



Transformation Policy & Plan

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DEFINITIONS

- a. "Code" – means the code of conduct
- b. "FFPSA" – Federation of Funeral Professionals in Southern Africa
- c. "Member" - means a registered member of FFPSA as per the FFPSA Constitution
- d. "Registered Members" – registered funeral directing practitioners with the FFPSA professional designation

1. BACKGROUND

The main objective of the FFPSA as a self-regulatory body is to oversee the professional Funeral directing sector in South Africa. It does so by being instrumental in defining the borders of funeral directing professions, identifying core competencies, benchmarking minimum requirements for defined career paths aligned with national and international practice, and accrediting and developing an appropriate framework for the continuance of the education of properly qualified practitioners while building public confidence.

2. PURPOSE OF THE POLICY

The purpose of the document is to outline a transformation policy and plan.

3. POLICY STATEMENT ON TRANSFORMATION

FFPSA endorses ethical principles in conducting business and adheres to the principles informing the supremacy of the South African Constitution, and the human rights objectives contained therein.

The South African Constitution states in its preamble, that South Africans –

- Recognise the injustices of our past;
- Honour those who suffered for justice and freedom in our land;
- Respect those who have worked to build and develop our country; and
- Believe that South Africa belongs to all who live in it, united in our diversity.”

Transformation, therefore, is the path any organisation takes to ensure it is diverse, respectful towards all, according to the values of substantive equality and human dignity. FFPSA believes that transformation is a continuous process, which requires frequent introspection and re-alignment.

4. PLAN OF ACTION

In giving effect to its commitment to transformation, FFPSA shall, regarding its organisational and membership structure:

- 4.1 Strive to ensure that its Board, Committees, and office-bearers are representative of the South African population while adhering to the processes of election as contained in its Constitution;

- 4.2 Constantly strive to improve the demographic representation as it grows and develops as a professional body;
- 4.3 Be mindful of the transformation requirements set by the South African government from time to time;
- 4.4 Guide its membership in practical issues about transformation, including legal and policy frameworks, such as Employment Equity, BBBEE, skills development, diversity and human rights;
- 4.5 Ensure that all persons are treated equally, and are awarded equal opportunities by the FFPSA as an organisation and by its representatives, within the meaning of the South African Constitution;
- 4.6 Object against instances of unfair discrimination on any ground listed in the South African Constitution;
- 4.7 Act against instances of unfair discrimination or violations of the dignity of others, which comes to its attention and which relates to its mandate; and
- 4.8 Encourage steps that will support the transformation of the Funeral directing services industry.

5. REVIEW

- 5.1 The policy document shall be reviewed and amended within the requirements of the South African legal framework.
- 5.2 The policy document to be reviewed every five years and/or when there are changes in the South African regulatory environment.