



SUID-AFRIKAANSE VERENIGING VIR LANDBOUVOORLICHTING  
SOUTH AFRICAN SOCIETY FOR AGRICULTURAL EXTENSION



# 6th GFRAS Annual Meeting and Side events



Issyk Kul, Kyrgyzstan

14 – 18 September 2015



## Extension science as a field of practice Towards professionalization of extensionists

### The South African Example

by

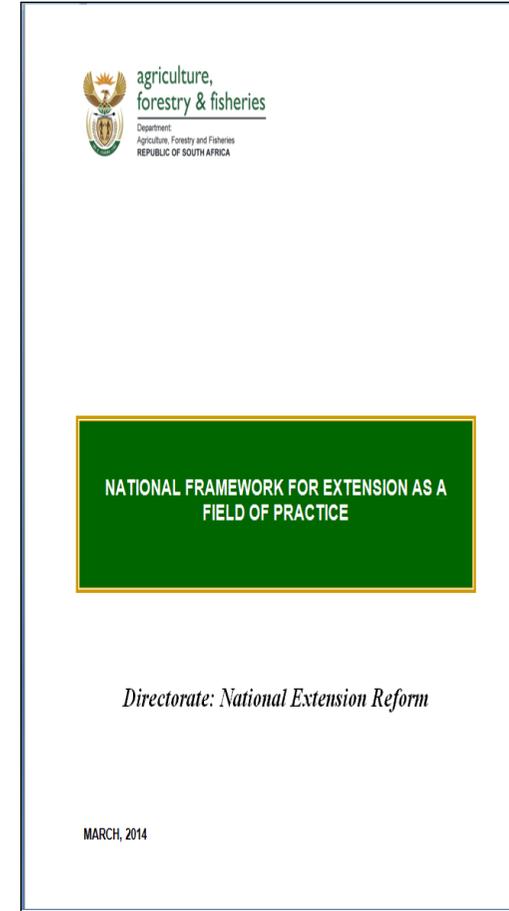
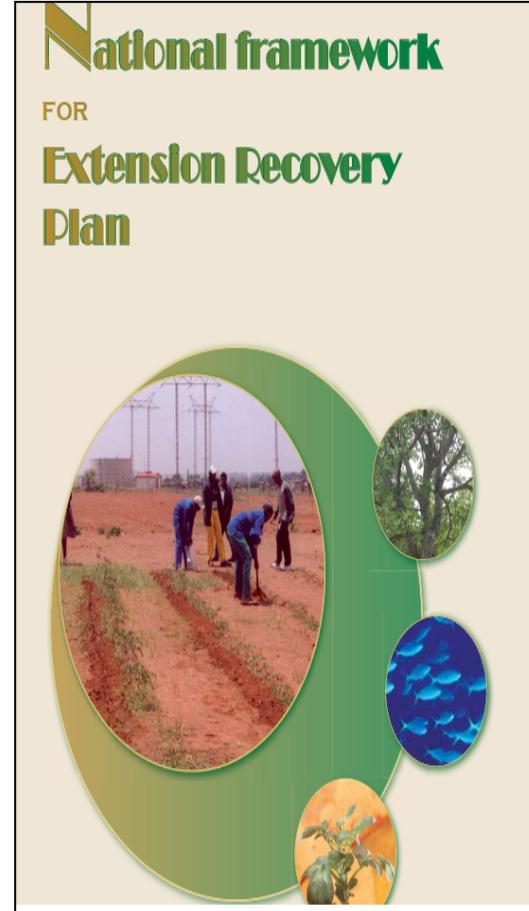
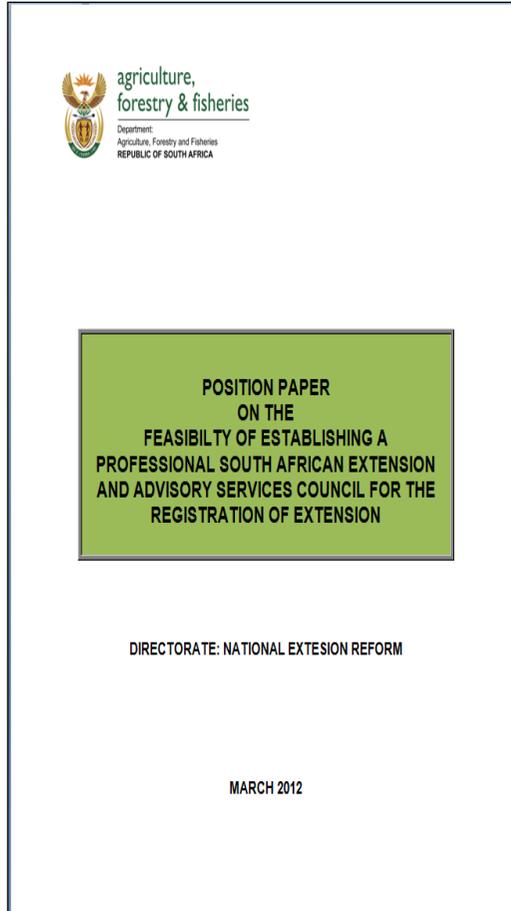
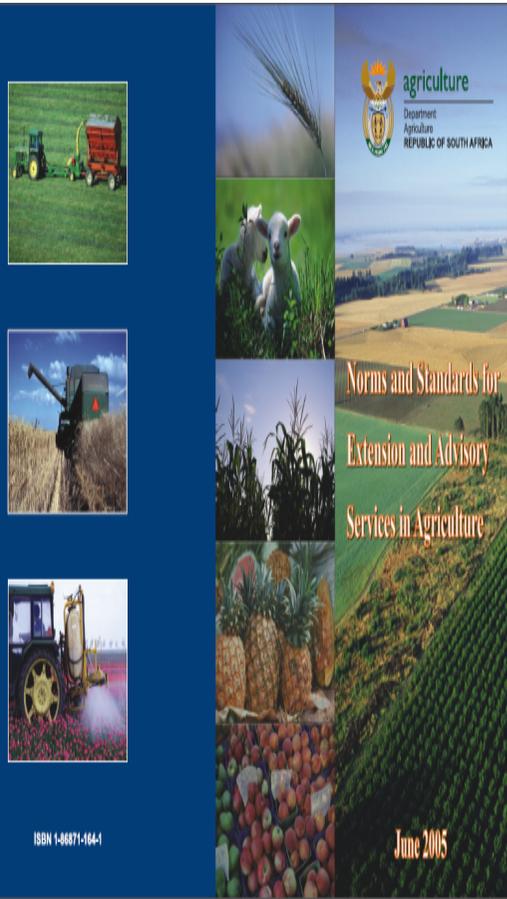
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REPUBLIC OF SOUTH AFRICA

# BACKGROUND



# Key focus areas of the study

- The pros and cons of establishing a new professional council under the auspices of DAFF or pursuing registration under the South African Council for Natural Scientific Professions (SACNASP)
- The best practice with regards to establishing and managing a professional council
- The study drew on learning's (experiences) of other professional bodies
- Determine the levels for professional registration
- Identify specific qualifications at each level necessary for registration
- Determine essential elements of continuous professional development (CPD) and mentorship

# The Agricultural Extension Landscape in South Africa (What the professional extensionist need)

## Upstream

- Agric. And Extension Research (New innovations)
- Agricultural skills and knowledge (a qualification in Agriculture)
- Skills and knowledge in the Science of Extension (a qualification in Extension)
- Entrepreneurial skills
- Quality control (M & E of extension services)
- Finance (budget to deliver a professional extension service)
- Specific extension concepts:
  - Communication and interaction (the vehicle through which extension takes place)
  - Group facilitation (group dynamics and leadership)
  - Extension methodology (approaches to extension, management, program development and planning, evaluation and research in extension)
  - Extension philosophy and practice (Behaviour change and decision-making)
  - Contextual extension (the context of environment of extension practising. Community development and extension policy making)

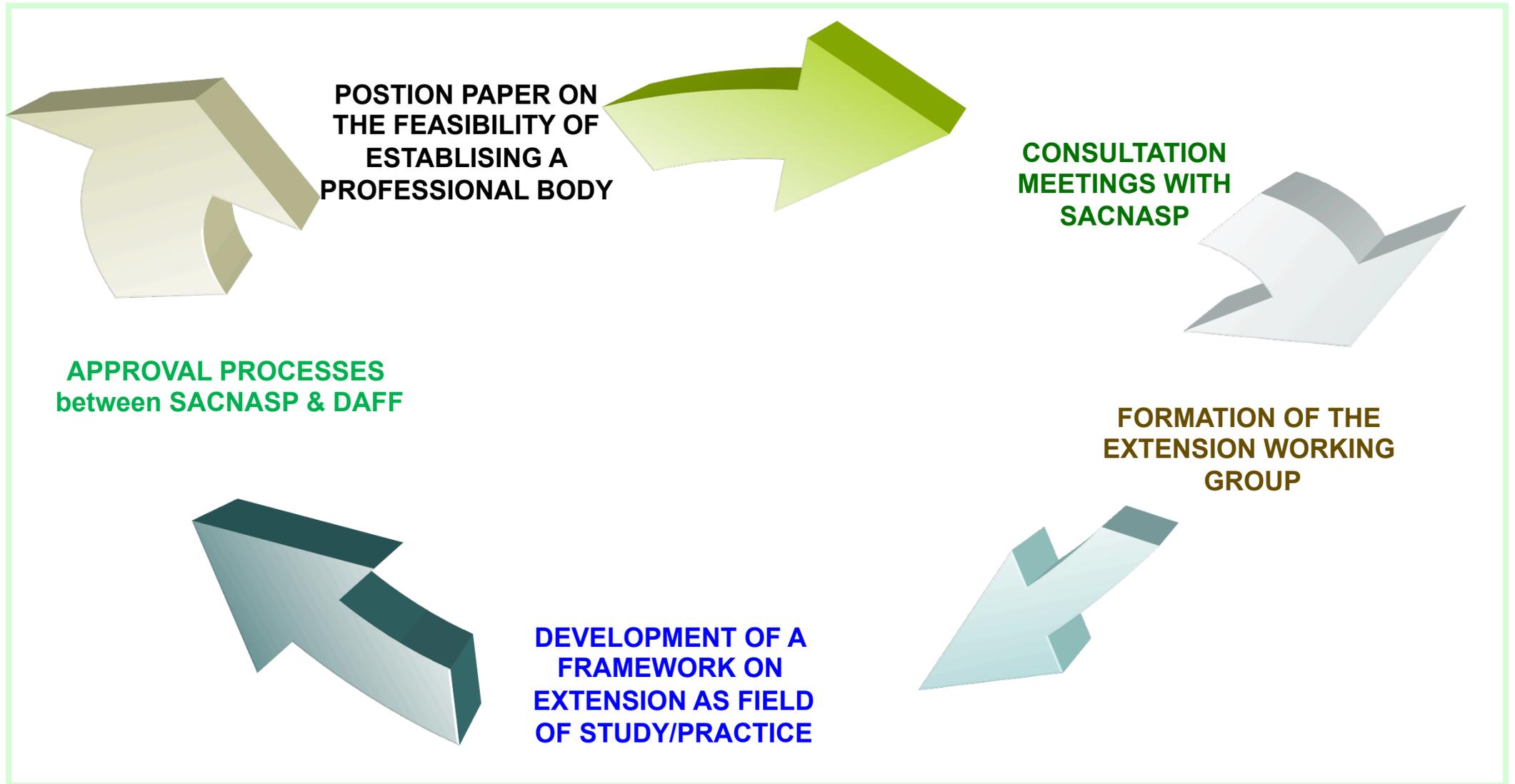
## **Downstream**

- Agric. Management (farming as a business)
- Land Care (conservation of the environment)
- Land reform (a priority program)
- Food security (a priority program)
- Agric. and marketing policy
- Political expectations (long term strategic goals)

# Why we need professionalise Extension

- Promote professionalism and improve the image of Extension
- Recognition of extension as both a profession and field of practice
- Protect and represent the interest of the extension profession
- Ensure a high level of professionalism and ethical conduct, that is internationally acceptable and in the broad interest of the community
- Serve the interest of the people of South Africa by promoting competent, efficient, accessible and needs-driven service delivery in extension
- Regulate the professional conduct of the Extensionists
- Certify and ensure competence of Extension Practitioners through registration with a recognised & credible Professional Council

# Key Milestones and Progress



# SACNASP code of conduct

- Have due regard to public safety, public health and public interest generally
- Have due regard to harmful practices against the environment
- Discharge their duties to their respective employers or clients efficiently and with integrity
- Registered professionals uphold the dignity, standing and reputation of the natural scientific professions
- Order their conduct when practicing their professions in another country in accordance with these rules in so far as they are not inconsistent with the law of the country concerned and provided that they shall also adhere to the standards of professional conduct in that country
- Disclose to their respective employers or clients in writing:
  - Any interest which they may have in any company, firm or organisation, or with any person, and which is related to the work for which they may be or may have been employed
  - Particulars of any royalty or other financial benefit which accrues or may accrue to them as a result of such work
- Not deliberately injure, directly or indirectly, the professional reputation, prospects or business of any other registered person

# Lessons learnt from other bodies

Learning from the experience of existing professional councils the following (best practices) should receive serious attention:

- Do not compromise on education and training standards
- Involve/recognise existing tertiary training institutions (and recognise their academic freedom)
- Maintain a good accreditation process
- Build a credible registration process
- Set reasonable and attainable Continued Professional Development (CPD) requirements
- Entrust practical training to capable staff
- Develop and enforce a Code of Conduct for registered practitioners

# Requirements for registration

## 1. Registration as Natural Scientist

Registration as a Natural Scientist is a pre-requisite to the registration as Extension Scientist.

1. The Professional Natural Scientist	Pr.Sci.Nat	Requires a four year B.Sc Agric degree
2. A Candidate Natural Scientist	Cand.Sci.Nat	Requires qualification as for the professionals but lacks the appropriate years of experience
3. Certificated Natural Scientist level A	Cert.Sci.Nat .A	3-year National Diploma (N.Dip) or 3-year Bachelor's Degree (B.Sc)
4. Certificated Natural Scientist level B	Cert.Sci.Nat .B	A recognised 2 or 3 year National Diploma or equivalent of 3 years work experience
5. Associated Natural Scientist	Assoc.Sci.Nat	A person working in the natural science environment in an associated or advisory capacity and unable to qualify for full registration

## 2. Registration categories for Extension Professionals

Category		Qualifications
1. Professional Extension Scientist	Pr.Ext.Sc.	PhD, Masters & 4yr degree in Ext Honours degree in Ext (120min credits) + 5yrs Experience
2. Candidate Extension Scientist	Cand.Ext.Sc.	All qualifications above but lacks appropriate years of work experience in Extension
3. Extension Technologist Level A	Ext.Tech.A	Recognised extension qualification: 60-120 extension credits
		5yrs appropriate work experience
4. Candidate Extension Technologist Level A	Cand.Ext.Tech.A	Recognised extension qualification: 60-120 extension credits
		Less than 5 years work experience
5. Extension Technologist Level B	Ext.Tech.B	Recognised extension qualification: 10-59 extension credits
		5yrs appropriate work experience
6. Candidate Extension Technologist Level B	Cand.Ext.Tech.B	Recognised extension qualification: 10-59 extension credits
		Less than 5 years work experience
7. Associate Extension Technician	Assoc.Ext.Tech.	At least 10 years work, lacks appropriate training
		2 Credible independent witnesses



# Continues professional development (CPD)

- Persons registered as professionals are required by their Code of Conduct to practice strictly within their area of competence and to maintain and enhance this competence
- They therefore have the responsibility to keep abreast of developments and knowledge in their areas of expertise in order to maintain their competence
- In addition to maintaining their own competence, they should strive to contribute to the advancement of the body of knowledge with which they practice, and to the profession in general
- A committee have been established to develop CPD for extensionists and the role out of the process

# Gazette Notice

42 No. 37246

GOVERNMENT GAZETTE, 24 JANUARY 2014

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**DEPARTMENT OF SCIENCE AND TECHNOLOGY  
DEPARTEMENT VAN WETENSKAP EN TEGNOLOGIE**

No. 36

24 January 2014

**NOTICE IN TERMS OF SECTION 19(2)(b) OF THE NATURAL SCIENTIFIC  
PROFESSIONS ACT, 2003**

**Fields of Practice**

I, Derek Hanekom, Minister of Science and Technology, in accordance with section 19(2)(b) of the Natural Scientific Professions Act, 2003 (Act No. 27 of 2003), hereby substitute Schedule 1 to the Act, with the attached Schedule, with effect from the date of publication of this notice.



**DEREK HANEKOM**

**MINISTER OF SCIENCE AND TECHNOLOGY**

**DATE:**

3 December 2013

**SCHEDULE 1 OF THE NATURAL SCIENTIFIC PROFESSIONS ACT, 2003  
(ACT 27 OF 2003):  
FIELDS OF PRACTICE**

Fields of practice: Schedule 1 of the Act	
Agricultural Science	Includes Forestry Science
Animal Science	
Aquatic Science	Includes Marine Science.
Biological Science	
Botanical Science	
Chemical Science	Includes Industrial Science
Earth Science	
Ecological Science	
Environmental Science	
<b><u>Extension Science</u></b>	
Food Science	
Geological Science	
Geospatial Science	
Materials Science	Includes Metallurgical Science
Mathematical Science	
Microbiological Science	
Physical Science	Includes Radiation Science
Soil Science	
Toxicological Science	
Water Resources Science	Includes Hydrological Science and Water Science
Zoological Science	

# Implications

- DAFF covered all registration fees of the current crop of Extension Practitioners during 2014/15
- A Total budget of R28 Million was set aside for improving image & promote professionalism
- The negotiated registration fee in the Extension Science was R1 500.00 (once-off fee)
- All existing & newly appointed Ext Practitioners will be responsible for annual fees at SACNASP during subsequent years
- From 2015/16 staff appointments will only be on Ext Pract. that are fully registered with SACNASP or any other recognized professional body. This is a PRIMARY REQUIREMENT for them to be considered for employment in the Public Sector

# Conclusion

- SACNASP, DAFF and SASAE facilitated roadshows to all PDA's mobilising Extension Practitioners to create awareness
- Provincial Extension Coordinators played as ambassadors in facilitating meetings per PDA
- All registrations were conducted per province
- SACNASP invoice per number of applications per PDA
- All registered Extensionists are bound by the Code of Conduct of SACNASP

**THANK YOU!**