**EDUCATION AND WORK EXPERIENCE**

**THE REQUIRED PERIOD**

* The required period depends on the candidate’s underlying qualification. The lower the qualification, the more work experience is required.

|  |  |  |
| --- | --- | --- |
| **NQF level\*** | **Qualification** | **Total years’ relevant work experience required**  **(x)** |
| NQF 4 | Matric | 7 |
| NQF 5 | Higher certificate | 6 |
| Exception | Certificate in Compliance Management | 5 |
| Exception | 3 modules of Post Graduate Diploma in Compliance Management | 5 |
| Exception | Postgraduate Diploma in Compliance Management | 5 |
| NQF 6 | Certificate | 5 |
| NQF 6 (Specialty) | Occupational Certificate: Compliance Officer | 3 |
| NQF 7 | Degree | 3 |
| NQF 8 | Honours | 3 |
| NQF 9 | Masters | 3 |
| NQF 10 | Doctorate | 3 |

\* NQF level refers to the level of the qualification on the National Qualifications Framework (NQF)

**RELEVANT WORK EXPERIENCE**

The following table provides a high level view of the relevant work experience requirements.

| **Work experience** | **Detailed requirements** | **Credits (for Occupational Certificate: Compliance Officer purposes) (120 credits)** | **For designation: % time to be spent on each component** |
| --- | --- | --- | --- |
| **Compliance risk management design and implementation processes** | * Assist management in the design, development and implementation of compliance frameworks * Communicate key aspects of the compliance policies or charters and manuals to compliance stakeholders * Facilitate approval of a compliance policies or charters and manuals by senior management and governance committees (for example board or audit committee) * Develop or review, advise and create awareness of role and responsibility descriptions * Advise management on compliance frameworks | 18 | 15% |
| **Regulatory universe definition and maintenance processes** | * Identify, categorise, assess and prioritise the applicable regulatory requirements that the organisation is required to comply with * Apply Generally Accepted Compliance Practice in embedding the compliance process in organisations * Provide compliance advice and services to compliance stakeholders * Communicate the regulatory universe and risk profile to relevant stakeholders * Assist in the design, development and delivery of compliance awareness and training interventions | 24 | 20% |
| **Compliance risk management plan development processes** | * Develop compliance risk management plans in accordance with Generally Accepted Compliance Practice * Facilitate the implementation of controls documented in risk management plans * Provide input for the prioritisation of the development of compliance risk management plans * Facilitate and/ or effect the periodic review and update of risk management plans | 24 | 20% |
| **Compliance monitoring processes** | * Develop a compliance monitoring plan * Present a compliance monitoring plan to management and governance stakeholders for approval * Implement appropriate monitoring methodologies * Monitor compliance with applicable regulatory requirements relevant to the organisation and its products and / or services * Define compliance stakeholder roles and responsibilities in business relating to compliance monitoring * Provide compliance monitoring advisory services within the business | 24 | 20% |
| **Compliance reporting processes** | * Determine the governance requirements relating to compliance reporting * Determine the compliance reporting requirements to stakeholders and regulators / supervisors in terms of regulatory and/or organisation requirements * Implement and maintain a compliance reporting processes * Generate reports in the appropriate format * Record keeping | 24 | 20% |
| **Industry regulator, supervisor and stakeholder interactions** | * Develop and implement registers of regulators and supervisors * Coordinate communication channels and liaison with regulators and supervisors * Draft policies and procedures to address the management of the relationship with regulators and supervisors * Implement processes to manage relationships with regulators and supervisors across jurisdictions | 6 | 5% |

**How to use the above tables:**

**Example 1:**

**Candidate holds a B-degree and therefore needs 3 years’ (36 months) relevant work experience**

|  |  |  |
| --- | --- | --- |
| **Work experience module** |  | **Minimum Time required per module** |
| **Design and implement compliance processes (frameworks)** | 15% x 36 months | 5.4 months |
| **Define and maintain regulatory universe** | 20% x 36 months | 7.2 months |
| **Compliance risk management plans** | 20% x 36 months | 7.2 months |
| **Monitoring** | 20% x 36 months | 7.2 months |
| **Reporting** | 20% x 36 months | 7.2 months |
| **Industry regulator, supervisor and stakeholder interactions** | 5% x 36 months | 1.8 months |
| **TOTAL** |  | **36 months (3 years)** |

**Example 2:**

**Candidate holds a Matric and therefore needs 7 years’ (84 months) relevant work experience**

|  |  |  |
| --- | --- | --- |
| **Work experience module** |  | **Minimum Time required per module** |
| **Design and implement compliance processes (frameworks)** | 15% x 84 months | 12.6 months |
| **Define and maintain regulatory universe** | 20% x 84 months | 16.8 months |
| **Compliance risk management plans** | 20% x 84 months | 16.8 months |
| **Monitoring** | 20% x 84 months | 16.8 months |
| **Reporting** | 20% x 84 months | 16.8 months |
| **Industry regulator, supervisor and stakeholder interactions** | 5% x 84 months | 4.2 months |
| **TOTAL** |  | **84 months (7 years)** |

Remember that the time required is a proxy for competence. It does not mean that if a candidate has completed the required time, they are automatically competent in that module. Assessors must therefore determine if the candidate is competent.