MEMBER PROPOSAL

# Revised Professional Designation Framework

**CRMT**
Technician

**CRM Prac**
Practitioner

**CRM Prof**
Professional

**CRMM**
Master



# The Proposition

Endorse the revised framework and support the preparation of the SAQA resubmission.

DESIGNATION TITLES

## Make competence visible

Introduce Certified Risk Management Technician and Certified Risk Management Master to replace the former Associate and Fellow designations.

CAREER PROGRESSION

## Define what each level certifies

Set out the scope of practice, underpinning qualifications, workplace experience, assessment and ongoing CPD at each level.

ACCESS AND GOVERNANCE

## Recognise multiple entry routes

Recognise qualifications, experience and prior learning. Apply clear assessment, ethical and quality assurance requirements.

# Why IRMSA is revising the framework

The SAQA review prompted IRMSA to clarify what a designation holder can do in practice.

### SAQA alignment and professional credibility

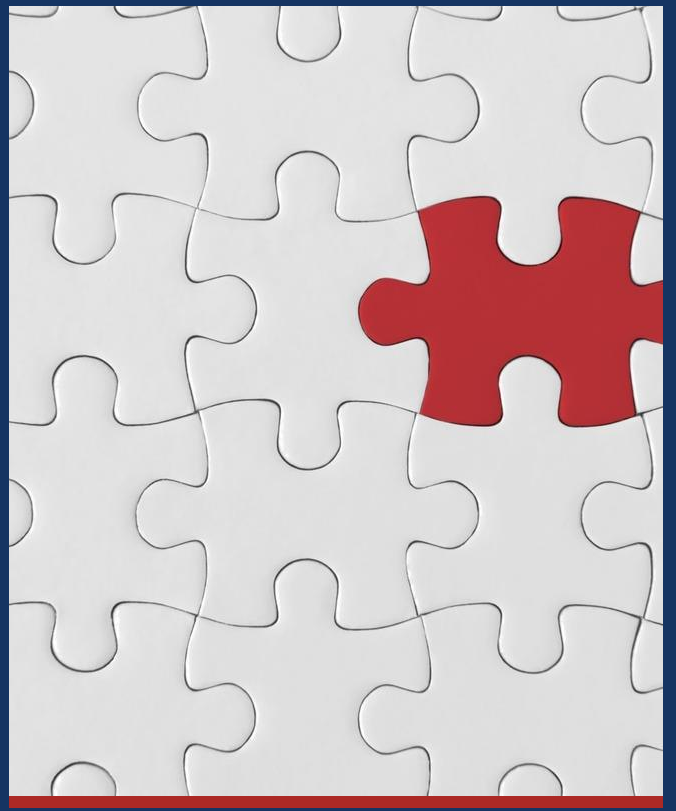
Define the purpose, learning outcomes, applied competence and scope of practice for each designation.

### Accessible routes into the profession

Recognise formal qualifications, workplace experience and prior learning to support accessibility, transformation and progression.

### A clearer standard for employers and regulators

Link NQF qualifications, assessed capability, ethical conduct, CPD and quality assurance to each designation.



# How the designation framework evolved

The review prompted IRMSA to clarify the distinction between membership and professional designations.

**27 SEPTEMBER 2017**

## Registration

SAQA registered Risk Management Associate, CRM Practitioner, CRM Professional and Risk Management Fellow.

**2021 REVIEW / 2022**

## Deregistration

The review identified ambiguity in the Associate and Fellow titles.

**AFTER THE REVIEW**

## Consultation

IRMSA consulted SAQA on naming. The Professionalisation Committee reviewed and benchmarked the framework.

**PROPOSED**

## Resubmission

Retain Practitioner and Professional. Introduce Technician and Master.

# The existing Membership framework

The original framework combines membership classes and professional designations in one progression.

| | |
|---|---|
| **Youth Membership** | Entry point for students entering the profession. |
| **Individual Member** | Membership class. |
| **Associate Member** | NQF 6 in risk management + 3 years, any NQF 6 + 5 years, or 10 years experience. |
| **CRM Practitioner** | Associate status + Board Exam 1 and logbook. |
| **CRM Professional** | Associate status + Board Exam 2 and logbook or panel. |
| **Fellow Member** | CRM Professional + 20 years' experience in the current framework summary. |

# Membership and professional designations

Membership provides a point of entry. Each designation signals a defined level of assessed competence.

## CRMT

**Certified Risk Management Technician**

Foundational applied competence

## CRM Prac

**Certified Risk Management Practitioner**

Programme implementation under supervision

## CRM Prof

**Certified Risk Management Professional**

Independent management and strategic judgement

## CRMM

**Certified Risk Management Master**

Advanced expertise and sustained contribution

### Membership classes

- Youth Membership (formerly Student)
- Risk Management Trainee
- Affiliate Member (formerly Individual)
- Associate Member
- Fellow Member

# Certified Risk Management Technician

Recognises foundational risk management knowledge and applied occupational competence.




**CRMT**

**Working criteria**

| | |
|---|---|
| **Entry pathways** | NQF Level 6 risk qualification + 2 years' risk management experience, or relevant NQF level 6 qualification + 3 years risk management experience or 8 years risk management experience via RPL. |
| **Assessment** | Pass the board exam + complete work experience logbook. |
| **CPD** | 45 hours of continuing professional development. |
| **Qualification** | NQF Level 6 |

**CRMT provides a starting point for progression to CRM Practitioner and CRM Professional.**

# Why Technician is the proposed title

CRMT gives early-career risk professionals a defined way to demonstrate occupational competence.

## A distinct professional title

Technician signals assessed, applied competence at an early career stage and distinguishes the title from membership.

## Multiple routes to competence

The framework recognises relevant learning and experience. The proposal also envisages Recognition of Prior Learning (RPL).

## A foundation for further progression

Assessment establishes a common baseline for progression to CRM Practitioner and CRM Professional and makes that baseline clear to employers.



# Certified Risk Management Practitioner

Recognises the ability to implement and manage a risk management programme under supervision.




**CRM Prac**

**Working criteria**

| | |
|---|---|
| **Entry pathways** | **Hold CRMT designation** and have an NQF Level 7 risk management qualification + 3 years risk management experience, or relevant NQF 7 qualification + 5 years risk management experience or 10 years risk management experience via RPL. |
| **Assessment** | Pass the board exam + complete work experience logbook. |
| **CPD** | 40 hours of continuing professional development. |
| **Qualification** | NQF Level 7 |

**Validates foundation-level knowledge and experience to implement and manage an organisation's risk management programme.**

# Certified Risk Management Professional

Recognises independent responsibility for assessing, implementing and managing a risk management programme.



**CRM Prof**

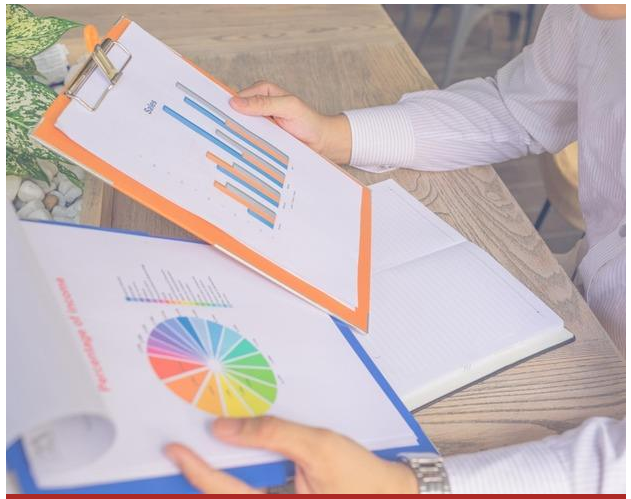
**Working criteria**

| | |
|---|---|
| **Entry pathways** | NQF Level 8 risk management qualification + 5 years risk management experience or a relevant NQF Level 8 qualification + 10 years risk management experience, or 15 years risk management experience via RPL. |
| **Assessment** | Pass the board exam + complete work experience logbook or panel interview |
| **Standing and CPD** | 35 hours of continuing professional development. |
| **Qualification** | NQF Level 8. |

**Strategic-level designation validating comprehensive technical knowledge to assess, implement and manage a risk management programme.**

# Certified Risk Management Master

IRMSA's highest proposed designation recognises strategic expertise, leadership and contribution to the profession.



**CRMM**

**Working criteria**

| | |
|---|---|
| **Eligibility** | **Hold CRM Prof designation and have an** NQF Level 9 risk management qualification + 10 years risk management experience or a relevant NQF Level 9 qualification + 15 years risk management experience, or 20 years risk management experience via RPL. |
| **Assessment** | Research on an IRMSA-selected topic. Presentation to the Advisory Council. |
| **CPD** | 30 CPD hours |
| **Qualification** | NQF Level 9 Masters |

**The highest professional recognition in IRMSA, symbolizing advanced expertise and leadership in risk management.**

# What would distinguish Master

CRMM is proposed as the highest level of professional recognition within IRMSA.

### Strategic expertise and leadership

Advanced learning and evidence of mentoring, publications, industry leadership or policy influence would distinguish Master from CRM Professional.

### A research-based assessment

The working proposal envisages an IRMSA-selected topic addressing an industry gap, an article and a pass/fail Advisory Council presentation. Propose publication in the IRMSA Journal.

### Accessibility and naming

Balance years of experience with evidence of contribution.



BENCHMARKING

# Internal Audit Development Pathway

IIA South Africa member pathway

The Institute of Internal Auditors South Africa

**START** **Become an IIA South Africa member** → **NQF Level 7 academic qualification**

**OPTION A**

## Certified Internal Auditor (CIA)

**OPTION B**

### NQF Level 7 occupational qualification

Diploma: Technician: Internal Auditing or Occupational Certificate: Internal Auditor. Register through the Professional Training Program or, if eligible, through Recognition of Prior Learning (RPL).

→

### Internal Audit Technician (IAT)

The Level 7 occupational qualification is a prerequisite for entry to the Level 8 qualification.

→

### NQF Level 8 occupational qualification

Certificate: General Internal Auditing or Occupational Certificate: Internal Audit Manager. Register through the Professional Training Program or eligible RPL.

## Principal Certified Internal Auditor (PCIA)

Members can apply for PCIA. To be awarded PCIA, they must hold both the CIA and the NQF Level 8 internal audit occupational qualification.

### CIA application fee waiver

Members registering for the Level 7 occupational qualification qualify for a CIA application fee waiver if they include CIA in their registration.

### Maintaining designations

IIA South Africa membership and CPD are compulsory. PIA remains registered and sits outside the development pathway.

### Other certifications

Internal Audit Practitioner (IAP), Certification in Risk Management Assurance (CRMA), ICT Internal Auditor (ICT IA) and Internal Audit Quality Assurer (IA QA).

# South African Institute of Chartered Accountants

SAICA illustrates how a professional body can distinguish levels of competence within one framework.

AT(SA)

## Accounting Technician

Technician-level designation with a distinct scope of practice, education and assessment requirements.

AGA(SA)

## Associate General Accountant

A distinct mid-tier designation with value to members and employers.

CA(SA)

## Chartered Accountant

A separate professional designation with its own scope, assessment and responsibilities.

**IRMSA implication** **Distinguish scope, education and assessment while applying shared ethics and CPD.**

# Routes to Accounting Technician [AT(SA)]

The Accounting Technicians South Africa graphic illustrates four routes to AT(SA) membership.

| | |
|---|---|
| **Route 1**<br>**12-month registered learnership** | Complete the NQF 3 Accounting Technician certificate, NQF 4 FET certificate and NQF 5 Accounting certificate or equivalent. Pass the Test of Professional Competence to become an AT(SA) member. |
| **Route 2**<br>**RPL Model 1** | Complete a 24-month registered learnership through the same NQF 3, 4 and 5 qualification sequence or equivalent, followed by the Test of Professional Competence and AT(SA) membership. |
| **Route 3**<br>**RPL Model 2** | Complete the NQF 4 Accounting Technician certificate and five years' relevant work experience to become an AT(SA) member. |
| **Route 4**<br>**RPL Model 3** | Complete the NQF 5 Accounting Technician certificate and five years' relevant work experience to become an AT(SA) member. |

**RPL means Recognition of Prior Learning.**

# What the revised framework delivers

A defined professional pathway can strengthen IRMSA's standing and support ongoing member engagement.

### Credibility with stakeholders

Align designations with professional standards to improve transparency for employers, regulators and international partners.

### Clear progression for members

Clarify what each qualification, experience route and assessment contributes to career progression, engagement and retention.

### A sustainable professional body

Structured assessments and CPD can contribute to revenue sustainability and reinforce IRMSA's role in professionalising risk management in South Africa.



# Endorsement and next steps

The proposed endorsement authorises the next phase of work and preparation for SAQA resubmission.



## Endorse the framework direction

Support the four proposed designation levels and the distinction between assessed professional competence and membership.



## Resolve the open criteria

Confirm entry routes, underpinning qualifications, experience, CPD, assessment and exam access before final approval.



## Authorise preparation

Proceed with stakeholder consultation, governance review and preparation of the integrated SAQA evidence pack.

# Membership classes and designations

The original comparison places membership classes alongside the four proposed professional designations.

| Membership classes | Professional designations | |
|---|---|---|
| Youth Membership (formerly Student) | | |
| Risk Management Trainee | | |
| Affiliate Member (formerly Individual) | | |
| Associate Member | CRMT | Certified Risk Management Technician |
| Fellow Member | CRM Prac | Certified Risk Management Practitioner |
| | CRM Prof | Certified Risk Management Professional |
| | CRMM | Certified Risk Management Master |

# THANK YOU

# Q&A