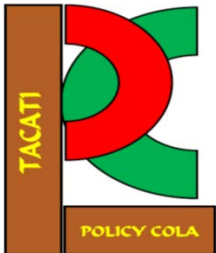


Policy cola

21 October 2015

Birchwood



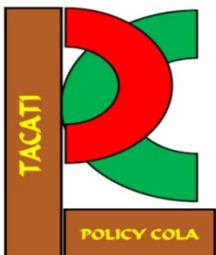
Necessity of a Policy cola

- Policies provide the framework for organisational operation.
- It defines the organisation and directs/ dictates actives (how it is done)
- Reduces misunderstandings and improves transparency and constancy.
- Guidelines for decision making and governance of institutions.
- The number of policies the organisation needs will depend on various factors internal and external



Formation of the Policy cola

- The transformation of Agricultural Colleges to ATI's and the implied semi-autonomy necessitated the mind-set change from using provincial policies to establish their own policies.
- The aim of the Policy cola was to assist Agric Colleges on this transition road to become ATI's with semi autonomy.
- The Policy cola attempted to provide the legal backbone the institutions will need after the transition
- The first Policy Cola took place on 7 -9 July 2013 at Kemptonpark

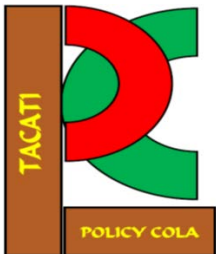


Formation of the Policy cola (cont.)

- Assisted by Dr D Jacobs, as subject expert, the Policy Cola formulated the following objectives:

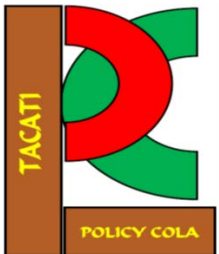
To provide Agricultural colleges with;

- 1) knowledge about various policies needed to function as a semi-autonomous institution.
- 2) a basic policy framework and documents for compliance with CHE's legal requirements and institutional audits
- 3) a basic framework, methods and skills to draft policies.



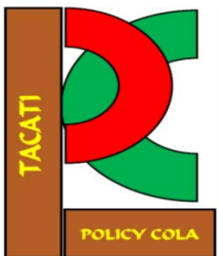
Activities of the Policy cola

- 2013
- Workshops took place at Cedara, Fort Cox , Elsenburg and Lowveld College.
- 100 staff members of 8 colleges attended the workshops
- Draft policies were provided to all Agric colleges to adapt top their situation and implementation



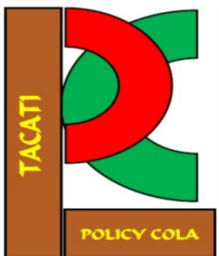
Activities of the Policy cola

- 2014
- Compilation of a catalogue of policies to be published by DAFF
- Prioritise policies to align with DAFF framework and submission to GOPC
- Survey done amongst colleges on the importance of different policies
- Identified areas of importance: Admissions and registration, Academic policy, Institutional operations and management policy, Statute of the ATI , ATI council and other legal entities.
- Financial policy , student fees and bursary policy



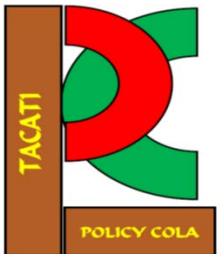
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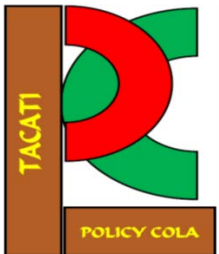
Areas that need additional attention.

- Institutionalisation of policies to be fit for purpose
- Establishment of policy register
- Special attention to change management
- Funding model for ATI's and generation of additional income
- Curriculum development, Academic policies and quality control
- Guidelines for work load of Academic, Administrative and support staff
- Student governance and structures



Word of thanks .

- Dr Danie Jacobs, subject expert, for material, wisdom and support
- Adv R Maluleke from DAFF for her work and support
- Mr Nompozolo and the Sectoral Collage staff at DAFF
- Nuffic for funding
- Colleagues from different Colleges for support
- The opportunity to get exposure and to develop competence and skills



Thank you