

**Annexure A**

Issue	Activities	Short Term	Medium Term	Long Term	Responsibilities
<b>Human Resource Plan</b>	Development of a Human Resource plan.	x	x	x	NDoSD, PDoSD, IHL, NGOs, SACSSP
	Facilitate the filling of posts (unfreeze posts) particularly in rural areas.	x	x		NDoSD, PDoSD
	Determine categories of social services professions.	x	x		SACSSP, NDoSD
	Review the staff establishments.	x			NDoSD, PDoSD
	Clarify the roles, responsibilities, and scope of practice for different occupational groups.	x	x		SACSSP, NDoSD, SAQA
	Determine areas of specialisation for social work.	x			NDoSD, SACSSP
	Facilitate payment of rural, housings, danger, and scarce skill allowances.	x	x		NDoSD, PDoSD
<b>Development and utilisation of a different cadre of social services professionals</b>	Develop and implement a policy for employment of social work auxiliary workers in state departments.	x	x		NDoSD, PDoSD
	Recruit service providers to train social auxiliary workers.	x			NDoSD, ASASWEI

Issue	Activities	Short Term	Medium Term	Long Term	Responsibilities
<b>Development and utilisation of a different cadre of social services professionals cont.</b>	Recruitment of social auxiliary workers.	x			NDoSD, PDoSD, Service Providers
	Training of social auxiliary workers.	x	x		Accredited service providers
	Link service providers with universities	x			IHL, Accredited service providers, NDoSD
	Determine employment opportunities for social auxiliary workers.	x			NDoSD, PDoSD
	Career pathing for social auxiliary workers and social workers.		x		NDoSD, SACSSP, IHL
	Develop a model for the improved use of social workers.	x	x		NDoSD, PDoSD, IHL
	Employ administrative support for social workers.	x	x		NDoSD, PDoSD
<b>Education and training of social workers</b>	Improve subsidies for students social workers. Negotiators to intercede with the Department of Education.	x	x		DoE, NDoSD, SACSSP, IHL
	Initiate life orientation curriculum as entry point for piloting social work in schools.		x		IHL

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<b>Education and training of Social workers cont.</b>	Pay study debts of students.	<b>x</b>			NDoSD, PDoSD
	Increase the number of bursaries/ scholarships awarded to students.	<b>x</b>			
	Support for driver's license education.	<b>x</b>			PDoSD
	Standardise criteria for recruitment of student social workers.		<b>x</b>	<b>x</b>	ASASWEI
	Review the policy of capping student social work numbers.		<b>x</b>		ASASWEI
	Develop standardised practical training programmes for students.		<b>x</b>		ASASWEI
	Improve student counselling in order to increase graduation rates.	<b>x</b>			IHL
	Create wellness programmes for social workers in practice		<b>x</b>		NDoSD, PDoSD
	Review the HWSETA policy on internship, with a focus on remuneration for students.	<b>x</b>	<b>x</b>		HWSETA, SACSSP, DoSD, PDoSD

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<b>Education and training of Social workers cont.</b>	Facilitate learnership programmes for all social work categories.	x			ASASWEI, SACSSP
	Introduce stipends for all students in training.	x			NDoSD, PDoSD
	Pay stipends for workplace experience	x			NDoSD, HWSETA
	Develop a policy on Education on life long learning for social work professionals.	x		x	ASASWEI, SAQA, SACSSP, DoSD
	Conduct research on drop out rates from social work training		x		IHL
	Make provision for CPD points for self-study and specialisation.		x	x	SACSSP, ASASWEI
	Develop a policy on community service for social work practitioners.		x	x	DoSD, SACSSP, Labour Unions
	Intensify training on ethics for both social work students and social work practitioners.	x			SACSSP, All sectors which employ social Workers
	Develop a joint policy on the issuing of bursaries or scholarships.	x			DoSD, IHL

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	Formalise registration of social work educators at community level.		x		IHL, SACSSP
<b>Enabling environment for social work practice</b>	Incremental implementation of human resources as proposed in the Integrated Service Delivery Model.	x	x	x	NDoSD, PDoSD
	Ensure correct placement of social workers		x		NDoSD, PDoSD
	Provide residential and office accommodation for social workers.	x	x	x	NDoSD, PDoSD
	Provide mobile units as temporary offices.	x			NDoSD, PDoSD
	Provide mentoring, coaching and debriefing services to social workers.	x	x		NDoSD, PDoSD
	Provide appropriate tools for recording e.g. electronic pens.	x			NDoSD, PDoSD
	Implement the Policy on Financial Awards and incremental transfers from the state to NGOs.	x	x	x	NDoSD, PDoSD, NGOs

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<b>Enabling environment for social work practice</b>	Organise social workers affiliated to professional associations/ unions.	x	x		NDoSD, SACSSP, PDoSD, Professional Associations
	Develop a charter defining the commitment of government and NGO sector as service providers.		x		NDoSD, Labour Unions
	Improve regulations for employers.		x		NDoSD, SACSSP
	Develop a rural strategy for social workers e.g. where provision of rural friendly resources could be made.	x			NDoSD, PDoSD, IHL, NGOs
<b>Management of social workers</b>	Develop and implement a policy on social work management and quality assurance.	x	x		NDoSD, IHL, NGOs
	Develop a professional supervision model		x		NDoSD
	Develop and monitor social policy, supervision, and norms and standards.	x	x		NDoSD
	Develop capacity building courses on supervision.	x	x		NDoSD, IHL

Issue	Activities	Short Term	Medium Term	Long Term	Responsibilities
<b>Management of social workers cont.</b>	Implement professional social work supervision in the sector.	x	x		NDoSD, PDoSD, IHL, NGOs
	Pay an allowance for student supervision		x		NDoSD, PDoSD, NGOs
	Utilise retired social workers to serve as supervisors	X			NDoSD, PDoSD, IHL
<b>Improvement in the working conditions of social service professionals</b>	Incremental implementation of generic norms and standards for social workers.	x	x	x	NDoSD, PDoSD, NGOs
	Institute audit processes across the sector.	x	x		NDoSD, PDoSD, IHL, NGOs, SACSSP
	Ensure parity in salaries between departments at national and provincial level.				

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<b>Improvement in the working conditions of social service professionals</b>	Obtain data and statistics on: <ul style="list-style-type: none"> <li>- Number of students;</li> <li>- Number of vacancies countrywide;</li> <li>- Movement of social workers from NGO to government and overseas;</li> <li>- Database for social workers in private practice; and</li> <li>- Database for retired social workers.</li> </ul>	<b>x</b>	<b>x</b>		NDoSD, SACSSP
	Strengthen the NGO sector	<b>x</b>	<b>x</b>	<b>x</b>	NDoSD, PDoSD
	Standardize subsidies to NGOs	<b>x</b>			NDoSD, PDoSD
<b>Mobilisation and awareness creation</b>	Promote the image of social work.	<b>x</b>	<b>x</b>	<b>x</b>	ASASWEI, Labour, NDoSD, NGOs, PDoSD
	Market the social work profession.	<b>x</b>	<b>x</b>	<b>X</b>	NDoSD, PDoSD, NGOs, IHL, Professional Associations
	Recall non-practising social workers e.g. those on retirement to serve as supervisors.		<b>x</b>		SACSSP, NDoSD, PDoSD, NGOs
	Facilitate dialogue for central bargaining.	<b>x</b>			NDoSD, Organised Labour Unions

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<b>Mobilisation and awareness creation cont.</b>	Pilot the best practice models in service delivery e.g. utilization of Cuban model.	x	x		NDoSD, PDoSD
<b>Improve communication</b>	Establish a national task team	x			NDoSD, PDoSD, ASASWEI, NGOs, Labour Unions
	Sign MOU between universities and the department regarding student placements	x			NDoSD, IHL, SACSSP
	Promote linkages between statutory councils to avoid overlapping between professions		x		SACSSP

#### Definitions of terms:

<b>Short term</b>	<b>0-2 years</b>
<b>Medium term</b>	<b>3-5 years</b>
<b>Long term</b>	<b>6- 10 years</b>
<b>NDoSD</b>	<b>National Department of Social Development</b>
<b>PDoSD</b>	<b>Provincial Department of Social Development</b>
<b>ASASWEI</b>	<b>Association for South African Social Work Education Institutions</b>
<b>SACSSP</b>	<b>South African Council for Social Service Professions</b>
<b>NGOs</b>	<b>Non-Government Organisations</b>
<b>IHL</b>	<b>Institutions of Higher Learning</b>
<b>SAQA</b>	<b>South African Qualifications Authority</b>
<b>HWSETA</b>	<b>Health and Welfare, Sector Education and Training</b>