

BQA NCQF QUALIFICATION TEMPLATE

SECTION A: QUALIFICATION DETAILS																			
QUALIFICATION DEVELOPER (S)			Kanye Seventh Day Adventist College of Nursing																
TITLE		Certificate V in Embalming								NCQF LEVEL		5							
STRANDS (where applicable)		N/A																	
FIELD		Health and Social Services								CREDIT VALUE		120							
SUB FIELD		Health Sciences																	
New Qualification		✓		Legacy Qualification						Renewal Qualification									
										Registration Code									
SUB-FRAMEWORK		General Education						TVET		✓		Higher Education							
QUALIFICATION TYPE		Certificate		I		II		III		IV		V		✓		Diploma		Bachelor	
		Bachelor Honours				Post Graduate Certificate						Post Graduate Diploma							
		Masters										Doctorate/ PhD							
RATIONALE AND PURPOSE OF THE QUALIFICATION																			
RATIONALE: Embalming has assumed considerable importance for certain segments of the population in Botswana, primarily due to the absence of restrictions concerning the timing and location of funeral ceremonies. While there exist, stringent regulations governing the management of cadavers and the sanitation of mortuary facilities in hospitals, hospitals possess limited authority or information regarding post-mortem practices conducted outside their premises, such as the transfer of remains for traditional burial rites. Whether stemming from lack of awareness or restrictions imposed by their																			

workplaces, mortuary personnel are often unable, and do not endeavour, to clarify the health and safety risks associated with cadaver handling to the families of the deceased or to the firms contracted to retrieve the body from the mortuary. Despite the consensus among the mortuary staff and nursing professionals interviewed that families should engage certified organizations for such services, the low regard afforded to those who work closely with deceased individuals often diminishes the weight of this counsel. On a broader scale, mortuary workers have articulated a pressing need for comprehensive regulations and guidelines governing the treatment of cadavers, funeral service providers, and embalmers. Considering recent governmental and organizational responses to a series of unexpected fatalities attributable to contagious diseases, there is a call for the establishment of universally recognized and enforced standards for the safe handling of human remains.

Most mortuary workers in Botswana are of the opinion that embalmers should be certified. (Molewa et al., 2021) recommends both written and practical licensing and certification for embalmers to ensure the uniform high level of training, technical proficiency and best practice in embalming. Additionally, advanced enforced regulations have led uncertified embalmers to bypass the proper embalming technique, and key steps might be omitted. Typically, the embalmer embalms the body with isopropanol sometimes applied to the skin with a mop and without sterilization in between clients, which is not adequate embalming treatment.

A larger proportion of mortuary workers in Botswana believed that embalmers should be certified, and 72.5% would choose a funeral home that only employs certified embalmers. In the funerary industry, embalmers are often aware of the known potential health risks, but risks are sometimes downplayed by health risk perception. Due to the stigma and overblown fear in the public perception of it, the actual health risk is sometimes misjudged. Participants reported fewer hours paid to learn embalming compared to other mortuary work-related skills and the need for more instruction. Beyond minimizing health risks to the public and empowering people with occupational knowledge, a cry for comprehensive regulations and standards in the embalming industry is made.

It is thus evident that this qualification is important as it provides benefits to both society (providing social services and contribute to personal development in a field where there are currently no qualifications available) and the economy (creating a possibility for learners to obtain an embalming qualification in South Africa and creating employment opportunities).

Currently, Embalmers are being trained in-house by funeral parlour on an ad-hoc basis, and there is no existing formal or nationally recognized qualification in Botswana. This qualification will specifically

benefit learners with interest in working and establishing a career in the funeral industry. It will also give people who have been doing embalming-work in Botswana without a registered qualification, an opportunity to obtain formal recognition for their skills.

PURPOSE: (itemise exit level outcomes)

The purpose of this qualification is to prepare a learner to operate as an Embalmer. An Embalmer is responsible for preserving a human body after death to forestall decomposition and make it suitable for public viewing by mourners and prepare it for funeral service, burial or cremations and/or transportation over a long distance.

A qualified learner will be able to:

1. Apply restorative techniques for life-like presentation.
2. Integrate natural sciences with infection control protocols.
3. Manage legal, religious, and administrative compliance.

MINIMUM ENTRY REQUIREMENTS (including access and inclusion)

The Certificate V in Embalming program is designed for a diverse range of learners, including:

Certificates IV, NCQF Level 4 Certificates (GE/TVET) Equivalent.

Recognition of Prior Learning (RPL) and Credit Transfer

Evidence of RPL and work-related competencies in a relevant field will be required. The Institution will be guided by the National RPL policy.

BQA NCQF QUALIFICATION TEMPLATE

SECTION B		QUALIFICATION SPECIFICATION
GRADUATE PROFILE (LEARNING OUTCOMES)	ASSESSMENT CRITERIA	
Upon successful completion of the course, the learner will be able to: 1. Apply broad technical knowledge of natural behavioural sciences and infection control in preparation for embalming in compliance with mortuary practice and WHO public health standards.	The learner 's ability to: 1.1 Discuss concepts and principles of human anatomy, physiology and basic microbiology in treating the deceased body. 1.2 Perform comprehensive infection control measures during the preparation of human remains to mitigate the risk of zoonotic and bloodborne pathogen transmission 1.3 Validate mortuary sanitation practices against WHO IPCCC standards to maintain a safe, regulated environment for staff, families, and the public.	
2. Apply cavity embalming procedures to preserve the thoracic, abdominal and pelvic organs in compliance with international conference of Funeral Service Examination Board (ICFSEB) model curriculum and the British Institute of Embalmers (BIE) code of practice standards.	2.1 Formulate cavity fluid dilutions by calculating concentrations that adhere to manufacturer guidelines and mitigate risk according to OSHA exposure limits. 2.2 Execute precise trocar insertion by analyzing anatomical landmarks to prevent the unintended puncture of major vessels or viscera, in strict alignment with BIE closed-cavity protocols. 2.3 Decompress and extract the contents of hollow viscera and major cavities using controlled vacuum aspiration techniques to prevent post-mortem distension. 2.4 Administer preservative chemicals via gravity or low-pressure methods to validate uniform distribution and achieve complete cavity saturation per ICFSEB standards.	

BQA NCQF QUALIFICATION TEMPLATE

	2.5 Appraise the effectiveness of the preservation by confirming the firmness of organ masses and the successful prevention of purge from natural orifices. 2.6 Verify preservation by confirming firmness of organ masses and absence of purge from natural orifices. 2.7 Systematize the documentation of all chemical volumes, injection pressures, and clinical observations to ensure compliance with ISO 21043-1:2018 forensic terminology standards.
3.Utilise broad technical knowledge of embalming to preserve and reconstruct the body following prescribed code of practice standards (BIE).	3.1 Discuss the decomposition processes and embalming techniques using appropriate physiological, anatomical and scientific nomenclature. 3.2 Identify and apply the correct and appropriate embalming technique, i.e. arterial or direct injection, for the condition of the body following correct procedures. 3.3 Administer embalming fluid evenly into the tissues through the appropriate application of massage techniques e.g. Centripetal Massage, Petrissage or Vibration and Oscillation.
4.Synthesize embalming, positioning, and cosmetic treatments in preparing the human body after death to create a peaceful, relaxing and life-like appearance for viewing by mourners.	4.1 Discuss procedures for creating a lifelike appearance with reference to cultural differences, skin structure and conditions to consider when applying make-up, as well as health and hygiene aspects when handling the deceased. 4.2 Conduct proper procedure of cleaning the body, and close all bodily-cavities, ensuring

BQA NCQF QUALIFICATION TEMPLATE

	fresh smell without any damage to the skin following BIE standard operating procedures. 4.3 Dress the deceased following standard operating procedures and ensure clothing look unspoilt with no visible marks, stains and/or tears. 4.4 Close the eyes, mouth and nose correctly following appropriate procedures to ensure that there are no facial leakage-possibilities.
5. Apply cultural, religious, legal and administrative functions regarding the preservation of the deceased and repatriation guided by WHO health and safety standards.	5.1 Identify national and international regulations related to the handling, storage, and transportation of deceased individuals. 5.2 Apply regulations related to hygiene, sanitation, and disease control when embalming a contaminated case. 5.3 Demonstrate an understanding of the cultural, religious and ethical obligation to treat deceased individuals with dignity and respect. 5.4 Apply legal, regulatory, religious and ethical principles when embalming, repatriating and cremating a deceased body. 5.5 Prepare proper documentation for repatriation of the deceased.

SECTION C	QUALIFICATION STRUCTURE		
	TITLE		

BQA NCQF QUALIFICATION TEMPLATE

COMPONENT		Credits Per Relevant NCQF Level			Total Credits
		Level [5]	Level [6]	Level [7]	
FUNDAMENTAL COMPONENT Subjects/ Courses/ Modules/Units	Introduction to Microbiology	8			8
	Anatomy and Physiology	8			8
	Embalming related Health and Safety Considerations	8			8
	Infectious diseases and medical conditions impacting on embalming	8			8
	Administrative and Legal Requirements for Embalming, Burials and Cremation	8			
	Grief Counselling	5			5
	Christian beliefs	5			5
CORE COMPONENT Subjects/Courses/ Modules/Units	Procedures for Preparing the Deceased for Embalming	8			10
	The Embalming Room, Equipment and Chemicals	10			10
	Embalming Techniques 1	10			10
	Embalming Techniques 2		12		12
	Embalming and Reconstruction	8			8

BQA NCQF QUALIFICATION TEMPLATE

	Processes, Materials and Instruments				
	Restorative art	10			10
	Embalming Practicum		20		20
STRANDS/ SPECIALIZATION	Subjects/ Courses/ Modules/Units	120 Credits Per Relevant NCQF Level			Total Credits
		Level []	Level []	Level []	
1.					
2.					
Electives					

BQA NCQF QUALIFICATION TEMPLATE

SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL

TOTAL CREDITS PER NCQF LEVEL

NCQF Level	Credit Value
5	96
6	32
TOTAL CREDITS	128

Rules of Combination:

(Please Indicate combinations for the different constituent components of the qualification)

The learner is required to meet the stipulated total minimum rule of combination of credit distribution of the qualification, which includes fundamental courses of **50** credits and core courses of **78** credits and a total of **128** credits. The learner will also be awarded independent study hours and reading week which are included in the above credits

BOTSWANA
Qualifications Authority

ASSESSMENT ARRANGEMENTS

1. Formative and summative assessment will be in the form of theory and practical attachment. All assessment, formative and summative, leading to the award of the qualification should be based on the learning comes. For this qualification:
2. Formative assessment shall constitute 70% of the final marks.
3. Summative assessment shall constitute 30% of the final marks.

MODERATION ARRANGEMENTS

In accordance with institutional and national regulations, all assessments contributing to a qualification must undergo both pre- and post-administration moderation.

All assessors and moderators are required to be formally accredited by the Botswana Qualifications Authority (BQA) and must strictly adhere to the institution's internal policies.

To ensure high standards of expertise, these individuals must hold at least a Diploma in their specific field of study. Furthermore, all personnel involved in the process must be recognized by international embalmers' associations to guarantee professional competency.

RECOGNITION OF PRIOR LEARNING

- Applicants may provide evidence in the form of a portfolio that demonstrates that the applicant has acquired sufficient relevant knowledge, skills, and competencies to be able to reasonably meet the expectations for learning demanded by the qualification for which they are seeking access.
- Only a student whose prior learning has been validated by means of a well-structured and credible Portfolio of Evidence is eligible to be awarded RPL for access
- In instances where RPL is applied for the purposes of access, no credits will be awarded for any previous learning. However, the candidate may choose the option of being assessed for credit.
- Upon completion of the **120** credits, a learner will be awarded a Certificate V in Embalming.

CREDIT ACCUMULATION AND TRANSFER

There shall be access and award of credits of the qualification using Institutional Credit Accumulation and Transfer (CAT) Policy in line with the National CAT Policy.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

EDUCATIONAL PATHWAYS

HORIZONTAL PATHWAY

- Certificate V in Restorative Art
- Certificate V in Advanced Embalming Techniques
- Certificate V in Mortuary Anatomy and Physiology
- Certificate V in Forensic Pathology Basics
- Certificate V in Thermochemistry

VERTICAL PATHWAYS

- Diploma in Embalming
- Diploma in Forensic Embalming and Identification
- Diploma in Post-Mortem Pathology Assistance
- Diploma in Reconstructive Embalming and Maxillofacial Restoration
- Diploma in Post-Mortem Pathology Assistance:
- Diploma in Medical Preservation and Anatomical Embalming

EMPLOYMENT PATHWAYS

Upon successful completion of this qualification learners have a great chance securing employment typically in positions in:

- Embalmer
- Trainee Embalmer
- Thanatopraxy Assistant
- Restorative Art Assistant
- Embalming Lab Technician

QUALIFICATION AWARD AND CERTIFICATION

1. Minimum standards of achievement for the award of the qualification

A learner is required to achieve the stipulated total minimum credits **128** inclusive of the fundamental and core component to be awarded Certificate.

2. Certification

Learners meeting prescribed minimum requirements shall be awarded a Certificate V in Embalming in accordance with standards prescribed for the award of the qualification and applicable policies.

SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

The comparability analysis of the embalming qualifications from the Philippines, Australia, South Africa, and the United States of America demonstrates substantial alignment in embalming knowledge, practical competencies, and professional standards, while also revealing differences in qualification level, curriculum depth, assessment approaches, and articulation pathways. Although the qualifications are offered within different national qualification frameworks and institutional systems, they all aim to prepare competent embalming practitioners capable of performing body preservation procedures safely, ethically, and professionally within mortuary and funeral service environments.

Similarities:

Across the five qualifications, there is strong alignment in the core competencies required for embalming practice. All qualifications incorporate essential scientific knowledge areas such as anatomy and physiology, pathology or microbiology, infection prevention and control, restorative procedures, and embalming theory and practice. Each qualification also emphasizes practical workplace learning and supervised embalming exposure to ensure learners develop hands-on technical competence in mortuary settings. Furthermore, all qualifications promote occupational health and safety, ethical handling of human remains, mortuary hygiene, and professional conduct in accordance with legal and public health requirements. These shared elements collectively demonstrate a consistent international benchmark for safe, competent, and ethical embalming practice.

BQA NCQF QUALIFICATION TEMPLATE

Differences:

The primary differences are evident in the qualification structure, scope, and orientation of the programmes. The Australian Certificate IV adopts a competency-based vocational model focused mainly on technical embalming proficiency and workplace performance. The South African Lindiyolise Embalming Assistant qualification is occupationally oriented with strong emphasis on workplace competence, funeral operations support, and integrated practical assessment within the national occupational qualifications' framework. The Northeast Texas Community College Embalming Level I Certificate is more introductory and technically focused, preparing learners primarily for entry-level embalming and mortuary support roles. In contrast, the La Calavera Certificate in Embalming combines technical embalming practice with funeral operations and client relations within a vocational education context. These distinctions reflect different educational philosophies, with some qualifications emphasizing academic breadth and administrative competencies, while others prioritize occupational skills development and immediate workplace applicability

REVIEW PERIOD

The qualification shall be reviewed after five (5) years.

For Official Use Only:

CODE (ID)			
REGISTRATION STATUS	BQA DECISION NO.	REGISTRATION START DATE	REGISTRATION END DATE
LAST DATE FOR ENROLMENT		LAST DATE FOR ACHIEVEMENT	