



Certification Handbook for Members



29 December 2017

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1 BACKGROUND AND INTRODUCTION

The purpose of this handbook is to present members active as cinematographers and camera operators with information on professional designations awarded by the Southern African Communications Industries Association (SACIA) in alliance with the SA Society of Cinematographers.

The various aspects of membership include:

- certification programmes offered by the SASC and SACIA
- SACIA code of professional conduct
- disciplinary process under the code of conduct
- continuing professional development (CPD)

1.1 Vision

In December 2016 the South African Society of Cinematographers (SASC) was recognised as an affiliate body by the Southern African Communication Industries Association (SACIA). In terms of this affiliate agreement, individual members of SASC are eligible to apply for the SACIA CertBCT designations registered with SAQA. SACIA grant a reduction in the annual membership fee payable by certified members who are also members of SASC. The objective of both bodies is to promote the adoption of professional standards and ethical business practices within the animation community, and to recognise excellence in all aspects of our profession.

1.2 Mission

SASC and SACIA aim to:

- promote the professionalization of the industry through the education, training and development of individual members
- present industry specific training programmes, conferences and workshops
- foster closer relationships between learning centres, broadcasters, communications professionals and AV professionals within the region
- endorse appropriate trade shows and facilitate travel packages to international events
- negotiate preferential services for the benefit of members – including medical benefits, insurance and savings plans
- develop an industry-specific bursary programmes and promote the development of the broadcast and pro-AV industry in the region
- organise, support, promote or participate in award functions, ceremonies and events that encourage excellence in communications, broadcasting and the professional AV industry
- promote diversity and transformation in such a manner as to ensure that the Association reflects the population demographics of South Africa

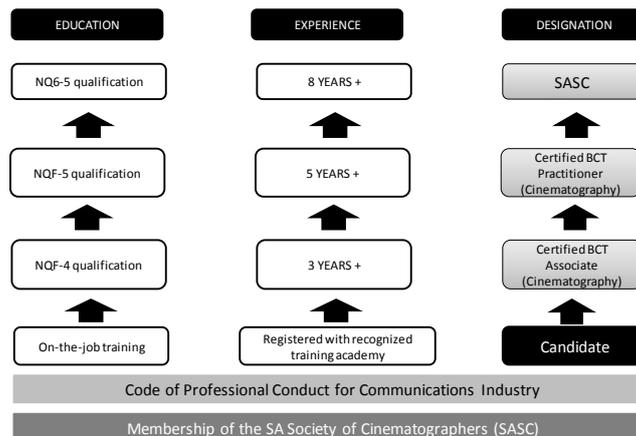
1.3 Values

The values that underpin professional conduct within the animation industry include:

- Honour
- Integrity
- Reliability
- Honesty
- Accuracy

2 Professional Recognition Framework

The professional recognition framework supports the objectives of both SASC and SACIA in professionalization of the animation industry.



2.1 Professional Designations and Certifications

Different types of professional designations are offered by SACIA, including the Associate and Practitioner CertBCT designations, as well as the established SASC acronym

- Certified BCT Associate (Cinematography) – SAQA registration 597
- Certified BCT Practitioner (Cinematography) – SAQA registration 598
- SASC – professional cinematographer - SAQA registration 857

Each of these designations is awarded through an assessment of the individual's good standing, educational qualifications and experience within the industry.

Each designation is defined by different requirements. These are included as the guiding principles against which the designations are awarded. This section also provides an overview of the qualifying criteria for each designation, the process used by SACIA to award the designation, the requirements to maintaining the designation and the benefits of being awarded the designation. It is important to note that Professional designations are awarded at the discretion of the SACIA board, who will evaluate both the breadth and depth of a candidate's skillset.

1. A candidate with **broad knowledge** should demonstrate minimum required knowledge/ skill to comply with standards. In general, work with low level of complexity is performed. The individual can work on his/her own but requires guidance with more complex situations.
2. A candidate with **comprehensive knowledge** should demonstrate more than average knowledge/ skill in areas of specialization. He/she should be able to perform more complex assignments without supervision.
3. A candidate with **deep knowledge** should demonstrate extended/ progressed knowledge/ skill in specialised areas that usually comes with years of experience.

2.2.1 Certified BCT Associate

Description



An individual applying for the CertBCT Assoc (Cinematography) should be able to demonstrate a broad understanding of the content production process, and a comprehensive understanding of the art and craft of cinematography in the film/ video environment. It could apply to camera operators, Data Wranglers and members of the camera crew working across multiple disciplines.

Benefits

Use the designatory letters for Certified BCT Associate (CertBCT Associate) behind their name

Offer employers and colleagues assurance of commitment to the adoption of professional standards in the film and video industry

Be listed on the ***National Register for SACIA Certified Associates, Practitioners and Professionals***

Qualifying criteria

Applicants must have:

- At least 3-year experience as a camera operator or camera assistant in the film or video industry.
- Matric certificate (National Senior Certificate, NQF 4) or equivalent
- Provide a portfolio of evidence demonstrating their comprehensive understanding of the craft and technology used in film and video cinematography.
- Gained an endorsement from two people of good standing within the film and video industry

Preparing a portfolio of evidence

There is no definitive list of documents that should appear within the portfolio but generally it would include:

- A detailed list of work undertaken, with a description of the camera and accessories used
- Copies of Course and training certificates received
- Testimonials and letters of recommendation supporting an individual's claim of comprehensive knowledge, experience and competence
- A list of any awards or commendations received
- A showreel reflecting the breadth and depth of work undertaken.
- Extracts from recent productions that demonstrate the breadth and depth of your work. (extracts should be uploaded to Vimeo)
- an accompanying document, with a short statement describing the technical and creative challenges addressed in the extracts and clips provided

Recognition of Prior Learning

The SASC Board of Governors and the SACIA Certification Council recognise that many competent individuals may not hold an appropriate NQF qualification and will consider an application from competent individuals who meet all other criteria and have at least 6 years' experience as a camera operator or assistant.

Application process

The **Application Form** is completed and submitted to SACIA for processing, together with the required supporting documentation. This includes the registration fee.

Candidates are notified of outcome of evaluation

Successful candidates are Certified and their name is added to **National Register for SACIA Certified BCT Professionals**

Continuing professional development (CPD) requirements

Designated members are required to:

- maintain annual membership of SACIA or any recognised affiliate body
- pay an annual certification fee to SACIA
- subscribe to the SACIA code of professional conduct
- comply with the CPD requirements as stipulated by SACIA

2.2.2 Certified BCT Practitioner

Description



An individual applying for the CertBCT Pract (Cinematography) should be able to demonstrate a comprehensive understanding of the content production process, and an in-depth understanding of the art and craft of cinematography in the film/ video environment.

This designation is available to camera operators working in multiple disciplines, Digital Imaging Technicians and specialist cinematographers who have undertaken outstanding work in content creation.

Benefits

Use the designatory letters for the Certified Broadcasting Technology Practitioner (CertBCT Prac) behind their name

Offer employers and colleagues assurance of commitment to the film and video industry

Be listed on the ***National Register for SACIA Certified Associates, Practitioners and Professionals***

Qualifying criteria

Applicants must have:

- completed 5 years of industry related experience
- have gained an NQF registered qualification at NQF 5 or equivalent
- Provide a portfolio of evidence demonstrating their comprehensive understanding of the art and craft applied by cinematographers in the film and video industry.
- Gained an endorsement from two people of good standing within the film and video industry

Preparing a portfolio of evidence

There is no definitive list of documents that should appear within the portfolio but generally it would include:

- A detailed list of work undertaken
- Copies of Course and training certificates received
- Testimonials and letters of recommendation supporting an individual's claim of comprehensive knowledge, experience and competence
- A list of any awards or commendations received
- A showreel reflecting the breadth and depth of work undertaken.
- Extracts from qualifying productions that demonstrate how lighting, composition and camera movement have been used to achieve a visual objective. (extracts should be uploaded to Vimeo)
- an accompanying document, with a short statement describing the technical and creative challenges addressed in the extracts and clips provided

Recognition of Prior Learning

The SASC Board of Governors and the SACIA Certification Council recognise that many competent individuals may not hold an appropriate NQF qualification and will consider an application from competent individuals who meet all other criteria and have at least 10 years' experience as a camera operator or cinematographer.

Application Process

The **Application Form** is completed and submitted to SACIA for processing, together with the required supporting documentation. This includes the registration fee.

Candidates are notified of outcome of evaluation

Successful candidates are Certified and their name is added to **National Register for SACIA Certified BCT Professionals**

Continuing professional development (CPD) requirements

Designated members are required to:

- maintain annual membership of SACIA or any recognised affiliate body
- pay an annual certification fee to SACIA
- subscribe to the **SACIA code of professional conduct**
- comply with the **CPD requirements** as stipulated by SACIA

2.2.3 SASC – Professional Cinematographer

Description



An individual applying for the SASC acronym should be able to demonstrate a deep understanding of the entire content production process, including an in-depth understanding of the management and administration systems that apply to cinematography. The candidate should also demonstrate an in-depth understanding of the art and craft of cinematography in the film/ video environment.

Benefits

Use the designatory letters SASC behind their name

Offer employers and colleagues assurance of commitment to the film and video industry

Be listed on the ***National Register for SACIA Certified Associates, Practitioners and Professionals***

Qualifying criteria

Applicants must have:

- completed at least 8 years of industry related experience
- have gained an NQF registered qualification at NQF 6 or equivalent
- Provide a portfolio of evidence demonstrating their in-depth understanding of the art and craft of cinematography in the film/ video environment.
- Gained an endorsement from three people of good standing within the film and video industry

Preparing a portfolio of evidence

There is no definitive list of documents that should appear within the portfolio but generally it would include:

- A detailed list of screen credits
- Testimonials and letters of recommendation supporting an individual's claim of deep knowledge, experience and competence
- A list of any awards or commendations received
- Extracts from qualifying productions that demonstrate how lighting, composition and camera movement have been used to enhance the story and mood of work submitted. (extracts should be uploaded to Vimeo)
- an accompanying document, with a short statement about the style and intention of the lighting and framing of the submitted material.
-

Recognition of Prior Learning

The SASC Board of Governors and the SACIA Certification Council recognise that many competent individuals may not hold an appropriate NQF qualification and will consider an application from competent individuals who meet all other criteria and have at least 15 years' relevant experience in the film and video industry.

Application Process

The **Application Form** is completed and submitted to SACIA for processing, together with the required supporting documentation. This includes the registration fee.

Candidates are notified of outcome of evaluation

Successful candidates are Certified and their name is added to **National Register for SACIA Certified BCT Professionals**

Continuing professional development (CPD) requirements

Designated members are required to:

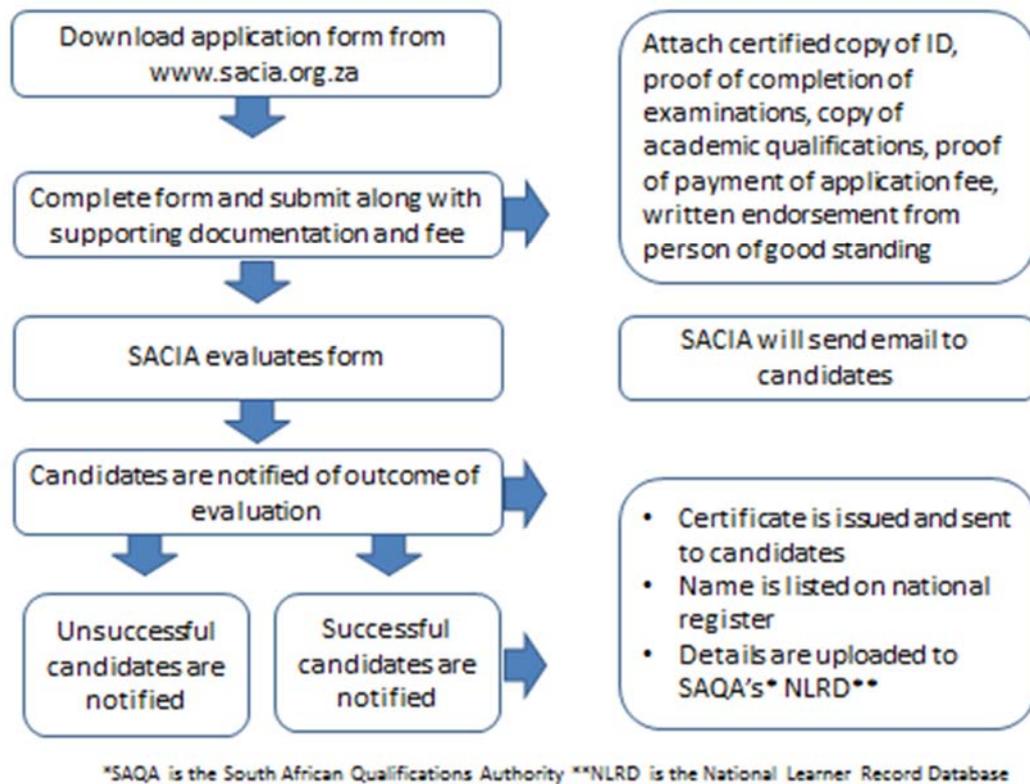
- maintain annual membership of SASC
- pay an annual certification fee to SACIA
- subscribe to the **SACIA code of professional conduct**
- comply with the **CPD requirements** as stipulated by SACIA

It is important to note that:

- Professional designations are awarded at the discretion of the SACIA board;
- SACIA reserves the right to check the records of applicants as part of the application process;
- Certificates issued by SACIA remain the property of SACIA and must be returned should the individual for any reason lose their status as designee.
- In instances where a candidate does not hold an appropriate qualification, recognition of workplace learning and extended work experience will be considered in an evaluation.

2.3 Application Process

The application process is similar for all the SACIA professional designations:



The **Application Form** is completed and submitted to SACIA for processing, together with the required supporting documentation. This includes proof of membership of SASC and the required certification fee.

Candidates are notified of outcome of evaluation. Certification fee¹ needs to be paid before the certificate can be issued.

Recognition of Prior Learning (RPL) assessment is used to award the designation. This occurs at two levels:

- **Qualification** - an RPL assessment is applied to evaluate the equivalence of the competence of an individual who might not have the required qualification. This assessment is currently a desktop evaluation that is performed for the candidate to access the certification process and does not result in the awarding of an NQF registered qualification; and,
- **Evaluation of application** – the methodology used to evaluate an application is aligned to RPL practices and takes formal, informal and non-formal learning into consideration when awarding the designation.

¹ D – Schedule of Fees

Successful candidates are certified and their name is added to the **SACIA National Register of Certified Associates, Practitioners and Professionals in AV and BCT**².

2.4 SACIA Code of Professional Conduct

All certified members must adhere to the **SACIA Code of Professional Conduct**³.

2.4.1 Declaration

This requires that a declaration be signed and submitted annually to SACIA together with membership renewal.

2.4.2 Disciplinary Process

The code of conduct is applicable to all individual members of SACIA. The code of conduct requires the members who are found guilty of misconduct under this code to present their case to the Disciplinary Committee. The committee is chaired by SACIA's legal counsel and the disciplinary process is outlined in the Disciplinary Code and Procedures document that is available as a download from the SACIA website.

A summary of the process used to manage allegations of misconduct is presented in the figure below:

Penalties can include any one of the following:

- Suspension from membership
- Revoke designation
- Issue fine
- Issue warning

However, the Disciplinary Council reserves the right to issue a penalty that adheres to the seriousness of the case.

3 Continuing Professional Development (CPD)

Members of SACIA and SASC who have been awarded a professional designation are required to comply with the requirements for continuing professional development (CPD) set out in this section of the Handbook.

Everyone is required to submit a declaration of the undertaking to participate in CPD annually. However, SACIA only requires the submission of a CPD record card once every 3 years. This is part of

² B - National Register for SACIA Certified Associates, Practitioners and Professionals.

³ C - SACIA Code of Conduct

the re-certification process and failure to submit the CPD record card could result in the revoking of your status as certified member.

3.1 CPD requirements

Each designee is required to acquire a total of 45 points in the three-year period, as determined by the date of award of the professional designation.

CPD points are awarded based on relevant content bearing activity in which the candidate has participated. Usually 1 CPD point is awarded for every hour of activity. Where this is not so, a note has been added to the description of activities.

It is also important to note that CPD points can only be awarded to activities completed within the CPD period. For instance, a designee who needs to report on CPD activities during the period 1 March 2016 – 28 Feb 2019, cannot claim points for workshops attended before 1 March 2016.

3.2 Types of CPD activities

A variety of activities make up the CPD programme and include:

<p>Employment</p>	<p>This is calculated at 6 points per year of relevant employment within the industry. Employment that is not relevant to the designation will not be considered part of the CPD programme.</p>
<p>Training attended or presented</p>	<p>A designee is awarded CPD points based on relevant training attended, or training offered in their capacity as facilitator or trainer.</p> <p>CPD points are allocated as follows:</p> <ul style="list-style-type: none"> • 1 hour – 1 CPD point • ½ day – 4 CPD points • full day – 8 CPD points • 2 days or more – maximum of 16 CPD points <p>CPD points are awarded to all relevant training attended by the designee. However, 30 of the CPD points claimed for training need to be gained through participation in SACIA validated training programmes.</p> <p>Trainers or facilitators delivering a SACIA validated CPD course will earn 2 CPD credits per course hour delivered. Trainers can only claim one delivery per course within a six-month period.</p>
<p>Publications, books and articles</p> <p>Max: 5 CPD points</p>	<p>1 CPD point is awarded for relevant articles published in industry related publications.</p> <p>CPD points are also allocated to the reading of industry related material. ½ CPD point is allocated per 2 hours of reading time.</p> <p>CPD points can also be awarded for books written. Special application needs to be made for CPD points in this instance.</p>
<p>Conferences or seminars or workshops</p> <p>Max: 10 CPD points</p>	<p>2 CPD points are allocated per participation in relevant industry conferences, association events, workshops or seminars. However, SACIA may award specific CPD points for specific events.</p>
<p>Mentoring and coaching</p> <p>Max: 20 CPD points</p>	<p>A designee can participate as a mentor or mentee in a formal mentoring or coaching process. Evidence of meetings, communications and telephone logs need to be included in the CPD report to validate claims.</p> <p>1 CPD point can be claimed for every content-bearing hour of engagement.</p>
<p>Volunteer activities</p> <p>Max: 20 points</p>	<p>Volunteers serving on a Council, Task Group or Board will earn 1 CPD credit for every hour of voluntary service</p>

3.3 Recording of CPD activities

The *SACIA CPD record card*⁴ is used to record CPD activities. This should be kept up to date by the designee. The CPD record card should also be accompanied by documentation validating the activities included in the record card.

Documentation includes

- confirmation of participation in events – such as certificates of attendance or emails confirming attendance
- confirmation of presentations – such as emails from the organizers thanking the presenter
- letter of employment or letter from employer confirming employment status
- copies of articles published
- letter from mentor or mentee confirming mentoring relationship

3.4 CPD record card submissions

Submissions are made on the dates specified by SACIA. Dates are communicated to designees during the CPD period. These submissions are made electronically via email to cpd@sacia.org.za.

⁴ E – SACIA CPD record card

ANNEXURE A: APPLICATION FORM

Please complete the application form. Submit the application form to the CEO, SACIA at ceo@sacia.org.za . The application must be accompanied by:

- Full curriculum vitae
- Certified copies of certificates
- Certified copy of ID
- Nomination letter - Proof of payment of registration fee – this is non-refundable
- Proof of membership of the SASC or other affiliate body

PERSONAL DETAILS

Titles (Mr/ Mrs/Ms/Other)	_____	Name of Company (where applicable)	_____
Surname	_____	VAT No. (of company)	_____
First Names	_____	Home Address	_____
Known as	_____		_____
Date of Birth	_____		_____
Nationality	_____	Code	_____
ID No.	_____		
Alternative ID No.	_____	Postal Address	_____
Alternative ID Type	_____		_____
SACIA Membership No.	_____	Code	_____

Male	
Female	

Province

--

Required for SAQA reporting:

African		Phone No. _____ Fax No. _____ Cell No. _____ Email _____
Indian / Asian		
Coloured		
White		
Other		

Residential Status	South African		Socio-Economic Status	Employed	
	Other			Unemployed	
	Dual:		Disability Status	None	
	Permanent Resident			Sight	
	Other			Hearing	
Home Language	English			Communication	
	Afrikaans			Physical	
	siSwati			Intellectual	
	TshiVenda			Emotional	
	seSotho			Multiple disabilities	
	isiXhosa		Unspecified		
	sePedi		Other		
	xiTsonga		Highest School Qualification		
	isiNdebele			Training currently enrolled for	
	seTswana				
isiZulu					
Other					

Incomplete applications will be returned to the sender. This will slow down the processing of the application and cause delays. Please ensure that the application and supporting documents are complete.

Applications must be accompanied by a proof of payment for the non-refundable registration fee of **R570.00** (incl. VAT) **as well as the appropriate certification fee.** (see page 22)

SACIA - First National Bank
Branch: Wierda Valley
Code: 260 950
Account: 62257021304

Please contact the Executive Director at accounts@sacia.org.za to request an invoice. Include the following information in your request:

- Name of person the invoice should be made out to
- Company name
- VAT no.
- Billing address

Receipt of your application will be acknowledged by means of an email. The application will then be processed, submitted to the SACIA board for ratification and the outcome thereof communicated to you via email.

ANNEXURE A(i): Template for Nomination letter

[To be printed on Letterhead]

Certification Council
SACIA

[date]

Dear Sirs

APPLICATION FOR [NAME OF CERTIFICATION]: [name and surname of candidate]:[ID number]

I hereby nominate [name and surname of candidate] for certification as a [Name of Certification]. I have known [name of candidate] for the past [no. of years] years at [name of company].

S/he is a suitable candidate for this professional designation because of their [insert relevant statement related to candidate's applicability for the awarding of the designation – please remember that for Professional designations the candidate is required to demonstrate a deep understanding in an area of specialisation of their choice and it would be appropriate for your nomination to reference their specialisation].

Please do not hesitate to contact me should you require any additional information in this regard.

Yours sincerely

[Name of representative]

Mobile: [mobile number]

Email: [email address]

ANNEXURE C: SACIA Code of Professional Conduct

Members of SACIA who are practitioners and professionals practicing in the broadcast, communications and professional AV industry are required to subscribe to the code of professional conduct.

Five **values** underpin this code, namely:

Honour	Showing respect for myself, my organisation, my industry and the community of clients that I serve by behaving in a manner that reflects favourably on my profession. Acting above reproach. Avoiding compromise of professional judgement by conflicts of interest.
Integrity	Acting with honesty and openness. Displaying trustworthiness. Showing consistent good behaviour over time. Ensuring that my words and actions correspond.
Reliability	Undertaking what I am competent to do and fulfilling commitments that I have made to my organisation, my industry and the community of clients that I serve
Honesty	Being truthful and accurate when executing my job even when it sometimes might be difficult. Not misrepresenting my own or my associate's academic or professional qualifications. Only undertaking assignments that I am competent to perform by way of my education, training and experience.
Accuracy	Ensuring that what I say, do and write are correct and reflect the information that is required to complete the job. Where this is not possible, ensuring that my organisation or my client understand the factors that could influence the accuracy of the information I have provided.

SACIA identifies that a practitioner interacts with various stakeholders when delivering their services. To this end, it is important that professional conduct be upheld when engaging with colleagues, peers, employers as well as industry role-players. To this end, a practitioner needs to uphold certain **principles** when practicing in this industry, namely:

Avoiding conflict of interest	This means understanding when a conflict of interest arises and speaking up to the parties present about the possible conflict to ensure that my integrity and honesty are not brought into question. This includes opportunities when I might be given information that I could use to my own advantage, but that could undermine my integrity and honesty.
Building and enhancing relationships	When acting in the best interest of my client, my focus is on building and enhancing long term relationships that are built on trustworthiness and reliability.

Upholding safety, health and welfare of the public As a competent practitioner who is proficient in what I do, I have the required insight and understanding into the laws, codes and principles governing safety, health and welfare of the public within my area of responsibility. I therefore ensure that the work I complete is compliant with these laws, codes and principles to ensure the well-being of my client, as well as the public that I affect.

Remaining in good standing As a practitioner in this industry, I need to remain in good standing in terms of the laws governing South Africa. I also need to ensure that I abide by the codes set out by international counterparts within this industry.

Finally, it is important that I realize that the certificates, logos and marks entrusted to me as a member of SACIA remain their property. Should, for any reason, our relationship be terminated, I am responsible to return this property to their care.

I, _____ (full name) (ID No.: _____)
do hereby agree to abide by the SACIA Code of Professional Conduct.

Signature

Date

ANNEXURE D: SCHEDULE OF FEES - 2018



1. Individual membership

	FEE TYPE	COST
Once-off registration fee	REG	R570.*
Annual membership fee <i>Does not apply if applicant is paid-up member of recognised affiliate body (SASC, IPO)</i>	MEM	R570.*
Annual Certification Fee: Associate	ASSOC	R1,140.*
Annual Certification Fee: Practitioner	PRACT	R1,596.*
Annual Certification Fee: SASC	SASC	R2,052.*

**All amounts incl. VAT*

Reference number

All payments **MUST** be accompanied by the reference. This includes your initial, surname and fee type. Without this reference number payments are very difficult to reconcile.

Please email proof of payment to accounts@sacia.org.za.

Banking Details

Name of account holder	SACIA
Bank	First National Bank
Branch Code	260 950
Branch	Wierda Valley
Account no.	62257021304