

Annexure 8: National Awards System

1. Introduction

Most members involved in Scouting do not look for, or expect, any reward. However formal recognition of above average or exceptional service, which furthers the strategic objectives of SSA, does wonders to boost morale and increase motivation. It also improves retention of volunteers.

SCOUTS South Africa (SSA) has for many years provided formal recognition of length of service, as well as good and exceptional adult service, to the Movement. It has also recognised special acts of bravery, quick thinking in the face of danger, courage and endurance by any member of the Movement.

The recognition of loyal Adult service within the Movement in the form of service awards is made automatically.

Merit and distinguished service Awards and Orders are made through a National Awards system and have significant status. They are of the same standard throughout the country.

A detailed Proposal for an Award, with a complete motivation, must be made in every case. The Proposal is reviewed by the Region which makes a Recommendation. The Proposal and the Recommendation by the Region are assessed objectively by a National Awards Committee (NAC) against agreed criteria. A final recommendation is made to the Chief Commissioner who makes the final decision on the Award or Order in each case.

2. National Awards Committee

With the exception of Service Awards, and Commendations by the Regional Commissioner or Chief Scout the NAC shall review all original proposals, with the recommendations for Awards and Orders to Members received from Regions or the National Team. The Committee shall make a final recommendation to the Chief Commissioner on whether or not an Award or Order should be given to the Member and the type and grade of the Award or Order, with their motivation in each case. In making their recommendation they shall follow the National Guidelines and ensure, as far as possible, that a common standard is applied throughout.

The Chair of the NAC will forward the committee's written recommendations and motivations to the Chair: National Adult Resources, for the attention of the Chief Commissioner, who will make the final decision on the type and grade of Award or Order to be made. Any change to the type or grade of Award or Order originally proposed or recommended shall be recorded with the appropriate comments as to why an alternative award, or no award has been recommended. This feedback will always be provided to the Regional Commissioner, or other Scouter who made the recommendation and the proposer.

The NAC shall communicate with each other on a regular basis and should make recommendations for Awards on at least a quarterly basis in February, May, August and November. In special circumstances, such as and award to a terminally ill person, proposals for awards can be made and processed at any time.

Applications for Gallantry Awards should be processed as quickly as possible and the Award should be presented as near as possible to the event which led to the Award.

The NAC shall consist of a minimum of three (3) Members of SSA who have been recognised for their services to the Movement and have at least 15 years adult service. The Committee Members should be drawn from all Regions and no Region shall have more than one member on the Committee. Nominations for membership of the NAC shall be sought from each Regional Commissioner. Members holding any position in the National Office or Structure may not serve on the NAC.

Members of the NAC will be appointed by the Scout Executive Committee on the recommendation of the Chair: National Adult Resources and the Chair: National Adult Support. The NAC will report to the Chair: National Adult Resources.

Members of the Committee shall serve a maximum period of five (5) years. In January each year the Committee shall elect a Chairperson, who has at least two years left to serve on the committee, from amongst themselves. The chairman cannot serve for more the two years. For the initial appointment of the NAC, the period of appointment of members will be either 3, 4 or 5 years to ensure continuity of the members of the NAC and for a smooth transition from one Chairperson to another. At the end of their term of office the Committee Members shall retire but may be reappointed for one further 2 year term of office on the recommendation of the the Chair: National Adult Resources and the Chair: National Adult Support.

3. Presentations

Awards will normally be presented by the Regional Commissioner or a member of the Scout Executive Committee. However depending on the type of Award, it may be appropriate for The Chief Scout or Chief Commissioner to make the presentation. It is customary, but not mandatory, that an Award should be presented to a recipient by a Member who holds that same award or a higher ranked award.

4. Wearing Awards, Orders and Decorations

The rules for wearing all Scouting Awards, Orders, Insignia, Military ribbons, medals, decorations and orders and other Civic and Public Service awards by all Members is detailed in the Uniform Policy.

5. Service Awards

- 5.1 These Awards are made to all Adult Members and Employees on the completion of the relevant period of Adult service. Service in Operational positions, (i.e. warranted positions), in Administrative positions (i.e. appointed positions) in the Scout Movement and Adult service with The Guide Association are recognized as qualifying service. Youth service as a Cub, Scout, Brownie, Guide or Ranger Guide are not recognized as qualifying service for the purpose of this Award.
- 5.2 Normal Rover membership will not be recognised as qualifying Service for this Award. Rover service as an office bearer in the Crew (i.e. Chairperson Secretary, Treasurer), District, Region (Chair of RAC) or Nationally (Chair of NRAC), or warranted service will count towards the Service Award.
- 5.3 In any Calendar period only one period of Adult Service will be recognised. I.e. even if you hold two, or more, positions concurrently, only one year of Adult Service will be recognised per 12 calendar months in SSA.
- 5.4 The Long Service badge is awarded on completion of 5 or 10 years adult service to the Movement. The award is a cloth Protea badge depicting the numeric years' service completed. This is accompanied by a Certificate signed by the Regional Commissioner.
- 5.5 The Long Service Medal is awarded after 15 years total Adult service and is accompanied by a Certificate signed by the Regional Commissioner. The medal is worn on a light green ribbon.

A cloth emblem with the design in yellow, green and red is issued with the medal. This replaces the 5 or 10 year badge.

- 5.6 Bars to the Long Service medal are awarded on completion of 20 years, 30 years, 40 years, 50 years, 60 years and 70 years' qualifying service. They are accompanied by a Certificate signed by the Regional Commissioner. Each Bar takes the form of a numeral brooch worn on the ribbon of the Long Service Medal, or on the cloth badge. Subsequent bars replace the previous bar when awarded.

Note: In the case of Members holding National positions, the certificates will be signed by the Chief Commissioner or Chief Scout.

6. Commendations

6.1 Introduction

Commendations are awarded in recognition of special short-term interventions in support of SCOUTS South Africa or the community, or acts of service (e.g.

rendering assistance at an emergency scene, but where there was no gallantry) by a Youth or Adult Member, Employee or group of Members (e.g. Six, Pack, Patrol, Troop, or Crew.).

Full details of all Commendations must be sent to the national Office for their records

6.2 Regional Commissioner's Commendation

Awarded to Members for special short term interventions or acts of service to the Movement, the public or a community at Unit, Group, District or Regional level. The Commendation is a Certificate and personal letter from the Regional Commissioner commending the recipient(s) for the services rendered.

The commendation is made at the sole discretion of the Regional Commissioner.

6.3 Chief Scout's Commendation

Awarded to Members for outstanding services rendered to the Movement, the public or a community where the service is of National or exceptional significance

The Commendation is a Certificate, signed by the Chief Scout and a personal letter from the Chief Scout commending the recipient for services rendered.

The commendation is made at the sole discretion of the Chief Scout.

7. Awards for Meritorious and Exceptional Service

7.1 The aim of the Merit Award system is:

- To recognize above average performance, rendered to SSA over a period of time.
- To motivate the individual, and their peers to strive for an award through rendering above average service.
- To publicly express SSA's thanks and appreciation for the services rendered, through an appropriate award at the appropriate time

In determining of the grade of the Award cognisance should be taken of:

- The scope and extent of the candidates past and present duties;
- The quality of the candidate's performance in past and present positions;
- The quality of Scouting delivered by the candidate to the Youth
- The contribution made to SSA in achieving its strategic objectives
- The perseverance shown by the candidate including overcoming personal challenges, handicaps or illnesses in carrying out their duties;
- The Scouting example set to others, with particular reference to the Scout Promise and Law ;
- Innovations that improve the standing and image of the Movement

- The length of time that above average services have been rendered in each position;

Adult service is recognised through the Service Awards and whilst it is an element in determining the grade of a Merit Award, there is no direct correlation and there will be circumstances where an individual with relatively short service might receive a Merit Award, for their very positive contribution to SSA.

Guidelines for assessing the Award that is appropriate various levels and types of service are given in Appendix 1.

7.1 Meritorious Service

7.1.1 Certificate Of Merit

Awarded to Adult Members and Employees, normally with at least 5 years' Adult service, for above-average performance in their Warranted or Appointed position.

The Award is a Certificate, signed by the Chief Commissioner, and a cloth emblem which consists of a figure-of-eight knot in white with green ends.

7.1.2 Medal Of Merit

Awarded to Adult Members and Employees, normally with at least 8 years' service for above average performance and meritorious service performed at Group, District or Regional Level.

The Medal is attached to a dark green ribbon and accompanied by a Certificate signed by the Chief Scout

The cloth emblem consists of a figure-of-eight knot in green.

7.1.3 Bar To Medal Of Merit

Awarded for further above average and meritorious services, in addition to those considered for the Medal of Merit.

The award is a bronze fleur-de-lys worn on the medal ribbon and accompanied by a Certificate signed by the Chief Scout.

7.2 Exceptional and Distinguished Service

The service rendered by the candidate should normally include an element of distinguished service to SSA in addition to that rendered to the Group, District or Region.

7.2.1 Order of the Silver Protea

Awarded by SSA for distinguished Service.

The Order comprises a silver medal in the form of a Protea surrounded by a Wreath on a yellow ribbon. It is accompanied by a Citation and a Certificate signed by the Chief Scout

The cloth emblem consists of a figure-of-eight knot in yellow.

A miniature lapel badge may be worn by administrative members or employees

7.2.2 Bar To The Order Of The Silver Protea

Awarded to Members and employees for further and continued distinguished Service, beyond that considered for the Order of the Silver Protea.

The Order comprises a bronze fleur-de-lys pinned to the Cloth emblem and on the ribbon. It is accompanied by a Citation and a Certificate signed by the Chief Scout.

7.2.3 Order of the Silver Springbok

Awarded to Members of exceptional character for especially distinguished service of the highest order.

The Order comprises a silver springbok medallion and is on a green ribbon. It is accompanied by a Citation and a Certificate signed by the Chief Scout

The cloth emblem consisting of a figure-of-eight knot, in green and yellow.

A miniature lapel badge may be worn by administrative members or employees

This Order is also awarded to the Chief Scout upon his/her appointment to that position.

8. Gallantry Awards

Guidelines for the award of Gallantry Awards are as set out in Appendix 2

8.1 Cornwall Scout Awards

Awarded to Youth Members

8.1.1 Cornwall Scout Certificate

Awarded to Scouts who have shown an above average devotion to duty, with courage and endurance.

8.1.2 Cornwall Scout Badge

Awarded to Scouts who are of an exceptional character and who show devotion to duty, great courage and endurance or gallantry.

8.2 Gallantry Awards

Awarded to Youth and Adult Members, Employees or groups of members in cases of joint action. The NAC will make the final determination as to the appropriate grade of Gallantry Award to be awarded.

8.2.1 Certificate for Gallantry

Awarded for gallantry with limited personal risk

The Award comprises a Citation and a Certificate signed by the Chief Scout. The cloth emblem consists of a figure-of-eight knot in white with red ends.

8.2.2 Bronze Cross

Awarded for gallantry with moderate risk.

The Award comprises a Bronze Cross with Red Ribbon. It is accompanied by a Citation and a Certificate signed by the Chief Scout and a cloth emblem consisting of a figure-of-eight knot in red.

8.2.3 Silver Cross

Awarded for gallantry with significant risk.

The Award comprises a Silver Cross with Blue Ribbon. It is accompanied by a Citation and a Certificate signed by the Chief Scout and a cloth emblem consisting of a figure-of-eight knot in blue.

8.2.4 Gilt Cross

The highest possible award for gallantry, with very significant perseverance, endurance and heroism with very significant personal risk.

The Award comprises a Gilt Cross with Blue & Red vertical striped ribbon. It is accompanied by a Citation and a Certificate signed by the Chief Scout and a cloth emblem consisting of a figure-of-eight knot in blue & red.

9. Other Awards

9.1 Thanks Badge

May be proposed by any Member to any person (who is not an active Member), or organisation who gives significant support to Scouting. This Award should be ratified by the Regional Commissioner who will issue a signed certificate to accompany the Thanks Badge.

9.2 Spouse Awards

On the recommendation of the Chief Commissioner or Regional Commissioner, the spouse /partner of a recipient of the Medal of Merit, Order of the Silver Protea or Order of the Silver Springbok may be presented with a brooch and citation recognising the support they have given to their partner.

10. Procedures for Applying for Awards

10.1 Service Awards

This is based on the length of service to the Movement as set out above.

These awards will be initiated by the National Office, based on the records in the National Database. The certificates and awards will be sent to the Regional Commissioner to confirm, sign the certificate and make the presentation at a suitable occasion, as near as possible to the completion of the service.

10.2 Merit and Gallantry Awards

Proposals for Awards must be made using the application forms available on the SSA Website or from the National Office.

Proposals and recommendations must be treated as confidential – a refusal or award of different grade of award from the initial proposal or recommendation can be highly embarrassing should the candidate be aware of the initial proposal or recommendation.

An especially high standard is required for all awards other than Service Awards and RC's, or their designated person, must fully investigate and vet all proposals before making a recommendation.

Clear details and a full statement of acts, conduct and services rendered must be supplied. These should be summarized on the application form and a

comprehensive and detailed description must be attached to the application form.

In cases of Gallantry Awards a full account of the occurrence, names & addresses of witnesses and third parties should be included.

The SGL will make proposals for awards to members in their Group in discussion with the DC.

DCs will make proposals for awards to SGLs.

The RC will review each proposal and either endorse it, or recommend to the NAC an alternative the level of award. The recommendation will not be disclosed to the recipient.

RCs will make proposals for awards to DCs and National Team Members assigned to their Region. They will be reviewed by the Chair: National Adult Resources.

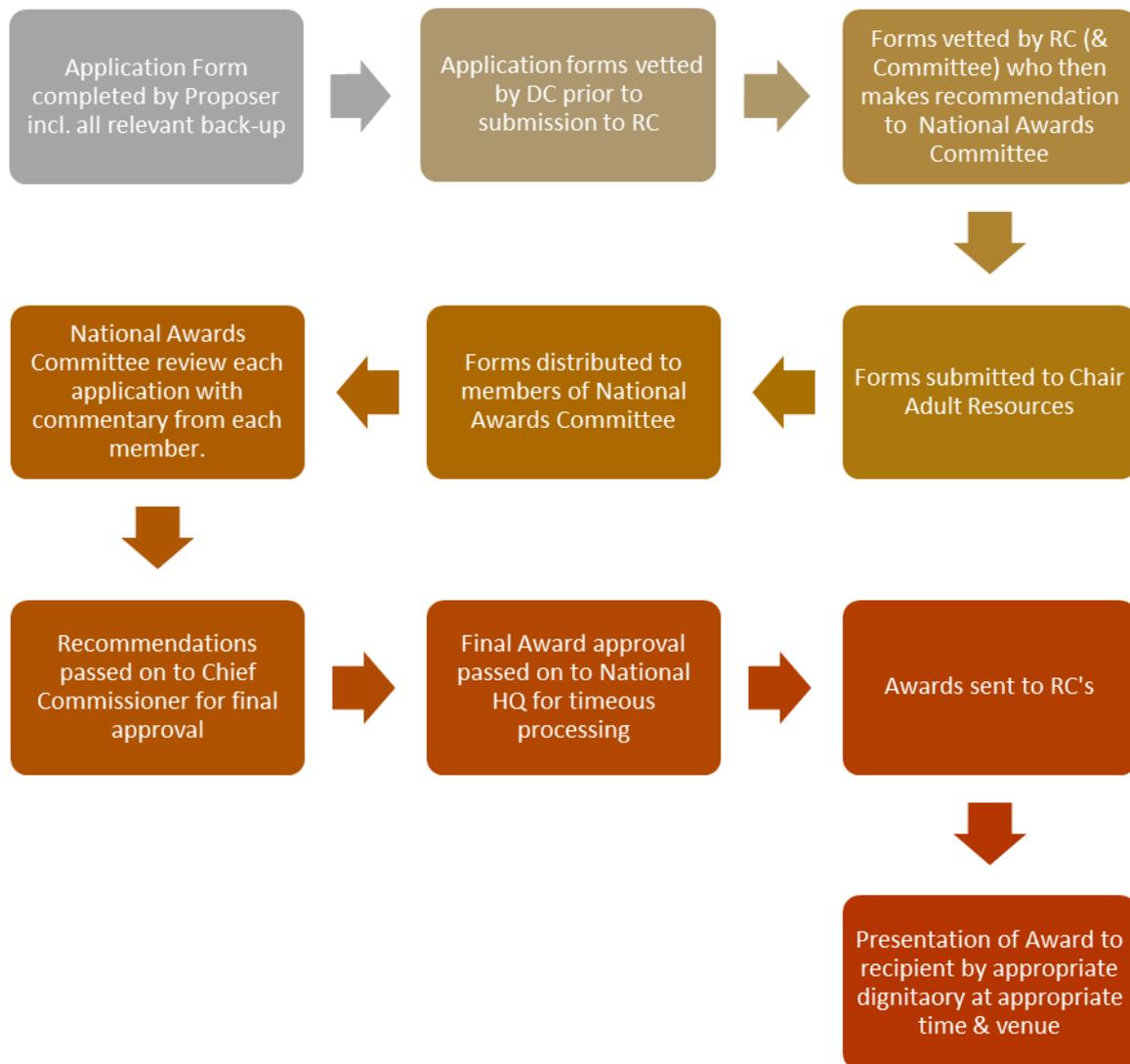
The Chair: National Adult Resources will propose Awards for a RC's and the Chair: National Adult Support, will make the recommendation to the NAC.

Awards to members who hold a National Office will be proposed by either the Chief Commissioner or CEO and reviewed and a recommendation made by the other.

All Award recommendations must be sent to the Chair: National Adult Resources, who in turn will distribute them to the NAC for consideration.

Each member of the NAC will review the applications giving their individual assessment of grade and class of Award or Order to be made and return their recommendations to the Chair: National Adult Resources. The consolidated recommendations of the members of the NAC will be forwarded to the Chief Commissioner whose decision shall be final. The details of the Awards to be presented will be sent to the National Office who will then process the awards and distribute them to the Regional Commissioner, Chief Commissioner or Chief Scout to sign the certificates and present the Awards at a suitable occasion.

Where an application for an Award is either amended or declined by the NAC the details and reasoning will be communicated by the Chair: National Adult Resources to the Regional Commissioner, or the member making the recommendation, who will inform the proposer.



Appendix 1

GALLANTRY AWARD GUIDELINES

The aim of the Gallantry Award system is set out in this Annexure of the Adult Support Policy (Clause 8.)

As a general point Gallantry Awards are intended to recognise acts of bravery and selflessness in the face of danger.

These awards consist of two main categories – The Cornwall Scout Awards (for Youth Members under the age of 18 only) and Gallantry Awards (for ALL Members, Employees or Groups in the case of joint action).

In the determination of the grade of award to be considered, cognisance should be taken of:

- The nature and circumstances of the incident ;
- The role of the candidate at the incident and actions taken ;
- The level of risk taken by the candidate (Low, Moderate, Considerable & Extraordinary);
- The characteristics' of the candidate's leadership and initiative taken under stressful circumstances;
- Involvement of specialist service providers (Paramedics, Healthcare specialists, Police, Rescue Services etc.)

The proposer of an award should provide a comprehensive factual written justification which should be attached to the application form. This should include a full account of the occurrence, names & addresses of witnesses and third parties.

The information provided should enable the National Awards committee to clearly and comprehensively assess the actions against the relevant section of the attached table. (Rubric)

This will make the task of the National Awards Committee easier and make their recommendations appropriate.

SCOUTS South Africa

Rubric for Assessment of Gallantry Awards

Type of incident	Situation	Level of Risk or Difficulty		
		Low	Medium	High
Water Rescue: risk of drowning, hypothermia, etc.	Dam or river	Small dam or river	Large dam	Fast flowing river
	Sea	Calm sea	Moderate sea with surf	Rough sea with strong current
	Type of craft in distress	Power boat in good condition	Gig or sea kayak or sailing dinghy	Surf board or K1 or K2 canoe
	Swimmer in Distress	Exhausted but cooperative swimmer , no injuries	Uncooperative swimmer, no serious injuries. Or injured but cooperative swimmer	Uncooperative swimmer, or and with significant injury
	Wind	Calm	Moderate wind	Strong wind
	Precipitation	Dry or damp	Moderate to Heavy rain or significant snow	Heavy snow or extremely heavy rain
	Temperature	Warm or mild	Cool to cold	Very cold
	Visibility	clear	poor	Very poor
Rescue facilities	Full rescue equipment available (surf board, canoe etc.), buoyancy, life lines	Buoyancy aids and/or life lines available	No rescue equipment available	

Type of incident	Situation	Level of Risk or Difficulty		
		Low	Medium	High
Fire	Building – residential or business	Residential or small single storey building, tiled roof	Single storey with thatch roof or double storey building	Large building with high fire risk. E.g. factory with flammable fuels/products
	Vehicle Fire	Private car or small commercial vehicle	Large commercial or passenger vehicle	Commercial vehicle with flammable fuels/ products
	Veld, forest or mountainous terrain	Small bush or grass fire	Extensive bush or grass fire	Forest or mountain fire
	Equipment available	Hoses, extinguishers and fire blankets, water tanks, beaters, as required	Fire extinguishers, fire blanket, fire beaters, buckets.	None or very limited
	Protective clothing	Full safety clothing and breathing apparatus	Limited protective clothing	None

Type of Incident	Situation	Level of Risk or Difficulty		
		Low	Medium	High
Urban Violence, Hijacking, Break ins	No. of Respondents	Respondent was alone	Respondent was with 2-4 people	Respondent was with 4 others
	No. of Perpetrators	one	2- 4	More than 4
	Potential threats	Perpetrators unarmed	Perpetrators armed with knives	perpetrators armed with gun(s)
	Location	In public place with others around	Semi isolated location, within earshot of other people	In isolated location, out of earshot of others
	Type of incident	Car theft or smash and grab	House or hall break in	Armed break in or theft

Type of incident	Situation	Level of Risk or Difficulty		
		Low	medium	High
Road accidents	Bicycle or motor bike	One cyclist	Up to 4 cyclists	Multiple cyclists
	Vehicle	Car	Bus or taxi	Truck with flammable load
	Status	Upright and limited damage	Not upright and significant to severe damage	Severely damaged and risk of fire or on fire
	No. of passengers	one	Up to 4	More than 4
Hiking and climbing incidents Injured hiker, snake bites, risk of hypothermia, hyperthermia or heat stroke	Environment	Flat or rolling terrain	Steep terrain	Mountainous or cliffs
	Access	Easy	Difficult access, but possible with care	Required specialist equipment, ropes etc. to gain access
	Wind	Calm	Moderate wind	Strong wind
	Precipitation	Dry or damp	Moderate to heavy rain or significant snow	Heavy snow or extremely heavy rain
	Temperature	Warm or mild	Cool to cold	Very cold

Applicable to all situations				
Rescuer/ Rescue Team	Training of rescuer	Very skilled, semi professional	Skilled	Unskilled
	Ability of rescuer	Fit and strong	Of average ability	Physically or mentally challenged
	Injury to rescuer	No or minor injuries sustained. Did not materially affect capability	Moderate injuries sustained which affected capability, but persevered	Rescuer persevered despite serious injury
	Support received	Worked in a team of 3 or more	Worked with one other rescuer	Worked alone
Patients	Status of patients	Conscious and able to assist	Unable to assist, but docile	Unable to assist and injured, uncooperative or disabled
	No. of patients assisted	One	Two or three	More than three

Conclusion					
Overall assessment of risk and performance	Level of Risk to rescuer	Showed courage and determination. Low level of risk	Showed bravery and significant determination. Risk of significant Injury	Showed high level of bravery and exceptional determination. Risk of serious injury	Showed extreme bravery and remarkable perseverance. Risk of loss of Life
Recommendation	Award	Certificate	Bronze Cross	Silver Cross	Gold Cross

Appendix 2

MERIT AWARD GUIDELINES

The aim of the Merit Award system is set out in this Annexure of the Adult Support Policy

Merit Awards are intended to recognise sustained, above average and also outstanding performance. "Sustained" means that the above average performance or outstanding performance should have been rendered over a number of years –, the longer the period of service the higher the grade of award

In the recommending the grade of award to be made, cognisance should be taken of:

- Scope & extent of candidates duties;
- Quality of performance of the candidate in present & past positions within the Movement;
- Contribution made by the candidate in supporting the strategy of SSA;
- The perseverance shown by the candidate including the overcoming of personal challenges, handicaps, or illnesses in carrying out their duties.
- The quality of Scouting delivered by the candidate to the Youth (Unit Leaders) or Management of Groups, Districts, Regions or National in respect of SGL's, DC's etc.;
- The Scouting example set to others, with particular reference to the Scout Promise & Law;
- Innovations that improve the standing , image or achievements of the Movement;
- The length of time that such services have been rendered to the Movement. It should be noted that in certain circumstances a candidate might be considered for a higher award than normal, with relatively short service, due to a very positive contribution made to the Movement.

When making a recommendation of the grade of award, the proposer and Region should use the "SSA: Assessment of Merit Awards Rubric" to guide their recommendation. It is shown below and is available in "live"format, on the SSA website "here". The National Awards Committee will review the motivation and do their own scoring on the Rubric, to determine their recommendation

The Rubric allows the user to rate Personal Characteristics, Contribution to SSA and length of Adult service in each role. The Rubric includes:

PERSONAL CHARACTERISTICS

Lives the Scout Law & Promise;

Quality of Service;

Innovative or Active Contributor

CONTRIBUTION MADE TO SSA

Contribution to the Growth of SCOUTS South Africa;

Contribution in Group;

Contribution in District;

Contribution in Region;

Contribution Nationally

Contribution Internationally

The proposer of an award must provide a factual written justification for each of their ratings on the Rubric. This should be given on page 2 of the application form. This will be used by the Region and the National Awards Committee to verify the rating, or amend it.

SCOUTS South Africa: Rubric for Assessment of Merit Awards					
Personal Characteristics					
Assessment Must be in one of these columns; Mandatory					
Lives the Scout Promise and Law	Does so when it is convenient	Generally complies	Lives by the Promise and Law	Is an example to those in the movement of the Promise and Law	Is a living role model for others inside and outside the movement.
Quality of Service	Does less than expected.	Does only what the role requires no more.	Fulfils their role and takes on ad-hoc other service aligned with their role.	Fulfils their role fully and has regularly taken and delivered on other roles in Scouting not aligned with their main role.	Fulfils their role fully and has taken and delivered on another full role in Scouting, not aligned with their main role.
Innovative or Active Contributor	Is a passive member following programme content and ideas	Will comment on programme and other content if specifically requested to do so	Engages and responds and comments on Scouting Material and drafts	Has initiated and proposed and implemented new concepts or ideals for Scouting	Is actively and continually involved in identifying and assisting in implementing new opportunities to improve Scouting
					Sub Total

Contribution to SCOUTS South Africa						Y se ea
Contribution to the Growth of SCOUTS South Africa	Has not contributed to any significant Growth of SSA	Has been responsible, supported by others, for significant growth in the number of SCOUTS in their Group	Has been responsible, supported by others, for starting a few new groups in the District or Region	Has been responsible, with others, for starting a number of new groups in the District or Region	Has been responsible, with others, for starting a significant number (>20) of new groups in the District or Region	Ye
Contribution in Group	Has run a struggling/ weak Unit and has only supported Group activities and Scouters if asked to do so	Has run a satisfactory Unit and has supported Group activities and Scouters if asked to do so	Has run a continuously improving Unit (regularly improves performance in Star Awards), has regularly supported Group activities and Scouters	Has run an very good Unit (regularly achieves Silver star Awards), has always supported Group activities and Scouters	Has run an excellent Unit (regularly achieves Gold star Awards), has organised Group activities motivated Scouters	Ye
Contribution in District	Only worked within the Group	Has supported other Scouters , in the District when asked to do so	Has supported some Scouters in the District without being asked, and assisted at, or organised, District	Has been responsible for successfully supporting all Scouters in the District, and has	Has improved the quality and reach of Scouting in the District and organised regular District training and	Ye

			events.	organised District events	significant events	
Contribution in Region	Only worked within the Group or District	Has supported regional activities only if asked	Has voluntarily and regularly supported the Regional Team and participated in Regional events and activities	Has actively promoted and participated in most Regional activities and events.	Has regularly initiated and promoted Regional activities, events and training	Yes
Contribution Nationally	Worked within the Group, District or Region	Has supported National activities only if asked	Has voluntarily supported and participated in some National events and activities	Has actively promoted and successfully filled roles in several National activities	Has successfully managed a National portfolio and initiated and promoted other National activities	Yes
Contribution Internationally	Worked within the Group, District, Region and SSA	Has supported International events or activities only if asked	Has supported and participated in International events and activities	Has actively promoted and led SSA participation in many International	Has successfully managed an International portfolio and	Yes

				events or activities	initiated and promoted other International events or activities	

Sub Total

Total