

# THE ROLE OF A COUNCIL IN SUPPORTING SOCIAL SERVICE PROFESSIONS

Social Service  
Workforce  
Webinar Series

28<sup>th</sup> Webinar

November 28,  
2018



**SOUTH AFRICAN**  
COUNCIL FOR SOCIAL  
SERVICE PROFESSIONS  
(SACSSP)



## Zeni Thumbadoo

Deputy Director, National Association of  
Child Care Workers, South Africa, and  
Steering Committee Member, Global  
Social Service Workforce Alliance

Moderator

# AGENDA

- **The South African Council for Social Service Professions**

- Ms. Langi Malamba, Registrar, South African Council for Social Service Professions

- **The Professional Board for Social Work**

- Dr. Marie Kruger, Chairperson, Professional Board for Social Work, South African Council on Social Service Professions

- **The Professional Board for Child and Youth Care**

- Ms. Aziwe Magida, Chairperson, Professional Board for Child and Youth Care, South African Council on Social Service Professions

- **Q&A**

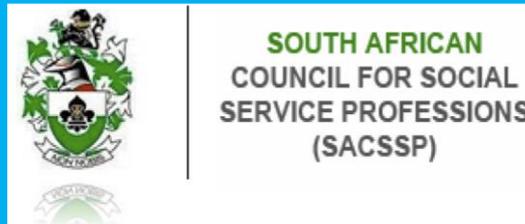
- Moderator: Ms. Zeni Thumbadoo, Deputy Director, National Association of Child Care Workers, South Africa, and Steering Committee Member, Global Social Service Workforce Alliance





# Langi Malamba

Registrar, South African Council on  
Social Service Professions (SACSSP)



# HISTORY AND REASONS FOR ESTABLISHMENT OF SACSSP

- **1994** – South Africa was liberated from apartheid and work began on creating a just society
- **1996** – first White Paper on Social Welfare was published after extensive consultation with all stakeholders
  - sought to innovatively address inequities in the provision of social services that were a legacy of apartheid
  - addressed HR capacity that would be fit for purpose in a rapidly transforming social service context, and one where resource provision would be stretched
  - extensive negotiations on how to effect a transition from a social welfare system served only by social workers to one where different professions worked in an integrated manner
- **1998** – Social Work Act was amended to become the Social Service Professions Act

# HISTORY AND REASON FOR ESTABLISHMENT OF SACSSP

- **1998 – 2004 - The first SA Council for Social Service Professions was established as an umbrella body to coordinate and regulate social service professions. The first Social Work Board was established.**
- **2005 – 2009 - During the tenure of the second Council the first Professional Board for Child and Youth Care work was established.**
- **2010 – 2015 - During the third Council’s tenure the professionalisation of the child and youth care work was legislated.**
- **The fourth Council, fourth Board SW and third Board CYCW were inaugurated in June 2016 for a 5-year period 2016 – 2021.**

# CONSTITUTION OF COUNCIL

**SSP Act 110/1978 says the Minister may appoint a Council which will consist of between 19 - 34 members:**

- a) 6 social workers**
- b) 3 representatives from each of the professions other than social work**
- c) 13 persons appointed by the Minister, including working in or knowledge of business, education, disabled programs, trade unions**

# VISION



Social service  
practitioners  
**united** in  
excellence.



# MISSION



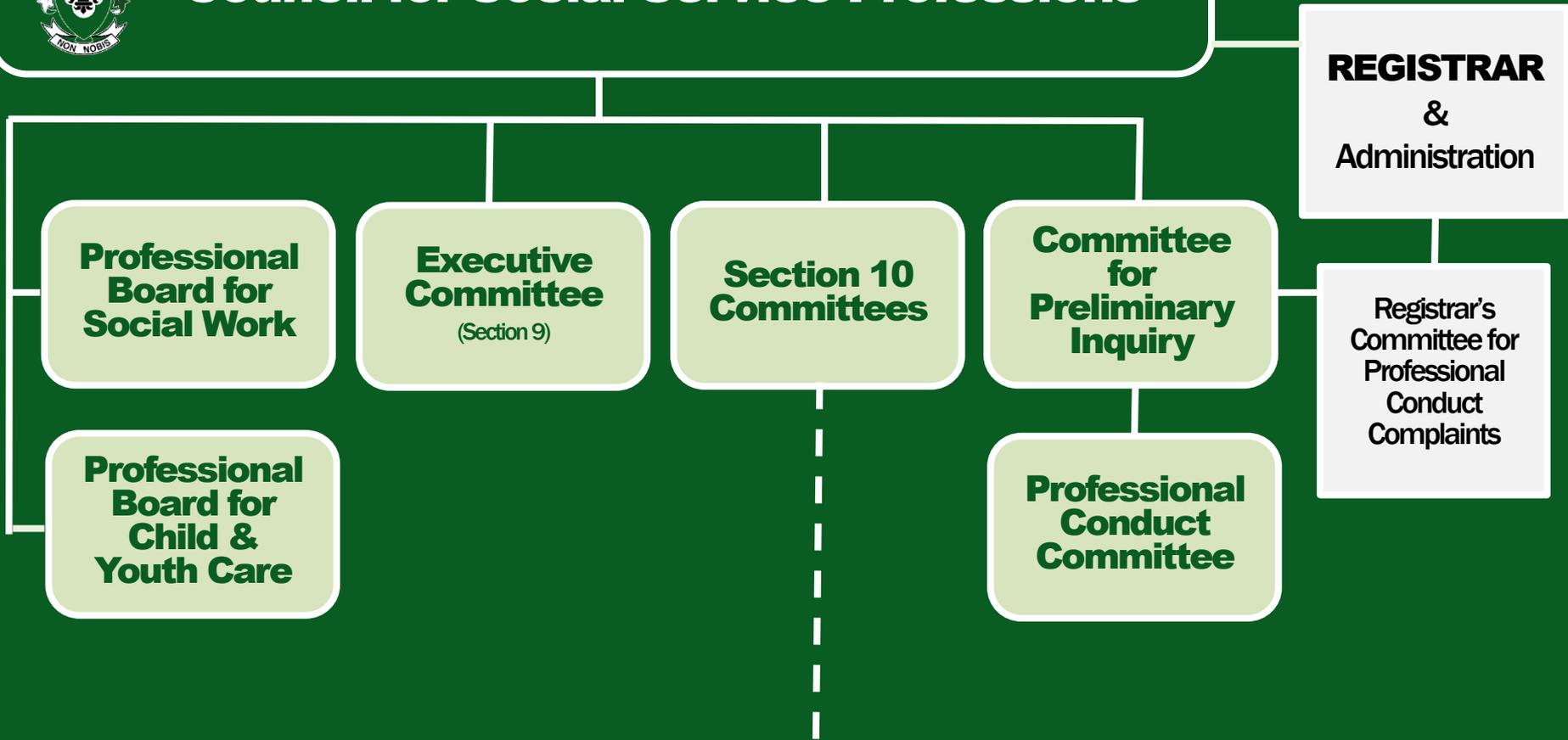
Serving the **best interests** of the social service practitioners, professions and service users by regulating, leading and promoting the social service professions in an innovative and responsive manner.



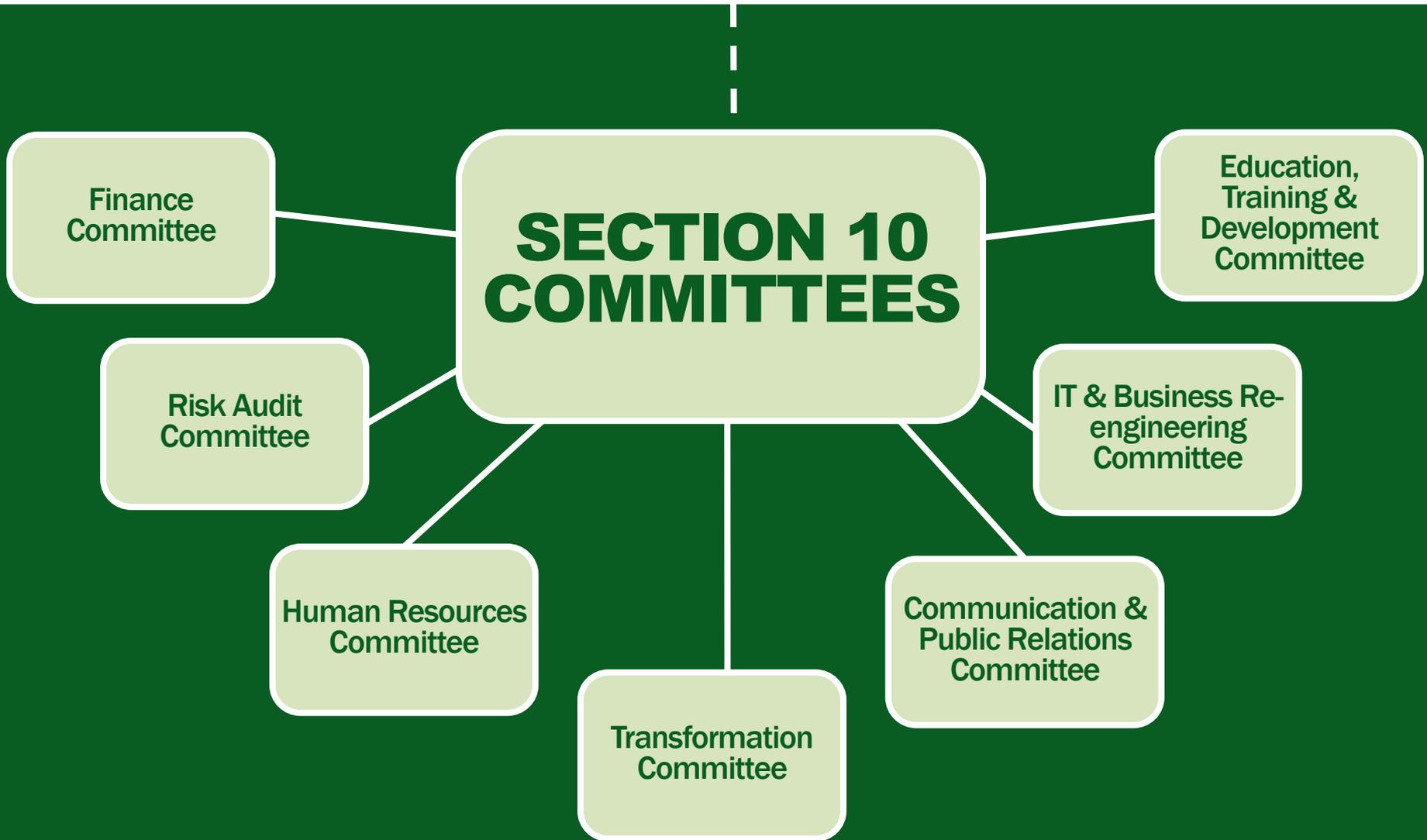
# STRUCTURE



## South African Council for Social Service Professions



# STRUCTURE



# PURPOSE AND ROLE OF COUNCIL

To regulate the professions for which a Professional Board has been established through the following mandates

- 1) Registration
  - keeping of registers of fit to practice practitioners
- 2) Education, training and development
  - setting norms and standards for quality provision of education for the professions within its ambit
- 3) Professional conduct
  - monitoring compliance to the set of ethical codes as prescribed
- 4) Support the professionalisation of any emerging occupations designated by the Minister. (For example Community Development.)

# DESIGNATIONS

There are currently 2 designations, with the 3<sup>rd</sup> one, Community development underway.

Social Work

- Social Workers / Specialists
- Social Auxiliary Workers
- Student Social Workers/SAWs

Child and Youth Care  
Work

- Child and Youth Care Workers
- Professional & Auxiliary levels
- Students – both levels



# SUSTAINABILITY

**Act mandates how the Council is funded:**

- a) Funds received in terms of the Act (annual subscriptions)**
- b) Fines imposed and recovered in terms of the Act**
- c) Funds appropriated by parliament for achieving the objects of Council**
- d) Funds obtained by way of loans raised with the approval of the Minister**
- e) Any monies accruing to Council from any other source**

# COMPLIANCE AND TOTAL REGISTERED

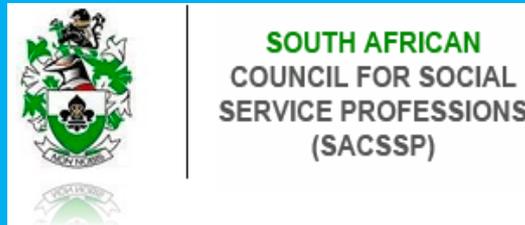
- SACSSP has fostered a sound working relationship with the employer – periodic verifications of status and employer audits
- Ongoing communication with the sector to keep their registrations status up to date.

Category		2016	2017	2018
Type	2016 Base	Total	Total	Total
SOCIAL AUXILIARY WORKER	8 330	9395	10 094	10 803
SOCIAL WORKER	23 661	26 309	29 203	31 682
STUDENT SOCIAL AUXILIARY WORKER	7 016	8 528	10 081	11 247
STUDENT SOCIAL WORKER	9 207	13 707	15 949	17 268
CYCW-Auxiliary Worker	4 483	4 746	5 389	5 972
CYCW-Professional Level	13	15	16	52
CYCW-Student Auxiliary Worker	102	262	800	1137
CYCW-Student Worker	2	119	120	120



# Dr. Marie Kruger

Chairperson of the Professional  
Board for Social Work



# COMPOSITION OF THE PROFESSIONAL BOARD STRUCTURE

**Professional Board shall consist of 9 - 12 members:**

1. Majority of members from the profession concerned (80 %)
2. Persons representing the community
3. Relevant educational or training institutions
4. A legal expert
5. A Council representative with relevant sector expertise

# PROFESSIONAL BOARDS



**PROFESSIONAL BOARD FOR SOCIAL WORK**



**PROFESSIONAL BOARD FOR CHILD AND YOUTH CARE**

## COMMITTEES

- Education Training and Development
- Professional Conduct Committee

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## TASK TEAMS

- Specialisations
- International qualifications
- Ecometrics
- Continuing professional development
- Standard Setting
- Ethics

## TASK TEAMS

- Continuing professional development
- Norms and standards
- Ethics
- Learning material



# OVERVIEW: PROFESSIONAL BOARDS

- Determination of minimum standards for education and training of the professions within its scope of practice
- Maintenance and enhancement of the dignity and integrity of the professions falling within its ambit.
- Guidance of the professions falling within its scope to protect the public.
- Communication to the Minister on matters of public importance

# BOARD FUNCTIONS

## Professional Boards are mandated by the ACT to:

- Approve training schools, subject to prescribed conditions.
- Determine minimum standards for education and training of the profession within its scope of practice, including the continuous professional education of persons practicing the profession.

# BOARD FUNCTIONS CONTINUED

- Promote liaison and cooperation with training institutions in the field of training as contemplated and regulated, and promotion of standards for such training.
- Appoint moderators and examiners, conduct examinations and grant certificates, and charge the prescribed fees in respect of such examinations.
- Promote the development of specializations and post graduate qualifications.

# UNIQUENESS OF HOW BOARDS WORK TOGETHER

The Following strategic objectives are key to the synergy and concord between the 2 Boards which translates to improved engagements and appreciations for each other within the sector:

1. Ensure Council operates in an integrated, unified and supportive manner with all its components (Council, Professional Boards and Administration).
2. Promote innovative, indigenous methods of multi-disciplinary practice.
3. The Boards championed the integrated case management transformation agenda within Council, in partnership with UNICEF and Department of Social Development.

# KEY ISSUES FACED BY PBSW

- Salary disparities affecting the practitioners (government vs. NGOs)
- Inconsistent payment of subsidies to NGOs
- Poor working conditions
- Forcing breach of contract of trained cadres from NGO sector by government departments
- Unprofessional conduct due to employer abdication of responsibility
- Breach of confidentiality –reporting lines especially where the practitioner is working in another field. E.g Health, justice etc.
- Perils of social media

# HOW THE ISSUES ARE DEALT WITH-PBSW

- **Advocacy and lobbying**
- **Development of an employer code of good practice for employers**
- **Review of policies to make them relevant to deal with real time challenges faced by practitioners.- e.g. use of social media and advantages of using technology**
- **Dialogue with relevant employers and monitoring for compliance**
- **Ethics training for practitioners**
- **Ongoing communication with the sector**

# ACHIEVEMENTS OF THE PBSW

- Revised scope of practice for social workers
- Close working relationship with ASSASWEI (Association of SA Schools of Social Work ) on: training of social workers, quality assurance, fit and proper student screening, oath taking ceremonies, student placement for work integrated learning
- Revision of 7 areas of specialization which have all gone for public comments within the sector
- Review and consultation with employers and practitioners on the code of good practice for employers as well as code of ethics for practitioners
- Review of the following policies :CPD, International qualification applicants and “Fit and proper’ practitioners.



# Aziwe Magida

Chairperson of the Professional Board  
for Child and Youth Care Work



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# THE JOURNEY TO REGISTRATION OF CYCWS

- Convincing the social work establishment of the value of the CYCW profession
- Nine years of the life of the professional Board before the regulations passed to allow for the regulation of CYCWs
- Process required championing from an organized sector
- The development – through other structures – of national curricula for the provision of training and education of auxiliary and professional level CYCWs
- Maintaining the interest and commitment of the sector to the regulations process

# KEY ISSUES FACED BY PBCYC

- Limitations within government employment structures of the employment opportunities for CYCWs
- Salary disparities between government and NGO workers
- Employer non-compliance with the requirements of the legislation on mandatory registration
- Ensuring that new appointments are registered practitioners



# KEY ISSUES FACED BY PBCYC

- **Not having enough CYCWs at professional level to assume management and supervisory posts**
- **Inconsistent payment of stipends and subsidies by government to NGOs who employ CYCWS**
- **Lack of access to higher education to improve the employability of cadres at a auxiliary level and create sufficient professional level workers**
- **Safety and security issues**

# ACHIEVEMENTS PBCYC

- Overwhelming positive response to the regulation requirement – 7000 voluntary registrants within 6 months
- Publication of amendment regulations to allow for a broader definition of the professional level
- Board representation on university working group to fast track a distance-learning new degree offering in CYCW
- Development of a CPD policy which is ready for public consultation



# ACHIEVEMENTS PBCYC

- Development of a code of ethics
- Review of learning material for auxiliary level training offered nationally
- Informational 'roadshows' connect with the constituency
- Registration drive to encourage child and youth care workers to value their license to practice
- Initiation of an advocacy process with government to ensure better employment opportunities and working conditions



“If enough people were touched and imbued by the spirit of caring,  
it could in time change the whole landscape of how children are  
treated in this country.”

- Nelson Mandela -



# Questions & Answers

## Continue the conversation and support workforce strengthening efforts:

- Join the Alliance to receive regular updates with notices of future webinars, ways to interact with global colleagues, resources and more  
[www.socialserviceworkforce.org/membership](http://www.socialserviceworkforce.org/membership)
- A summary, the presentations and recording of this webinar will be available soon and each of the past 27 webinars is available at [www.socialserviceworkforce.org/webinars](http://www.socialserviceworkforce.org/webinars)

## Social Service Workforce Strengthening Webinar Series

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