

FFPB

FREIGHT FORWARDING PROFESSIONAL BODY

POLICY: TRANSFORMATION

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1. DEFINITIONS AND ACRONYMS

Recognition of Prior Learning (RPL)

Recognition of Prior Learning (RPL) refers to RPL is understood as: “the principles and processes through which the prior knowledge and skills of a person are made visible, mediated and rigorously assessed and moderated for the purposes of alternative access and admission, recognition, or further learning and development.” (SAQA, 2013; CHE, 2016). RPL refers to the recognition of prior, uncertified learning.

Professional designation

Professional designation indicates registration of the individual with a professional body, and, where relevant, the right to practice in the particular field of expertise governed by the professional body.

2. INTRODUCTION

Economic and social inequality is still a significant part of the country’s daily life. While many companies and organisations are slowly transforming, there is still a glaring absence of black people in the management corps, particularly in institutions such as professional bodies where the old order of white male member domination of Boards and Management committees still prevails. A vigorous and dynamic transformation plan is needed to right this situation and to ensure that black members fill management positions.

3. PURPOSE AND SCOPE

This policy guides the transformation agenda of the FFPB.

It applies to all members of the FFPB, regardless of the level/designation.

4. PRINCIPLES

The FFPB seeks to be a developmental organisation which strives, in collaboration with its stakeholders, to uphold the rights and dignity of all its affiliates and members through upholding the principles and spirit of the Constitution of the country.

The FFPB acknowledges the inequalities of the past and will engage in a transformation process that includes active steps to accord opportunities to the previously disadvantaged to be awarded professional designations and to play a dynamic role in the management structures of the organisation.

The FFPB celebrates the country’s diversity and will uphold the principles of human dignity and equality of its members and its clients regardless of race, gender, disability, sexual orientation, religion or language.

Transformation is both a strategy and a process which requires an organisation to question, challenge and test its management and administration on an on-going basis to ensure that transformation advances and that strides that have been made are maintained and built upon. The FFPB must be a leader in transformation.

The FFPB will ensure that its continuing professional development activities also focus on the transformation agenda of the organisation, its members and its affiliates.

5. HIGH-LEVEL PROCESSES

BOARD

Firstly, the FFPB is committed to a board of directors that is fully capable of executing its duties and at the same time is representative on the demographics of South Africa.

MEMBERS

Secondly, the FFPB is committed to building a membership base including designated members that is representative on the demographics of South Africa.

MEMBERSHIP PIPELINE

Thirdly, the FFPB is committed to building a membership pipeline that contributes to the transformation objectives.

- Ensure that its Board, Committees and office-bearers include members of various racial groups, women and disabled people.
- Afford equal opportunities for all employees and implement policies that result in the organisation's demography (members and staff) being a truly representative organisation in terms of the country's demographic situation and objectives.
- Have respect for all individuals and various groups and recognise their different value systems.
- Promote sensitivity towards the needs and requirements of different groups.
- Continuously strive to ensure the demographic representation on the organisation's management committees and structures that relate to that of the country.
- Value individual initiative and contributions to the organisation
- Be dynamic in responding to the changing sector needs.
- Be cognisant of the transformation requirements and imperatives set by government from time to time.
- Act against any instances of unfair discrimination of any type and description perpetrated by the organisation, its members or the corporate bodies in the sector served by FFPB.
- Assist its membership with practical issues and give advice, where possible, on legal and policy frameworks pertaining to transformation. Mechanisms such as Employment Equity, BBBEE, and aspects such as skills development, diversity and human rights will form part of FFPB's CPD programmes.

- Encourage its membership to participate in programmes and to support causes aimed at addressing inequities in the sector.
- Shall consider transformational requirements when responding to any proposed policy or legislative changes.
- Ensure that transformation and the attainment of a transformed organisation and sector is an agenda item of all Board and management committee meetings and that reports are made on the demographics of the FFPB at annual general meetings.

6. RELATED POLICIES AND OTHER DOCUMENTATION

- a. Policy: RPL