

# PROJECT SCAFFOLD - BEST PRACTICE

(Note: Areas is green for office use only)

## Organisation contributing the best practice

Organisation name:		Huis Herfsblaar		Best Practice Ref. Nr.		5053-008-029	
Information provided by:		Sr E Potgieter		Date:		23 August 2022	
Contact email:		Training1@huisherfsblaar.co.za		Role within organisation:		Head of training	
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Stage of BP development:	Submitted	x	Under Review	Clarification	Legal Review	Sector Contributions	Published

## BEST PRACTICE

Name of Best Practice	Care giver training
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### 1. This proposed best practice is primarily related to (please tick 2 most applicable boxes):

What Customers want or value		Finances / Costs		Business Processes		Staff		Systems	
Organisation Structure		Quality of care	x	Care Service Delivery	x	Health & Safety		Morale	
Other: Please indicate									

### 2. Context: Share information to give more context in relation to where this specific practice is used in your organisation.

Urban	Y	Rural	N	Number of Social Grant Recipients					0
Care centre	x	Independent Living	x	Assisted Living	x	Nr. of In-house staff	377	Nr. of Outsourced staff	9
Nr. of rooms	175 Flats 69 Town houses	Nr. of beds	175 Frail						

### 3. Description of best practice:

3.1 Share as much detail as possible. Where appropriate, please indicate resident participation, involvement, benefit etc.	
<p>We have a training program to train people specifically in Elderly care.</p> <p>The programme at Huis Herfsblaar is 6 months. The learners gain practical experience in the frail care unit while the theory training is presented on our premises.</p> <p>We used to complete the HCW registration documents and delivered it to DSD on the candidates' behalf. With our last submission in 2020 the DSD refused to accept the documents for registration, stating that the candidates must have a SETA certificate.</p> <p>With this in mind, we realized that the candidates will also struggle to find employment at another care facility without the DSD registration</p> <p>In 2021 we partnered with African Institute(AI) to do recognition of prior learning (RPL) to credit learners for the training done at Huis Herfsblaar. AI then present the outstanding unit standards in order for the learners to get a HWSETA accredited qualification certificate.</p> <p>We have increased the learner contracts to 16 months to assist the learners to obtain the full qualification. We had 2 groups of 20 learners per group every year, from 2021 we have 3 groups of learners per year.</p> <p>The learners receive a monthly study allowance for the duration of the contract.</p>	
3.2 Why did you develop this best practice? Please describe the challenges, constraints or bottlenecks that led to this.	
To train HCW's in Elderly/frail care. Care giver/worker programmes are mainly community-based programmes and does not contain elderly or frail care.	
3.3 Why do you consider this to be a best practice? E.g., Outcomes noted	
Very few retirement villages/ care centers train their own Health care workers	
3.4 Do you consider this to be compliant with the current Older Persons Act?	
Yes	X
No	
If Yes, which portions does it comply with?	If No, which portions does it not comply with?
Chapter 4 sect 17 (i)	
I do not know	

3.5 How long has this practice been used within the organisation? (state period in years)	15years
3.6 What are essential aspects in the organisation that directly support / maintain this practice?	
Classroom facility to provide training,	
3.7 What are the benefits for your residents and/or staff and other stakeholders?	
The quality of care is of a high standard because the cares get taught / learns exactly what is expected of them. The residents feel comfortable with the HCW who are trained by the facility	
3.8 What lessons were learned?	
Having a proper selection process to ensure the learners are really interested in Elderly care and a career as a care giver and that this opportunity is not seen as just another job.	