

December 2018

In this issue

page 3

HWSETA welcomes new board

page 5

Presidential partnership to promote primary healthcare

page 11

Workplace Skills Plan (WSP) process explained

HWSETA funds world-class healthcare safety course

With increased emphasis in health care on value-based care, there is a growing need for healthcare organisations to improve their quality and safety outcomes. Building a successful healthcare enterprise in today's world of value-based care requires greater capacity in process improvement.

“We congratulate the graduates and expect great things”

With R20 million funding from the HWSETA, local partners such as Walter Sisulu University, University of Limpopo and Sefako Makgato Health Sciences University with the University of Alabama, Birmingham, successfully rolled out a Health Quality and Safety programme.

The Mini- Academy in Healthcare

Quality and Safety is a four course, 8-session program designed to extend participants knowledge and skills in the areas of quality improvement and patient safety. The mini-academy was developed for those healthcare leaders that want to move their organisations forward in this value driven healthcare system by spearheading quality and patient safety improvement initiatives.

continued on page 5 ►



higher education
& training
Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA



Health and Welfare Sector
Education and Training Authority
HWSETA



A word from our CEO

Another year has almost come to an end, but the pace at the HWSETA is as high as ever. Our newly elected Board joined the HWSETA on 1 April 2018 and as we say, “hit the road running”.

The HWSETA is fortunate to have a highly competent Board who is fully committed to our mandate. The HWSETA ended the 2017-2018 financial year off on a high, where we achieved an unqualified audit and achieved 97.5% of our targets. This achievement cannot go without immense effort and dedication from the staff within the HWSETA. The Executive Management has performed well to ensure the attainment of these high standards, noting that the full Executive team compliment was not available. The HWSETA still has acting positions of Executive Manager Skills, Development planning and Research, Information, Monitoring and Evaluation (RIME). My thanks, on behalf of my team goes out also to our Board who has supported and guided us this year.

We say a sad farewell to a beloved employee, Nandipa Gila, who passed away

tragically in a car accident on 26 October 2018.

The HWSETA held a successful AGM on 30 October 2018 in Stellenbosch, Cape Town. The attendance by our stakeholders was excellent. The HWSETA also took the opportunity to engage with stakeholders before and after the AGM by ensuring that relevant staff were available. There were some suggestions posed by stakeholders that allowed us to consider some different interventions.

The HWSETA also welcomes Mr Mokhulu Matshika, our new Provincial Manager in our Mpumalanga office. The HWSETA now has a provincial manager in all our 9 Provincial Offices. The HWSETA recently completed an Organisational Development analysis, which was approved by our Board on 30 October 2018. This has created additional

capacity in the Provinces to better serve our stakeholders.

All our funding relating to the 2018-2019 financial year has been allocated and committed. We are starting to now plan for 2018-2019 financial year. We have introduced some changes to our funding models, tranche payments, and type of interventions funded. This is also to better serve our stakeholders.

Finally, we hope you enjoy our articles in this edition, and wish you all a merry and safe Christmas.

Thank you for a successful year, which is only possible when we work together for the improvement of society for all.

Until then, take care

Elaine Brass,
CEO

Editorial Information

EDITOR:

Rulleska Singh - Marketing Manager
rulleskas@hwseta.org.za

EDITORIAL CONTRIBUTIONS:

Dhesan Govender - Marketing Officer
Mosima Mehlahe - Marketing Administrator

If you wish to be added to the HWSETA database to receive skillsTALK@HWSETA newsletter and other communication from the HWSETA, please send an e-mail to Mosima Mehlahe at mosimam@hwseta.org.za

South Africa's 21 SETAs joined forces to produce the 'SETAs Skills Journal' that places focus on the achievements of the SETAs during the NSDS III period.



HWSETA Board Members

The new HWSETA board officially took up their duties from 1 April 2018, under the guidance of board Chairperson Ms Refilwe Mantenche. We would like to extend our welcome to all new members and thank those returning. Their tenure will extend until 31 March 2020. The HWSETA board is made up of 15 members ranging from employers, labour representatives and statutory councils.



Ms Refilwe Mantenche
Chairperson



Mr Gavin Steel
National Department of Health



Mr Rudie Loggerenberg
National Department of
Social Development



Mr Sidney Kgara
NEHAWU



Ms Mosidi Nkambule
DENOSA



Ms Joyce Kumalo
HOSPERSA



Dr Nceba Ndzwayiba
Netcare Limited



Mr Mbongiseni Khanyeza
NPSWU



Mr Ruben Maleka
PSA

Members in absentia: Dr Dumisani Bomela – HASA; Ms Peggy Naicker – Life Healthcare; Dr Katlego Mothudi – Board of Healthcare Funders; Mr Leon Gilbert – PSA; Dr Charlotte Nkuna – SA Veterinary Council; Ms Langi Malamba – Statutory Councils

In loving memory

It is with great sorrow that we bid farewell to a trusted employee Ms Nandipha Gila who tragically passed away on 26 October 2018.

Nandipha joined the HWSETA in April 2015 and provided a dedicated service to our stakeholders in her capacity as Provincial Officer based in Polokwane, Limpopo.

Nandipha was born in 1962 and grew up in Mputhu Village, Idutywa, in the Eastern Cape. She graduated with her Masters degree in Applied linguistics from the University of Natal in 1995. One would describe Nandipha as a trailblazer for her commitment to her studies during a time where



Ms Nandipha Gila

it was difficult for black women to progress in the field of academia.

She began her career as a teacher and eventually moving into project management. She was focused on personal development and was reading for her PHD.

Survived by her son, her outgoing personality, zeal for life and commitment to family values, will always be remembered.

The HWSETA wishes her friends and family strength during this difficult time.

Women stamping their footprint in the artisan industry

The lack of skilled and qualified workers in South Africa continues to be a challenge for most sectors.

It is reported that skilled trades and engineers remain one of the highest skills shortages. However, there are a number of factors to consider. On the one hand market factors make it difficult to appoint additional employees. While on the other hand candidates may lack the necessary technical skills and experience required by employers. Directly linked to the latter is that many individuals are still unable to access secondary and tertiary education or training as a result of poverty. Employers themselves may not have the capacity or financial resources to train young graduates, which will provide the much needed skills.

The rejuvenation of artisan training is one of the stated priorities of the Department of Higher Education and Training (DHET). Artisan training has become a key performance area for South Africa's 21 Sector Education and Training Authorities (SETAs) with each SETA having committed to a target figure of trained artisans.

In 2013, HWSETA partnered with the Swiss-South African Cooperation Initiative (SSACI) to train 100 out-of-school,

unemployed young South Africans with skills in demand by employers and institutions in the health and social development sectors. The first completion of the programme was in 2016.

At an event held in Johannesburg in August 2018, 77 more artisans graduated from the programme. Of this, 32 women of different trades completed their qualification.

The HWSETA committed R16.8 million in funding for the theoretical and practical training of the selected youngsters as boiler-makers; electricians; fitters; fitters and turners; millwrights; as well as tool, jig and die makers.

"With a shortage of artisans and an oversupply of untrained young people, South Africa needs to look at innovative ways of giving youths the skills they need to add value to industry and thereby earn a decent living. The Accelerated Artisan Training Project has proved to be a good way of doing exactly that," said Ken Duncan, CEO, SSACI.

The primary objective of the project is to pilot a financially sustainable and quality assured artisan training system in terms of the new national regulations governing the implementation of learning programmes, the funding of apprenticeships and the administration of trade tests. In addition, it aims to open up the training capacity of small and medium sized companies and workplaces, which once activated will remain available for ongoing training.

The programme also aims to increase the number of women in the artisan field. The intention is to have 40% female apprentices entered into the programme at every intake.

"The HWSETAs relationship with SSACI has been nothing but successful. We are so proud of every graduate and are especially excited for the increased intake of female apprentices and graduates. This partnership will help fulfil our mandate of producing artisans and will continue to grow from strength to strength," said Mrs Elaine Brass, CEO, HWSETA.



“

We are so proud of every graduate and are especially excited for the increased intake of female apprentices and graduates.



HWSETA to support Presidency's rollout of primary healthcare learning facilities

The Presidency, working with the Ministry of Health, is set to ensure the implementation of an overarching National Quality Implementation Plan for South Africa.

The Plan seeks to transform existing service delivery challenges into learnings and opportunities for quality improvement and to pull together quality of care initiatives into a coherent 5-year plan. The Presidency has established a team to fast track the implementation of a quality improvement programme in preparation for the implementation of the National Health Insurance (NHI). This team involves several government departments, including the Department of Health.

The main objective of the plan is to ensure the best possible outcomes for the South African health system. This can be achieved through quality assurances and improvement strategies. It is proposed that four Quality and Learning Centres be

established in each province to ensure that there is local capacity developed to support the poorest performing facilities in the province.



The Presidency has approached the HWSETA to support this initiative by funding capacity building in the Quality and Learning Centres, promote the implementation of

the quality assurance plans at provincial and local levels and to conduct research on quality and learning development in the healthcare system.

At the Presidential Health Summit held on 19 October 2018, Deputy President David Mabuza said, "In transforming the health care system for the better, we need to ensure that we have committed and appropriately skilled health care professionals. We need to ensure that proper governance systems are in place to improve accountability for performance across all levels of health care delivery in our system."

This collaboration is currently under consideration and a draft Memorandum of Understanding (MOU) has been drawn up.

► continued from page 1

The programme has been met with great success to the extent that there are now a cohort of roughly 100 senior clinical leaders in these provinces who have a solid understanding of organising for Healthcare Quality and Patient Safety (HQS) as well as the HQS process and the culture of HROs.

In a graduation ceremony held in Johannesburg, graduates from all three local institutions received their certification.

The programme was delivered in collaboration with the University of Alabama at Birmingham (UAB) – the USA's No 1 Programme in Health Administration – and comprised 4 modules ran over 4 months. "The program also included a Train the Trainer component, which will help scale the programme within the respective institutions and Provinces", Prof Rubin Pillay, Assistant Dean for Global Health Innovation, School of Medicine, University of Alabama Birmingham explained.

As part of the programme, participants

travelled to both India and the United States of America to gain exposure of premier healthcare facilities.

"As one of our flagship collaborations, the HWSETA is very proud of this programme, the relationship with local universities and the University of Alabama, Birmingham. We are certain that this programme will grow and add to the vast work that HWSETA is doing in the healthcare sector.

We congratulate the graduates and expect great things" said Sikhumbuzo Gcbashe Research Information Monitoring and Evaluation Executive Manager, HWSETA.



HWSETA tables Annual Report at 2018 AGM: celebrates 11 clean audits

The HWSETA's Annual General Meeting (AGM) took place in Stellenbosch, in the Western Cape, on 31 October 2018. The event was well attended by a variety of stakeholders from all provinces representing the different sectors in which the HWSETA operates.

The event was charged with excitement, as it was here that stakeholders were introduced to the newly appointed HWSETA Chairperson Ms Refilwe Matenche and board members from various constituencies and organised employers.

Ms Matenche opened the meeting by paying tribute to the legacy of former President Nelson Mandela, as the year 2018

marks what would have been his 100th birthday. The "Be the Legacy" campaign is focused on principles of service, passion and transformation. "As the HWSETA we continuously strive to be the legacy, and cannot achieve this without our stakeholders and partners who assist us in implementing our skills development mandate for our sector", said Matenche.



Mrs Elaine Brass, CEO, shared with stakeholders the HWSETA Performance Information which detailed an achievement of 97.5%. "Our success during the 2017/18 financial year is a testament to the hard work by our Board, Executive Management, staff at the HWSETA and our stakeholders," comments Mrs Brass, "and we look forward to working together in the future to maintain and further exceed this level of achievement."

This comes after the HWSETA tabled its latest Annual Report, which was received and approved by parliament. "The HWSETA is proud of its 11 unqualified audits and 4 clean audits, and strives to deliver the best service to our stakeholders and improve the quality of education and skills in the health and welfare sectors in South Africa" said Mrs Brass, CEO.





QCTO Q&A

With the recent changes in Quality Council for Trades & Occupations (QCTO) registration, we put together a Q&A to give some clarity to our relevant stakeholders.

Q Are the Historically Registered Qualifications that have been replaced with Occupational qualifications no longer valid?

A When the HWSETA developed occupational qualifications, it was clear that they would replace relevant unit standard based qualifications. The QCTO is keeping a list of Unit Standard Based Qualifications or Historically Registered Qualifications that are replaced by Occupational Qualifications.

Q Will the Historically Registered Qualifications be de-registered? If so, when?

A Historically Registered Qualifications were reregistered for 5 years. This decision was taken after several consultations with most stakeholders for an example HWSETA and its Skills Development Providers. The QCTO is currently inviting SETAs and Professionally Bodies to a meeting to discuss how Historically Registered Qualifications that have been identified and are replaced by Occupational Qualifications will be deregistered/deactivated before the 5 year reregistration period. The first meeting will be on 6 December 2018. The QCTO wants to ensure that when qualifications are deactivated it does not disadvantage the learner.

Q What is the process to apply for Historically Registered, Occupational Qualifications and Skills programme?

A Skills Development Providers that seek to offer Historically Registered Qualifications and Occupational Qualifications have to apply to QCTO. The QCTO will inform Skills Development Providers that want to offer Historically Registered Qualifications to offer Occupational Qualifications unless there are no Occupational Qualifications then Skills Development Providers will be permitted to offer Historically Registered Qualifications. The HWSETA then processes the accreditation applications from Skills Development

Providers that want to offer Occupational Qualifications. Applicants for Historically Registered Qualifications, Skills Development Providers are informed to apply to SETAs/Professional Bodies. This information from the Skills Development Providers is relayed to respective SETAs or Professional Bodies so that it can be communicated to the Skills Development Providers and conduct the accreditation process. After SETAs or Professional Bodies have conducted the accreditation process, the outcome is forwarded to QCTO. QCTO will then issue an accreditation certificate or a letter of decline to the Skills Development Provider. A copy of the accreditation or a letter declining accreditation is forwarded to the SETA/Professional Body.

Skills Development Providers that seek to offer SKILLS PROGRAMMES should apply to SETAs or Professional Bodies NOT QCTO. Skills Programme remain a delegated function to SETAs and Professional Bodies until further notice.

Q What will be the role of QCTO and the SETAs/Professional bodies regarding accreditation and learner training and achievements?

A The QCTO will issue both accreditation certificates, historically based as well as occupationally based and the management of both. Quality Assurance will be conducted by both SETAs/Professional Bodies and QCTO.

SETA/Professional Bodies are responsible for learners who have Unit Standard based qualifications. This is unless the SETA/Professional Bodies opts for the standardised Final Integrated Summative Assessment (FISA), which the QCTO will conduct, or quality assure in accordance with Circular 1 of 2017. Occupational Qualifications will be conducted by QCTO.

HWSETA continues to contribute to saving lives

The HWSETA staff commemorated Breast Cancer Awareness Month again this year by participating in the largest breast cancer awareness walk, the Avon Justine iThemba Walkathon.



The event took place at Marks Park Sports Club in Emmarentia, Johannesburg on 21 October 2018 where more than 30 000 men and women dressed in white and pink flooded Emmarentia for a purpose.

Popularly known as the ‘Crusade for Hope’, this fun and inspirational event is organised annually to help spread the message that the early detection of breast cancer saves lives. The powerful meaning behind this event always excites us as participating raises funds for breast cancer education and awareness. “Not only are we making our steps count by being here, but we are also making a difference in people’s

lives” said Reena Takoorsadh, PA to the CEO. “This walk affords us the opportunity to transmit messages of ‘ithemba’, which means hope, to those diagnosed with breast cancer and to those who have lost their loved ones to this disease”, concluded Takoorsadh.

Breast cancer is one of the most common cancers among women in South Africa as 1 in 29 women in South Africa will develop breast cancer at some point in their life. For detailed information on Breast Cancer, as well as other types of cancer, visit the Cancer Association of South Africa at www.cansa.org.za.



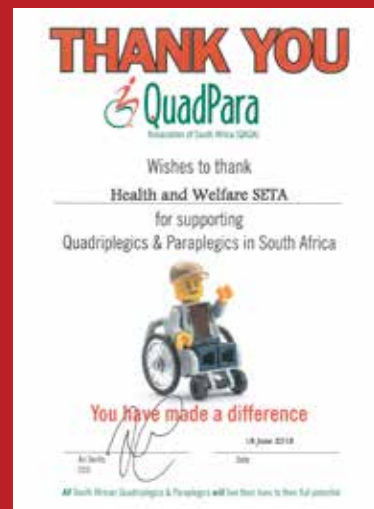
HWSETA honoured by QASA

In June 2018, the Quadpara Association of South Africa (QASA) honoured HWSETA for its great work and support for people with disabilities.

Promotion of skills development for persons with disabilities has been a priority for HWSETA since inception in 2001. QASA applied for funding through the discretionary grant project “Work experience for persons with disabilities”, this initiative ensures that employers in the health and social sectors have access employing persons with disabilities. This was hugely successful with ten learners with disabilities placed at QASA offices countrywide in 2014/15 and again in 2016/17.

In addition, QASA initiated the process to provide a new qualification

“Disability Assistant” through the HWSETA in order to ensure qualified personnel in the airport, tourism and hospitality industries. The process commenced last year and will ensure new career opportunities. It aims to improve standards of service for people with disabilities in the airport and tourism industries. As part of the process of qualification development, scoping workshops were held with the disability and employer sectors and all stakeholders and the qualification was gazetted for comment in August 2018.



This is a major breakthrough for QASA's initiative in qualification development and new career development. HWSETA is proud of the learners and especially of its relationship with QASA and hopes, it grows from strength to strength.

HASA hosts annual conference

The Hospital Association of South Africa (HASA) is the representative body for the majority of private hospitals in South Africa. HASA members include Netcare, Life Healthcare, Mediclinic and the National Hospital Network.

HASA is mandated by its members to lead the industry by engaging proactively with government and other stakeholders on policy and legislative matters.

Their annual conference and exhibition took place at The Forum, The Campus, Johannesburg in October 2018. The theme was “Thinking Forward - Collaborate. Enhance. Evolve.”

Among those who have benefitted from the conference have been policymakers and regulators at national and regional level, academics, hospital and nursing services managers in the public and private sector, non-governmental organisations, clinical and quality control managers, medical staff, medical device and service suppliers, consumer champions, and healthcare media.

During this time of urgent and accelerated change in healthcare, the conference featured a number of international and local speakers with policy, regulatory and clinical expertise who, together, explored

how through forward thinking and thinking forward, we can collaborate to enhance healthcare and evolve new systems and approaches into the future.

The HWSETA participated in the conference as both a delegate and an exhibitor.



HWSETA spearheads EISA

The HWSETA has conducted its fourth External Integrated Summative Assessment (EISA) on 15 November 2018.

Nationally, 186 candidates wrote the examination for the Health Promotion Officer. Since 2016, 1317 learners have successfully completed the Health Promotion Officer external assessment.

The EISA is a single national assessment leading to the awarding of an Occupational Certificate. EISA ensures that the assessment of occupational qualifications, part qualifications and trades is standardised, consistent and credible.

The HWSETA is the only SETA to have completed the sitting of 4 EISAs and has been asked to assist other SETAs with the roll out of the assessment.

“The HWSETA has been charting new territory, and we have excelled beyond expectations. These achievements to date would not have been possible without the senior, head office, provincial management and staff support, most importantly the commitment from Nomsa Mhunana and Kanyisa Wopula who ensured us of our successes thus far. This achievement can definitely be added to HWSETA’s string of accomplishments to date.” said Champa Gopal, Qualification Development and Maintenance manager, HWSETA

The fifth External Integrated Summative Assessment for the Health Promotion Officer will be conducted on 14 March 2019.

“*The HWSETA has been charting new territory, and we have excelled beyond our expectations.*”

Exercise Caution when enrolling at a Private Training Institution

The incidence of private training providers operating without the requisite accreditation is a national problem and the HWSETA urges parents and learners to contact the HWSETA before enrolling with any private training institution that claims to be accredited by the HWSETA – even if the provider in question makes use of the HWSETA logo in marketing material.

The accreditation status of a training provider and/or the courses it offers can be confirmed by calling the HWSETA’s toll free helpline on 0800 864 478. A list of accredited training providers is available on the HWSETA website by clicking on the ‘accredited service providers’ tab under the ‘Stakeholder Zone’.



WSP-ATR workshops to be held in January and February 2019

It is common for employers to cite misunderstandings of the Workplace Skills Plan (WSP) and the Annual Training Report (ATR) process as a reason for not submitting the WSP-ATR annually.

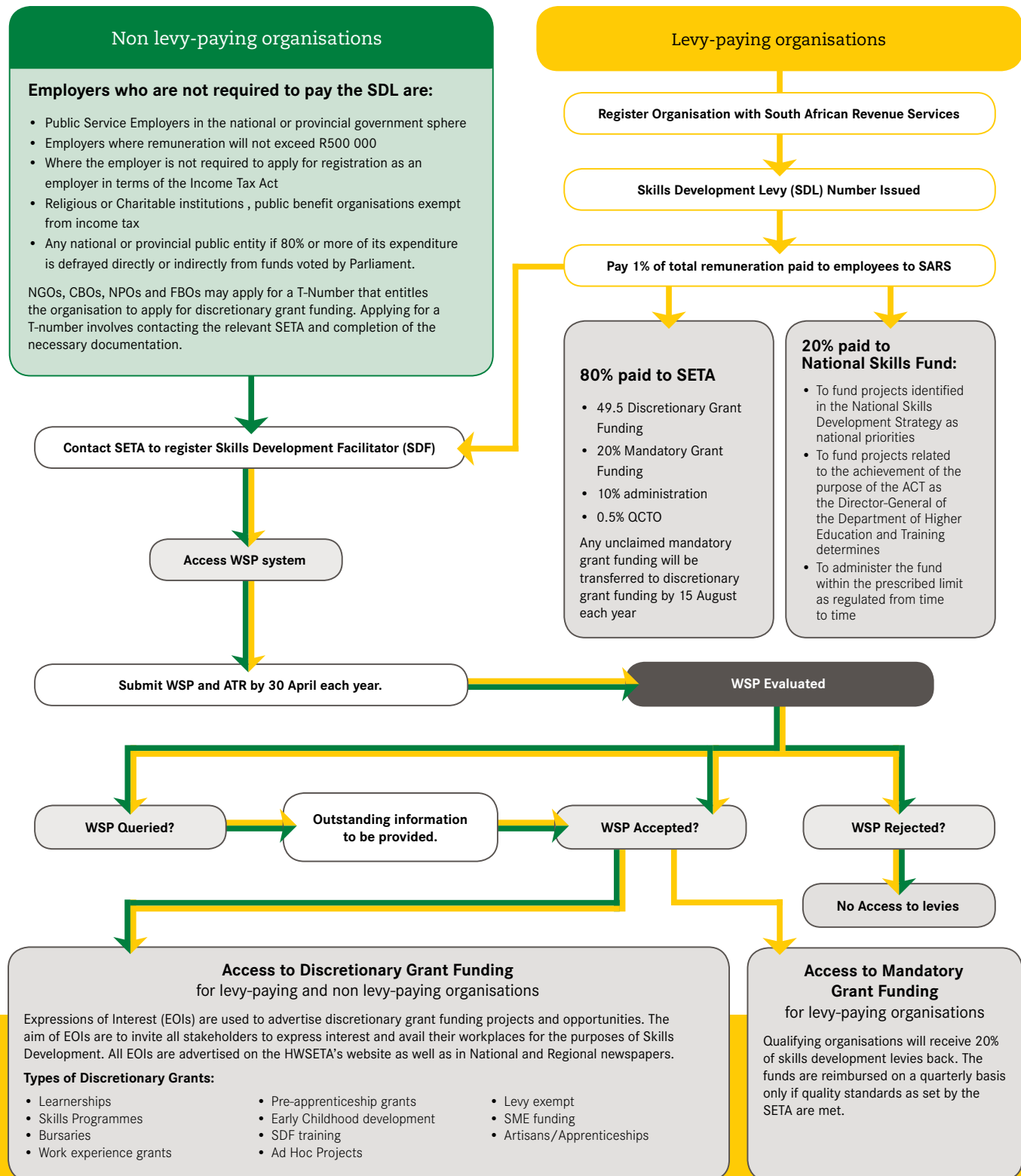
“The process can appear challenging but it is simple. The HWSETA has several support mechanisms in place to assist employers with the submission of their WSP-ATR,” said Mr Mlulamisi Mhlana, WSP Manager for the HWSETA. “One of the most helpful mechanisms are the annual WSP-ATR workshops that assist employers in developing an

understanding of the automated submission process and explains all the documentation required for a valid submission.”

In January and February 2019, the HWSETA will host a series of workshops across the country to assist employers in preparing their WSP-ATR submissions in time for the 30 April 2019 deadline.

The workshops are targeted at stakeholders who are unfamiliar with the submission requirements. WSP-ATR submission not only enables SDL contributors to access Mandatory Grant Funding, but

How to access funding for levy-paying and non-levy paying organisations



also qualifies the employer to apply for Discretionary Grant Funding from the HWSETA.

It is a key mandate of the HWSETA to develop a skilled workforce in the Health and Social Development sectors of South Africa.

Through the WSP-ATR submission the HWSETA is able to develop the sector skills plan (SSP), analyse how companies are training and

developing their workforce as well as providing workplace learning opportunities for unemployed persons, and this is what results in a more skilled South African workforce as a whole.

For a schedule of the upcoming workshops, please refer to the HWSETA website, www.hwseta.org.za

HWSETA Contact Information

Toll free number:
0800 864 478

• hwseta@hwseta.org.za • www.hwseta.org.za

Head Office

17 Bradford Road
Bedfordview
Johannesburg
011 607 6900

Provincial offices

Gauteng

563 Old Pretoria Main Road
Midrand Business Park
Midrand
011 205 0200

Eastern Cape

No 3-33 Phillip Frame Road
Waverly Office Park
Chiselhurst
East London
043 726 9406/7

KwaZulu Natal

Clifton Place Ground Floor
19 Hurst Grove
Musgrave
Durban
031 202 5972/3

Free State

47 Kellner Street
Bloemfontein
051 430 2134/78

Limpopo

4A Landross Mare Street
Polokwane
015 295 4302/3

Mpumalanga

The Outpost Centre
Cnr Van der Merwe & Ehmke Streets
Nelspruit
013 762 3027

Northern Cape

Royalyard Park, Unit 17
No. 9 Jacobus Smit Avenue
Royalglen
Kimberley
053 831 1338

North West

Suite No.3 Total Mafikeng Complex
Cnr Nelson Mandela Drive
and Shippard Street
Mafikeng
018 381 1192

Western Cape

Tijger Park Office Park
Ground Floor
Willie van Schoor Avenue
Bellville
Cape Town
021 914 1058

Satellite Offices

Eastern Cape

PE TVET College
139 Russell Road
Richmond Hill
041 509 6332

Free State

Flavius Mareka TVET College
Mphohadi Campus
Corner Tang Street
Kroonstad

KwaZulu Natal

Coastal KZN TVET College
1621 Hospital Road
Ozwothini
032 294 0013

Limpopo

Letaba TVET College
Block C Industrial Road
Giyani
015 812 0265

Mpumalanga

Gert Sibande TVET College
11 Mel Mentz Street
Ermelo
017 811 1752

North West

Taletso TVET College
Leah Mangope Highway
Lehurutshe
018 363 3017



higher education
& training
Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA