Pastoral Care and Counselling Professionalisation

Following months of hard work, we are at long last in the final stage of setting up a professional dispensation within which it will be possible for pastoral caregivers in South Africa to register and provide their services to a country in need.

The purpose is to establish Pastoral Care and Counselling as a profession and as a means of promoting spiritual health, education and human wellbeing.

The SAAP Executive completed an 80 page document describing the Professional Body for Pastoral Care and Counselling of South Africa (PBPCC of SA) and defining the envisaged structure, goals and functioning of the Body, as well as a practice framework.

This application was submitted to the South African Qualifications Authority (SAQA) for consideration.

At the one-day workshop on 7 June 2014 members were updated on the progress. The highlights of the governing document, constitution and practice framework was presented.

Much of this edition of SAAP Notes is devoted to a description of the process and the documentation.

Special thanks to Dr Sam Eygelaar and Dr Tertius Erasmus for the considerable effort and professional input during this whole process!

Marieke Willers, SAAP Secretary

A special prayer

Even though there is no historical basis that Saint Francis of Assisi was the author of this prayer, it exists in the Franciscan tradition based on the teachings and life of the saint. May this prayer help us to reflect and get inspired to help our children and the destitute.

A Franciscan Benediction

May God bless you with discomfort
At easy answers, half-truths, and superficial relationships,
So that we may live deep within your heart.

May God bless you with anger
At injustice, oppression, and exploitation of people,
So that you may work for justice, freedom and peace.

May God bless you with tears
To shed for those who suffer pain, rejection, hunger and war,
So that you may reach out your hand to comfort them and to turn their pain to joy.

And may God bless you with enough foolishness
To believe that you can make a difference in this world,
So that you can do what others claim cannot be done,
To bring justice and kindness to all our children and the poor.

Amen

- TV Antony Raj (http://tvaraj.com/2013/01/24/a-franciscan-benediction-may-god-bless)
SAAP Open Day Workshop

SAAP held a one day workshop on Saturday 7 June 2014 at the Oosterlig Dutch Reformed Church in Pretoria on the theme: Professionalisation of Pastoral Care and Counselling in South Africa – The Way Forward.

Sonya Hunt attended and here provides a brief summary of the workshop.

Gaining insight into the comprehensive process of professionalising Pastoral Care and Counselling in South Africa made the trip from Cape Town to Pretoria worthwhile. Many other provinces were also represented at the workshop.

The presenters did a sterling job of summarising an eighty page document prepared according to the South African Qualifications Authority (SAQA) requirements. The purpose of this article is to share some of these highlights. The workshop was very technical and intense – please be forgiving when you read this article!

It was very appropriate to remember God’s amazing grace and kindness as Dr. Tertius Erasmus led us in prayer and meditation assisted by a Chris Tomlin video. Dr Erasmus continued by reminding us of the many attempts and avenues pursued unsuccessfully in the past towards establishing a professional body for Pastoral Care and Counselling.

PBPCC of SA

The establishment of this body – the Professional Body for Pastoral Care and Counselling of South Africa or PBPCC of SA – is now well underway. The process is directed by all the relevant authorities and legal requirements.

Some of the stipulated criteria for establishing a SAQA recognised professional body, is that it should:

- provide evidence of social responsibility through the protection of the professional status of the members as well as the interests of the public through services provided;
- be a legal entity overseen by a constitution under corporate governance; and
- have the responsibility of representing and regulating the community of pastoral care and counselling practitioners as indicated in its constitution.

Objectives of the constitution

As already stated, the main objectives of the constitution include the guidance of relevant practitioners and the protection of the public. Embedded in the objectives is the philosophy of availing pastoral care and counselling to all who dwell in South Africa, whilst aligning policies and services according to the dynamics of an ever-changing environment.

These objectives necessitate the determination of strategic policies towards professional competence and compels consultation and liaison with relevant bodies and authorities. The constitution also guides the legal status of the body as a non-profit organisation and the way in which funds are raised, managed and accounted for.

In addition the constitution indicates the categories of members with their relevant weighted voting or non-voting rights; application and termination processes; as well as the structure and technical procedures of establishing the governing body.
In brief the structure will consist of:

- A Council (made up of an Executive and the chairpersons of standing committees and branches),
- An Executive (3 members elected and 2 members appointed to take care of day to day affairs),
- Branches (requiring 6 full members to start), and
- Standing Committees for Ethics, Training and Development, Publications, Practice Issues, Discipline and Registration.

**Registration and assessment**

After morning tea the competent SAAP secretary, Marike Willers, expanded on the registration procedure and the criteria for assessing the different categories of Pastoral Care and Counselling Practitioners. She reminded us that in the highest category, the current honorary member, Professor Daniel Louw was preceded by Dr Jan Van Arkel. This category is assigned by unanimous Annual General Meeting (AGM) agreement, acknowledging a major contribution to the field of Pastoral Care and Counselling.

Next she gave a brief overview of SAQA’s NQF (National Qualifications Framework) levels 5-8 which apply to Pastoral Care Practitioners and NQF levels 9-10 that apply to Pastoral Counsellors. Assessors and moderators will be appointed to assess members for full membership, taking into consideration:

- qualifications by any nationally registered service provider with appropriate supervision;
- prior learning;
- number of supervised and un-supervised hours of experience; and
- continued professional development (CPD) points.

**Demonstration of competency**

A compulsory oral or written assessment of competency will apply before assigned a category and a registration certificate. The issued registration certificate remains the property of the Body and is revoked on termination. Lastly a category of affiliate membership will be assigned to volunteers and other interested parties. This is a non-voting category.

Each of the categories will be governed according to their scope of practice and related required competencies. These competencies are indicated by the level of expertise essential to interpret, diagnose, refer, or treat spiritual dynamics of dysfunction.

Pastoral Counselling demands a deeper level of skill which includes project planning, implementation and management. In addition Pastoral Counsellors are required to design, execute, manage and implement scientific research. Dr. Erasmus stressed the point that the categories should not be considered as a hierarchy, as each is practitioner is valued for their contribution towards pastoral care in South Africa.

**Ethical values and standards**

From the perspective of faith and spirituality set norms and values direct ethical pastoral practice aimed at growth and spiritual maturity for individuals and communities. These practices include justice for the vulnerable and suffering. Dr. Sam Eygelaar explained the ethical values and standards of the Professional Body. He emphasised the word “respect” which includes respecting the dignity, human rights, value, autonomy and boundaries of clients.

Respect requires

- the integrity of compassion and sensitivity;
- the tolerance of ambiguities;
- the justice of impartiality and fairness;
- professional competence;
- prompt fulfilment of duties to all, including authorities; and
- confidentiality, unless over-riding reasons such as the presence of clear and imminent danger confer a moral or legal right to disclosure.

Some of the ethical procedures described in the document, deal with rules of conduct in advertising;
An overview of the Professional Body for Pastoral Care and Counselling of South Africa (PBPCC of SA)

The governing document for the Professional Body for Pastoral Care and Counselling of South Africa (PBPCC of SA) defines the goals and functioning of the Body.

This is the first article that provides an overview of this document that has been submitted to the authorities for approval as first step in the professionalisation of Pastoral Care and Counselling in South Africa.

Proper professional oversight and regulation has become important to align Pastoral Care and Counselling with the dynamic and ever changing landscape of the South African socio-political needs, as well as constant changes in the field of spiritual health and wellbeing.

This requires moving Pastoral Care and Counselling into contexts where it can serve society optimally, such as churches, schools, non-governmental organisations (NGOs), the South African Police Service (SAPS), the South African National Defence Force (SANDF), Correctional Services, Emergency Management Services (EMS), hospitals and communities. It should not only implement a curative approach, but also preventative and developmental approaches, assisting the promotion of the spiritual health and wellness of the population.

What is Pastoral Care and Counselling

Pastoral Care and Counselling is care and counselling by an appropriately qualified practitioner, who utilises the dimensions of faith, spirituality, religion value clarification and counselling skills to guide...
and facilitate people towards an adequate definition and transformation of their life situation.

**What is the PBPPCC of SA**

The constitution describes the Professional Body for Pastoral Care and Counselling of South Africa (PBPPCCSA) as a registered non-profit company, that will maintain and enhance the dignity of the Pastoral Care and Counselling Professions and the integrity of the practitioners practicing the professions.

An important goal is to assist in the promotion of spiritual health and wellness of the population of the Republic of South Africa. It also aims to promote liaison of training in Pastoral Care and Counselling, as well as standards of this training in the Republic of South Africa.

**Objectives**

The main objectives are:

- Guiding the Pastoral Care and Counselling Professions and protecting the public (clients).
- Ensuring the establishment and maintenance of quality and standards of Pastoral Care and Counselling.
- Maintaining and enhancing the dignity of the professions and the integrity of the practitioner practicing the profession.
- Developing strategic policy frameworks for effective co-ordination and guidance of the Pastoral Care and Counselling Professions, including finance, education, registration, ethics, professional conduct, disciplinary procedure, scope of practice, inter-professional matters and maintenance of professional competence.

**General objects**

The general objects of the Professional Body are:

- It will promote inter-professional liaison between relevant registered professions in the interest of the public.
- It will consult and liaise with relevant authorities on matters affecting the Professional Body in general and with accredited training institutions regarding training in Pastoral Care and Counselling.
- In order to support the universal norms and values of Pastoral Care and Counselling it will also advise churches and other authorities on any matter falling within the scope of Pastoral Care and Counselling.
- It will represent and regulate the community of expert Pastoral Care and Pastoral Counselling Practitioners.
- It will protect the interest and the professional status of its members.
- It will provide guidance of the Pastoral Care and Counselling Professions and the protection of the public (clients) in relation to the services provided by its members and the associated risks.

**Establishment of the PBPPCC of SA**

It is a legally constituted entity with the necessary human and financial resources. Governance will exist through a constitution and regulations by which it can develop, award, monitor and revoke its members.

A Council will be elected by the members of the Professional Body and Committees will be established. It will set criteria for, promote and monitor continuing professional development (CPD) for its members to meet the relevant professional designation requirements.

It will assess the professional training and development of candidates, including registered underlying qualifications (or part qualifications) and recognition of prior learning (RPL).

In awarding designations it accommodates the National Qualifications Framework (NQF) of the South African Qualifications Authority (SAQA).

It will, however, not be accredited as a provider of qualification certification nor registered as a training provider with the Department of Higher Education and Training.

It will maintain a validated member database and submit a list of registered members to SAQA.

It determines the Rules of Conduct of members, as well as Ethical Values and Standards, and adher-
ence thereto. It operates a mechanism for investigating members that contravene the Rules of Conduct, Ethical Values and Standards or Scope of Practice.

It will manage the revocation of designations, as well as disciplinary matters, appeals and complaints in a transparent manner and in terms of its own rules, legislation and/or international conventions.

It also addresses the retention of a member’s designation by setting retaining criteria, such as compulsory fees, continuing professional development, structured workplace training, rules of conduct, competency assessment and supervision.

It will participate in separate and inter-disciplinary conferences focusing on specialised themes, short courses, workshops, or other training opportunities.

**PBPCC of SA Structure**

An Annual General Meeting shall be convened by the President and held once in each calendar year to consider matters of common concern in keeping with the aims and strategies set out in the constitution. The Professional Body shall have the following structures: the Council, the Executive, Branches and Standing Committees. Appropriate staff shall be appointed by and be accountable to the Executive.

► The Council

The Council shall consist of the following office bearers: President, Vice-president, Secretary, Treasurer (appointment), Registrar (appointment), Chairpersons of the standing committees and Chairpersons of the branches.

The Executive, as the management committee of the Council, shall consist of the President, the Vice-president, the Treasurer, the Secretary and the Registrar, with co-opted ad hoc members as needed. The Executive shall manage the day-to-day affairs of the Professional Body.

► Regional branches

A regional branch of no less than six members resident in a geographical province may be established, with activities directed towards the advancement of the objectives of the Professional Body in the area for which it has been established. All members resident within its boundaries may be members of that branch.

► Standing committees

Standing committees that must be established by the Council are the following:

- Ethics Committee
- Training and Development Committee
- Publications Committee
- Practice Issues Committee
- Disciplinary Committee
- Registration Committee

**Designations**

Pastoral Care and Counselling is provided by individuals with an education ranging from basic hands-on experience in care-giving to counselling practitioners with masters and doctorate level qualifications.

Persons shall be enrolled in the highest category of membership for which they are eligible, granted to the following professional designations according to the mandate from SAQA and complying with the set criteria:

► Pastoral Care Practitioners:
  - Auxiliary Pastoral Care Practitioner (NQF 5)
  - Basic Pastoral Care Practitioner (NQF 6)
  - Junior (intermediate) Pastoral Care Practitioner (NQF 7)
  - Senior (advanced) Pastoral Care Practitioner (NQF 8)

► Pastoral Counselling Practitioners:
  - Pastoral Counsellor (NQF 9)
  - Specialist Pastoral Counsellor (NQF 10)

**Pastoral Care Competencies**

Pastoral Care Practitioners must be trained in the following basic competencies:

- Basic application of accepted pastoral and spiritual assessment techniques, procedures and instruments.
- Basic diagnosis of pastoral and spiritual dynamics within an individual, faith community and/or social system.
- Basic pastoral and spiritual reconstructive and short term care.
- Ability to refer to a professional within primary, secondary and tertiary health care systems, e.g. medical practitioners, psychologists, social workers and other appropriate professionals.
Pastoral Counselling Competencies

Pastoral Counselling Practitioners must be trained in the following core competencies:

- Specialised application of accepted pastoral and spiritual assessment techniques, procedures and instruments.
- In-depth diagnosis of pastoral and spiritual dynamics within an individual, faith community and/or social system.
- Specialised application of an accepted pastoral and spiritual diagnostic methodology.
- Pastoral and Spiritual Intervention: Advanced, complex and specialised long term supportive and reconstructive pastoral and spiritual counselling or therapy.
- Ability to refer to a professional within primary, secondary and tertiary health care systems, e.g. medical practitioners, psychologists, social workers or other appropriate professionals.
- Ability to design, manage and execute research projects / programs, which contribute to the science of Pastoral Care and Counselling and to scientifically report on and implement research findings.

➤ Recognition of Prior Learning

Recognition of Prior Learning (RPL) will be considered during the assessment and designation process. Training can only be recognised if provided by an institution registered and accredited by the Department of Higher Education and Training (DHET). Proper supervision of the student’s training is compulsory.

➤ Continuing Professional Development (CPD)

Ethical practice of the profession requires consistent and ongoing commitment to lifelong learning to update and develop the knowledge, skills and ethical attitudes that underpin competent practice. Practitioners should engage with learning activities that enhance their professional performance and which fall within their scope of practice.

Attending seminars, workshops, conferences, etc, as well as the publication of articles will be recognised for Continuing Education Units (CEUs).

(To be continued.)

Church Bulletin Bloopers

- Don’t let worry kill you - let the church help.
- Thursday night - Potluck Supper. Prayer and medication to follow.
- Remember in prayer the many who are sick of our church and community.
- For those of you who have children and don’t know it, we have a nursery downstairs.
- The rosebud on the alter this morning is to announce the birth of David Alan Belzer, the son of Rev. and Mrs. Julius Belzer.
- This afternoon there will be a meeting in the South and North ends of the church. Children will be baptized at both ends.
- Tuesday at 4:00 PM there will be an ice cream social. All ladies giving milk will please come early.
- Wednesday the Ladies Liturgy Group will meet. Mrs Johnson will sing, "Put Me in My Little Bed" accompanied by the Pastor.
- Thursday at 5:00 PM, there will be a meeting of the Little Mothers Club. All ladies wishing to be “Little Mothers" will meet with the Pastor in his study.
- This being Easter Sunday, we will ask Mrs. Lewis to come forward and lay an egg on the altar.
- The ladies of the church have cast off clothing of every kind. They can be seen in the church basement Saturday.
- At the evening service tonight, the sermon topic will be "What is hell?" Come early and listen to our choir practice.
News from the SAAP Executive
By Marieke Willers

1. Please save these dates:

1.1 SAAP Annual General Meeting
   Date: 24 October 2014
   Venue: Oosterlig Dutch Reformed Church, Waterkloof Glen, Pretoria

1.2 SAAP Conference
   Date: 24 & 25 October 2014
   Venue: Oosterlig Dutch Reformed Church, Waterkloof Glen, Pretoria
   Topic: Needs of Pastoral Care and Counselling Practitioners
   Format: Workshops

2. Annual fees
   Invoices were forwarded in Feb/March this year and statements issued twice. There are, however, still about R30,000 outstanding. From the SAAP office, please receive this plea for attending to this matter.

   In 2014 this far three payments were received that could not be allocated due to the lack of reference provided such as name. Please contact the SAAP Secretary urgently if any of the following looks familiar to you:
   - R170.00 paid on 7 Feb 2014 (ref ABSA BANK SAAP)
   - R200.00 paid on 20 Mar 2014 (ref SAAP)
   - R270.00 paid on 5 Jun 2014 (ref BUSINESS UPING).

3. Professionalisation process
   An application for the recognition of the proposed Professional Body for Pastoral Care and Counselling of South Africa was submitted to SAQA on 5 March 2014.
   Feedback was received on 16 May 2014, requiring a few technical amendments. As soon as the amendments have been finalised, the relevant documents will be submitted to SAQA again.

SAAP CONTACT DETAILS

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Please note
- Cheques must be made payable to “The Southern African Association for Pastoral Work”.
- Fax or e-mail proof of payment to the SAAP Secretary.
- Please state your initials & last name or group/centre name as reference for any deposit made.

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