# Professionalisation of the Heritage Sector

*Presentation to APHP AGM*

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# APHP's Professionalisation Process

❖ November 2021: APHP started the process of applying to the South African Qualifications Authority (SAQA) for the registration of the designation of Professional Heritage Practitioner (PHP).

❖ 25 May 2022: APHP AGM, members passed resolution to collaborate with EAPASA applying to SAQA for the non-statutory (voluntary) registration of the PHP designation.

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# APHP's Professionalisation Process

❖ October 2022:  EAPASA submitted PHP application to SAQA.

❖ 11 May 2023:  SAQA feedback - only matter outstanding is proof that APHP & EAPASA have engaged with SAHRA and ASAPA.

❖ The APHP record of consultation requested by SAQA, covering 2011 to 2023, was duly sent as a 50-page record of APHP's long-term commitment to professionalisation.

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# APHP's Professionalisation process

❖ 26 September 2023: SAHRA indicated to EAPASA they intend to provide statutory registration of PHPs in line with the NHRA and requested EAPASA to withdraw the non-statutory application to SAQA.

❖ 19 January 2024: SAHRA email to APHP:

- "*SAHRA is not opposed to APHP registering with SAQA*".

This is a misunderstanding as APHP is not intent on becoming the registration authority and professional body due to the high cost of maintaining an organisation for a small cohort of professionals.

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# APHP's Future role

❖ APHP is too small to be a stand-alone Professional Body.

❖ ExCo sees the future of APHP as a Voluntary Association representing PHPs, organising seminars, exhibitions and conferences, and playing some role in the developing heritage discourse.

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# SAHRA's Professionalisation process

❖ <u>19 January 2024</u>: SAHRA email to APHP:

- "*SAHRA remains of the view that an appropriate regulatory framework under the Act is required to provide meaningful application to professionalisation of the sector. Once SAHRA is ready to consult with key stakeholders, we will ensure that APHP is contacted*".

❖ As the party that initiated the heritage professionalisation process, APHP is ready to co-operate with SAHRA as their process dovetails with APHP's long-standing professionalisation objective.

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# SAHRA's Professionalisation process

**This is NB**:

❖ As SAHRA proceeds, there is no need to reinvent the wheel.

❖ SAQA had accepted the whole APHP submission, including:

- the underlying qualifications registered on the

National Qualifications Framework (NQF)

- Annexure 1: Core Competencies

- Annexure 2: Continuing Professional Development

- Annexure 3: Recognition of Prior Learning

(Annexures attached to this presentation).

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# SAHRA's Professionalisation process

❖ SAHRA have requested a future meeting with APHP to discuss questions relating to some criteria in the PHP Core Competencies, CPD and RPL requirements, and the overall registration process.

❖ APHP's expertise and successful application to SAQA can be put to good use going forward in supporting SAHRA to set up a registration authority and professional body.

❖ *Thank you - Any comments or questions?*

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# ANNEXURE 1

## DRAFT

## CORE COMPETENCIES FOR THE DESIGNATION

## PROFESSIONAL HERITAGE PRACTITIONER



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# Core Competencies (CCs)

- ❖ **Core Competency 1**: Demonstrate knowledge and understanding of the theoretical underpinnings of heritage practice.

- ❖ **Core Competency 2**: Demonstrate knowledge and understanding of the South African legal & administrative context to discern what is relevant to decision-making.

- ❖ **Core Competency 3**: Demonstrate knowledge of heritage informants and the ability to conduct/commission historical research and consult with heritage claimants/authorities.

- ❖ **Core Competency 4**: Demonstrate knowledge and understanding of heritage qualities and the ability to determine heritage significance.

- ❖ **Core Competency 5**: Demonstrate the ability to analyse and interpret site and context.

- ❖ **Core Competency 6**: Demonstrate understanding and application of ethics of practice and behaviour.

# ANNEXURE 2

## DRAFT
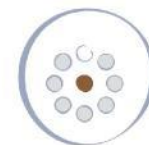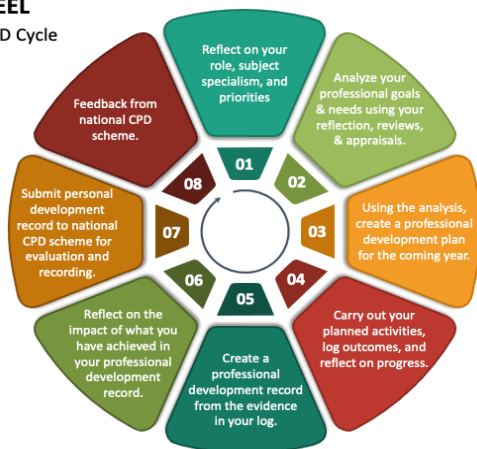
## CONTINUING PROFESSIONAL DEVELOPMENT

CATEGORIES AND RECORD SHEET

FOR THE DESIGNATION

PROFESSIONAL HERITAGE PRACTITIONER



**CPD WHEEL**
Personal CPD Cycle

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**Table 1:    PHP Designation's CPD Requirements in 3 Categories**

| | PHP Continuing Professional Development | |
|---|---|---|
| **Categories** | **Activities and Credits** | **Minimum and Maximum Credits** |
| | | Compulsory:  Minimum 25 credits in 5 years |
| **Category 1** | **Heritage Professional Development** <br><br> • Activities as per List 1 overleaf:  10 hrs = 1 credit | Compulsory:  At least 5 credits over 5 years, no annual minimum |
| | | |
| **Category 2** | **Work-Based Heritage Practice, including managerial activities and supervision of work-place Candidates** <br><br> • 300 hours = 1 credit, or 600 hours = 2 credits | Optional:  Maximum 2 credits per year |
| | | |
| **Category 3** | **Growing the Heritage Profession** | |
| | (a) Membership of an associated Professional Body or organisation such as the Association of Southern African Professional Archaeologists (ASAPA) **or** the Palaeontological Society of Southern Africa (PSSA)  =  1 credit | Optional:  Maximum 1 credit per year |
| | (b) Individual activities as per List 2 overleaf | Optional:  Maximum 3 credits per year and 15 credits in 5 years |
| | (c) Career guidance for aspiring Professional Heritage Practitioners (PHPs) and mentorship of Candidate PHPs outside of one's organisation <br><br> • 10 hours = 1 credit | Compulsory:  Minimum 1 credit per year |

# ANNEXURE 3

## **DRAFT**

POLICY ON

## **RECOGNITION OF PRIOR LEARNING**

FOR THE DESIGNATION

PROFESSIONAL HERITAGE PRACTITIONER




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# Recognition of Prior Learning Policy (RPL)

The **absence** of either or both a formal academic qualification and formal specialist training may be **compensated by** application of the principles of Recognition of Prior Learning in the form of <u>**at least seven (7) years of proven and relevant experience**</u> that constitutes professional standing in the field of heritage conservation and heritage management in South Africa in the application of sections 27, 28, 29, 30, 31, 34, 35, 36, 37, 38, 48, 49 and 51 of the National Heritage Resources Act (NHRA), Act 25 of 1999, <u>related to one or more</u> of the <u>activities</u> listed below and overleaf:

- Conservation of the built environment
- Landscape and visual analysis
- Historical research including heritage related indigenous knowledge systems and archival research
- Site research, including measuring and excavating
- Heritage surveying / conservation studies of sites or regions

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# Recognition of Prior Learning Policy, Continued:

… at least seven (7) years of experience, related to one or more of the

activities listed below:

- Assessment of cultural significance in terms of legal parameters
- Development of heritage-related informants or design indicators
- Heritage impact assessment
- Construction and supervision of construction as it relates to heritage resources
- Design in a heritage sensitive context
- Regulating and drafting heritage related legislation
- Heritage resource management
- Other appropriate heritage-related activities.

Such **relevant experience** in lieu of a qualification and specialist training shall be deemed a satisfactory basis for the **award of the PHP Designation**.

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