
	<b>BQA NCQF QUALIFICATION TEMPLATE</b>	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

SECTION A: QUALIFICATION DETAILS													
<b>QUALIFICATION DEVELOPER (S)</b>		Department of Teacher Training & Technical Education											
<b>TITLE</b>	Diploma in Health and Wellness										<b>NCQF LEVEL</b>	6	
<b>FIELD</b>	Health and Social Services				<b>SUB-FIELD</b>	Health Science				<b>CREDIT VALUE</b>	360		
New Qualification						✓		Review of Existing Qualification					
<b>SUB-FRAMEWORK</b>		General Education				TVET		✓		Higher Education			
<b>QUALIFICATION TYPE</b>	Certificate	I	II	III	IV	V	Diplo ma	✓	Bache lor				
	Bachelor Honours			Post Graduate Certificate				Post Graduate Diploma					
	Masters					Doctorate/ PhD							
RATIONALE AND PURPOSE OF THE QUALIFICATION													
<p><b>RATIONALE:</b></p> <p>Botswana is besieged with high cases of chronic related health issues such high blood pressure, diabetics, low blood pressure among others, hence the need for this qualification. With proper change of lifestyle and mind-set, the problem can be curbed. In this regard, Vision 2036 also further states that the prevalence non-communicable disease will be reduced through multiple approaches that recognise individual and institutional roles and responsibilities.</p> <p>The qualification is another way of establishing a positive image for improved perception of the TVET sector. It increases enrollment and at the same time addressing the alignment of TVET programmes. Institutions will create demand for qualified, productive and competitive human resources as stated in Education Training Strategic &amp; Sector Plan (ETSSP) Pg 98.</p> <p>Furthermore TVET &amp; Skills Development Sub-Sectors three (3) and nine (9) emphasises on developing high quality and relevant TVET programmes that are related to the needs of the economy. It also calls for rationalization of TVET institutions (ETTSP: Pg 98). This qualification provides a wide coverage and suppleness to match the needs of the industry, learners, employers and entrepreneurs. This is espoused in</p>													

	<b>BQA NCQF QUALIFICATION TEMPLATE</b>	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

the National Vision 2036 and contributes to transforming Botswana from a Resource Based Economy to a Knowledge Based Economy.

**PURPOSE:**


The purpose of this qualification is to produce graduates with advanced knowledge, skills and competences to:

- Consult and advise people concerning their lifestyles, eating habits and exercise activities.
- Develop and implement health and wellness policies for the workplace.
- Direct or refer an individual to medical practitioners for any serious health concerns.
- Incorporate all health & wellness programmes into the organisation in conjunction with Human Resources Department/ unit.


**ENTRY REQUIREMENTS (including access and inclusion)**


Minimum entry requirement for this qualification is as follows:


- Certificate IV, NCQF Level 4 (General Education or TVET)
- Recognition of Prior Learning (RPL) and Credit Accumulation and Transfer (CAT) will be applicable and considered for access and inclusion.

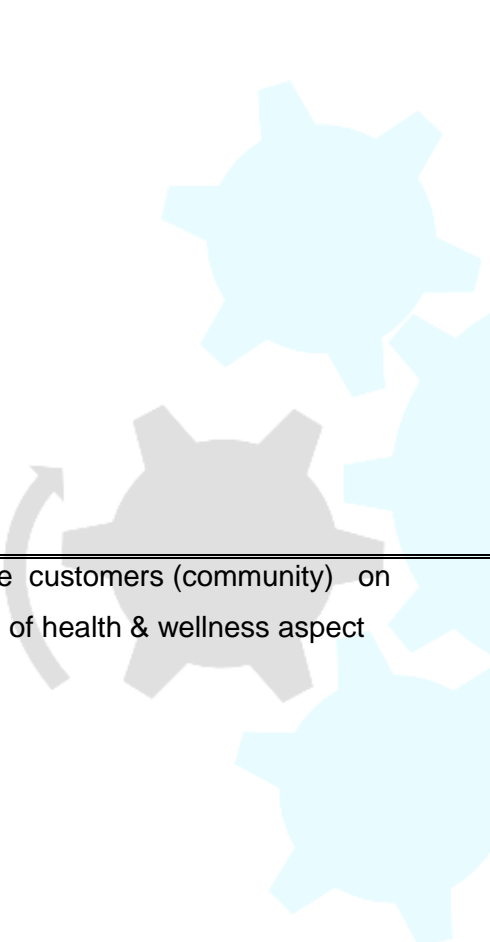
	<b>BQA NCQF QUALIFICATION TEMPLATE</b>	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020


<b>SECTION B QUALIFICATION SPECIFICATION</b>	
<b>GRADUATE PROFILE (LEARNING OUTCOMES)</b>	<b>ASSESSMENT CRITERIA</b>
1.1 Demonstrate advanced knowledge of body massage therapy in a health & wellness set up	1.1.1 Establish client needs for body massage therapy 1.1.2 Prepare equipment and all the materials needed to perform body massage therapy 1.1.3 Perform body massage therapy according to client's needs. 1.1.4 Monitor & Evaluate effectiveness of aftercare body massage service
1.2 Conduct needs assessment for the rehabilitation of clients in health & wellness industry	1.2.1 Perform pre- tests and measurements on clients 1.2.2 Carryout client placement according tests and measurements results/ findings 1.2.3 perform fitness programmes as per individual need's or client specifications 1.2.4 Monitor clients progress during clients fitness programme 1.2.5 Perform post- test measurement to assess progress 1.2.6 Review the effectiveness of fitness programme
1.3 Execute administration skills in health & wellness industry.	1.3.1 Carryout routine checks of facility & equipment 1.3.2 Exhibit the ability to operate machines and equipment in health & wellness facilities 1.3.3 Develop maintenance plan of equipment and facility(ies) 1.3.4 Develop policies for health and wellness program

	<b>BQA NCQF QUALIFICATION TEMPLATE</b>	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020


	1.3.5 Produce annual plan for health and wellness program
	1.3.6 Manage records and inventory for health and wellness program
	1.3.7 Procure equipment and materials for health and wellness program
	1.3.8 Manage risks in health and wellness set-up
	1.3.9 Supervise subordinates in health & wellness environment
1.4 Provide counselling services in health & wellness set-up	1.4.1 Set-up a conducive environment for providing counselling services  1.4.2 Consult clients for counselling service in health & wellness set-up  1.4.3 Deliver counselling services according to client requirements or needs  1.4.4 Review counselling intervention strategy  1.4.5 Refer Clients for further consultation and treatment
1.5 Carryout health screening services for a wide variety of health conditions	1.5.1 Perform initial screening on clients for different conditions  1.5.2 Interpret results of the screening services

	<b>BQA NCQF QUALIFICATION TEMPLATE</b>	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020


	1.5.3 Make evaluation of the screening results
	1.5.4 Perform post screening for further investigations or clarification
	1.5.5 Monitor client progress after screening
	1.5.6 Refer customers to specialists for further consultation and treatment
1.6 Educate customers (community) on importance of health & wellness aspect	1.6.1 Prepare educational materials for client outreach
	1.6.2 Conduct health & wellness awareness workshops & seminars
	1.6.3 Provide suitable outreach programmes to the target marker/clients
	1.6.4 Outsource resource persons/ specialists for outreach programmes
1.7 Demonstrate the ability to promote health & wellness offerings	1.7.1 Conduct market research for health & wellness products & services
	1.7.2 Brand health & wellness products & services
	1.8.1 Advertise products & services in health & wellness environment
	1.8.2 Sell health & Wellness products & services
	1.8.3 Promote networking with health & wellness stakeholders

	<b>BQA NCQF QUALIFICATION TEMPLATE</b>	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

1.8 Apply health and safety measures in the workplace	<p>1.8. 1 Adhere to health and safety policies &amp; regulations in the workplace</p> <p>1.8.2 Administer first aid according to the required standards</p> <p>1.8.3 Select personal protective clothing to carry out a specific task</p> <p>1.8.4 Provide in-house health &amp; safety induction</p> <p>1.8.5 Comply to health &amp; safety reporting procedures for injuries and accidents in the workplace</p>
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 <b>BOTSWANA</b> Qualifications Authority	<b>BQA NCQF QUALIFICATION TEMPLATE</b>	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

<b>SECTION C</b>	<b>QUALIFICATION STRUCTURE</b>				
<b>FUNDAMENTAL COMPONENT</b> <i>Subjects/ Courses/ Modules/Units</i>	<b>TITLE</b>	<b>Credits Per Relevant NCQF Level</b>			<b>Total (Per Subject/ Course/ Module/ Units)</b>
		<b>Level [ ]</b>	<b>Level [ 5 ]</b>	<b>Level [ 6 ]</b>	
	Computer Application & Internet		4		<b>4</b>
	Entrepreneurship		8	8	<b>16</b>
	Communications Skills		8		<b>8</b>
	Occupational Health & Safety		6		<b>6</b>
	Numeracy		8		<b>8</b>
	Work Ethics & Professionalism			8	<b>8</b>
	Supervisory Skills			10	<b>10</b>
	Research Skills			8	<b>8</b>
<b>CORE COMPONENT</b> <i>Subjects/Courses/ Modules/Units</i>	Huma Nutrition		12		<b>12</b>
	Human Anatomy & Exercise Physiology		12		<b>12</b>
	Personal Health & Wellbeing		12		<b>12</b>
	Facility Management		12		<b>12</b>
	Physical Fitness & Training		11		<b>11</b>
	Substance & Drug Abuse Awareness		11		<b>11</b>
	Body Massage Therapy		16		<b>16</b>
	Human Body Assessment			17	<b>17</b>


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		Issue No.	01
		Effective Date	04/02/2020

	Health Screening			17	<b>17</b>
	Nutrition & Physical Performance			12	<b>12</b>
	Marketing Essentials			10	<b>10</b>
	Exercise Prescription & Programming			15	<b>15</b>
	Counselling Services			16	<b>16</b>
	Physical Rehabilitation in Health & Wellness			14	<b>14</b>
	Administration in Fitness			15	<b>15</b>
	Integrated Research Project			30	<b>30</b>
	Work placement			60	<b>60</b>
<b>ELECTIVE/ OPTIONAL COMPONENT</b> Subjects/Courses/ Modules/Units					



	<b>BQA NCQF QUALIFICATION TEMPLATE</b>	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

<b>SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL</b>	
<b>TOTAL CREDITS PER NCQF LEVEL</b>	
<b>NCQF Level</b>	<b>Credit Value</b>
<b>Level 5</b>	<b>120</b>
<b>Level 6</b>	<b>240</b>
<b>TOTAL CREDITS</b>	<b>360</b>
<b>Rules of Combination:</b> <b>(Please Indicate combinations for the different constituent components of the qualification)</b>	
<ul style="list-style-type: none"> <li>Modules at level 5 consists of credits to the value of <b>120</b> all of which are compulsory</li> <li>Modules at level 6 consists of credits to the total value of <b>240</b> all of which are compulsory</li> </ul> <p>The candidate has to pass all core modules and fundamentals modules.</p> <p>N.B. There are no electives for this qualification</p>	

	<b>BQA NCQF QUALIFICATION TEMPLATE</b>	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

## ASSESSMENT ARRANGEMENTS

### Documentation

All necessary documents including: qualification document, alignment matrices, assessment instruments and Assessment criteria/rubrics should be available.

### Summative assessment

Candidates may undergo assessment including written and practical examinations or projects. The final assessment for each module (unit) contributes **40%** of the final mark for that module. **A candidate shall be expected to achieve a minimum of 30% for Continuous Assessment (50% of weighted CA) to be eligible for final assessment.** To pass a module, a candidate must achieve a minimum of 50%. A candidate who scores between 40 and 49% shall be eligible for one supplementary examination. A candidate, who is not eligible for supplementary examinations or does not meet the minimum requirements on supplementary examination, may apply for a repeat.

## MODERATION ARRANGEMENTS


Internal and external moderators to be engaged will be BQA accredited subject specialists in relevant fields with relevant industry experience and academic qualification. The moderators should be holders of Degree in Physical Education, Degree in (Physical) Health & Wellness or relevant/similar qualifications and industrial experience will be an added advantage

A moderation report shall capture, but not limited to the following:

- Sample size and sampling procedures
- observations about the performance of candidates
- consistency of assessment judgements and decisions
- assessment instruments and alignment to learning outcomes
- recommendations for improvement

## RECOGNITION OF PRIOR LEARNING

Candidates may submit evidence of prior learning and current competence and/or undergo appropriate forms of RPL assessment for the award of credits towards the qualification in accordance with applicable RPL

	<b>BQA NCQF QUALIFICATION TEMPLATE</b>	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

policies and relevant national-level policy and legislative framework. Implementation of RPL shall also be consistent with requirements, if any, prescribed for the field or sub-field of study by relevant national, regional or international professional bodies.

### **CREDIT ACCUMULATION AND TRANSFER**

This qualification may be achieved in part or in whole through the recognition of the amount of learning in a qualification or part qualification (credit) based on the acknowledgement for studies already completed. The formal arrangement of credit transfer is negotiated between ETPs based on the comparability of qualifications.

### **PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)**

Horizontal Articulation (NCQF Level6)

- Diploma in Fitness & Health Promotion
- Diploma in Wellness & Relaxation
- Diploma in Sports & Wellness Management

Vertical Articulation (NCQF Level 7)

- Bachelor of Health & Wellness
- Bachelor of Technology: Emergency Medical Care

Employment Pathways


- Health & Wellness Coach
- Wellness Specialist

### **QUALIFICATION AWARD AND CERTIFICATION**

For a candidate to be awarded Diploma in Health and Wellness, they must have acquired a minimum of 360 credits. 60% of the total credits must be at level 6. The Candidate should pass all the core and fundamental modules in the programme.

#### **Qualification Rules**

- Candidates meeting the prescribed requirements will be awarded Diploma in Health & Wellness in accordance with the qualification composition rules and applicable policies.

	<b>BQA NCQF QUALIFICATION TEMPLATE</b>	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

- There will be certification upon awarding of Diploma in Health & Wellness qualification

### **REGIONAL AND INTERNATIONAL COMPARABILITY**

#### **Diploma in Health & Wellness Studies (NQF Level 6) - Namibia:**

##### **Similarities**

Most of the modules are similar such as Wellness Counselling, Occupational Health, and Introduction to Health & Wellness Management, Project, and Nutrition. The new qualification does not have psychological Social Counselling but the rest of the modules are similar. The naming of the qualification is the same, though the new qualification does not include the word “specialist”

##### **Differences**

The new qualification does not have Psychological Social Counselling. The new qualification is three years whereas for Namibia, minimum is two years and maximum is 3 years. The Namibian qualification does not have most of foundational modules which with the new qualification are at level 5. The benchmarked qualification does not have work-placement.

#### **Diploma in Wellness & Relaxation - New Zealand:**

##### **Similarities**

All the modules which are Musculoskeletal Anatomy, Human Body System, Relaxation and Wellness Massage, Clinical Massage Practice, Fitness Industry Business Skills are similar to the proposed qualification. Both qualifications are at diploma level

##### **Differences**


It lacks assessment strategies and qualification rules. The benchmarked qualification has few modules hence lower credit value.

#### **Diploma in Sports & Wellness Management - Singapore:**

##### **Similarities**

The naming of the two qualifications might look a bit different, but they are all focusing on sports wellness. The modules are the same or similar.

##### **Differences**

	<b>BQA NCQF QUALIFICATION TEMPLATE</b>	Document No.	DNCQF.QIDD.GD02
		Issue No.	01
		Effective Date	04/02/2020

Though the modules are similar, Singapore qualification has more business/ account related modules unlike the new qualification which has entrepreneurship only as business module.

### **Canada: Diploma in Fitness & Health Promotion**

#### **Similarities**

Naming might be different but the modules and skills to be acquired are the same.

#### **Differences**

The new qualification consist of six semesters whereas the benchmarked qualification has only 4 semesters, which means its two year diploma. Issues of assessment strategies and qualification award rules and combination not covered.

#### **Conclusion**

Duration of qualification differs, some is two years whereas others are three years. The two years qualifications lacks competencies which can be referred to as “foundational skills” which are covered at Level 5. The naming’s but look a bit different for some but they all cover health & wellness skills and knowledge more especially on the Sports, Recreation and Leisure aspect.

**See attachment A**

#### **REVIEW PERIOD**

The qualification will be reviewed every five (5) years or as and when required depending on the changing needs of the market.