

Nomination to serve on the Steering Committee for the Recognition of Prior Learning: Traditional Healing and Practices

Nominees representing the Sector-specific traditional healing and practices Organisations, Constituencies and or Groups are hereby notified of the commencement of the nomination process for the appointment of the Steering Committee for the Recognition of Prior Learning initiative.

Invitation for Nominations

The University of KwaZulu-Natal (UKZN) in partnership with the Department of Science and Technology (DST) is seeking nominations of individual to serve on the Steering Committee of the Recognition of Prior Learning (RPL) initiative. The role of the Committee is to pilot RPL initiative for the Indigenous Knowledge Health Practitioners practising in the KwaZulu-Natal Province by utilising a set of designations aligned to competency-based norms and standards. The Committee will carry-out the assigned responsibility from the date of appointment until the end of the pilot phase in the province. The pilot phase will run for a period of 3 years.

Background

Chapter 3.3 of the IKS Policy provides an opportunity to explore within the National Qualification Framework (NQF) the recognition of IK holders. It also directs the National Indigenous Knowledge Systems Office (NIKSO) within the Department of Science and Technology (DST) to address elements of IK that are not readily accommodated within the NQF.

In partnership with provincial and local IKS stakeholders, the DST has over the past 6 years, facilitated the development of the Regulatory Framework for the Recognition of Prior Learning (RPL) of IK Holders and Practitioners. Subsequently, the development of competency based norms and standards for four (4) traditional health practitioner (THP) categories namely: diviners; herbalists, traditional birth attendants; and traditional surgeons was facilitated by a DST Commissioned Working Group in KwaZulu-Natal, North West and Limpopo provinces. The competency norms and standards developed by IK practitioners took into consideration the limitations of the indigenous health categories within the THP Act No 22 of 2007. These competency norms and standards would facilitate the development of qualifications, and a curriculum for the assessment of IK practitioners through a Discipline of Competence. The Recognition of Prior Learning system will support the work of the National Department of Health in complementing the Traditional Health Practitioners Act No. 22 of 2007. An Act that provide for the following:

- Establishment of a Regulatory Framework to ensure efficacy, safety and quality of traditional health care services;
- Provide for the management and control over the registration of these practices; and
- Training and conduct of practitioners and students.

Composition of the Steering Committee of the Recognition of Prior Learning

The Committee shall comprise 11 members. The underlying principle of the composition will be based on categories of the competency norms and standards that have been developed.

Criteria for Nominations

The nominees should exemplify the qualities that will support, guarantee and protect the credibility of the Discipline of Competence¹.

¹ A group of people who share the same understanding and methodology of a given practice, craft or profession, which evolves spontaneously or is created based on people's engagement in a process of collective learning in a share domain of human endeavor.

Eligibility Criteria

Organisations, Constituencies, or Groups should ensure that nominees possess outstanding competences in Nguni healing systems reflecting knowledge, skills and expertise in the following areas:

Technical Competencies

1. **Professional Competencies:** Knowledge of the Nguni healing systems and competencies (for example norms and standards inherent in the system). Knowledge of Nguni healing system's devices, modalities or methods and the related activities, including:
 - their intended use and how;
 - types of Nguni healing devices, modalities or methods including their complexities, technologies (where applicable), and risk classifications;
 - hygiene, safety and risks of Nguni healing devices, modalities or methods; and
 - processes and technologies used by the Nguni healing system.
2. A person with a track record (minimum of 15 years practising in the field)- expert knowledge in a particular field and understanding of two additional areas of disciplines (i.e. Inyanga, iSangoma, Ingcibi, Birth attendant).
3. He/ She must have good understanding of other ethnic health systems within South Africa.
4. He/ She must have understanding of the laws of the country and with particular focus on the Traditional Health Practice (THP) related Acts, Policies and Regulations.
5. He/ She must be a member in good standing in his/ or her organisation of choice/or the community where he/she lives.

Personal Traits and Competencies:

1. **Interpersonal Skills:** Establishes and maintains positive working relationships with a diverse group of contacts. Ability to work effectively as a team member during the assessment process. Recognises and considers input from diverse assessment processes/submissions.
2. **Integrity:** Abides by a strict code of ethics and behaviour; chooses an ethical course of action and does the right thing, even in the face of opposition; encourages others to behave accordingly. Treats others with honesty, fairness, and respect; makes decisions that are objective and reflect the just treatment of others. Takes responsibility for accomplishing work goals within accepted timeframes; accepts responsibility for one's decisions and actions and for those of one's group, team; attempts to learn from mistakes.
3. **Compassionate:** Ability to show empathy (Ubuntu).
4. **Tenacious:** Persistent and focused on achieving objectives.
5. **Perceptive:** Instinctively aware of and able to understand situations.
6. **Observant:** Actively observing physical² surroundings and activities³ being guided Imimoya⁴

² Refers to the infrastructural space and arrangement

³ Refers to non-verbal expressions, etc.

⁴ Refers to Spiritual Guidance

7. **Adaptability:** Demonstrates the ability to use flexibility; adjust and manage a situation in response to demands and circumstances.
8. **Communication:** Expresses or presents ideas, both orally and -or writing (where necessary and possible), in a clear, concise, accurate and logic fashion, taking into consideration the target audience. Has a good command of language(s) and uses an objective and appropriate language; Listens actively; asks clarifying questions and summarizes or paraphrases what others have said to verify understanding.
9. **Personal Development:** Willingness to learn and develop within your scope of competence and beyond.
10. **Critical and Analytical Thinking:** Seeks relevant, reliable, and competent information for use in problem solving and decision-making. Uses sound logic and reasoning to identify strengths and weaknesses, alternative solutions, conclusions, or approaches. Uses reasoning to analyse, compare, and interpret information to draw conclusions.
11. **Fairness:** Makes a balanced assessment of the relevant circumstances and not unduly influenced by their own interests or by others in forming judgments.

Disqualifying Criteria:

A person is disqualified from serving as a member of the RPL Steering Committee if that person:

- Is not a citizen and is not permanently resident in the Republic of South Africa.
- Has been removed from an office of trust⁵ on account of misconduct, for example malpractice according to the code of conduct of the Discipline of Practice.

Submission of Nomination Forms

Nominations (physical documents or electronic) must be addressed to Professor Kaya on the following address:

Electronic: masingaz@ukzn.ac.za

Physical address: University of KwaZulu-Natal; Westville campus, B-Block, Library; Ground floor (IKS Centre)– Room: B23; marked for the attention of the Professor. Hassan Kaya, Director, DST-NRF Centre in Indigenous Knowledge Systems, University of KwaZulu-Natal. The submission must include the following information:

- a) Completed nomination form;
- b) A reference letter from community leadership/ Traditional Authority,
- c) A reference letter where the candidate received his/her training;
- d) A Reference letter from your Organisation of Choice

⁵ Refers to the Community of Practice

- e) A short CV of the nominee detailing his/her experience and other information describing how they meet the relevant criteria/competencies for the Steering Committee of the RPL.

Nomination Elimination Criteria

Nominations will be eliminated automatically under the following conditions:

- Submission after the deadline.
- Nominations submitted at incorrect address.
- Nominations not meeting the criteria as stipulated in the call for nominations.

UKZN and DST Reserves the Right to:

- Extend the closing date.
- Request documentary evidence regarding any issue.
- Cancel or withdraw this Call for Nominations as a whole or in part.

NB: Correspondence will be limited to candidates whose appointment is by the Minister of the Department of Science and Technology.

Further enquiries to be directed to Ms Zodwa Masinga at:

Ms Zodwa Masinga
University of KwaZulu Natal
Westville campus, B-Block, Library
Ground floor (IKS Centre) – Room: B23
Tel: 031 260 7328
Email: Masingaz@ukzn.ac.za

Disclaimer

The UKZN and DST makes no representation, warranty, assurance, guarantee or endorsements to applicants concerning this Call for Nominations, whether in regard to its accuracy, completeness or otherwise and the UKZN and DST shall have no liability towards the applicant or any other party in connection therewith.

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NOMINATION OF CANDIDATE

I nominate (*print the full first names and surname of nominee*)

.....
as a candidate to be appointed by the Minister of Science and Technology as a member of the Steering Committee of the RPL for the Traditional Healing and Practices Domain.

.....
Signature of the nominee

.....
Date

.....
Witness

.....
Date

DECLARATION BY PERSON WHO ACCEPTS NOMINATION

I (*print the full first names and surname of the candidate*)

.....
declare that I represent the sector concerned and I am a resident in the Republic of South Africa (*state full residential address and telephone number*)

.....
Signature of nominated candidate

.....
Date

1. Full names of candidate as appearing in ID	Name(s)		Surname	
2. ID Number				
3. Physical Address & Contact Number	Email address (optional):			
	Phone/Cellular no.		Code	
4. Postal Address (<i>If different to above</i>)				Code
5. Main area of practice (<i>Mark with an X</i>)	Isangoma (Diviner)			
	Inyanga/Ugedla (Herbalist)			
	Umbelethisi (Traditional Birth Attendant)			

	Ingcibi (Traditional Surgeon)	
6. Number of years in practice and place of practice		<i>Place of Practice:</i>
7. Are affiliated to any Health Practitioner Organisation	<u>YES</u> or <u>NO</u>	If <u>YES</u> , please provide the details of the organisation.
8. Provide a brief background on your technical competencies within the Discipline of Practice (refer to Eligibility Criteria of the call for nominations)	<ul style="list-style-type: none"> Understanding of the Regulatory Framework governing the Practice: 	
	<ul style="list-style-type: none"> An understanding of the laws of the country and with particular interest to the Traditional Health Practice (THP) related Acts, Policies and Regulations. 	
	<ul style="list-style-type: none"> Knowledge of the Discipline of Competence devices, modalities or methods and the related activities: 	
	<ul style="list-style-type: none"> A good understanding of other ethnic health systems within South Africa. 	
	<ul style="list-style-type: none"> A track record with a <u>minimum of 15 years' experience</u> in one discipline, i.e. (Inyanga, iSangoma, Ingcibi, Birth attendant) and an understanding of <u>two additional areas</u> of disciplines. 	
	<ul style="list-style-type: none"> Be in good standing in his/her organisation of choice/or the community where he/she lives. 	