notice of Appeal, and the Secretariat shall cause the Appellant to be informed in writing, accordingly (Notice of Response to Appeal). In the case of the Appeal Panel disallowing the appeal, the matter will be dealt with as if no appeal has been lodged. No person who was involved in the initial consideration of the complaint, may be tasked to consider the appeal thereof.
- Where an appeal is allowed, the Appeal Panel shall consider both the record of the initial complaint and the appeal received from the Member concerned, but may not consider new evidence, except where: (a) new

information becomes available and it would be impracticable, in the opinion of the Appeal Panel, to refer the matter back to the (initial) Panel; and/or (b) a dispute arises as to a point of procedure followed by the (initial) Panel, and it is not possible to ascertain from the record, in the opinion of the Appeal Panel and on a balance of probabilities, the process that was initially followed.

- The Appeal Panel shall, in its sole discretion, have the authority to: (a) substitute any finding of the (initial) Panel, with a new finding; (b) impose any new sanction(s) from the competent sanction(s) in section 4.4; (c) confirm the finding(s) and/or sanction(s) of the (initial) Panel; and/or (c) refer the matter back for a rehearing by a new Panel on all or some of the original charges.
- The Appeal Panel shall execute their adjudication function in a reasonable, procedurally fair, transparent and unbiased manner in accordance with the provision of these Regulations and the principles of natural justice.
- SASCA shall cause a full record of the appeal to be kept in an appropriate format or medium for a minimum period of five (5) years after the date on which the matter ended.
- Nothing in this section, shall preclude the Member concerned from approaching a Court for such relief as he/she may believe they may be entitled to in the event that they are aggrieved by the outcome of their appeal.

#### Publication of findings

The findings of the SASCA disciplinary function may be published in such form and manner as the Board determines from time to time, subject thereto that a finding and sanction(s) may only be published once the period for lodging an appeal has expired and no appeal was received, or in the event that the Member's appeal was unsuccessful, and the timing or content of the publication may not adversely affect the rights of those involved in related civil or criminal matters. Subject to the aforementioned, the findings may be communicated to other professional associations, regulators or similar forums as the Board deems appropriate.

#### External advice

The Panel or Appeal Panel, as the case may be, may if it deems it necessary acquire appropriate external advice or consultation regarding any matter pertaining to a complaint or any procedural aspect not covered by these Regulations. The cost associated with such advice shall be borne by the SASCA.

### 1.13 Education and Training

SASCA complies with Section 16 of the Policy and Criteria for Recognising a Professional Body and Registering a Professional Designation.

- It is not accredited as an education and training institution by a Quality Council
- The Department of Higher Education and Training has not registered SASCA as an educational institution.

### 1.14 Proliferation of Professional Bodies

- There is no statutory professional body operating in the sector.
- There is no other non-statutory professional body operating in the sector.

## 2. CRITERIA FOR RECOGNISING A PROFESSIONAL DESIGNATION

### 2.1. Designation(s) to be Registered

#### Designation Title 1: Apprentice Sports Coach

#### Short Description:

An entry level designation recognising experience of 1 year with a proven track record of the journey of the athletes/team over a defined period

#### CRITERION

#### Underlying NQF Registered Qualification

Further Education and Training Certificate: Sport Coaching: Juniors/Beginners, Level 4 or, Further Education and Training Certificate: Volunteer Support, Level 4 or, Further Education and Training Certificate: Volunteer Support: Sport Operations, Level 4

#### Experiential / Practical Experience / Experiential Learning

One (1) year experience within the specific sport code as a volunteer coach.

#### Competency Assessment / Board Examination

Not provided

## **Continuing Professional Development (CPD) Requirements**

A minimum of 45 CPD points in a three-year cycle.

### **Designation RPL Statement**

RPL criteria:

- Pre-screening of and guidance provided to the Applicant.
- The Assessment by NF/PSC/Sport organisation.
- Submission of application to PB for moderation. Allocation of moderators.
- Recommendation by moderator to the PB and validation of RPL documentation.

### **Designation competences:**

- Participate in sessions under the supervision of a Coach at a higher designation or a Coach Developer
- Support the organisation of sessions under the supervision of a Coach at a higher designation or a Coach Developer
- Keep a log book and record the proven track record of the journey of the athletes/team with which the apprentice coach is involved over the past 10 months.
- Submit a 1-year coaching plan and report on the implementation of the deliverables supporting the Provincial Federation and NF.

## **RETAINING CRITERIA**

To ensure the currency of professional knowledge and to retain the Professional Designation, the professional must comply with the following minimum requirements:

### **Code of Conduct**

Apprentice Sports Coaches are required to adhere to the Professional Code of Conduct.

### **Continuing Professional Development (CPD)**

Apprentice Sports Coaches are required to accumulate a minimum of 45 CPD points in a three-year cycle.

### **Fees**

Apprentice Sports Coaches are required to pay the annual membership fee.

## **Designation Title 2: Assistant Sports Coach**

### **Short Description:**

Assistant Sports Coach is a junior level designation recognising experience in excess of 2 years with a proven track record of the journey of the athletes/team over a defined period.

### **Underlying Qualification(s)**

Further Education and Training Certificate: Sport Coaching: Juniors/Beginners, Level 4 or, Higher Certificate in Coaching Science, Level 5 or, Higher Certificate in Sport Coaching and Exercise Sciences, Level 5

### **Experiential / Practical Experience / Experiential Learning**

2 years of experience as an Apprentice Sports Coaches

### **Competency Assessment / Board Examination**

Not provided

## **Continuing Professional Development (CPD) Requirements**

A minimum of 60 CPD points in a three-year cycle.

### **Designation RPL Statement**

RPL criteria

- Pre-screening of and guidance provided to the Applicant.
- The Assessment by NF/PSC/Sport organisation.
- Submission of application to PB for moderation. Allocation of moderators.
- Recommendation by moderator to the PB and validation of RPL documentation.

### **Designation Competencies**

- Participate in the organisation of sessions under the supervision of a Coach at a higher designation or a Coach Developer.



- Support of the organisation of sessions under the supervision of a Coach at a higher designation or a Coach Developer
- Keep a log book and present a report on the proven track record of the journey of the athletes/team over the past 10 months.
- Submit a 1-year coaching plan and report on the implementation of the deliverables supporting the Provincial Federation and NF

### **RETAINING CRITERIA**

To ensure the currency of professional knowledge and to retain the Professional Designation, the professional must comply with the following minimum requirements:

#### ***Code of Conduct***

Assistant Sports Coaches are required to adhere to the Professional Code of Conduct.

#### ***Continuing Professional Development (CPD)***

Assistant Sports Coaches are required to accumulate a minimum of 60 CPD points in a three-year cycle.

#### ***Fees***

Assistant Sports Coaches are required to pay the annual membership fee.

### **Designation Title 3: Sports Coach**

#### **Short Description:**

Sports Coach is a mid-level designation recognising experience in excess of 5 years with a proven track record of coaching at a Provincial athlete/ team or athlete (s)/team level.

#### **Underlying NQF Registered Qualification**

Diploma in Sport and Exercise, Level 6 or, Diploma in Sport Development and Management, Level 6

#### **Experience / Practical Experience / Experiential Learning**

More than 5 years of experience as a Sports Coach

#### **Competency Assessment / Board Examination**

Not provided

#### **Continuing Professional Development (CPD) Requirements**

A minimum of 75 CPD points in a three-year cycle.

#### **Designation RPL Statement**

RPL criteria

- Pre-screening of and guidance provided to the Applicant.
- The Assessment by NF/PSC/Sport organisation.
- Submission of application to PB for moderation. Allocation of moderators.
- Recommendation by moderator to the PB and validation of RPL documentation.

#### **Designation Competencies**

- Deliver sessions over a season, often as part of a wider plan.
- Work closely with the Senior Coach.
- Have a proven track record of coaching at a Provincial athlete/ team or athlete (s)/team level. Coach at the highest Provincial level of sport-specific competition.
- Have a proven track record of mentoring sports Coaches (sports Coach Assistants and Apprentice Sports Coaches).
- Have a proven record of how you have supported the NF strategic coaching plan.
- Submit a log book and a report on the proven track record of the journey of the athletes/team over the past 10 months.
- Prepare and submit the Athletes'/Team's monthly evaluation document (minimum of 6 documents).
- Submit a 4-year coaching plan and deliverables supporting the Province and your NF.

### **RETAINING CRITERIA**

To ensure the currency of professional knowledge and to retain the Professional Designation, the professional must comply with the following minimum requirements:

#### ***Code of Conduct***

Sports Coaches are required to adhere to the Professional Code of Conduct.

**Continuing Professional Development (CPD)**

Sports Coaches are required to accumulate a minimum of 75 CPD points in a three-year cycle.

**Fees**

Sports Coaches are required to pay the annual membership fee.

**Designation Title 4: Senior Coach****Short Description:**

Senior Coach is a senior level designation recognising experience in excess of 7 years with a proven track record of at the highest continental/ World level of sport- specific competition.

**Underlying NQF Registered Qualification**

Bachelor of Sport Coaching, Level 7 or, Bachelor of Sport Development, Level 7 or, Advanced Diploma in Physical Education and School Sports, Level 7

**Experience / Practical Experience / Experiential**

More than 7 years of experience as a Senior Coach.

**Competency Assessment / Board Examination**

Not provided

**Continuing Professional Development (CPD) Requirements**

A minimum of 105 CPD points in a three-year cycle.

**Designation RPL Statement**

RPL criteria

- Pre-screening of and guidance provided to the Applicant.
- The Assessment by NF/PSC/Sport organisation.
- Submission of application to PB for moderation. Allocation of moderators.
- Recommendation by moderator to the PB and validation of RPL documentation.

**Designation Competencies**

- Oversee and contribute to the delivery of programmes over seasons and in specific contexts.
- Works closely with the Master Coach in designing and developing strategic plans.
- Involved in the management and development of other sports coaches.

**RETAINING CRITERIA**

To ensure the currency of professional knowledge and to retain the Professional Designation, the professional must comply with the following minimum requirements:

**Code of Conduct**

Senior Coaches are required to adhere to the Professional Code of Conduct.

**Continuing Professional Development (CPD)**

Senior Coaches are required to accumulate a minimum of 105 CPD points in a three-year cycle.

**Fees**

Senior Coaches are required to pay the annual membership fee.

**Designation Title 5: Master Coach****Short Description:**

Master Coach is a senior level designation recognising experience in excess of 10 years with a proven track record of having coached an Olympic athlete/ team or athlete/s/team at World level.

**Underlying NQF Registered Qualification**

Master of Arts: Sport Communication, Level 9 or, Master of Commerce in Sport Management, Level 9 or, Master of Health Sciences in Human Movement Science, Level 9, or, Master of Human Movement Science, Level 9, or, Master of Philosophy in Sport Science, Level 9 or, Master of Sport and Exercise Science, Level 9 or, Master's Degree: Education, Level 9 or, Master of Education, Level 9 or, Master of Education, Level 9 or, Master of Education in Adult Education, Level 9 or, Master of Business Administration, Level 9

### **Experience / Practical Experience / Experiential Learning**

More than 10 years of experience as a Senior Coach.

### **Competency Assessment / Board Examination**

Not provided

### **Continuing Professional Development (CPD) Requirements**

A minimum of 135 CPD points in a three-year cycle.

### **Designation RPL Statement**

RPL criteria

- Pre-screening of and guidance provided to the Applicant.
- The Assessment by NF/PSC/Sport organisation.
- Submission of application to PB for moderation. Allocation of moderators.
- Recommendation by moderator to the PB and validation of RPL documentation.

### **Designation Competencies**

- Demonstrate good communication skills, people orientation, influence, decision-making, stress management.
- Manage relationships and possess specific coaching skills.
- Design and contributes to the delivery of programmes over seasons, in medium to large-scale contexts, underpinned by innovation and research.
- Design and develop strategic plans for coaching.
- Demonstrate mentoring skills of sports coaches shadowing you as a Master Coach.
- Demonstrate support and acknowledgment of coaches who worked with your athlete/team in the coaching domains (e.g. Children, Emerging)
- Mentor a minimum of 5 performance coaches.

### **RETAINING CRITERIA**

To ensure the currency of professional knowledge and to retain the Professional Designation, the professional must comply with the following minimum requirements:

#### ***Code of Conduct***

Master Coaches are required to adhere to the Professional Code of Conduct.

#### ***Continuing Professional Development (CPD)***

Master Coaches are required to accumulate a minimum of 135 CPD points in a three-year cycle.

#### ***Fees***

Master Coaches are required to pay the annual membership fee.

### **Designation Title 6: Provincial Coach Developer**

#### **Short Description:**

The Provincial Coach Developer (PCD) delivers and evaluates programmes for the development of coaches up to Coach level and oversees the development of coach developers at the district level (and the equivalent for administrators and officials). The PCD will also assess competence of coaches at the Apprentice Coach and Sports Coaching Assistant levels and equivalent for officials and administrators.

#### **Underlying NQF Registered Qualification**

Bachelor of Sport Coaching, Level 7 or, Bachelor of Sport Development, Level 7 or, Advanced Diploma in Physical Education and School Sports, Level 7

### **Experience / Practical Experience / Experiential Learning**

More than 7 years of experience in the assessment of coaches OR a minimum 36 months appropriate work experience as a Provincial Coach Developer.

### **Competency Assessment / Board Examination**

Not provided

### **Continuing Professional Development (CPD) Requirements**

A minimum of 90 CPD points in a three-year cycle.

### **Designation RPL Statement**

#### RPL criteria

- Pre-screening of and guidance provided to the Applicant.
- The Assessment by NF/PSC/Sport organisation.
- Submission of application to PB for moderation. Allocation of moderators.
- Recommendation by moderator to the PB and validation of RPL documentation.

#### Designation Competencies

- Deliver and evaluate programme for the development of coaches up to Coach Level and oversee the development of coach developers at the district level (and the equivalent for administrators and officials).
- Assess competence of coaches at Pre Coach and Coaching Assistant levels and equivalent for officials and administrators.
- Mentor and supervise a minimum 15 Coaches.

#### RETAINING CRITERIA

To ensure the currency of professional knowledge and to retain the Professional Designation, the professional must comply with the following minimum requirements:

#### **Code of Conduct**

Provincial Coach Developers are required to adhere to the Professional Code of Conduct.

#### **Continuing Professional Development (CPD)**

Provincial Coach Developers are required to accumulate a minimum of 90 CPD points in a three-year cycle.

#### **Fees**

Provincial Coach Developers are required to pay the annual membership fee.

#### **Designation Title 7: National Coach Developer**

#### **Short Description:**

The National Coach Developer delivers and evaluates programmes for the development of coaches up to Senior and Master level and equivalent for administrators and officials; deliver and evaluate programmes for the development of developers at the provincial and district level; and support developers at the provincial and district levels in the workplace and assess their competence.

#### **Underlying NQF Registered Qualification**

Bachelor of Arts Honours in Sport and Recreation Management, Level 7 or, Bachelor of Arts Honours in Sport Science, Level 8 or, Bachelor of Arts Honours in Sports Recreation and Exercise Science, Level 8 or, Master of Pharmacy, Level 9 or, Bachelor of Arts Honours: Sport Communication, Level 8 or, Postgraduate Diploma in Management in Sport Management or, Postgraduate Diploma in Sports Vision, Level 8 or, Postgraduate Diploma: Sport for Development or, Bachelor of Physical Education, Level 8

#### **Experience / Practical Experience / Experiential Learning**

More than 7 years of experience as a Senior Coach OR Minimum 36 month`s appropriate work experience as a National Coach Developer.

#### **Competency Assessment / Board Examination**

Not provided

#### **Continuing Professional Development (CPD) Requirements**

A minimum of 120 CPD points in a three-year cycle.

#### **Designation RPL Statement**

##### RPL criteria

- Pre-screening of and guidance provided to the Applicant.
- The Assessment by NF/PSC/Sport organisation.
- Submission of application to PB for moderation. Allocation of moderators.
- Recommendation by moderator to the PB and validation of RPL documentation.

#### Designation Competencies

- Deliver and evaluate programme for the development of coaches up to Senior and Master level and equivalent for administrators and official.
- Deliver and evaluate programmes for the development of developers at the provincial and district levels.
- Support developers at the provincial and district levels in the workplace and assess their competence.
- Coach development 4-year plan.

- Mentor a minimum of 20 PCD's and 20 Senior Coaches.

## **RETAINING CRITERIA**

To ensure the currency of professional knowledge and to retain the Professional Designation, the professional must comply with the following minimum requirements:

### ***Code of Conduct***

Provincial Coach Developers are required to adhere to the Professional Code of Conduct.

### ***Continuing Professional Development (CPD)***

National Coach Developers are required to accumulate a minimum of 120 CPD points in a three-year cycle.

### ***Fees***

National Coach Developers are required to pay the annual membership fee.

## **Designation Title 8: National Coach Education Developer**

### **Short Description:**

The National Coach Education Advisor designs, oversees and evaluates the implementation of learning and assessment of National Federation coach education, official and administrators programmes; and designs, oversees and evaluates the implementation of learning and assessment of developers at the national and provincial levels.

### **Underlying NQF Registered Qualification**

Master of Arts: Sports Communication; Master of Commerce in Sport Management; Master of Health Sciences in Human Movement Science; Master of Human Movement Science; Master of Philosophy in Sports Science; Master of Sport and Exercise Science; Master of Sport Management; Master's Degree: Education; Master of Education in Adult Education; Master of Business Administration.

### **Experience / Practical Experience / Experiential Learning**

More than 10 years of experience as a Senior Coach; OR Minimum 36 month`s appropriate work experience as a National Coach Education Advisor.

### **Competency Assessment / Board Examination**

Not provided

### **Continuing Professional Development (CPD) Requirements**

A minimum of 150 CPD points in a three-year cycle.

### **Designation RPL Statement**

RPL criteria

- Pre-screening of and guidance provided to the Applicant.
- The Assessment by NF/PSC/Sport organisation.
- Submission of application to PB for moderation. Allocation of moderators.
- Recommendation by moderator to the PB and validation of RPL documentation.

### **Designation Competencies**

- Design, oversee and evaluate the implementation of learning and assessment of National Federation coach education, official and administrators programmes.
- Design, oversee and evaluate the implementation of learning and assessment of developers at the national and provincial levels.
- Identify gaps and provide interventions.
- Mentor a minimum of 20-30 NCD's/Senior/ Master Coaches.

## **RETAINING CRITERIA**

To ensure the currency of professional knowledge and to retain the Professional Designation, the professional must comply with the following minimum requirements:

### ***Code of Conduct***

National Coach Education Developers are required to adhere to the Professional Code of Conduct.

### ***Continuing Professional Development (CPD)***

National Coach Education Developers are required to accumulate a minimum of 150 CPD points in a three-year cycle.

**Fees**

National Coach Education Developers are required to pay the annual membership fee.