

Communiqué to National Diploma: Human Resources Management Students regarding phase-out of the ND: HRM and phase-in of new HEQSF Diploma: HRM

The revised Higher Education Qualification Sub-Framework (HEQSF) (2013) is a national directive from Department of Higher Education and Training to align South African Higher Education (HE) qualifications into one national higher education system. The HEQSF provided new qualification types for HE and stimulated curriculum revision. Owing to the latter, the HR qualification structure will change as follows:

NQF level	Previous Qualifications Structure – Non-HEQSF	NQF level	New HEQSF Qualifications Structure
8	Doctoral Technologiae in Human Resource Management (240 SAQA credits)*	10	Doctor of Human Resource Management (360 SAQA credits)
8	Magister Technologiae in Human Resource Management (120 SAQA credits)*	9	Master of Human Resource Management (180 SAQA credits)
	No equivalent Non-HEQSF aligned qualification exists	8	Postgraduate Diploma in Human Resource Management (120 SAQA credits)
7	Baccalaureus Technologiae in Human Resource Development (120 SAQA credits)	7	Advanced Diploma in Human Resource Development (120 SAQA credits)
7	Baccalaureus Technologiae in Human Resource Management (120 SAQA credits)	7	Advanced Diploma in Human Resource Management (120 SAQA credits)
6	National Diploma in Human Resource Management (360 SAQA credits)	6	Diploma in Human Resource Management (370 SAQA credits)

- **Please note:** Previously the NQF levels for HE were from 5-8; whereas the revised HEQSF levels are from 5-10. The current MTech (research) was moved to NQF level 9 and the DTech (research) to NQF level 10 by SAQA.

The existing National Diploma in Human Resources Management on NQF level 6 consisting of 360 SAQA credits will be replaced with the newly aligned HEQSF Diploma in Human Resource

Management on NQF level 6 consisting of 370 SAQA credits. In essence, the ND: HRM was part of a national HR curriculum for first undergraduate qualification, compared to the revised Dip (HRM) which has been customized to fit the CPUT programme qualification mix for HR programmes. Both the ND: HRM and Dip (HRM) are 3-year full time and 4-year part time qualifications. The additional 10 SAQA credits were incorporated into the new subject offerings. Both qualifications provide graduates with entry level HR related knowledge, skills and competencies to perform basic HR functions.

Workplace-based Learning:

The HEQSF aligned Diploma in HRM is positioned in the professional pathway, combining both HR task-specific proficiency and specialised HR knowledge. This Diploma is designed to equip students with focused HR knowledge and skills and at the same time enable them to gain experience in applying such knowledge and skills in the workplace context via workplace-based learning. The existing Experiential Training (or Cooperative Education) in the National Diploma was revised during the situational analysis and replaced with a 30-SAQA credit new subject, Human Resource Practice (HRP). The time period for HRP workplace-based learning was revised and will be implemented in the last term of the 3rd year, from September-November. This enables employers to extend the students' time period with the organisation in order to utilise the Pivotal Grant.

Phase-out and Phase-in process:

The HRM department will be phasing out the existing undergraduate programmes systematically (year by year). In addition, all new HR programmes will only be offered on the Cape Town campus; therefore the current ND: HRM offering on the Bellville campus will be phased out by 2020. However, students who have registered for a programme will be allowed to complete it within the designated time period. It is important to note that incomplete qualification academic credits are only valid for 10-years and students are encouraged to complete their incomplete qualifications as soon as possible.

The aligned HEQSF Diploma (HRM) will be implemented in January 2018.

The new subject offerings for **full time students** are illustrated in the below table:

Existing ND: HRM subejcts	Phase out dates	New Dip (HRM) subjects	Phase in dates
1st year			
Personnel Management 1	2017	Human Resource Management 1	2018
Business Management 1	2017	Business Studies 1	2018
English	2017	Communication	2018
End User Computing	2017	Computer Business Application	2018
Quantitative Techniques (1 st semester)	2017 Part time classes for QT failed/returning students 2018	Statistical Methods and Business Calculations (year subject)	2018
Accounting for Personnel Practitioners (2 nd semester)	2017 Part time classes for Acc for PP failed/returning students 2018	<i>Incorporated into Businss Studies 2.</i>	
(New)		Human Resource Development 1	2018
2nd year			

Personnel Management 2	2018	Human Resource Management 2	2019
Business Management 2	2018	Business Studies 2	2019
Management of Training 1	2018 Part time classes for MOT1 failed/returning students 2019	Human Resource Development 2	2019
Industrial Relations 1	2018	Labour Relations 1	2019
<i>(moved from 3rd year)</i>		Labour Law	2019
3rd year			
Personnel Management 3	2019	Human Resource Management 3	2020
Business Management 3	2019	Business Studies 3	2020
Management of Training 2	2019 Part time classes for MOT2 failed/returning students 2020	Human Resource Development 3	2020
Industrial Relations 2	2019	Labour Relations 2	2020
Labour Law	2019	HR Ethics and Governance	2020
Experiential Training (April – June)	2017 (September – November)	Human Resource Practice (September – November)	2020

*** **The existing ND: HRM full time subject offerings will be phased out by 2019.**

The new subject offerings for **part time students** are illustrated in the below table:

Existing ND: HRM subjects	Phase out dates	New Dip (HRM) subjects	Phase in dates
1st year			
Personnel Management 1	2017	Human Resource Management 1	2018
Business Management 1	2017	Business Studies 1	2018
English	2017	Communication	2018
End User Computing	2017	Computer Business Application	2018
2nd year			
Quantitative Techniques (1 st semester)	2018 Part time classes for QT failed/returning students 2018/2019	Statistical Methods and Business Calculations (year subject)	2019
Accounting for Personnel Practitioners (2 nd semester)	2018 Part time classes for Acc for PP failed/returning students 2018/2019	<i>Incorporated into Businss Studies 2.</i>	
Management of Training 1	2018 Part time classes for MOT1 failed/returning students 2019	Human Resource Development 1	2019
Industrial Relations 1	2018	Labour Relations 1	2019
		Labour Law <i>(moved from 4th year)</i>	2019
3rd year			
Personnel Management 2	2019	Human Resource Management 2	2020
Business Management 2	2019	Business Studies 2	2020
Management of Training 2	2019	Human Resource Development 2	2020

	Part time classes for MOT 2 failed/returning students 2020		
Industrial Relations 2	2019	Labour Relations 2	2020
4th year			
Personnel Management 3	2020	Human Resource Management 3	2021
Business Management 3	2020	Business Studies 3	2021
		Human Resource Development 3	2021
Labour Law	2020	HR Ethics and Governance	2021
Experiential Training	2017 (September – November)	Human Resource Practice (September – November)	2021

***** The existing ND: HRM part time subject offerings will be phased out by 2020.**

Students with an incomplete qualification who wish to register and complete the new qualification may be granted access and subject recognition for a maximum of 50% of the subject offerings on the HEQSF qualifications.

Updated information will be available on the CPUT website: www.cput.ac.za.

Undergraduate applications and registrations are managed by the Faculty Office Administrator:
Mrs. Nomvo Kalipa (kalipano@cput.ac.za).

We trust that you will continue to progress in your academic career and choose CPUT as your partner in lifelong learning and development.

Yours in higher education

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