



## **THE HR STANDARDS TRAINING COURSE**

The SA Board for People Practices (SABPP) developed the first set of National HR Standards in the world. SABPP is a professional and quality assurance body for HR Management operating in accordance with the National Qualification's Framework (NQF) Act.

The HR Standards incorporate both global best practice in HR Management but aligned to the needs of the South African business environment.

In line with our pursuit for active citizenry, the SABPP has with the active support of the profession in South Africa, comprising our valued members, been able to develop and launch a comprehensive HR Management Standard, with associated assessment and scoring tools to enable audits to be carried out. This is a global first and is continuously attracting a lot of attention from all over the world including developed nations such as India, the US and the UK ; and developing nations.

The comprehensive National HR Standards guide HR Professionals on how to implement all the above Standard elements in the workplace.

The National HR Standards improve the quality of HR work irrespective of the location of an HR professional, or industry and organisational or site differences. Ultimately, HR professionalism will be enhanced by reducing inconsistencies in the profession. Through these HR Standards, we can:

- Improve standardised approaches to professional HR practices and thus promote HR professionalism.
- Create a National HR Academy with a standardised HR curriculum.
- Ensure that HR is aligned with business strategy.

## Target Group

- SABPP HR practitioners at various levels:
  - ✚ Master HR Professionals
  - ✚ Chartered HR Professionals
  - ✚ HR Professionals
  - ✚ HR Technicians
  - ✚ HR Associates
- HR candidates, interns, or graduates
- Other HR professional practitioners
- Shop stewards and trade union leaders
- Other HR-related professionals such as mentors and coaches
- Line managers entrusted with HR functions.

## Course Duration

Duration: 2 Day

## Course Fee

- SABPP members R3 000.00 excl vat
- Non-members R3 600.00 excl vat

## Course Fee for Inhouse Course

Please contact Bongini Ndaba at [bongini@sabpp.co.za](mailto:bongini@sabpp.co.za) or call (011) 045 5400 for group discounts.

## Course Content

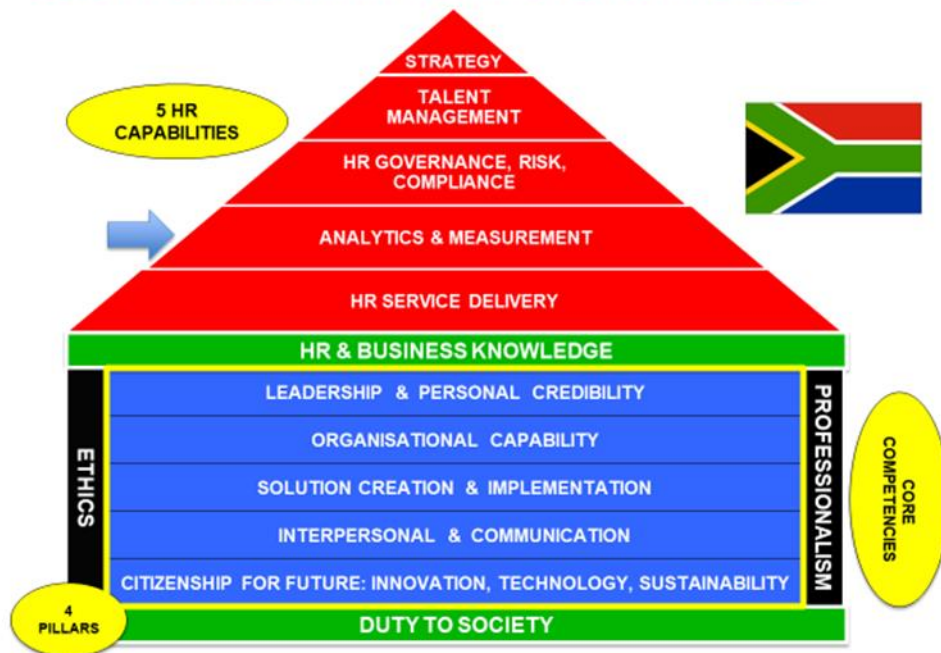
The course content is comprised of the 13 HR National Standards as depicted in the Model below. In addition, each of the 13 Standards is in turn complemented by a comprehensive application Standard.

## Unique Course Features

A **continuous professional development (CPD)** points carrying course, delegates collect 7 points for attendance of this course.

The HRM Standard is complemented by a comprehensive HR Competency Model depicted below.

## SOUTH AFRICAN HR COMPETENCY MODEL



We can now say with confidence what an organisation should be doing in terms of its HR function; we have an integrated system model to guide us; and we can measure the competence of HR practitioners to ensure that the Standards are embedded and maintained. The HR Competency assists organisations in optimising each human system, thereby ensuring that the contribution of people to the overall effective functioning of the Company is realised. It will therefore contribute to improved compliance, risk management and governance of the Company.

The SABPP continues to build capacity in the HR Standards in organisations across industries and sectors through our various training programmes.

The Standards are based on a system model which encompasses the four phases of good quality management practice, i.e. prepare, implement, review, and improve, but contextualised for the field of HR Management.

In addition, one other unique feature of this course is that each delegate may at his/her convenience after the course, spend up to one additional hour with the course facilitator to clarify any aspect relating to the course content ; and or be assisted with application of learned concepts, principles, and approaches.