

**Training Policy  
Madzivhandila**

**REF: S.6/P**

**First Edition – 2015**

**Date of approval:** 23 June 2015

**Recommended by**



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**Head of Department  
(Maisela RJ)**

2015-06-23

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**Date**

**Approved by**



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**Hon MEC for Agriculture  
(Matshoge, BAJ)**

2015/6/23

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**Date**

Madzivhandila Agricultural College	Training Policy for Agricultural College	Effective Date 2015
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### Document Information and Revision Log

<b>File Name</b>	Training Policy
<b>Original Author (s)</b>	Sectoral Colleges
<b>Current Revision Author (s)</b>	Madzivhandila Agricultural College
<b>Next Review Date</b>	After 24 months (2 years)

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0.1	16/10/2014	Sectoral Colleges	
0.2	12/03/2015	Madzivhandila Agricultural College	
0.3			
0.4			

### Approval of Policy

<b>Approved this Date</b>	:	
<b>Approved By</b>	:	
<b>Signature</b>	:	

Please note that the implementation of the policy contained in this document is subject to approval and signature of the delegated authority.

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## ABBREVIATIONS

ASGISA	Accelerated and Shared Growth Initiative for South Africa
ATIs	Agricultural Training Institutes
BATAT	Broadening of Access to Agriculture
DAFF	Department of Agriculture, Forestry and Fisheries
SAQA	South African Qualifications Authority

## 1. INTRODUCTION

Madzivhandila Agricultural College is committed to developing farmers and officials in the agricultural field, using an approach that aims at developing knowledge attitudes and skills for farming.

This policy document provide a framework, guidelines, norms and standards that will ensure that proper training programmes are coordinated in an effective and efficient manner. It further seeks to ensure that emerging farmers and commercial farmers have an equal opportunity for and access to training programmes.

## 2. PURPOSE

This policy will allow Agricultural College to provide necessary training to potential trainees in the agricultural field and also ensure that the standard is maintained accordingly.

## 3. SCOPE

This policy applies to all students registered for higher education qualifications and training at the Madzivhandila Agricultural College.

## 4. AUTHORITY OF POLICY

The Training Policy is issued under the authority of both the Member of the Executive Council (MEC) for Agriculture as the Executive Authority of the LDA and the Head of Department (HOD) as the Accounting Officer of the Limpopo Department of Agriculture.

## 5. APPLICABLE LEGISLATION

- Green Paper on National Agricultural Training Institutes
- Approved Norms and Standards for Agricultural Training Institutes

## 6. PRINCIPLES

The training programme shall be based on the following principles:

- 6.1 Training must be seen as a sound investment in the development of the Sector and the economy as a whole.
- 6.2 Training needs must be aligned to the objectives and priorities of the Department of Agriculture, Forestry and Fisheries.
- 6.3 All training opportunities attended by partakers should be need based and link strategically to broader human resource development.
- 6.4 All training must be directed by a training plan that includes a cost/benefit analysis.
- 6.5 Training programmes must be coordinated in such a way that they assist previously disadvantaged farmers to overcome obstacles to their development into commercial farmers.

## 7. POLICY PROVISIONS

### 7.1 WHO IS ELIGIBLE FOR TRAINING?

All farmers, prospective farmers and learners are eligible for training, depending on whether an individual meets the requirements of the particular training programme.

For the training of farmers the requirements are as follows:

- 7.1.1 Farmers must be willing and able to attend the whole session
- 7.1.2 Farmers should come for training on commodities they are engaged with in their respective farms
- 7.1.3 For learnership training the requirements are as follows:
  - Learners must come for commodities they are engaged with
  - A person must have at least Grade 9 (STD 7).

## 7.2 RULES AND REGULATIONS

Learners who come for training at the Agricultural Colleges are expected to adhere to the following rules:

- 7.1 Anybody who gets involved in theft will be expelled from training
- 7.2 Drug and alcohol abuse is not allowed and can lead to disciplinary measures, which include dismissal
- 7.3 Vandalism of property is an offence which leads to disciplinary measures
- 7.4 Trainees must adhere to time for training and also time for checking in their respective rooms
- 7.5 Any other behaviour contrary to the spirit of learning will lead to disciplinary measures.

## 7.3 TRAINERS

- 7.1 Trainers are expected to offer quality training which encompass both theory and practicals
- 7.2 Trainers are expected to develop and update training manuals in local languages
- 7.3 Trainers are expected to have specific protective clothing.

## 7.4 STANDARD

- 7.1 As indicated, training is expected to be of quality and include both theory and practicals:
  - 7.1.1 70% practicals and 30% theory
  - 7.1.1 Training materials to meet required standards.

## 7.5 ON-FARM TRAINING

- 7.1 This will be done based on demand, on compatibility and feasibility.
- 7.2 Security, accommodation, meals and other logistics will also be considered before decision is taken.

## **7.6 AFTER CARE SERVICES**

- 7.1 The aftercare services will be rendered in conjunction with extension services to assist farmers on the ground and also measure impact of their training
- 7.2 This will be done in partnership with both districts and municipalities to ensure proper intervention.

## **8. MONITORING AND EVALUATION**

Monitoring and evaluation of this policy would be conducted by the Agricultural College.

## **9. DISPUTE RESOLUTION**

Any dispute in relation to this policy, its application and implementation shall be managed in line with the Agricultural College's dispute resolution and grievance mechanisms.

## **10. DEVIATION FROM THE POLICY**

This Training Policy will be applicable in all relevant cases and under no circumstances will any deviation of the Policy be allowed. Should any deviation be deemed necessary, it will only be done with the written consent of the HOD of the Limpopo Department of Agriculture

## **11. INCEPTION DATE**

The inception date is the date of approval of this document.

## **12. TERMINATION AND REVIEW CONDITIONS**

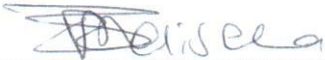
The Training Policy will be reviewed every 24 months (2 years) or as and when a need arise and may be replaced by the Policy from DAFF.

## **13. ENQUIRIES**



All enquiries regarding this policy should be directed towards the Limpopo Department of Agriculture at 015 294 3000/Madzivhandila Agricultural College at 015 962 7200.

**Recommended by:**

  
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**Head of Department  
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