

INSTITUTE FOR WORK AT HEIGHT

VALUE EQUATION



Value Equation – Context

SKILLS FRAMEWORK

The Apex authority in skills development is the Department of Higher Education and Training (DHET) that controls the SAQA and the three Quality Councils (QC).

The South African National Qualifications Framework (NQF) is an integrated system for the classification, registration, publication and articulation of National Qualifications.

The South African Qualifications Authority (SAQA) is responsible to oversee the development and implementation of the NQF. It is also responsible for the recognition and monitoring of all Professional Bodies and their Designations.

In the work at height context, the applicable QC is the Quality Council for Trades and Occupations (QCTO). It has oversight authority over the current SETA quality assurance structures that operate under its delegated authority.

The QCTO controls the quality issues relating to occupational qualifications and part-qualifications.

In terms of the NQF Act – Professional bodies, recognised by SAQA shall co-operate with the QC in respect of qualifications and quality assurance in its occupational field.

Professional Bodies register unique professional designations with SAQA following their own rules and legislation. Such professional designations are registered separately from a qualification. Qualifications are awarded “for life” whereas the designation is not. Our designations are conferred in recognition of a person’s expertise and right to practice in an occupational field.

The retention of this “right-to-practice” / “licence to operate” is dependent upon compliance with the stated requirements of our Professional Body

Value Equation - Context

OHS ACT

The Occupational Health and Safety Act and its regulations provides inter alia for the health and safety of persons at work, for the health and safety on persons in connection with the use of plant and machinery and for other persons that could be affected by the activities of persons at work. To ensure this, the law requires persons to be competent to perform specific work. This competence has as its foundation, a qualification.

The law makers furthermore anticipated that occupationally qualified persons will at some time in their working career be exposed to specific hazards. Because there are a multitude of hazards to which persons can be exposed to, it is not possible to address all of these within the qualification's curriculum and therefore specific skilling interventions will be required to address the identified hazards.

Such skilling interventions are referred to as "regulatory training" which is targeted at specific hazards to ensure that competent persons that operate in these conditions are properly trained to protect them from harm.

Falling from heights (fall risk) is one such hazard and the Professional Body is mandated to ensure that its designated persons have received the proper training in response to the identified risks.

The professional designations associated with the IWH Professional Body are based on the concept of regulatory training.

Value Equation – Context

LEGISLATION THAT EMPOWERS THE PROFESSIONAL BODY

There are two broad categories of Professional Bodies – those that are governed by their own statutes such as the Engineering Council, Health Professions Council, etc. and those that operate under the NQF Act. The vast majority ($\pm 83\%$) fall under the NQF Act and are empowered by that law.

Chapter 4 of the National Qualifications Framework Act 67 of 2008 covers the functions and duties of the SAQA. Section 13 states “The SAQA must, in order to advance the objectives of the NQF.....” sub section (I):-

- (i) develop and implement a policy and criteria for recognising a Professional Body and registering a Professional Designation.
- (ii) recognise a Professional Body and register its Professional Designations.

SAQA published the abovementioned policy document under notice # 585 in government gazette 35547 of 27 July 2012. It frames the activities and responsibilities of all SAQA recognised Professional Bodies in South Africa.

Chapter 6 of the National Qualifications Framework Act 67 of 2008 deals exclusively with Professional Bodies and covers:

- Co-operation with the Quality Councils;
- Recognition by SAQA;
- Registration of its professional designations;
- Uploading practitioner information onto the National Learners Record Database (NLRD)

Note the following: Should the practitioner fail to maintain professional status via CPD processes, the Professional Body will change that practitioner’s status to “inactive” on the NLRD thus indicating that the individual has been affectively de-registered with the Professional Body.

To assist the general public to ensure that they only employ actively registered practitioners, the IWH places an “expiry” date on the Designation certificate issued to the Person.

From a Trade Member's Perspective

SET STANDARD FOR BEST PRACTICE

The benefit for the Trade Member is being part of a group of subject matter experts who formulate standards, best practices and regulatory frameworks in the work at height industry ensuring compliance amongst members.

PUBLIC CREDIBILITY

The IWH has gained credibility amongst the industry players in South Africa and internationally, and as a Trade Member you are recognised as being part of an organisation that sets the trends in the work at height industry.

ACCESS TO RESOURCES

The Trade Member has direct access to a diverse group of subject matter experts as well as a link to the latest legislation, regulations, guidelines etc.

This is achieved by either contacting the IWH directly, visiting the IWH website and social media pages as well as being part of chamber meetings or working groups. More examples of access to resources, Minutes of Meetings, news letters, brochures, guidelines etc.

From a Trade Member's Perspective

UNITED VOICE

As an individual company your opinion might not be considered. But as a part of a unified group the IWH Members can participate and have an influence on the outcome of anything that might have an impact on the industry. This includes a direct link to legislative bodies such as DoL, DHET, SABS, SAQA and other Professional Bodies.

ALIGNMENT WITH CUSTOMER SHARED EXPECTATION

The IWH shares with its Members any input, observations, comments and needs raised by the industry. This can guide the members in aligning their products and services with the customers' expectations.

EMPLOYMENT OF PROPERLY TRAINED PERSONNEL

As a Trade Member you have direct access to the information of properly trained individuals. The IWH Professional Body will be able to guide you with employing the correct individual for the job. The IWH Professional Body can also assist with the validation of properly trained and currently registered individuals.

From a Trade Member's Perspective

LITIGATION / PROTECTION AND BEST PRACTICE THAT CAN BE ADOPTED AS LEGISLATION

As a Trade member you are perceived to be operating in accordance with all the relevant compliance standards, guidelines and best practices.

Members are therefore seen to be conducting safe practices that are reasonable and practicable in accordance the Occupational Health and Safety Act and Construction Regulations, 2014.

The IWH also ensures conformance to legislation by information sharing, member visits, audits and the development of work at height guidelines.

SET STANDARD FOR SKILLS DEVELOPMENT FROM INDUSTRY POINT OF VIEW

As a Trade Member you have direct input in setting the standards of particular skills needed in a specific occupational setting.

This will lead to the employees having the correct skills levels needed to perform the required tasks at hand.

From a Trade Member's Perspective

MARKETING / CHANNEL TO MARKET

Trade Members' information and contact details are available on the IWH website and may be communicated to external parties when seeking certain services which could also lead to business opportunities.

Trade Members may be marketed by advertising on the IWH website, at exhibitions and by allowing them to use the IWH logo etc.

Members can apply the IWH stickers to their vehicles and include it in their stationery to market their involvement and professionalism.

The IWH also creates an environment for networking opportunities and access to formative events.

SETTING OF CUSTOMER REQUIREMENTS IN DIFFERENT SECTORS

The IWH represents the following Chambers;

- Falsework Chamber
- Scaffold Chamber
- Access Towers & Ladders Chamber
- Rope Access Chamber
- Fall Protection Chamber
- MEWP Chamber
- Suspended Access Equipment Chamber

As a Trade Member you have direct access in setting the customer requirements for your relevant sector.

From a Training Provider's Perspective

CREDIBILITY

Credibility has two key components: trustworthiness and expertise. As the only Professional Body registered with SAQA for work at height, the IWH PB has in the past 4 years already shown credibility in the public eye. It has become visible within the industry it represents, that the IWH PB has become the 'watchdog' for credible training, and ensuring that all the necessary standards are adhered to.

UNITED VOICE

Being an IWH PB recognised training provider gives you the power to have a say about the industry, to be part of the development of skills as needed within industry and and therefor to be the first to also offer these skills to the industry. It means you as a recognised training provider can work with other members of the industry to ensure your institution is recognised, valued and respected for the training of the most relevant skills as needed by the industry and for the value it is delivering to the industry. As a recognised provider you are allowed to join in and help shape the work at height industry and to make sure your voice is heard.

From a Training Provider's Perspective

MITIGATION OF RISK

IWH PB recognised providers that practice within the criteria and guidelines as set out by its underlying rules, relevant legislative requirements and regulations are mitigating the risks of unsafe and unlawful practices and therefore protecting themselves and their institutions from unnecessary lawsuits and ensuring your institution maximal exposure as a reputable institution.

ACCESS TO RESOURCES

The IWH PB act as a valuable resource of support to its recognised training providers, especially one that can be readily drawn upon when needed. The collective knowledge and skills of the IWH by means of its members are invaluable to everybody as part of the group and available to all as part of its benefits. Discussions, meetings, workshops and electronic connection is part of the daily operations of the IWH and its members, and as an IWH PB recognised provider, access to the mentioned activities is regular and freely available to all.

BEST PRACTICE

The IWH PB has set as one of its objectives, the continuous strive to implement best practice. Best practice within the work at height industry is the methods or techniques that have been generally accepted as superior to any alternatives because it produces results that are superior to those achieved by other means or because it has become a standard way of doing things, e.g., a standard way of complying with legal or ethical requirements. Best practices in the working at height industry are also used to maintain quality as an alternative to mandatory legislated standards and is also based on benchmarking

From a Training Provider's Perspective

INFLUENCE & PARTICIPATION

As a recognised IWH PB training provider, you have direct influence and participation in strategic decision-making and change processes in the working at height industry and thus it can be assumed to have a number of positive consequences for your institution, such as the first to start implementing the proposed changes. Research in this regard indicate a strong positive relationship between participation and goal achievement implementation.

DEVELOPMENT OF NEW QUALIFICATIONS

As an IWH PB recognised training provider you have access to the latest news and participation with regard to the development of new skills and/or qualifications in the work at height industry. As a SAQA registered professional body, the IWH PB has as one of its mandates the development and/or assisting in the development of the new skills and/or qualifications for its industry. If you chose not to be involved, you will have to accept the changes as it has been made, if you do get involved, you ensure that your input gets incorporated and

From a Training Provider's Perspective

PLATFORM FOR RECOGNISED CPD & LNQ

IWH PB registered practitioners have a responsibility to continually update their professional knowledge and skills for the end benefit of their own safety and the working at height industry. To this end the IWH PB has implemented the registration of programmes for Continuing Professional Development. As an IWH PB recognised training provider, you will be allowed to register these type of programmes for the continuous development of practitioners in the industry and thus broaden your scope of delivery.

REGULATORY FRAMEWORK

As an IWH PB recognised training provider you will be part of the existence of the necessary infrastructure which supports the control, direction and implementation of proposed or adopted courses of action, rule principles or law within the working at height industry.

MARKETING CHANNEL

All IWH PB recognised training providers are actively part of the IWH's website and social media and are promoted on a regular basis by the IWH PB staff as well as its corporate members. Other channels of marketing through the IWH is the issuing of IWH PB certificates, where the recognised providers logo is imprinted, a certificate of good standing from the Prof Body and communication with the industry.

From a Training Provider's Perspective

GATEKEEPER

As an IWH PB recognised provider you have the advantage of being part of a gatekeeping process and thus controlling all relevant issues within the working at height industry. The IWH PB gatekeeping processes includes whistle-blowing on bad practices.

REGISTRATION OF OWN PROGRAMMES ASSISTED MARKETED CONVENIENCE

As an IWH PN recognised provider, you the additional benefit of promoting your LNQ and CPD programmes to the industry under the IWH banner. This will also be promoted through the IWH PB website

From a Training Provider's Perspective

PLATFORM FOR RECOGNISED RPL

All SAQA registered professional bodies has as mandate the recognition of prior learning/experience for access into the industry. The IWH PB recognised providers are recognised as the preferred vehicle for the IWH PB to implement its RPL strategy.

IWH PB recognised providers also assists by serving on the different chambers where the RPL instruments for the different designations are developed and then registered with the PB

ALIGNMENT WITH CUSTOMER SHARED EXPECTATION

The working at height industry are represented by the corporate members of the IWH Trade Association. As IWH PB recognised providers, you are part of the forums and meetings where these corporate members, i.e. your customers are sharing their expectations and thus IWH PB recognised training providers have direct access to the expectations of the industry.

From the Industry Customer's Perspective

RISK MITIGATION SHE REG

Adherence to strict requirements, ensures that the parties are ensured that risk in legislative and safety requirements are adhered to & risk hence mitigated.

DEFINE RISK

The specific risks are defined, measured and thus manageable.

BEST PRACTICE

As the IWH associates with international industry bodies such as PASMA, IPAF, IRATA, etc. benchmarking against international standards are achieved.

From the Industry Customer's Perspective

CREDIBILITY TRUST IN TRAINING & COMPLIANCE

The training provided through the IWH processes are tested and validated by other external structures (SETAs, SAQA, DHET) and thus carry a industry stamp of approval for quality in content, process and verifiability.

PRO ACTIVE ACTIONS AND CHANGES IN LEGISLATION

The IWH structures pro-actively get involved in studying, assessing and commenting on all new legislative that could impact on our industry and its functioning.

Lobbying structure for such actions.

BBBEE ALIGNMENT

Customer has provable confirmation that the numbers of trainees developed through the IWH processes and registered on the NLRD, are in line with RSA demographics and thus supports BBBEE initiatives.

ACCESS TO WORK FORCE

The numbers of trainees that goes through the IWH processes and gets registered on the NLRD provide a ready pool of proven skilled prospective employees for future employment.

From the Practitioner's Perspective

DESIGNATED/ LICENSED

As a registered IWH PB practitioner you are designated and/or licensed to operate legitimately in your specific area of expertise. Your designation and/or license will confirm to the employers that you are skilled to an agreed standard and current in performing the job at hand successfully and safely which will give the employer as well as yourself peace of mind.

CREDIBLE SKILL

As a registered IWH PB practitioner you are proof to the industry that you have been credibly skilled. All registered IWH PB practitioners have to be trained by an accredited and registered training provider and proof of competence is not just required but is also audited. The skills you are trained on, will be based on the need of the industry and registered on the NQF, or in some cases, developed by the industry and regulated by the relevant bodies as per legislation.

LESS RISK

As a registered IWH PB practitioner there is definite mitigation of risk for the employer, the industry as well as yourself as you will be trained on as well as be kept up to date on the relevant skills, equipment, legislation and regulations through CPD as well as re-assessment.

MORE EMPLOYABLE

As a registered IWH PB practitioner, you will definitely be more employable as you will not just have received the correct training, but the employer can appoint you knowing that you are designated and/or licensed to do the job legitimately, and safely as you are part of a process where your skills are continuously updated and re-assessed. Being registered with the professional body will also be considered as having 'higher value' in the industry.

From the Practitioner's Perspective

CPD AND CAREER PATHWAY

As a registered IWH PB practitioner you are part of a process where you will continuously be upskilled which could lead to a path for life long learning. This could assist you in following a career pathway where you could 'grow' not just in the company you are working for, but also open new positions at higher level for you.

OWNERSHIP OF OWN SAFETY

As a registered IWH PB practitioner, you are properly trained and safety is key. Being part of a process of continuing professional development and re-assessment, assist you in taking ownership of you own safety.

ACCESS TO RESOURCES AND BEST PRACTICE

As a registered IWH PB practitioner you have access to resources and best practice with your affiliation to the IWH. You are encouraged to contact the IWH, visit its website and social media, read its latest news as well as attend regular meetings and workshops to enrich your knowledge and skill and assure you comply to best practice.

From the Practitioner's Perspective

ACCESS TO SME

As a registered IWH PB practitioner you have direct access to a group of Subject Matter Experts, i.e.. the other registered members (corporate and individuals) with years of experience in the industry, share their knowledge

NLRD

As a registered IWH PB designated practitioner, you are registered on SAQA's National Learner Record Database as a competent professional. This status is conferred upon you by the Professional Body and will remain for the entire period as per the PB's registration period for the specific designation

RPL

Due to many circumstances, people might never have been able to obtain a qualification, but have gathered years of valuable workplace experience and perhaps even workplace based training for which no awards could be made. As a Professional Body, the IWH PB can conduct a process of 'Recognition of Prior Learning (and/or experience) and if successful, the relevant designation can be conferred upon you.

Value Equation - Regulatory

BRING BUSINESS & LABOUR TOGETHER

The IWH represents two distinct sectors within its membership: Individuals - who are qualified and who operate within the work at height industry - and businesses - that provide products and services within the industry. As such, it facilitates bringing together two of the main entities that play a role in developing regulatory frameworks namely business and labour.

For example: When the state develops new regulations that affects the work at height sector, the IWH ensures an easy and inclusive pathway for government to interact with and engage industry in terms of business and labour.

ECONOMIC CONSULTATION

Before promulgating new laws, part of its due diligence requires government to engage in economic consultations with industry. This ensures that major economic setbacks as a result of far reaching new legislation, are prevented.

For example: When changes are brought about within the licensing and recognition processes of trained persons - and such changes have a significant economic impact - the IWH can facilitate economic consultations within industry and provide direct feedback to government on the proposed changes. In so doing, the State is saving time and effort while ensuring streamlined legislation.

BROAD CONSULTATION

Broad consultation is a requirement within any process with far reaching consequences, particularly as far as legislation is concerned. The IWH can prove a key partner in any broad consultation process where safety at height is concerned.

For example, when new competence modules are developed. the IWH brings together all stakeholders from individuals, to subject matter experts to business and labour.

Value Equation - Regulatory

PROACTIVE PARTICIPANT IN NEW OR CHANGED LEGISLATION

The IWH plays an active role in bringing industry together in the work at height sector - a hugely important sector of the Construction Industry - and in acting as a voice for the industry. It has the advantage of being on the forefront of emerging matters through serving as a platform of engagement for different stakeholders in industry, and in doing so, it has a finger on the pulse of this sector of industry. By virtue of this position, the IWH is the perfect partner and a proactive participant in the development of new legislation as well as legislation that is being changed. For example: The IWH has been and remains pivotal in ensuring the requirements of industry is taken into on matters pertaining to work at height in the Construction Regulations and the Driven Machinery Regulations.

REACH

As a platform for the different stakeholders of the industry, the IWH facilitates the effective reach required for engaging on regulatory matters.

For example: All the stakeholders affected by a particular piece of legislation - from the individual practitioner, through to the business unit, the training provider and the client - is made accessible and placed within reach through the IWH for effective consultation and engagement.

GENERAL AWARENESS/ LEARNING AS PER PRACTICE

With its wide range of stakeholders being centralised and made accessible through the IWH, it proves itself as an invaluable and key partner for spreading general awareness in regulatory matters. At the same time, it ensures that subject matter experts can become involved to provide their expertise - where required - in regulatory and legislative matters.

For example: When new Regulations are being developed and public comment is sought, the IWH can act as a value-adding partner in ensuring that industry is made aware of the process & encouraged to participate. Similarly, when in such a process input is required from industry experts, the IWH can ensure that the necessary experts are engaged to assist where required.

