

Report on the Activities of the Interim Child and Youth Care Work Structure

1. The Composition of the Structure

Every effort was made to ensure that the structure was as representative of the child and youth care work sector as possible. Accordingly, the following incumbents represented national organisations employing child and youth care workers as follows:

A further attempt to engage a DSD representative who would represent DSD as an employer of child and youth care workers was not successful.

The portfolios of Chairperson, Deputy Chairperson and Secretariat were identified and the body voted Dr Fisha, Zeni Thumbadoo and Merle Allsopp into these positions respectively.

2. Meetings

The ICYCWS held three meetings on the following dates: 31 May 2010; 29 October 2010; and 18 March 2011. See addendums 1 – 3 for copies of the minutes of these meetings. The meetings were called at strategic times in the course of the ten months of the operation of the body, and, as planned, much of the work of the body was referred to individuals and task teams to complete. Meetings were held to make decisions and set direction. Key DSD staff members were present at the first two meetings to provide essential assistance to the process. These included Civil Legodu and Pierre de Villiers. Louisa XXX provided secretarial assistance in setting up the meetings. The Registrar of the SACSSP was in attendance at the first meeting, but did not attend the following two meetings.

3. TOR

The initial task of the ICYCWS was to set up TOR. The TOR were completed and submitted to DSD and then formed the basis of the activity schedule for the duration of the existence of the ICYCWS.

All activities outlined in the TOR were completed – by individual members of the ICYCWS or by task teams. Addendum 4 contains the TOR framework and completion information.

4. Activity Details Linked to the TOR

It was noted at the first meeting that substantial work had been undertaken by the Professional Board for Child and Youth Care Work; that the PBCYC existed as a body, and that every effort needed to be made to re-establish its functionality. The ICYCWS resolved to build on the work of the PBCYC. Documents were not obtained from the SACSSP, and it was suggested by the Registrar that individual members of the ICYCWS who had previously been members of the PBCYC use the documents in their possession to assist in completing the work of the ICYCWS.

Four key areas of activity were defined as follows:

- Finalize CYCW professional qualification
- Finalize CYCW proposed regulations
- Finalize code of ethics
- Assemble the voter's roll.

4.1 Finalize CYCW professional qualification

The professional qualification (as revised after a meeting with representatives of the SWSGB in 2009) was tabled. The ICYCWS defined a task team to review this document in the light of the new NQF structure and the new level descriptors – which had not been formulated at the time of the previous revision. This review process led to a revision of the qualification on a unit standard by unit standard basis. The work of the task team was then reviewed by the ICYCWS, resulting in the qualification being placed at Level 8 of the NQF.

4.2 Finalize CYCW proposed regulations

It was noted by the ICYCWS that 17 different drafts of the proposed regulations had been created, and the Structure therefore obtained and reviewed the 17th draft of this document. Editorial changes were made to it by the ICYCWS, and in addition the document was reviewed to fit into the new NQF.

4.3 Finalize the code of ethics

The ICYCWS was able to locate the final draft of the Code of ethics that had been compiled by the PBCYC. This document was then completed by adding references, acknowledgements and clarifications of the source of some legal documents. It was then accepted by the ICYCWS.

4.4 Assemble the voter's roll.

In order to create a data-base of people working as child and youth care workers, a process of communicating with the CYCW field was undertaken. A communiqué was sent to all CYC Centres which were connected on email, and a request was made to all in the field to provide information on people employed as child and youth care workers – including their qualifications, identity numbers and addresses. Whilst this is an undertaking of considerable magnitude, and the process is by no means complete, over 3200 names have been entered into a data-base. This comprises people working as child and youth care workers in 160 South African CYC Centres, and at least a further 100 organisations have yet to respond. Additionally, this represents residential care centres only (and those who have access to email which comprise a further 55 organisations) and not the many non-residential care organisations which increasingly employ child and youth care workers. It is estimated by the ICYCWS that the number of names on the data-base will more than double when the appropriate resources be brought to bear in the compilation of this data-base, as this exercise is the result of the work undertaken by ICYCWS members without the access to a dedicated secretariat.

5. Additional Tasks Undertaken

In the course of compiling the regulations proposed for the registration of child and youth care workers, it came to the attention of the ICYCWS that a further document was required. This is the *“Rules Relating to the Course of Conduct to be followed by Child and Youth Care Workers in the Practising of their Profession.* Given that this document is required for purposes of regulation, the ICYCWS went beyond their TOR in this regard and created the latter document.