



SABPP™

SA BOARD FOR
PEOPLE PRACTICES

Setting HR standards

ANNUAL INTEGRATED REPORT 2020



SABPP – The Quality Assurance and HR Professional Body



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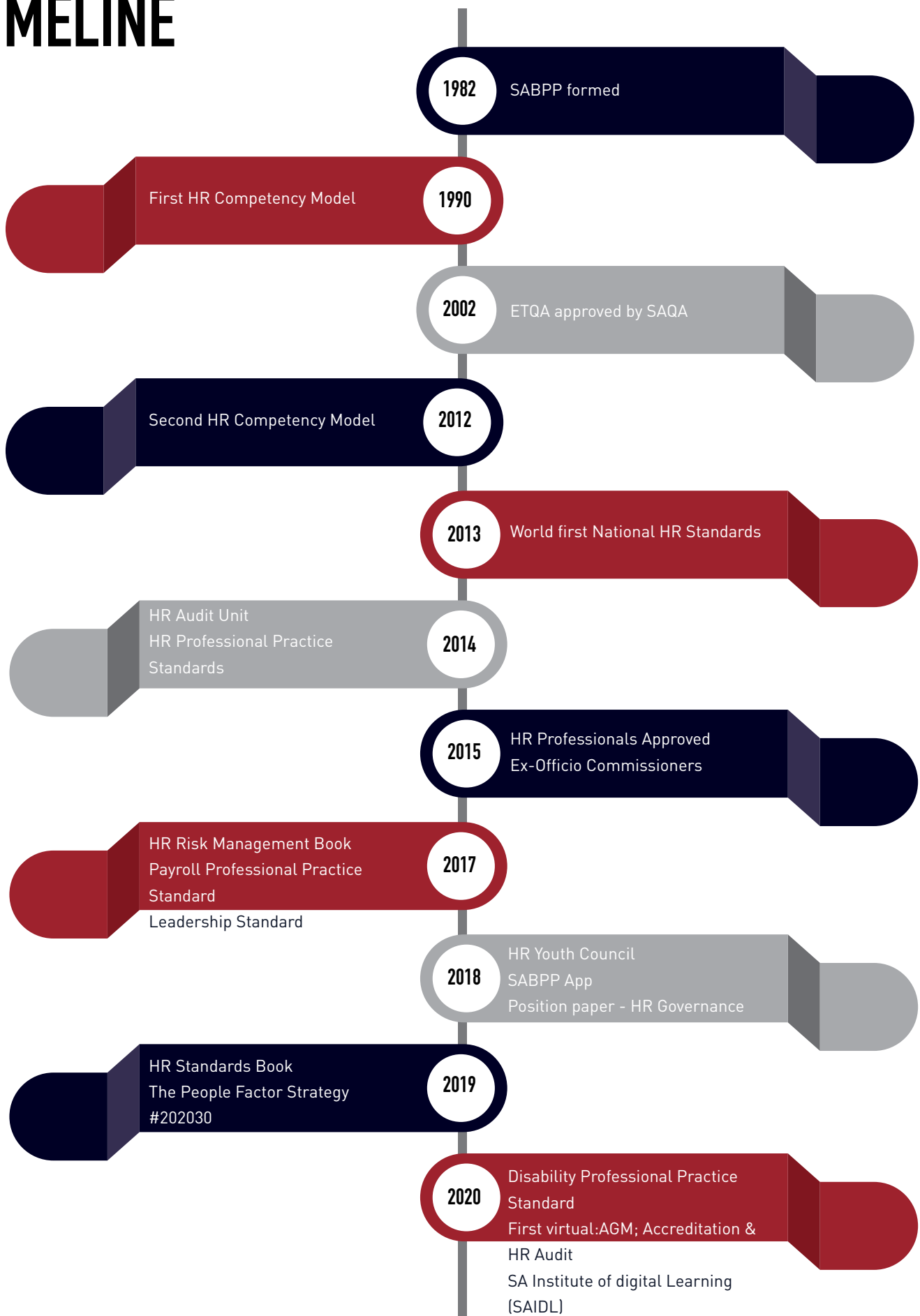
CONCLUSION TO REPORT

PART A

PART A: INTRODUCTION AND OVERVIEW

1. TIMELINES
2. WHO WE ARE - HISTORIC OVERVIEW
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TIMELINE



WHO WE ARE

HISTORIC OVERVIEW

The Human Resource (HR) function is at the heart of all organisations in ensuring the achievement of business goals. This internationally recognised profession, more than any other, is responsible for transformation, sourcing, skills development, retaining talent and ensuring productive work relationships. The SABPP's role is to professionalise the HR function to ensure that HR continues to become an increasingly recognised and respected profession. The SABPP is an accredited ETQA (Education and Training Quality Assurance body) under the National Qualification Framework Act and Skills Development Act.

The SABPP was established in 1982 and was set up as an autonomous body to be the standards and professional registration body for the HR profession. Over the last 38 years, the SABPP has registered more than 10 000 HR professionals on five different levels of professionalism. In 2002 SABPP was recognised by the South African Qualifications Authority as an ETQA and in 2011 as a professional body. In 2013, SABPP made history by developing the world's first national HR Standards, followed in 2014 by an HR Audit Framework. Moreover, the HR Competency Model developed by SABPP provides a clear description of the competencies needed by HR professionals. Therefore, HR Standards, HR Audits, Competencies and Quality Assurance constitute the fundamental building blocks of professionalising HR practice in South Africa.



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**SA BOARD FOR
PEOPLE PRACTICES**

Setting HR standards

THE PURPOSE OF THE 2020 ANNUAL INTEGRATED REPORT

SABPP has pleasure in presenting its 2020 Integrated Report which provides insight into how it has created and protected value for all stakeholders in 2020 through its business model and strategy.

Activities were duly executed by many stakeholders and channels, including:

- Board activities, including strategy, mission and vision
- Committee activities, both national and provincial
- Students
- Staff
- Alliances
- Events and conferences
- Research and development
- Member activities
- Financial performance

This is our sixth annual Integrated Report. Besides sharing what we have achieved in 2020, we also showcase some of our plans for 2021. The report is structured into the following three parts:



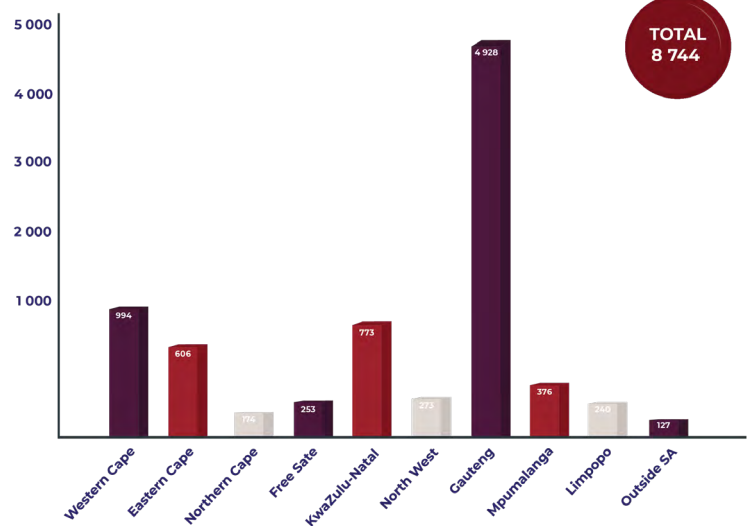
OUR MEMBERSHIP

Our membership footprint below is a breakdown of SABPP membership across all provinces as at 31st December 2020.

HR professionals countrywide have made SABPP their professional home. As at the end of 2019 this number stood at 8089 and it is pleasing to report an increase in this number to 8744 at the end of 2020.

The numbers above exclude pre-professional levels i.e., Professional Practice Champions, HR Candidates and HR Students. These are shown below:

Professional membership (HRT to MHRP)	8 744
People Practice Champions	24
HR Candidates	107
Student Members	3 193
Total	12 068



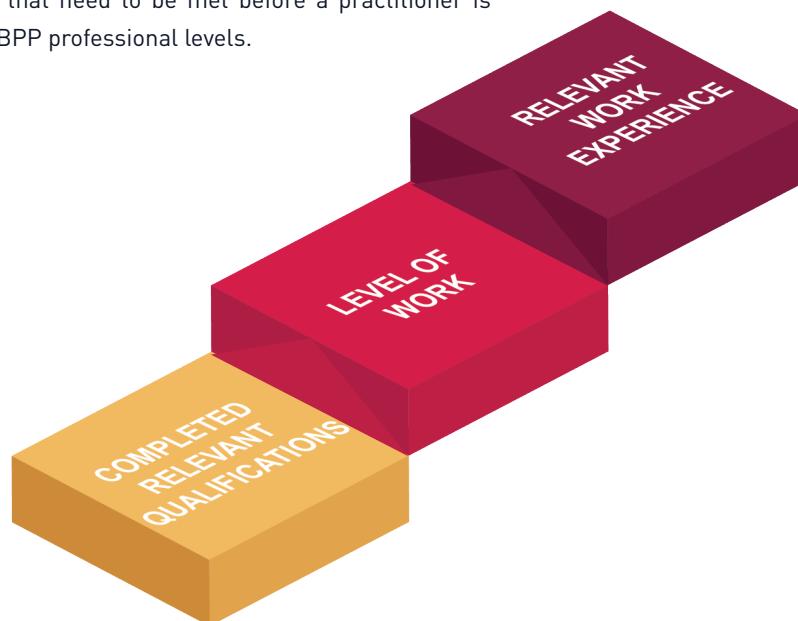
The Head Office is based in Gauteng and there is a nationwide representation through provincial committees of volunteer members. Our aim ultimately is to have a provincial office in each of the provinces once we have 1000 members in that province. As at 31 December 2020, only Gauteng province has reached that mark although Western Cape and KZN are very close. It is envisaged that by 2022 these two provinces will have a provincial office.

SABPP does not actively market membership outside South Africa. However, we do accept members from anywhere in the world. These could be South Africans who emigrate but wish to keep their membership, or foreigners who find value in affiliating with SABPP.

HOW TO BECOME A MEMBER

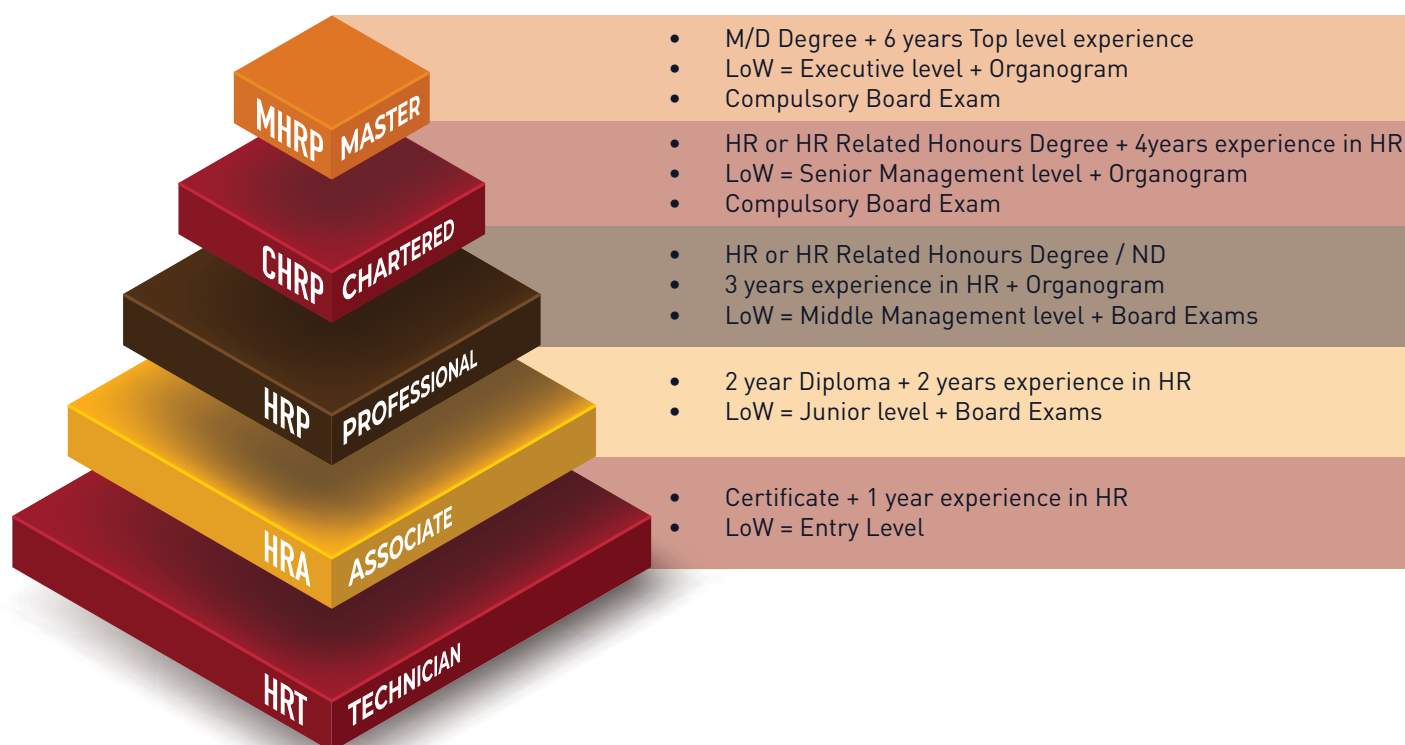


There are three requirements that need to be met before a practitioner is registered at one of the five SABPP professional levels.



The Professional Registration Committee performs an assessment of each application against the above requirements before approval, and for the higher levels of registration, the applicant must also successfully complete the Board Examination (BE).

The table below shows the registration criteria as registered with the South African Qualifications Authority:



The table below shows the registration and annual renewal fees for professional membership:

2021 SABPP FEES Figures in R	MASTER HR PROFESSIONAL	CHARTERED HR PROFESSIONAL	HR PROFESSIONAL	HR ASSOCIATE	HR TECHNICIAN	HR CANDIDATE	UPGRADE
	Completed HR or HR related Doctorate/ Masters + 6 years HR Top Management level experience + organogram + Board Exams + Compulsory Level 1 & 2	Completed 4 year HR or HR related Honours/ Post Grad + 4 years HR Senior Management level experience + organogram + Board Exams + Compulsory Level 1 & 2	Completed 3 year HR or HR related Degree/ Diploma + 3 years HR Middle Management level experience + organogram + Board Exams - Level 1	Completed 2 year HR or HR related Diploma + 2 years HR experience + Board Exams - Level 1	Completed 1 year HR or HR related Certificate + 1 years HR experience	Completed 3/4 years HR or HR related Degree/ Diploma and can be gainfully employed	Application for Upgrade to higher level of Registration
First time registration by evaluation of qualifications and experience	R4 210.00	R3 460.00	R2 710.00	R1 900.00	R1 820.00	R3 026.00	R1 030.00
You will then need to renew your registration each year. The 2020/2021 annual renewal fees are:	R2 270.00	R1 970.00	R1 660.00	R1 220.00	R920.00	NO RENEWAL FEE	

Recognition for Prior Learning (RPL)

RPL is a process through which non-formal learning and informal learning are measured, mediated for recognition across different contexts, and certified against the requirements for credit, access, inclusion or advancement in the formal education and training system, or workplace. Learning which has taken place prior to admission to a Professional body or as a requirement towards registration. The learning can be academic or experience.

The SABPP acknowledges that Recognition of Prior Learning (RPL) is an international practice that gives currency and recognition to a person's previous learning, regardless of how and where that learning was acquired. It allows skills and knowledge acquired outside of formal educational institutions to be formally recognised.

SABPP has a formal mechanism of registering members via RPL.

CHAIRPERSON STATEMENT

Letter from the Chairperson

The year twenty-twenty (2020) has been a year many of us would like to forget in many ways due to the unprecedented encounters that came along with the COVID-19 global pandemic. Its impact has been felt by organisations globally, no sector has remained unaffected including our personal lives. The lockdown, social distancing norms, work from home policies, and restrictions on public gathering have disrupted both demand and supply directly affecting societies and workplaces in a profound manner. Although governments across the world have started easing restrictions, new infection cases and emergence of new strains of the virus are still rising. As HR professionals we realise that living with restrictions on mobility of people and remote working (for most people) amongst others, are likely to become our new way of life.

For SABPP, 2020 was indeed a challenging year as we are also not immune to what is happening globally. Like our members and their organisations, SABPP had to navigate new pathways to ensure survival in this COVID world filled with unknowns. Our sustainability and going concern was highly challenged, but with the contribution and partnering with our members we survived this cardinal challenge. I commend the leadership and members of our beloved organisation who took decisive actions to safe guard the health and safety of employees throughout this challenging period. I must admit that some decisions were harder than others. We had to restructure our organisation to be fit for the context we found ourselves in while making sure that we keep the quality of service to our members uncompromised. We

embarked on this process with care and sensitivity, as the last option to ensuring our sustainability. As a result, SABPP has delivered a satisfactory financial and operational performance, supported by a significant payment of a long-time debt, from a government department that had since been written off from our financial statements which boosted our financial position ending 2020 on a high note.

Country wide unfortunately as HR professionals we continue to witness a great decline of jobs across industries due to the pandemic with many households losing their livelihoods. To think of it, even prior to the pandemic, South Africa, among other things, faced a depressed economic growth, unstable energy supply, poor performance of state-owned

enterprises and high levels of unemployment and indebtedness. As HR professionals we need to ask ourselves a question “what role do we need to play in our relative spaces to have a compounded impact to turning the state of affairs in our country?”

Looking on the brighter side, borrowing from the wise words of Winston Churchill who once said, ‘never waste a good crisis’. At SABPP including many other organisations, the crisis we are all facing has brought out the best in us. When pushed into a corner, we anchored ourselves more in our purpose to serve our members, our agility and speed of decision making really drove new ways of working. Empathy in our organisations manifested in ways never seen before, leaders started leading from the “heart”. Visible to all of us and supported by a study conducted by Deloitte on learnings from COVID-19, is that the future of work is here (no longer coming). We are witnessing significant shifts in culture and mindset across many organisations as digital maturity is considered important for recovering and thriving in uncertain times. As SABPP and HR professionals we need to put an immense effort and dedication to adapt to the digital mindset and become digital across most aspects of our organisations as this is a trend that is proving to be a differentiator for many organisations into the future.

Closing Remarks

On behalf of the Board, I extend our heartfelt collective appreciation to our Chief Foresight Champion, Mr. Xolani Mawande and the rest of the Management Team at SABPP for the leadership and courage demonstrated in dealing with the Covid-19 pandemic and all the challenges that came with 2020. Our deepest thank you also goes to the employees of SABPP and our Members for their unrivaled commitment and contribution to the sustainability and achievement of our strategic imperatives.

The recent passing of our Chairman of the Board Dr Marius Meyer and one of our Board Members Mr. Brian Matthee and another former Board Member Ms Nomsa Wabanie-Mazibuko saddened all of us. We have taken much inspiration from their leadership and passion for the Human Resources profession. My sincere condolences to their families and loved ones. To this effect, I would like to acknowledge the leadership of the two vice-chairpersons of board (Dr Rica Viljoen and Dayalan Govender) who have selflessly stepped up to carry the baton of the board to ensuring continuity.

SABPP has proven that it is an agile and resilient organisation that has the strategic and operational hardiness to flourish under adverse and uncertain conditions. I remain confident that

SABPP has all it takes to achieve our ambitious strategic goals in the future in spite of the profound social and economic challenges we are faced with, we will not be detoured. We will continue to strive to realise our vision to be a world-respected HR professional body, leading the way with people practices standards, professional competence and active citizenry.

Dr Jamey Ramakoa

BOARD CHAIRPERSON



CEO REFLECTION

2020 *A year of great reset*

Corona viruses are a well-known group of viruses causing mainly minor illness, but a new type of corona virus which can cause severe illness and death was identified late in 2019 in China.

The term **lockdown** used to be associated with prisons, emanating from movies and shows related to prison break-outs and prison lockdowns.

Disaster management used to be generally associated with floods or drought in a particular area.

Retrenchment used to be generally associated with isolated companies and mines.

New normal wasn't a popular or even an existing phrase.

Work from Home was generally associated with people who are self-employed or small companies which can't afford office space. The belief was that working from home was pretty unproductive.

These terms shaped our 2020 when Covid 19 turned the world upside down.

COVID – 19 hit the world. Lockdowns were implemented in almost all countries of the world. South Africa had its fair share of different levels of lockdown for no less than two hundred days.

Businesses came to a standstill. Thousands of employees lost their jobs. Hundreds of companies closed down. The academic year for both schools and universities was almost lost. Millions were affected and others sadly passed away. Almost everyone wants 2020 to be forgotten.

Despite the above sad picture, we are all still standing, alive and well. We have a lot to be thankful for. One can see a glass half full when others choose to see a glass half empty.

While the lockdown forced people to stay and work from home, it also required and forced companies and individuals to fast-track their use of technology in order to get the job done.

SABPP is part of the universe and had to manoeuvre around this pandemic and its attendant consequences.

SABPP had to deal with financial challenges as a result of little or no income in many of our income streams. A sizable number of staff were retrenched. Yet in 2020 the same “under strain” SABPP managed some outstanding achievements.

This Annual Integrated Report seeks to show in detail how the pandemic affected SABPP and at the same time show how SABPP was resilient to keep to its mandate despite the difficulties. How relevant and in time our People Factor strategy turned out to be, with its different ‘sights’ – Hindsight, Insight, Oversight and most importantly Foresight.

SABPP continued on the People Factor Strategy path, but went a step further during the pandemic, to drive a Strategic Refocus that looked at reimagining SABPP in the new normal (new world of work).

I wish to express my gratitude to you, our stakeholders, for sticking with us during the most difficult year. Thank you for keeping the HR profession alive and by extension, your own organisations alive. Thank you for being responsible and helping keep the virus under control. Despite all the challenges, we have survived the year, and thank you for keeping things going throughout the crisis. I appreciate all your efforts in making things happen, fixing things, and looking for more opportunities to survive the year, and to save SABPP and the HR profession and to position yourself and others for 2021 and beyond.

Namaste Jeete raho

Xolani Mawande

**CHIEF FORESIGHT
CHAMPION: SABPP**



HOW WE ARE GOVERNED

SABPP EXTERNAL STRUCTURE:

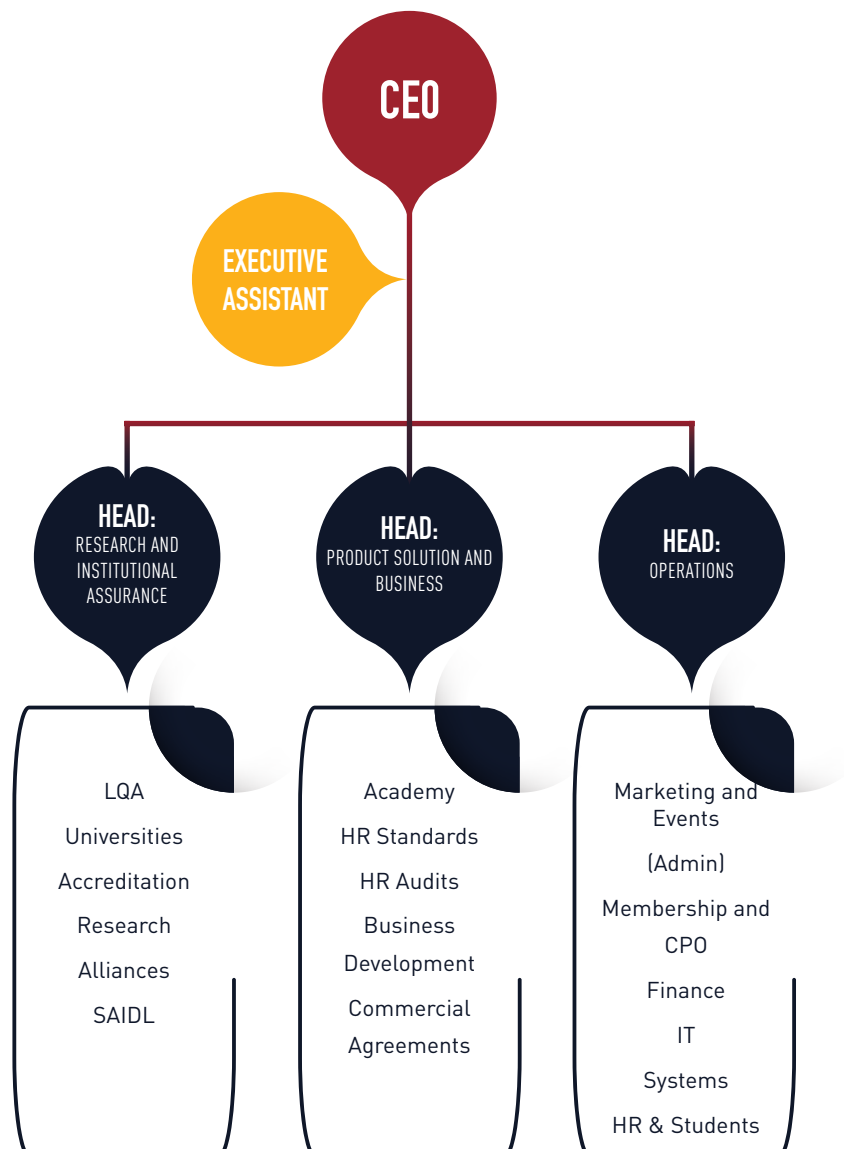
SABPP is solely owned by members who nominate and elect its Board from the SABPP membership base in good standing. The elected Board members provide strategic direction to SABPP as a Non-Profit Organisation and delegates its mandates to be executed at national and provincial committees' level. The structure shown below indicates the chain of command within SABPP that promotes good governance practice within the profession.



SABPP INTERNAL STRUCTURE:

Recent market conditions, exacerbated mainly by the Covid-19 pandemic, have had a considerable impact on the operations of the SABPP. This has led to a review of the operational model, the eventual result of which has been, regrettably, staff rationalisation. In going through this painful exercise, due regard was given to the required levels of quality and quantity of service to our members.

After exhausting all options, SABPP came out with a “lean and mean” SABPP team is ready to continue to serve the profession. Below is the new streamlined SABPP structure:



REGULATIONS:

SABPP remains compliant with the following laws and codes:

- Legal Deposits Act;
- NPO Act;
- NQF Act;
- Skills Development Act;
- Basic Conditions of Employment Act,
- Labour Relations Act;
- Protection of Personal Information Act (POPI);
- Electronic Communication Act;
- The Independent Code of Governance for Non-profit Organisations in South Africa;
- King IV Code Report on Corporate Governance in South Africa;
- International Financial Reporting Standards (IFRS).

RISKS RELATING TO THE REVISED BUSINESS MODEL

The SABPP Board continuously assesses its risk strategy, where any findings in this regard are given effect through the Risk and Audit Committee (Risk Register).

The summary of the SABPP risk register has the following categories

- Financial
- Supply Chain
- Country Risk
- Security Risk
- Information Technology
- Human Resources
- Legal
- Ethical

A new risk hit SABPP, the country and the globe from the beginning of 2020. This is COVID-19 and all related risks that came about that include lockdowns, retrenchment and business closures as well as negative effect on income streams.

Several interventions were activated, inter alia.

- Business Continuity was activated and improved.
- Restructuring
- #SAVESABPP
- Refocus and reimagine strategy.
- Continuation of the SABPP People Factor Strategy in the new normal

GOVERNANCE: KEY ACTIVITIES

To provide confidence to the SABPP stakeholders and members about the governance and sustainability of the organisation, the below governance activities were achieved within 2020. We also show activities that are planned for 2021.

ACHIEVED 2020

- Revamped: Charter, CPD Policy and Board exams
- Turnaround strategy
- SAQA Uploads
- Policies and procedures updated and reviewed by the Risk and Audit committee
- Digitalised products, including website
- Co-opted 1 Board member.
- 6th Annual Committees' meeting to promote transparency, integrated thinking and provincial representation to strengthen governance at the regional level.
- Strengthened alliance partnership with other Professional and Governance Bodies.
- Virtual: National AGM and Provincial AGMs
- Published soft copy 2019 Annual Report.

PLANNED 2021

- 14th Board Election
- Launch Nominating Committee
- SABPP will ensure that all Committee Chairpersons undergo in-house Corporate Governance Training
- AGM 2021 will take place in June 2021
- Revamp: Member Value Proposition and Committee governance
- SABPP to re-launch the below Committees in 2021: CPD, HR Citizenship and IT Governance
- E-Board pack
- On boarding process for all committees

SABPP

CODE OF PROFESSIONAL CONDUCT

SABPP members are expected to adhere to and display the set standards as per the formulated Code.

SABPP CODE OF CONDUCT

INDIVIDUAL PRACTITIONER COMMITMENTS

As a professional HR practitioner, I commit myself to uphold and be loyal to the SABPP's ethical values and standards. The core values of:

- Responsibility
- Integrity
- Respect
- Competence

I further commit myself to enhance and support the reputation of our HR profession through my personal conduct and my professional behaviour.

I serve society through applying my knowledge and skills in partnering with and serving managers and employees to:

- Make a difference to the communities I touch;
- Develop performance, skills and quality of work life of all employees;
- Support sustainability of the organisation;
- Contribute to the economic and social development of South African society inside and in the external context of my organisation.
- Promote ethical behaviour within organisations

My part in living the four values is further elaborated on the next page.

COMPLAINTS

The 'Policy & Procedure for hearing complaints against members of the SABPP' document is accessible by members when lodging complaints. There were complaints in 2020 which were handled and resolved in line with the terms of reference of the Ethics Sub-Committee (Disciplinary Committee)

- I. I accept responsibility for the outcomes of my decisions and actions.
- II. I accept responsibility to think proactively and anticipate positive and negative consequences of my decisions and actions.
- III. I accept responsibility to ensure compliance with the Constitution, laws, regulations, Codes of Good Practice, and my organisation's policies and codes.
- IV. I accept responsibility to work towards achieving SABPP's HR Management Standards thereby living good practice.
- V. I accept my responsibility to assist in building an organisation fully representative of the broader population at all levels and which eliminates institutional racism and other barriers to equality, employment equity.
- VI. I accept responsibility to bring serious breaches of the SABPP's ethical values by other SABPP members to the attention of the SABPP in terms of the complaints procedure.
- VII. I accept responsibility to work towards universal professional registration of people working in HR roles through encouraging colleagues to register with the SABPP.

RESPONSIBILITY RESPECT

- I. I commit to upholding human rights as enshrined in the Constitution of my country and to make human rights values part of my everyday life and language by listening, learning, communicating and educating, and by being open minded and impartial.
- II. I commit to treat everyone with dignity, fairness and respect.
- III. I commit to work towards eliminating discrimination of whatever type and to uphold the principles of anti-discrimination and anti-racism in the workplace and in society.
- IV. I commit to work towards achieving equality and diversity and to ensure that prejudice and discrimination do not go unchallenged. I will follow all SABPP professional guidelines and standards promoting diversity in the workplace.
- V. I respect the confidentiality of information that is entrusted to me.
- VI. I respect members of the various work teams of which I am part and ensure that I behave effectively as a team member.

- I. I understand that my effectiveness as a credible activist HR practitioner rests on my personal integrity
- II. I commit to build trust in me through acting with:
 - a. Honesty
 - b. Objectivity
 - c. Fairness of judgement
 - d. Consistency of action.
- III. I commit to declare and address actual and potential conflicts of interest as they arise in my professional and personal capacity.
- IV. I commit to ensuring that I meet agreed expectations of the people I serve.

INTEGRITY COMPETENCE

- I. I understand and accept that it is our professional duty to integrate and apply sound human resource management principles, policies and practices in accordance with the SABPP's HRM Standards in all aspects of people management and to assess the value that we add.
- II. I commit to ensure that I am competent to perform my professional HR role and that I have a good understanding of the business of my organisation.
- III. I regularly assess myself against the expectations of the profession and the changing requirements of my roles and undertake personal and professional development where I have identified gaps.
- IV. I make sure I keep myself up to date with knowledge in the HR field through continuing professional development.
- V. I ensure that I am aware of the limits of my professional competence and I refer to other professionals where appropriate.
- VI. I commit to supporting my fellow HR practitioners in developing their competence including through role modelling and mentoring.



VISION

To be a worlds-respected HR professional Body,
leading the way with people practices standards,
professional competence and active citizenry

MISSION

To lead and give a credible voice to the
HR profession based on clear standards
of governance, quality assurance and
professionalism in human resource management
and people practices in the workplace.

Our key focus is on adding value and contributing
to the sustainability of organisations.

MANAGING OUR SOCIAL AND ENVIRONMENTAL IMPACT

CORPORATE SOCIAL INITIATIVES

SABPP recognises its key responsibility to promote economic and social wellbeing and to minimise damage to the community it operates in. Whilst this is principally achieved through its primary focus on professionalising human resource management in South Africa, the SABPP endeavours to make a difference directly through several social initiatives.

Due to the COVID-19 pandemic, SABPP was unable to undertake the fundraising and gifting activities of recent years but we managed to contribute to society via virtual platforms as described below:

A

SPONSORSHIP OF BEST HR STUDENT PER UNIVERSITY (TOTAL R100 000 PER YEAR)

SABPP annually awards best performing HR students from accredited universities with a Special Recognition Award. The aim of this award is to promote and encourage excellence. Therefore, accredited institutions host awards ceremonies each year and SABPP sponsors the ceremony with certificates and monetary incentives to the tune of R5 000 per accredited university campus.

B

TAKING AT LEAST ONE INTERN PER YEAR WITHOUT GOVERNMENT FINANCIAL ASSISTANCE, SPENDING A MINIMUM OF R120 000

In support of efforts to create a pipeline of future HR practitioners, SABPP employs at least one intern per year from the registered student chapters, with the intention of providing guidance, coaching and mentorship to our young talent. Through this programme, our interns are exposed to a range of information, networking platforms, training and support to kickstart their careers.

C

GOING GREEN INITIATIVES THAT WERE ACHIEVED IN 2020

- SABPP distributed only a soft copy annual report to Stakeholders.
- Virtual events, accreditation, trainings and meetings.
- Board Exco and Board meetings were held virtually.
- Reduced printing.

D

PLANS FOR GOING GREEN IN 2021

- SABPP will start a journey of recycling.
- No printing policy.
- Virtual meetings.
- Media centre will promote webinars and video conferencing.

ALLIANCES

- The world we are operating in is becoming increasingly networked and collaborative. To increase our impact in serving the profession, SABPP continues to ally with other institutions to create mileage that will benefit its members.
- We are proud to announce that SABPP signed a Memorandum of Understanding (MOU) and/or a Memorandum of Association (MOA) with the following institutions in 2020:

A

NATIONAL COUNCIL OF AND FOR PERSONS WITH DISABILITIES (NCPD)

- SABPP has partnered with the National Council of and for Persons with Disabilities (NCPD) to bring a variety of offerings and solutions that will enable organisations to welcome, onboard and prepare a conducive workplace for persons with disabilities.
- The SABPP, through its members, has developed a much-needed Professional Practice Standard on Disability and Employment, which provides for organisations and practitioners the opportunity to ensure that they are taking sufficient measures to support their employees who are persons with disability.



B

THE NATIONAL SCHOOL OF GOVERNMENT (NSG)

- SABPP and NSG signed an agreement to commit to work together on matters related to professionalisation of the HR practitioners in the public service and, specifically, education, training and development programmes for public officials and successful delivery of programmes



school of government
Department:
National School of Government
REPUBLIC OF SOUTH AFRICA

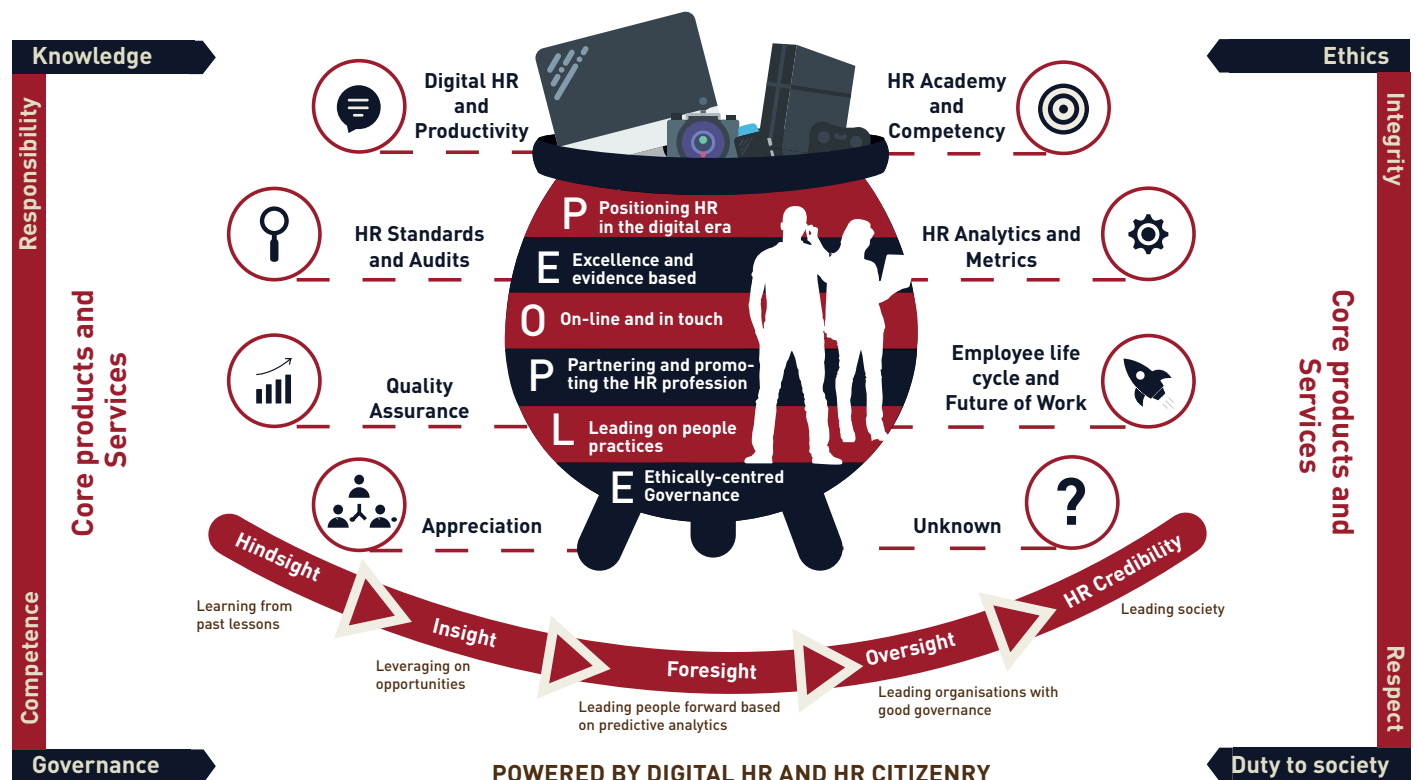


STRATEGY

Strategic Direction towards 2030

Below is the framework of the new strategy and 6 thrusts:

THE PEOPLE FACTOR STRATEGY #HR202030



P

POSITIONING HR IN THE DIGITAL ERA

HR professionals must assist their organisations to harness the digital technologies to find new markets, new products and services and new operational processes. They must be able to foresee what new skills their organisations will need to enable man and machine to achieve the best balance. They must be able to find innovative ways to reskill and reassign people so that social injustice through displacement does not endanger society.

This gives the HR profession an exciting opportunity to take the lead and to be imaginative and bold.

The SABPP will support its members through researching and developing products and services to assist members to build their knowledge and skills in this area.

E

EXCELLENCE AND EVIDENCE BASED

Excellence must be achieved by all HR professionals in both their transactional work and their transformative work, which will be increasingly technology-based. Skills in making evidence-based decisions in HR functions must be developed, which requires that a good basis of data management be set up and maintained. The SABPP will also research and develop products and services to assist members to achieve excellence.

The SABPP must be also excellent in providing services to its members.

O

ON-LINE AND IN TOUCH

HR must embrace 'design thinking', which means that all processes and practices must be designed with the user experience in mind. This means that HR professionals must be constantly tuned in to employees' and line managers' needs and must learn how to balance the online technologies with human connection.

The SABPP must reflect this also in how it interacts with its members and other stakeholders. Online CPD and skills development products will also be developed.

Agility and responsiveness are vital in finding the right balance between moving forward to the future and taking people along with us.

P

PARTNERING AND PROMOTING THE HR PROFESSION

HR cannot fulfil this challenging role on its own. Partnering with other disciplines both locally and globally is important. The SABPP will continue to identify and maintain appropriate alliance partners to take the profession forward into the Fourth Industrial Revolution. Whilst the SABPP is based in South Africa, it will collaborate across Africa and further afield to ensure that it is in touch with developments and can spread its good work as appropriate.

L

LEADING ON PEOPLE PRACTICES

The SABPP will continue with its pioneering work on setting HRM standards and developing people practices which will support the transition to the new world of work. Collaboration with universities and other research institutions will be strengthened to lead the HR research agenda.

The work on the Leadership Standard will be followed up to spread the circle of influence on leadership as a critical people practice.

The SABPP will continue to expand its advocacy role in fair people practices.

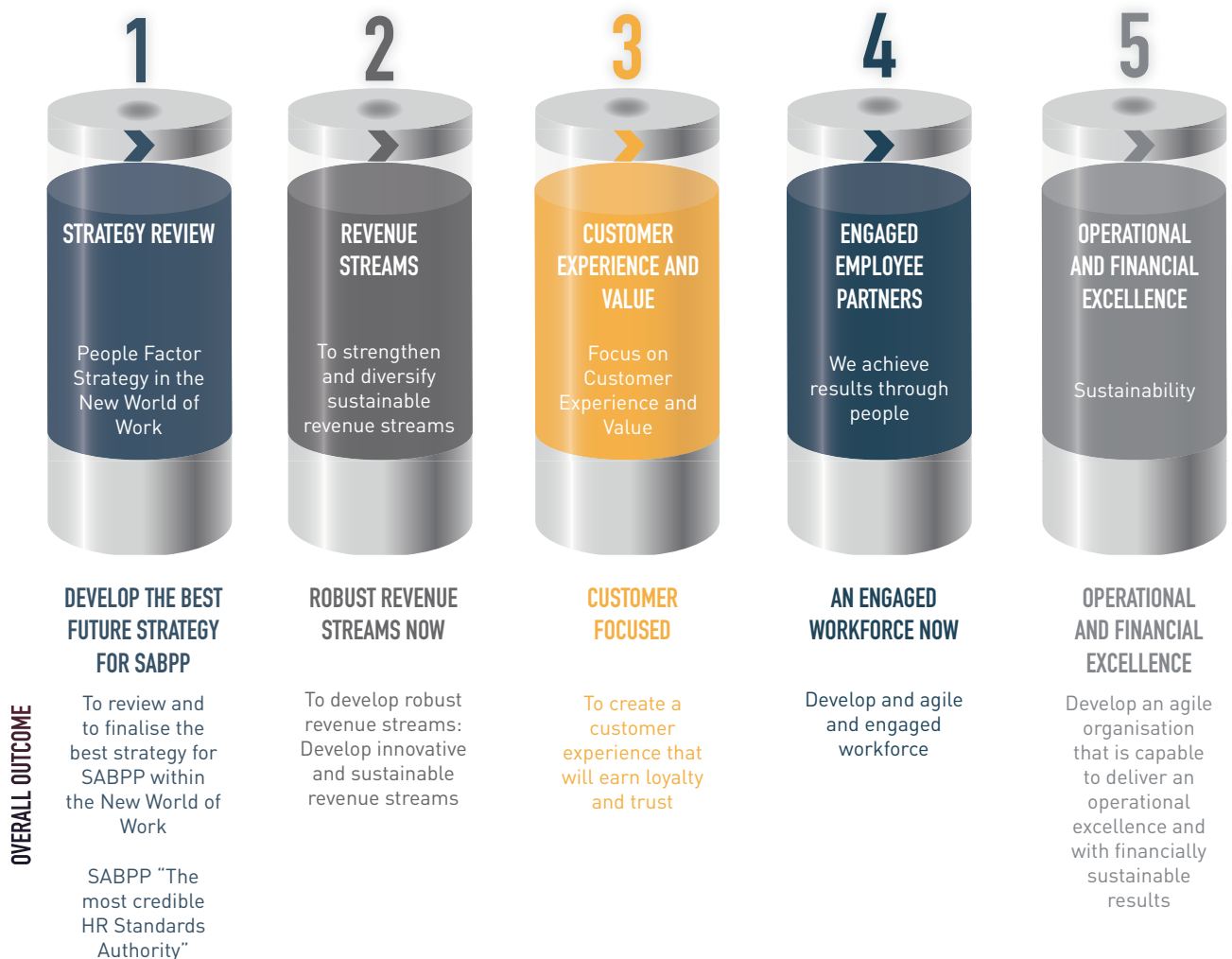
E

ETHICALLY-CENTRED GOVERNANCE

HR professionals should be champions of ethically-centred governance in their organisations, thereby contributing to the ethical culture determined by the King IV Commission as one of the critical outcomes of governance. SABPP will continue to make its voice known with other important promoters of good governance and will continue to produce products and services to assist HR professionals take on this role and make an impact.

Ethically-centred governance must also, by definition, be environmentally sensitive so that organisations are sustainable in all senses of the word. SABPP will continue to research the role of HR in supporting good environmental practices and will pursue such good practices in its own organisation. The SABPP will continue to practice sound financial management in order to best balance affordability for members with the demands to extend products and services to members.

REFOCUS AND REIMAGINE STRATEGY



MAJOR DISRUPTIONS DURING 2020

1. Covid 19 and lockdowns.
2. On a sad note, SABPP lost its Board member Brian Matthee in 2020. Brian was as a senior HR Leader and Chartered HR Professional. In addition to his Board work, Brian made an enormous contribution to the SABPP, serving on several committees including as Chairperson of the HR Audit Council chair of CPD committee and member of Professional Registration Committee. Brian's uncompromising stand on ethics and professionalism has been an example and inspiration to all board and committee members, and to all HR practitioners he interacted with. He will be greatly missed.
3. Unplanned Work from Home.
4. Retrenchment of 60% of SABPP staff.
5. Lack of or minimal income from a number of sources such as events, workshops and new membership.



CRITICAL EVENT AFTER YEAR END

MARIUS MEYER

SABPP sadly lost its Chairperson and former CEO Dr Marius Meyer in a freak accident on the 26th of January 2021. While this is outside the reporting period, it is a significant development requiring noting here.

Marius was at the centre of growth and development of the South African Board for People Practice (SABPP) for over twenty years. At the time of his passing Marius was preparing to step down as the Board Chair due to ill-health. Marius ascended as Chairman of the Board for just over two years; before that he was at the helm of SABPP as the CEO for almost eight years. Prior to that he was a Board Member and active professional thought contributor to the development of many milestones within the Human Resources Profession.

It was during his tenure as CEO that Marius put the SABPP in the limelight both locally and internationally. The HR profession's credibility was elevated to being a trusted strategic business partner across all sectors. He was a man of uncompromising commitment to the HR Profession and its purpose.



UNDER HIS LEADERSHIP GREAT SUCCESSES WERE RECORDED INCLUDING BUT NOT LIMITED TO THE FOLLOWING:

1. First HR Standards in the world
2. First HR Audit in the world
3. HR professionals became Commissioners of Oaths
4. Alliances were signed with several countries
5. Ethics and governance became central to the HR Profession

We therefore wish to celebrate his life, a selfless life he lived for the HR Profession and the upliftment of people development in South Africa. We are convinced that he has served his purpose to the fullest, and created a legacy that all of us need to protect and advance to greater heights. That's what he lived for.

This means that Dr Meyer was not able to give the Chairperson report for this Integrated Report. Dr James Ramakau was appointed Chairperson in terms of the SABPP Charter. Dr Ramakau has therefore provided the Chairperson report. Luckily Dr Ramakau was the first Vice Chair and Dr Meyer's right hand man and is therefore in a good position to report on the year.

While SABPP has a new Board EXCO, two of the three members are existing EXCO members, hence continuity has not been significantly affected.

WENDY MAHUMA

Following the passing of Brian Matthee, the Board co-opted Wendy Mahuma (MHRP) as a Board Member effective February 2021. Wendy is a well rounded HR Professional with a wealth of experience in the area. She started her career in the financial field (banking and auditing) before she switched over to her passion of people management and development. Wendy spend twenty four years of her career in the HR field, ten of which were at the executive level. She held a position of Business Executive Human Capital for ten years in the Office of the Audit-General South Africa, until she vacated it at the end of December 2020, to venture into Transformation Life Coaching. In this role, Wendy was responsible for the whole HR value chain, including Talent Sourcing, Talent Development, OD, Performance Management, Remuneration and Benefits Management, Employee Wellness Programme, Employment Relations, HR Systems and processes, Policy Management, Strategy Design, implementation, and monitoring, as well as HR service delivery. Wendy's passion is in transformation and her contribution is evident in the well transformed organisation she served, as well as the Chartered Accountancy profession in general. Wendy holds a B.com degree with Industrial Psychology and Management as majors, from the North-West University, as well as the Masters in Business Administration (MBA) from the University of Pretoria. Wendy is a professionally registered Master HR Professional with the South African Board of People Practices (SABPP), and certified as a Transformation Life Coach and NLP Practitioner.



A man in a dark suit and white shirt is seen from the back, pointing his right hand towards a city skyline. He is holding a briefcase in his left hand. The background is a hazy cityscape with many buildings under a bright sky. The text 'PART B' is overlaid in large, semi-transparent letters.

PART B

PART B: FINANCIAL OVERVIEW

1. INDEPENDENT AUDITORS REPORT
2. GOVERNING BODY'S RESPONSIBILITIES AND APPROVAL
3. FINANCIAL STATEMENTS, POLICIES AND NOTES
4. DETAILED INCOME STATEMENT
5. FINANCIAL ANALYSIS BY MANAGEMENT



INDEPENDENT AUDITOR'S REPORT

TO THE GOVERNING BODY OF SA BOARD FOR PEOPLE PRACTICES REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Opinion

We have audited the financial statements of SA Board for People Practices set out on pages 9 to 19, which comprise the statement of financial position as at 31 December 2020, and the statement of comprehensive income, the statement of changes in reserves and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of the association as at 31 December 2019, and its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the NPO Act of 1997.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the financial statements section of our report. We are independent of the association in accordance with the Independent Regulatory Board for Auditors Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the International Ethics Standards Board for Accountants Code of Ethics for Professional Accountants (Parts A and B). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Trade receivables

Trade receivables are a significant balance included on the statement of financial position. The recoverability of trade receivables and the issue around the appropriate recognition of both revenue and other income mean that this is a key area of audit focus and is considered to be a significant risk area. We are satisfied that we have performed sufficient and appropriate procedures to conclude on the accuracy and validity of trade receivables. We wish to highlight the write-off of a significant debtor during the year which related to work done in prior years.

Consideration of going concern

COVID- 19 and the associated responses by government have negatively impacted the global economy and the economic outlook of South Africa. This requires management to apply their professional judgment in assessing the impact of the pandemic on the company, as well as on the going concern assumptions made. The going concern assessment made by management is a fundamental part of the audit that may be significantly affected by COVID-19 and we thus consider this to be a key audit matter. We addressed this matter by assessing the current financial circumstances of the company, assessed the budgets and forecasts for the 2021 financial year and applied professional judgement when assessing whether any adjustments should be made to take into account the effect COVID-19 has on the company.

Other Information

The governing body is responsible for the other information. The other information comprises the Governing Body's report as required by the NPO Act of 1997, and the supplementary information set out on pages 20 to 21. Other information does not include the financial statements and our auditors' report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on the other information obtained prior to the date of this auditors' report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Governing Body for the Financial Statements

The governing body is responsible for the preparation and fair presentation of the financial statements in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the NPO Act of 1997, and for such internal control as the governing body determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the governing body is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the governing body either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.



Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the governing body.
- Conclude on the appropriateness of the governing body's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- We communicate with the governing body regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
- We also provide the governing body with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.
- From the matters communicated with the governing body, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

We communicate with the regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with the , we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

In terms of the IRBA Rule published in Government Gazette Number 39475 dated 4 December 2015, we report that Ransome Russouw Incorporated have been the auditors of SA Board for People Practices for 24 years.



Ransome Russouw Incorporated
Per: JA Barnard CA(SA)
Director
Registered Auditor

26 May 2021

1 Mowbray Road
Greenside
Johannesburg
South Africa
2193



GOVERNING BODY'S RESPONSIBILITIES AND APPROVAL

Governing Body's Responsibilities and Approval

The governing body are required by the Non-profit organisations Act of South Africa to maintain adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the annual financial statements satisfy the financial reporting standards with regards to form and content and present fairly the statement of financial position, results of operations and business of the non-profit organisation, and explain the transactions and financial position of the business of the non-profit organisation at the end of the financial year. The annual financial statements are based upon appropriate accounting policies consistently applied throughout the non-profit organisation and supported by reasonable and prudent judgements and estimates.

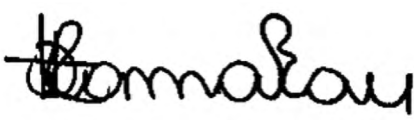
The governing body acknowledge that they are ultimately responsible for the system of internal financial control established by the non-profit organisation and place considerable importance on maintaining a strong control environment. To enable the governing body to meet these responsibilities, the governing body set standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the non-profit organisation and all employees are required to maintain the highest ethical standards in ensuring the non-profit organisation's business is conducted in a manner that in all reasonable circumstances is above reproach.

The focus of risk management in the non-profit organisation is on identifying, assessing, managing and monitoring all known forms of risk across the non-profit organisation. While operating risk cannot be fully eliminated, the non-profit organisation endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The governing body are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss. The going-concern basis has been adopted in preparing the financial statements. Based on forecasts and available cash resources the governing body have no reason to believe that the non-profit organisation will not be a going concern in the foreseeable future. The financial statements support the viability of the non-profit organisation.

The external auditors are responsible for independently auditing and reporting on the non-profit organisation's annual financial statements. The annual financial statements have been examined by the non-profit organisation's external auditors and their unqualified audit report is presented on pages 6 to 8.

The annual financial statements set out on pages 9 to 19 which have been prepared on the going concern basis, were approved by the governing body and were signed on 26 May 2021 on their behalf by:



Dr James Ramakau (Vice Chairperson)



Mr. Xolani Mawande
(CEO)

SA BOARD FOR PEOPLE PRACTICES

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020
(REGISTRATION NUMBER 117 - 218 NPO)

STATEMENT OF FINANCIAL POSITION Figures in R	NOTES	2020	2019
ASSETS			
Non-current assets			
Property, plant and equipment	4	288 810	249 719
Total non-current assets		288 810	249 719
Current assets			
Trade and other receivables	5	739 099	2 084 549
Cash and cash equivalents	6	9 743 802	6 484 489
Total current assets		10 482 901	8 569 038
TOTAL ASSETS		10 771 711	8 818 757
EQUITY AND LIABILITIES			
Equity			
Accumulated surplus		6 631 490	4 331 189
Liabilities			
Current Liabilities			
Provisions	7	229 714	179 888
Trade and other payables	8	3 910 507	4 307 680
Total current liabilities		4 140 221	4 487 568
Total liabilities		4 140 221	4 487 568
TOTAL EQUITY AND LIABILITIES		10 771 711	8 818 757

STATEMENT OF COMPREHENSIVE INCOME Figures in R	NOTES	2020	2019
Revenue	10	14 582 457	18 389 760
Other income		3 290 485	220 197
Administrative expenses		(663 550)	(722 982)
Other operating expenses	11	(15 098 802)	(19 224 354)
Surplus / (deficit) from operating activities		2 110 590	(1 337 379)
Investment income		189 711	206 851
Finance costs		-	(79)
Surplus / (deficit) for the year		2 300 301	(1 130 607)

STATEMENT OF CHANGES IN EQUITY Figures in R	ACCUMULATED SURPLUS	TOTAL
Balance at 1 January 2019	5 461 796	5 461 796
Changes in Equity		
Surplus for the year	(1 130 607)	(1 130 607)
Total comprehensive income	(1 130 607)	(1 130 607)
Balance at 31 December 2019	4 331 189	4 331 189
Balance at 1 January 2020	4 331 189	4 331 189
Changes in Equity		
Surplus for the year	2 300 301	2 300 301
Total comprehensive income	2 300 301	2 300 301
Balance at 31 December 2020	6 631 490	6 631 490

STATEMENT OF CASH FLOWS Figures in R	NOTES	2020	2019
Net cash flows from operations	13	3 156 721	2 666 773
Interest paid		-	(79)
Interest received		189 711	206 851
Net cash flows from operating activities		3 346 432	2 873 545
Cash flows used in investing activities			
Purchase of property, plant and equipment		(87 119)	(92 621)
Cash flows used in investing activities		(87 119)	(92 621)
Net increase in cash and cash equivalents		3 259 313	2 780 924
Cash and cash equivalents at beginning of the year		6 484 489	3 703 565
Cash and cash equivalents at end of the year	6	9 743 802	6 484 489

Accounting Policies

1. General information

SA Board For People Practices ('the non-profit organisation') is an HR Professional Body and Quality Assurance organisation.

The non-profit organisation is incorporated as a Non-Profit Organisation and domiciled in South Africa. The address of its registered office is 1st floor, Willowbrook House, Constantia Office Park, C/O 14th Avenue & Hendrik Potgieter Street, Weltevredenpark, 1715.

2. Basis of preparation and summary of significant accounting policies

The financial statements of SA Board For People Practices have been prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the Non-profit organisations Act of South Africa. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of investment property, certain property, plant and equipment, biological assets and derivative financial instruments at fair value. They are presented in South African Rand.

The principal accounting policies applied in the preparation of these annual financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

2.1 Property, plant and equipment

Property, plant and equipment is stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by the governing body.

The non-profit organisation adds to the carrying amount of an item of property, plant and equipment the cost of replacing parts of such an item when that cost is incurred if the replacement part is expected to provide incremental future benefits to the non-profit organisation. The carrying amount of the replaced part is derecognised. All other repairs and maintenance are charged to surplus or deficit during the period in which they are incurred.

Asset class	Useful life
Fixtures and fittings	6 years
Office equipment	6 years
Computer equipment	3 years
Computer software	2 years

Property, plant and equipment is initially stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by the governing body.

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, if there is an indication of a significant change since the last reporting date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised within 'other gains / (losses)' in the statement of comprehensive income.

Accounting Policies

Basis of preparation and summary of significant accounting policies continued...

2.3 Provisions

Provisions are measured at the present value of the amount expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to passage of time is recognised as interest expense.

2.2 Trade Receivables

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less allowance for impairment. An allowance for impairment of trade receivables is established when there is objective evidence that the organisation will not be able to collect all amounts due according to the original terms of the receivables. The amount of the allowance is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the original effective interest rate. The amount of the allowance is recognised in the income statement.

2.3 Revenue

Revenue is measured at the fair value of the consideration received or receivable. Revenue is shown net of value-added tax, returns, rebates and discounts.

2.4 Trade Payables

Trade payables are initially measured at fair value, and subsequently measured at amortised cost, using the effective interest method.

2.5 Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits with financial institutions and bank overdrafts. Bank overdrafts are included in borrowings on the balance sheet.

3. Critical accounting estimates and judgements

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

No significant estimates and adjustments have been applied in the preparation of these financial statements.

Notes to the Financial Statements

Figures in R

2020

2019

4. Property, plant and equipment

Balances at year end and movements for the year

	Fixtures and fittings	Office equipment	Computer equipment	Computer software	Total
Reconciliation for the year ended 31 December 2020					
Balance at 1 January 2020					
At cost	477 902	28 657	576 933	47 246	1 130 738
Accumulated depreciation	(344 087)	(15 096)	(474 590)	(47 246)	(881 019)
Net book value	133 815	13 561	102 343	-	249 719
Movements for the year ended 31 December 2020					
Additions from acquisitions	8 433	869	77 817	-	87 119
Depreciation	(10 539)	(870)	(36 619)	-	(48 028)
Property, plant and equipment at the end of the year	131 709	13 560	143 541	-	288 810
Closing balance at 31 December 2020					
At cost	486 335	29 525	654 750	47 246	1 217 856
Accumulated depreciation	(354 626)	(15 965)	(511 209)	(47 246)	(929 046)
Net book value	131 709	13 560	143 541	-	288 810
Reconciliation for the year ended 31 December 2019					
Balance at 1 January 2019					
At cost	423 102	28 657	539 112	47 246	1 038 117
Accumulated depreciation	(335 715)	(10 319)	(466 402)	(47 246)	(859 682)
Net book value	87 387	18 338	72 710	-	178 435
Movements for the year ended 31 December 2019					
Additions from acquisitions	54 800	-	37 821	-	92 621
Depreciation	(8 372)	(4 777)	(8 188)	-	(21 337)
Property, plant and equipment at the end of the year	133 815	13 561	102 343	-	249 719
Closing balance at 31 December 2019					
At cost	477 902	28 657	576 933	47 246	1 130 738
Accumulated depreciation	(344 087)	(15 096)	(474 590)	(47 246)	(881 019)
Net book value	133 815	13 561	102 343	-	249 719

Notes to the Financial Statements

Figures in R

2020
2019
5. Trade and other receivables
Trade and other receivables comprise:

Trade Receivables	414 464	1 225 032
Prepaid expenses	324 635	140 409
Other receivables	-	719 108
	<u>739 099</u>	<u>2 084 549</u>

6. Cash and cash equivalents
6.1 Cash and cash equivalents included in current assets:
Cash

Balances with banks	<u>9 743 802</u>	<u>6 484 489</u>
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6.2 Detail of cash and cash equivalent balances
Bank balances

Standard Bank Current account	104 396	159 970
First National Bank Current Account	155 453	281 977
First National Bank Money Market Account	7 512 309	4 630 822
Standard Bank Market Link Account	1 971 644	1 411 720
Total	<u>9 743 802</u>	<u>6 484 489</u>

7. Provisions
Provisions comprise:

Provision for leave pay	<u>229 714</u>	<u>179 888</u>
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8. Trade and other payables
Trade and other payables comprise:

Trade Payables	339 006	1 165 254
Income received in advance	2 492 533	2 627 013
Accrued Expense - Pension	-	72 405
Accrued Expenses	597 113	-
Bursary Deductions	14 084	-
Value added tax	467 771	443 008
Total trade and other payables	<u>3 910 507</u>	<u>4 307 680</u>

9. Operating lease liabilities
Future minimum lease payments

Not later than one year	1 271 625	1 079 375
Later than one year and not later than five years	3 066 654	4 338 278
	<u>4 338 279</u>	<u>5 417 653</u>

Notes to the Financial Statements

Figures in R

2020

2019

10. Revenue

Revenue comprises:

Sale of goods	67 509	114 183
Rendering of services	7 362 881	10 827 965
Fees received	7 152 067	7 447 612
Total revenue	14 582 457	18 389 760

11. Other operating expenses

Other operating expenses comprise:

Bad debts	-	3 124 658
Board and Committee Expenses	94 731	341 827
Conferences and Events Expenses	168 513	1 118 293
Consulting fees	163 396	70 375
Contingency/Discretionary Expenses	6 500	4 000
Depreciation	48 028	21 337
Employee expenses	10 139 372	9 069 761
Entertainment	21 916	82 530
General expenses	50 616	22 012
HR Audit Expenses	571 067	453 654
HR Standards Expenses	177 179	296 642
ICT Systems	263 170	842 141
Insurance	36 238	35 496
Legal expense	96 868	44 167
LQA/Continued Professional Development Expenses	107 739	456 356
Marketing	400 965	957 899
Membership Expenses	54 416	59 383
Postage	5 602	19 080
Printing and stationery	41 081	101 560
Professional Accreditation (SAQA)	49 247	38 439
Publications and Products Expenses	286	38 147
Relocation Expenses	-	76 553
Rent Paid	1 061 549	842 817
Special Projects Expenses	923 000	536 249
Staff welfare	-	47 725
Training	97 803	67 164
Travel - Local	46 484	456 089
Utilities (Electricity & water)	473 036	-
Total other expenses	15 098 802	19 224 354

12. Income tax expense

No provision has been made for taxation as receipts or accruals to the association are exempt from income tax in terms of section 10(1)(d)(iv)(bb) of the Income Tax Act.

Notes to the Financial Statements

Figures in R

2020

2019

13. Cash flows from operating activities

Surplus / (deficit) for the year	2 300 301	(1 130 607)
Adjustments for:		
Finance income	(189 711)	(206 851)
Finance costs	-	79
Depreciation and amortisation expense	48 028	21 337
Impairment losses and reversal of impairment losses recognised in surplus or deficit	-	3 124 658
Change in operating assets and liabilities:		
Adjustments for decrease in trade accounts receivable	810 568	1 147 774
Adjustments for decrease / (increase) in other operating receivables	534 882	(541 731)
Adjustments for (decrease) / increase in trade accounts payable	(826 248)	424 887
Adjustments for increase / (decrease) in other operating payables	429 075	(175 426)
Adjustments for provisions	49 826	2 653
Net cash flows from operations	3 156 721	2 666 773

14. ICT Systems

Normal IT costs including 365 license and support, the membership system and LQA system remain the main contributors of these costs.

15. Bad Debts Recovered

Bad Debts recovered relate to the principle debt from the Gauteng Department of Health which was written off in 2019 and recovered in 2020.

16. Operating Surplus

Operating surplus is the result generated from the continuing principal revenue producing activities of the organisation as well as other income and expenses related to operating activities. Operating profit excludes net finance costs, share of profit of equity accounted investees and income taxes.

Notes to the Financial Statements

Figures in R

2020

2019

17. Approval of Annual Financial Statements

These financial statements were approved by the governing body and authorised for issue on the 17th of June 2021

18 Going Concern

The annual financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that the funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

The governing body have given due consideration to the potential impact of the COVID-19 pandemic on the non-profit organisation's ability to continue as a going concern. The governing body believe that the pandemic will have a temporary impact on the business activities. Notwithstanding these short-term challenges the governing body are of the view that the non-profit organisation has sufficient resources to continue as a going concern.

The full impact of the COVID-19 outbreak continues to evolve at the date of this report. The ability of the organisation to continue as a going concern is dependent on a number of factors. The most significant of these is that the governing body continue to procure funding for the ongoing operations for the organisation where the need arises. Management is comfortable that the organisation will continue to operate since its services fall within the ambit of what is allowed under government regulations during the nation-wide lockdown.

The governing body are not aware of any new material changes that may adversely impact the non-profit organisation. The governing body are also not aware of any material non-compliance with statutory or regulatory requirements or of any pending changes to legislation which may affect the non-profit organisation.

DETAILED INCOME STATEMENT

INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020
(REGISTRATION NUMBER 117 - 218 NPO)

Detailed Income Statement

Figures in R

	Notes	2020	2019
Revenue	10		
Conference and Events		741 341	2 169 148
HR Audit		1 839 289	1 561 552
HR Standards		872 615	2 039 393
LQA/Continued Professional Development Income		3 828 386	5 057 872
Marketing		81 250	-
Membership Fees (New and Returning)		7 152 067	7 447 612
Publications and Products Sales		67 509	114 183
		14 582 457	18 389 760
Other income			
Bad debts recovered		3 264 597	5 377
Sponsorships		21 550	23 000
Sundry income		4 338	191 820
		3 290 485	220 197
Administrative expenses			
Accounting fees		(402 280)	(461 340)
Auditors remuneration - Fees		(52 250)	(39 412)
Bank charges		(26 435)	(31 841)
Communications Costs		(112 067)	(94 881)
IT Expenses		(67 868)	(86 720)
Subscriptions		(2 650)	(8 788)
		(663 550)	(722 982)

Detailed Income Statement

Figures in R

	Notes	2020	2019
Other operating expenses	11		
Bad debts		-	(3 124 658)
Board and Committee Expenses		(94 731)	(341 827)
Conferences and Events Expenses		(168 513)	(1 118 293)
Consulting fees		(163 396)	(70 375)
Contingency/Discretionary Expenses		(6 500)	(4 000)
Depreciation - property, plant and equipment		(48 028)	(21 337)
Employee costs - salaries		(10 139 372)	(9 069 761)
Entertainment		(21 916)	(82 530)
General expenses		(50 616)	(22 012)
HR Audit Expenses		(571 067)	(453 654)
HR Standards Expenses		(177 179)	(296 642)
ICT Systems		(263 170)	(842 141)
Insurance		(36 238)	(35 496)
Legal expense		(96 868)	(44 167)
LQA/Continued Professional Development Expenses		(107 739)	(456 356)
Marketing		(400 965)	(957 899)
Membership Expenses		(54 416)	(59 383)
Postage		(5 602)	(19 080)
Printing and stationery		(41 081)	(101 560)
Professional Accreditation (SAQA)		(49 247)	(38 439)
Publications and Products Expenses		(286)	(38 147)
Relocation Expenses		-	(76 553)
Rent Paid		(1 061 549)	(842 817)
Special Projects Expenses		(923 000)	(536 249)
Staff welfare		-	(47 725)
Training		(97 803)	(67 164)
Travel - Local		(46 484)	(456 089)
Utilities (Electricity & water)		(473 036)	-
		(15 098 802)	(19 224 354)
Surplus / (deficit) from operating activities		2 110 590	(1 337 379)
Finance income			
Investment Income		189 711	206 851
Finance costs			
Trade and other payables		-	(79)
Surplus / (deficit) for the year		2 300 301	(1 130 607)

FINANCIAL ANALYSIS

BY MANAGEMENT

PROFITABILITY CHANGES

2020 saw SABPP make a drastic financial turnaround from a deficit of over R1 130 607 in 2019 to a comfortable surplus of over R2 300 301 thereby reflecting a growth of 303%

INCOME CHANGES

Overall, 20,7% decrease in income as underpinned by

- Membership income remained the core source of income of SABPP but decreased by 4%.
- LQA Income decreased by 24%
- HR Audit income increased by 17,79%
- HR standards income decreased by 57%
- Conference and Events income decreased by 65,8%

Our income streams contributed this way:

• Membership (New & existing)	39%
• LQA and CPD	21%
• Special projects (Bad debt recovered)	17%
• HR Audit	10%
• HR Standards	5%
• Conferences and Events	4%
• Other	3%

EXPENDITURE CHANGES

Overall, there was a decrease of 16,32% on the expenditure. This was mainly due to

- Employee and related costs increased by 11,8% due to once-off costs (retrenchment).
- Rent expenses increased by 82% owing to the expiry of rent-free period.
- Travel expenses decreased by 89,8% due to lockdown restrictions.
- HR Audit expenses increased by 25,88%
- Marketing costs decreased by 58%
- Conference expenses decreased by 85%

Our income streams contributed this way:

• Membership (New & existing)	63%
• LQA and CPD	10%
• Special projects (Bad debt recovered)	6%
• HR Audit	4%
• HR Standards	4%
• Conferences and Events	1%
• Other	11%

FINANCIAL POSITION CHANGES

- Trade receivables are sitting at R268 615
- Cash reserves increased to R9 743 802 (an increase of 50,26%).
- Accumulated surplus now sits at R6 631 490 after a year of surplus up from R4 331 189 in 2019.

THE FINANCIAL ANALYSIS

The year 2020 was the worst year in the history of SABPP and the country as a whole. The near collapse of the economy as a result of Covid 19 and the related lockdowns. Our income was reduced by about R4 million as a result. Our staff compliment was reduced by over 50%.

However, we are grateful for the fact that we are alive and SABPP is alive and well, even financially. In 2020, SABPP recorded a surplus of R2,3 million up from a deficit of R1,3 million in 2019.

The recovery of bad debt contributed significantly to the surviving of the organisation. Adjusting to the new normal also helped SABPP to thrive in a difficult environment.

The macro economics of the South African economy could not be ignored as it filtered through to our business. As a result, our income streams were under pressure. New membership figures came way below target and by extension most of our departments were also below target. Fortunately, SABPP expenses were under control.

What does this all mean? When SABPP remains in a positive financial footing life gets better for the profession.

- SABPP employees are motivated and are not worrying whether they will get their next pay cheque. SABPP can also retain critical talent.
- Members do not have to budget for steep increases for their membership and products they receive from SABPP.
- SABPP events get to be affordable for members.
- SABPP can spend on research and innovation for the benefit of its members.
- SABPP can sponsor more awards and more bursaries for HR students.
- SABPP can increase its visibility across the country and by extension improve the value add to members.

FORECAST

At the time of writing this report, the country is still in lockdown. Corona virus is not fully under control. The roll out of vaccines is not on target. A new strain has been discovered in India and infections there are running at over 300k a day.

However, in spite of all these negative thoughts, We remain committed to you our members that we are going to continue working hard to make you proud of your professional body. We commit to be prudent in managing income. We will continue being innovative to ensure that the SABPP continues being relevant in times such as these. We will also encourage all our members to help us by paying us all our dues in time and in good faith. We also encourage you to support all our turnaround efforts and please continue to engage with us.

Xolani Mawande

A man in a dark suit and white shirt is seen from the back, pointing his right hand towards a city skyline. He is holding a briefcase in his left hand. The background is a hazy cityscape with many buildings under a bright sky. The text 'PART C' is overlaid in large, semi-transparent letters.

PART C

PART C: BOARD, COMMITTEES AND STUDENT CHAPTERS

1. THE 13TH SABPP BOARD (2019-2021)
2. SABPP BOARD SUB- COMMITTEES FEEDBACK
3. PROVINCIAL COMMITTEES
4. STUDENT CHAPTERS

THE 13TH SABPP BOARD

The Board directs SABPP and facilitates the achievement of the organisation's strategy and operational objectives. It is accountable for the development and execution of the SABPP's strategy, operating performance and financial results.

These passionate individuals are responsible for ensuring continuous growth of SABPP and they help to grow the local footprint of SABPP without being remunerated. The Board, which meets at least quarterly, retains full and effective control over all the operations. Additional ad hoc Board meetings are convened as circumstances require.

BOARD REGULATION

The SABPP Board is governed by the SABPP Charter that assists the Board in conducting its business according to legislative requirements and the principles of good corporate governance.

The Charter ensures that each Board member is aware of his or her powers, duties and responsibilities when acting on behalf of SABPP. The Charter, as well as the terms of reference and work plans of the Board subcommittees, were updated during the year to align with the requirements of King IVTM.

The Board has concluded that it has collectively satisfied and fulfilled its responsibilities in accordance with the Charter.

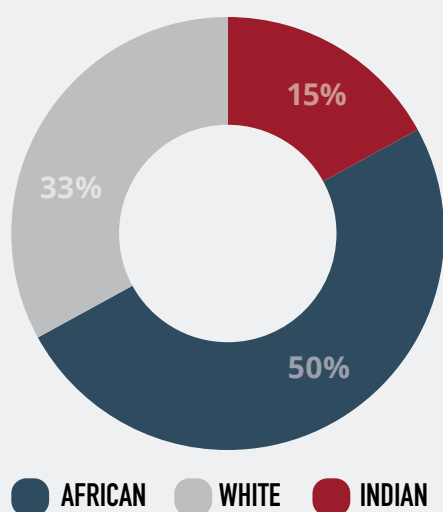
BOARD DIVERSITY AND COMPOSITION

The Board consists of 12 members, and is a combination of elected and co-opted members. During 2020, the Board lost one of its members Brian Matthee. Dr Mochabo Moerane was elected as a board member in 2020 following a resignation of a board member. The Board has an Exco which consists of the Chairperson and two Vice-Chairpersons.

SABPP Board recognises the value of diversity and is committed to promoting gender and race equality to the profession. Our Board has introduced a 5 year- EE Plan that speaks across SABPP and all national and provincial subcommittees.

The Board is committed to making sustainable progress towards ensuring that the Board is sufficiently gender and race diverse and has the necessary skills to competently discharge its duties having regard to the strategic direction of the organisation. Below is the breakdown of Board composition:

RACE

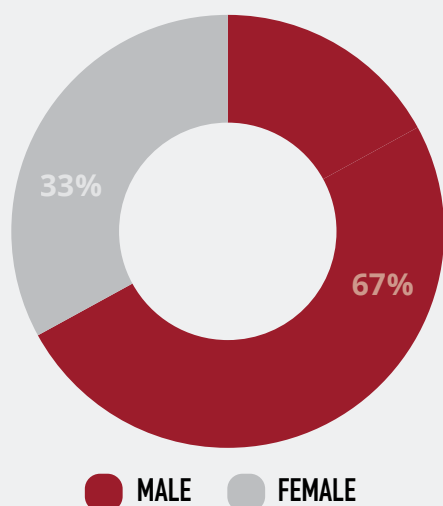


KEY ISSUES ADDRESSED IN 2020.

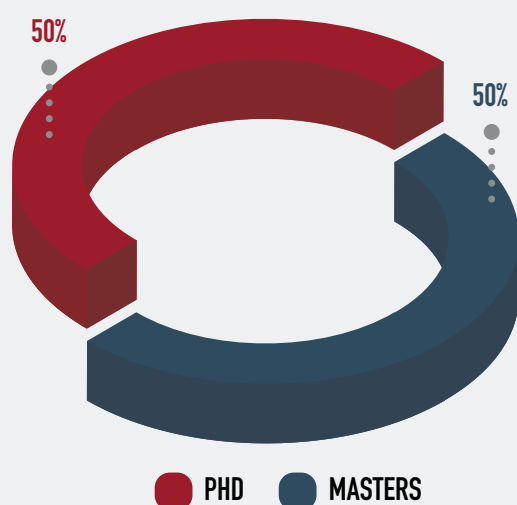
In addition to discharging its obligations as a Board according to the SABPP Charter, in 2020 the Board managed and implemented several large and challenging issues including the below:

- Co-opted 1 Board member
- Other matters included approving the following, inter alia:
 - ◇ Business Continuity Plan
 - ◇ Transition to new normal (COVID – 19 Challenges)
 - ◇ Refocus and reimagine SABPP
 - ◇ Employment Equity Plan Report – 2020
 - ◇ 2021 Financial budget
 - ◇ Annual Report 2019
 - ◇ Approved various Committee terms of references
 - ◇ 2020 Annual Financial Statements
 - ◇ Quarterly Financials (Management Accounts)
 - ◇ Quarterly Accreditation Reports
 - ◇ Quarterly People Factor – Strategy Review

GENDER



QUALIFICATION



The schedule below sets out the SABPP Board Exco and Board meetings held during the year and attendance thereat:

BOARD DIVERSITY AND COMPOSITION
NUMBER OF MEETINGS ATTENDED IN 2020

DR MARIUS MEYER	4/4
DR JAMES RAMAKAU	4/4
DR RICA VILJOEN	3/4

BOARD DIVERSITY AND COMPOSITION
NUMBER OF MEETINGS ATTENDED IN 2020

DR MARIUS MEYER	3/4
DR JAMES RAMAKAU	3/4
PAULS GIBBONS	4/4
DAYALAN GOVENDER	3/4
PROF PIERRE JOUBERT	3/4
PROF LOGAN NAIDOO	4/4
BRIAN MATTHEE	2/3
STONTO MSIBI	3/4
DR RICA VILJOEN	4/4
KOLOBE MASHALA	4/4
SIFISO CELE	2/4
BUSISIWE MASHIANE	3/4
DR MOCHABO MOERANE	3/3

THE 13TH SABPP BOARD



DR MARIUS MEYER –MHRP
Stellenbosch University



PAULS GIBBONS – MHRP
PSG Coach Consultant



DR JAMES RAMAKAU – CHRP
Anglo American



STONTO MSIBI – ATTORNEY
Independent
Communications Authority of
South Africa - ICASA



PROF LOGAN NAIDOO – MHRP
Mangosuthu University of
Technology



DAYALAN GOVENDER – MHRP
PricewaterhouseCoopers



PROF PIERRE JOUBERT – MHRP
Sol Plaatje University



DR RICA VILJOEN – MHRP
Sibanye Gold



SIFISO CELE – MHRP
ABSA Group



KOLOBE MASHALA – CA
Agricultural Research
Council



BUSISIWE MASHIANE – MHRP
African Rainbow Minerals
Limited



DR MOCHABO MOERANE – MHRP
Unisa University

SABPP BOARD

SUB-COMMITTEES FEEDBACK

The Board has delegated certain functions to well-structured committees whilst retaining Board responsibilities and accountability. Board committees operate under written terms of reference approved by the Board.

Each committee reviews its effectiveness by way of a review of its activities against the approved terms of reference in line with their delegated powers and authority. The chairperson of each committee reports back to the Board.

Although all these committees have been formed for very specific and unique purposes such as accreditation, ethics and mentoring, sometimes the work of two or more committees complements each other and where necessary initiatives have been launched to coordinate this.

Despite the unique character of each committee, generic committee governance guidelines have been prepared to ensure a more consistent and comprehensive approach to aligning all committees to overall strategy and governance requirements of SABPP and King IV.

SABPP has 3 types of committees: National, Provincial and Project Committees.

Below is the list of SABPP National Committees as well as their purpose.

PROFESSIONAL REGISTRATION



DR MOCHABO MOROENA

To evaluate professional membership applications for individuals who desire to register with the SABPP at a level appropriate to their HR competencies, education and level of experience. The committee therefore approves the relevant professional registration level.

4 MEETINGS

LEARNING AND DEVELOPMENT



MR DUSTIN HOGG

To guide the L&D fraternity on hot topics that are trending and influencing L&D's way of work. To develop tools and share freely through SABPP fact sheets, People factor, and social media platforms.

4 MEETINGS

CONTINUOUS PROFESSIONAL DEVELOPMENT



VACANT

The committee is the custodian of the SABPP CPD Policy which provides support to individual professionals seeking recognition for ongoing professional development and providers offering learning events for ongoing professional development.

4 MEETINGS

LEARNING AND QUALITY ASSURANCE



DR RICA VILJOEN

To oversee the ETQA function of SABPP by approving quality assurance of learning providers

4 MEETINGS

ETHICS



MR JAMIEL NASSIEP

To promote ethical conduct through diverse channels that support, encourage and develop the knowledge and understanding among HR professionals.

10 MEETINGS

HR GOVERNANCE

**MRS ELIZABETH
DHLAMINI-KUMALO**

To serve as a sounding board to the SABPP for the development of products / services on HR Governance. Recommend and/or approve newly developed National HR standards and Professional Practices as well as supporting projects to the SABPP Board. Advise HR Directors / Leaders with a clear HR Governance framework and set of guidelines for sound governance, assurance and integrated reporting in organisations. Position and benchmark HR Governance with leading international and local corporate governance codes and systems.

5 MEETINGS
**HIGHER
EDUCATION**

PROF PIERRE JOUBERT

The purpose is to ensure and monitor the quality delivery of HR qualifications by evaluating the integration of the SABPP Competency Model and HR Standards within academic curriculum. The committee adopts a developmental approach and advises HEIs on means to improve the quality of their offerings and employability of graduates. Graduates from accredited institutions are exempted from Board Exams when they register as HR Professionals and pipeline students articulate with ease between accredited institutions.

4 MEETINGS
**LABOUR
MARKET**

MS BEDELIA THANISSAN

To address the interface of labour market issues, the work of HR professionals and the impact of challenges within the labour market on South African society. An important output of the Committee is to provide the content to support an advocacy role for the SABPP in this regard.

4 MEETINGS
MENTORING

MR RACHABANE KOPE

To govern the SABPP Mentoring Programme. This Committee is comprised of dedicated volunteer HR professionals who undertake initiatives for HR career progression and mentoring in order to advance the status, quality and visibility of HR professionals in particular, and the achievement of the SABPP's mandate on the professionalisation of HR in general... The committee further advises the Board on all strategic matters pertaining to mentoring and coaching.

4 MEETINGS
**RISK AND
AUDIT**

MR KOLOBE MASHALA

To ensure that processes, finances and risks are effectively governed in accordance with relevant and applicable standards, as well as aligning to legislation and the business strategy.

Focus on identifying and managing risks and to leverage opportunities for positioning business processes and finances in adding value to the overall SABPP business strategy.

4 MEETINGS

CHANGE MANAGEMENT



MR DUMISANI NTOMBELA

To stimulate healthy debate and provide practical guidance and support on the dynamics of managing change in today's turbulent environments to SABPP members.

To impact society through education about organisation development and effectively managing change (possible articles, fact sheets, books, lecturing, events, etc.).

To function as a Change Management think tank that commits to disruptive innovation in the field of OD and Change Management.

4 MEETINGS

HR AUDIT COUNCIL



MS WENDY MAHUMA

The focus of the Council is to outline governance principles, requirements and processes of the SABPP Audit Council. The HR Audit Council's mandate is to ensure that there is accountability and oversight of the HR Audit Unit. In addition, the structure will ensure that the HR audit processes, and methodology are continually refined where appropriate.

3 MEETINGS

HR CITIZEN



VACANT

To create meaningful high impact opportunities for HR Professionals to become active citizens in their own profession and society at large.

4 MEETINGS

IT GOVERNANCE



VACANT

To provide oversight over the SABPP IT governance

3 MEETINGS

HR RESEARCH INITIATIVE



MR BRAVO MPHELANE

To access and/or commission research by partnering with appropriate research institutions, and all other identified stakeholders, to ensure that comprehensive and appropriate data and expert opinions are sourced to provide support to HR professionals on matters of national importance relevant to the HR profession

4 MEETINGS



PROFESSIONAL REGISTRATION COMMITTEE

2020 New Member Registration

The monthly professional registrations per level and overall totals are depicted in the table below:

Month	MHRP	CHRP	HRP	HRA	HRT	TOTAL
January	0	2	42	32	25	101
February	3	11	37	22	16	89
March	2	4	25	22	12	65
April	1	4	18	4	3	30
May	0	6	27	24	3	60
June	1	5	24	20	4	54
July	2	3	24	24	12	65
August	0	4	27	18	3	52
September	0	3	22	28	2	55
October	1	5	15	11	2	34
November	0	3	25	18	4	50
TOTAL	10	50	286	223	86	655



50% of newly registered members are at the HR Professional Level followed by HR Associate level. The level with the lowest number of members is Master HR Professional.

COMMITTEE MEMBERS:

Mochabo Moerane -
Chairperson,

Charles Myburgh - Vice
Chairperson,

Rebecca Theledi,

Jake van der Wilden,

Sydwell Shikweni,

Brian Matthee,

Funmilayo Soluade,

Fathima Mahomed,

Francois Koeberg,

Anthony Hyman &

Christel Marais.

2020 - MEMBERSHIP ACHIEVEMENTS

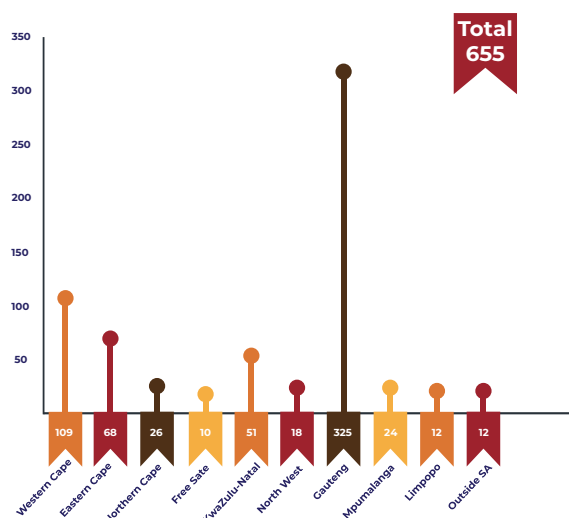
We are excited to report that during the year under review Dr Mochabo Moerane, Chairperson of the Committee, was nominated in May 2020 to form part of the SABPP Board.

CHALLENGES ENCOUNTERED DURING 2020

- Insufficient information submitted on work experience and qualifications by members when applying for registration.
- Members not completing all the compulsory fields required to finalise the application process.
- Members losing their jobs due to the pandemic and this led to them not paying for their renewals.
- Members not wishing to renew their membership.
- Low attendance of committee members for meetings.
- Members not having time to write Board Exams.
- Members applying for higher levels while they do not meet all the requirements.

Provincial Stats New registrations 2020

Province	Total Members
Western Cape	109
Eastern Cape	68
Northern Cape	26
Free State	10
Kwa-Zulu Natal	51
North West	18
Gauteng	325
Mpumalanga	24
Limpopo	12
Outside SA	12
TOTAL	655



Gauteng is the province with the highest number of new members.

5 Year Registration Record 2016-2020

Year	Jan	Feb	March	April	May	June	July	Aug	Sep	Oct	Nov	Grand Total
2020	101	89	65	30	60	54	65	52	55	34	50	655
2019	100	93	96	91	84	89	85	66	64	74	102	944
2018	61	65	55	70	79	80	71	69	41	135	80	806
2017	93	74	76	80	136	60	93	68	76	101	93	950
2016	91	96	92	111	99	100	83	80	100	75	140	1067
5 Year Average	89.2	83.4	76.8	76.4	91.6	76.6	79.4	67	67.2	83.8	93	884.4

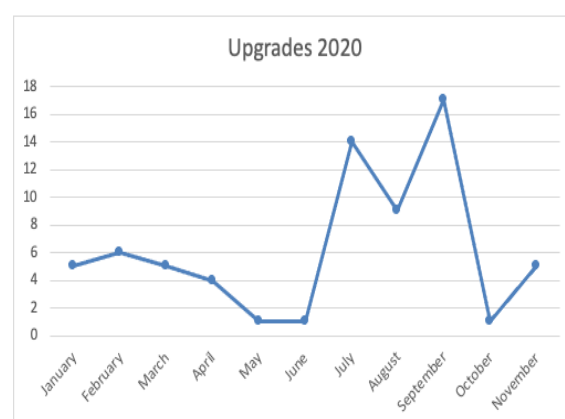
Lowest in 5 years

Highest in 5 years

Upgrades 2020

The Chair and the Vice Chairperson of the Committee evaluate the upgrade applications. The 2020 target of 100 was not met as shown below.

Month	Upgrades 2020
January	5
February	6
March	5
April	4
May	1
June	1
July	14
August	9
September	17
October	1
November	5
TOTAL	68



L&D


LEARNING AND DEVELOPMENT COMMITTEE



KEY FEATURES FOR 2020

The following is a summary of the highlights:

- The SABPP held the 3rd Annual L&D Conference, which was online, with a focus on Digital Learning.
- The first L&D awards with winners in three categories (Individual, Organisation and Learning Provider) for strategic planning and individual performance was launched.
- 88% growth and interest in membership in the L&D committee.
- 3 articles published in the PEOPLE Factor e-magazine



KEY CHALLENGES FOR 2020

- One of the challenges the committee experienced as with the rest of the world was the impact of Covid 19 which set us back on the breakfast sessions that we planned for 2020.



KEY FOCUS FOR 2021

- 2021 is set to have the fourth annual L&D conference which will be digital again
- Drip feed of L&D information on latest trends published bi-monthly using social media.

THE L&D COMMITTEE WILL ALSO BE CONCLUDING THE FOLLOWING IN 2021:

- Collaborate with the CPD Committee to digitize acknowledgement of learning.
- Explore youth development as part of the Youth Employment Services (YES) initiative to young professional transition into the workplace.
- Identify contemporary learning “enablers” and share findings through publications.

COMMITTEE MEMBERS:

Dustin Hogg (Chairperson),
 Bhavisha Patel (Vice Chair),
 Naren Vassan, Adi Stephan,
 Chris Vorwerk,
 Prashini Penã Alfonso,
 Ingrid Letswalo,
 Tshepiso Hlapolosa,
 Rosa Peters,
 Christo Bezuidenhout,
 Sheree Snyman,
 Kerrin Badhham,
 Busisiwe Senyarelo,
 Pieter van Ellewee and
 Gizelle McIntyre

LQA



LEARNING QUALITY ASSURANCE COMMITTEE

The SABPP LQA Committee has always maintained its commitment to quality and timeous service, learner advancement, and the highest levels of quality assurance. We appreciate the dedication and investment by the experts in the Exam Sub-Committee for ensuring the robustness of the Final Integrated Summative Assessment (FISA). The COVID-19 pandemic and lockdowns did impact the sitting of the second quarter FISA, however, in the third and fourth quarter FISA there was significant uptake of the FISA. The digital administration of the FISA was tested in the fourth quarter FISA.

Apart from the pandemic, the other challenge for the committee was the SAQA decision on the deregistration of historical qualifications. The lack of alternative occupational qualifications to replace the historical qualifications could significantly impact LQA and the Skills Development Providers. The LQA team has engaged both SAQA and QCTO. Representatives of the regulatory body presented at the Annual Training Provider Forum and discussed the issue of the deregistration of historical qualifications.



KEY FEATURES FOR 2020

These were some of the highlights in the year even though it was challenging with the pandemic and lockdown and the related decision of the QCTO to extend Skills Development Providers' accreditation:

- Facilitated 9 new accreditations and 7 renewal accreditations approvals by the QCTO.
- Approved 2 Unit Standards accreditations.
- Approved 21 Assessor and Moderator applications.
- Facilitated 3 Assessment Centre accreditations.
- 637 learners wrote the National FISA.



KEY CHALLENGES FOR 2020

- The deregistration of historical qualifications.
- Develop broad representation of stakeholders in the Committee.
- Uptake of digital FISA and barriers faced by learners from disadvantaged backgrounds.

COMMITTEE MEMBERS:

Dr Rica Viljoen (Chairperson),
Gerda Oberholzer (Vice chair),
Annette Bredenkamp,
Capt Mcebisi Gcebe,
Paula Teigao,
Derisha Pillay,
Hermias Nieuwoudt.



KEY FOCUS FOR 2021

- Engage the QCTO and Services SETA on finalising the realignment of historical qualifications.
- Engage the QCTO on their service level agreement with the SABPP as a Quality Assurance Partner.
- Implement the External Integrated Summative Assessment (EISA) for the Occupational Trainer qualification.
- Help prepare and equip learners for the FISA.

HE



HIGHER EDUCATION COMMITTEE

As for the national economy and most industries, the COVID-19 pandemic and the lockdowns impacted the universities in terms of their calendar, their delivery of education, and other scheduled activities. The universities accredited by the SABPP navigated the challenges posed by the pandemic and lockdowns through the shift to remote learning and other contingent measures. This ensured the continuation of the academic year.

The Higher Education Committee continued to contribute to the quality assurance of academic qualifications. The Committee also needed to shift its undertaking of accreditation and its meetings and work. The Committee successfully negotiated the shift to virtual accreditation and endorsement. The virtual meetings also provided for the opportunities for academics from accredited institutions in other provinces to attend the Committee meetings.



KEY FEATURES FOR 2020

- First virtual accreditation of a university.
- First accreditation of a university in the Kwazulu-Natal province.
- First virtual endorsement which was the South African College of Applied Psychology's Bachelor of Social Science (HRM) Honours.
- Continued the drive to improve the accreditation process and criteria.
- Engagement with the HRRI Committee on the development of a HR research agenda.



KEY CHALLENGES FOR 2020

- The pandemic and lockdowns impacted on the schedule of accreditations with many institutions deferring to 2021.
- The constraints on university funding and tightening of budgets has again raised questions with some of the institutions of the value of peer evaluation and accreditation by the professional body.
- Increasing equity representation within the Committee.

COMMITTEE MEMBERS:

Prof Pierre Joubert (SPU),
Chairperson,

Prof Frans Maloa (UNISA),
vice-chairperson,

Dr Anita De Bruyn (UNISA),

Prof Chantal Olckers (UP),

Ms Daphne Pillay (UP),

Dr Kelebogile Paadi (NWU),

Prof Dirk Geldenhuys (UNISA),

Dr Calvin Mabaso (UJ),

Dr Mpho Magau (UJ)

Dr Leoni van de Vaart (NWU),

Dr Anthony Isabirye (VUT),

Dr Karel Lessing (TUT),

Prof Nicole Barkhuizen (SBS),

Prof Nico Schutte (SBS,)

Ms Janie Steyn (PIHE).

Henk de Jager (SBS),

Debbie Mtshlewane (NWU),

Dr Leigh-Anne Dachapalli
(TUT),

Prof Moerena Mochaba
(UNISA),



KEY FOCUS FOR 2021

- Revive the university directory project with inputs from institutions of higher education.
- Market the accredited universities and the role of peer evaluation.
- Continue to build capacity in the Committee for accreditation.
- Ensure progress on deferred accreditations.
- Develop the HR research agenda.

ITG

IT GOVERNANCE COMMITTEE

The Committee never met in 2020, however, exciting new initiatives are planned for rollout in 2021. SABPP will need to rethink its approach to this committee relaunch.

HRG



HR GOVERNANCE COMMITTEE



KEY FEATURES FOR 2020

- Solid engagement and discussion amongst HR Governance committee members throughout the year.
- Successful publication of at least six articles towards the SABPP HR Governance perspectives book, which is to be finalised at the end of 2021.
- Preparation for the development of the HR Governance standard through a public engagement workshop in February 2020.
- The HR Governance checklist (article) in the context of COVID-19 in October 2020.



KEY FOCUS FOR 2021

- Continuous engagement with the SABPP provincial committees over the HR Governance position paper and framework in the form of provincial workshops (including SABPP Ethics and HR Governance workshop 2021).

Proposed timeline: **February to November 2021**

- Continuous improvement of the existing HR Governance position paper for the national environment, which can be consulted on and published for use by HR Professionals.

Proposed timeline: **February to June 2021**

- Conduct further research into current National and International HR Governance trends.

Proposed timeline: **June 2021**

- Development of an HR Governance publication consisting of twelve articles from different thought leaders.

Proposed timeline: **November 2021**

COMMITTEE MEMBERS:

Elizabeth Dhlamini-Kumalo
(Chairperson),

Dr Michael Glensor (Vice-
chairperson),

Napo Merriman Ponoane,

Jenny Jeftha,

Sivaan Marie,

Getty Simelane,

Marie van Schouwenburg,

Kgomotso Mopalami and

Anthea Saffy.

- To develop an HR Governance checklist.

Proposed timeline: **March 2021**

- To formulate an HR Governance standard for integration into the National HR Standards model.

Proposed timeline: **March / June 2021**

HR GOVERNANCE THEMES



EC


ETHICS COMMITTEE



KEY FEATURES FOR 2020

- Monthly Ethics Hot Topic written for the HR Voice magazine by members of the Committee.
- Providing advice and support to the SABPP to address and resolve ethical complaints.
- Providing support, advice and guidance to the SABPP, members of the SABPP and organisations that report disputes to the SABPP through the Disciplinary sub-committee that is within the Ethics committee.
- Successful Ethics and Governance Seminar held virtual for the first time.
- Commissioner of Oaths Revision of process



KEY CHALLENGES FOR 2020

- Because of COVID - there were only 3 face to face meetings for the year as well as 8 virtual meetings.
- Two of our committee members were hospitalised with COVID – thankfully recuperated well.
- One committee member had to resign from the committee.
- Conference could not go ahead face to face (we were going to have one in JHB and one in KZN) – went virtual (Loss of revenue for SABPP).



KEY FOCUS FOR 2021

- Finalise Whistleblowing Policy
- Disciplinary sub-committee to continue
- Ethics and Governance conference
- Commissioner of Oaths Relaunch
- Ethics awareness in organisations
- Articles and publications

COMMITTEE MEMBERS:

Jamiel Nassiep -
Chairperson,

Patrick Mugumo - Vice
Chairperson,

Happiness Muungani - Vice
Chairperson,

Vusi Mahlangu,

Revelation Mokgele,

Leonora Klein,

Charles Gilbert,

Pauls Gibbons (Technical
Advisor).

HRA



HR AUDIT COUNCIL

COMMITTEE MEMBERS:

Wendy Mahuma
(Chairperson),

Nokwanda Madondo (Vice-
Chairperson),

Amanda Clark,

Meryil Naidoo,

Dirk Strydom,

Ditaba Maraka and

Marthie Classens.

AVAILABLE AUDIT RESOURCES:

The SABPP has trained over 150
HR Professionals as HR Auditors::

- 10 Lead Auditors
- 62 Certified HR Auditors
- 121 Candidate HR Auditors
- 55 Associate HR Auditors

The new committee was formally constituted around August 2020, chaired by Brian Matthee. Unfortunately, Brian Matthee passed on and the Board appointed Wendy Mahuma as the Chairperson of the Committee.

2020 proved to be a challenging year on all fronts, due to the COVID-19 pandemic. The passing of the chairperson did not make it any easier for the committee. Despite all these challenges, the committee was able to hold three meetings for the year.

The HR Audit Council is formulated to oversee the work of the HR Audit Unit, whose responsibility is to support the SABPP to achieve its vision "To be the world's respected HR professional body, leading the way with people practices standards, professional competence and active citizenry". This the Audit Council does mainly by conducting HR audits in organisations, both in the private and public sector.



KEY CHALLENGES FOR 2020

Despite the obvious challenges in the year 2020, the HR Audit Unit did relatively well.

Thirteen audits were conducted, against the 28 HR Audits planned. We thank the HR Audit Unit, as well as the HR Auditors who are devoted to improving the HR profession, even during trying times.



KEY FOCUS FOR 2021

- Workshop to capacitate the Audit Council Committee members on processes and tools used for the audits, as well as the overall SABPP strategy.
- To search for tools and technology to conduct virtual audits smoothly.
- Re-visit the methodology to suit the new ways of working.
- Re-train the auditors on the new tools and revised methodology
- To continue with the transformation of the HR auditors.

MC



MENTORING COMMITTEE



KEY FEATURES FOR 2020

- The Committee was re-launched and with that, there was an increase of new members in the Committee.
- The crafting of the strategy with the aim of re-positioning mentoring and coaching, with the focus being placed on the Professional Mentoring Programme, HR Candidate Programme and Internship Programme.
- SABPP signed the Memorandum of Agreement (MoA) between the SABPP and Coaches and Mentors of South Africa (COMENSA) with 11 areas of agreement for collaboration, which were later prioritised for ease of implementation. The Mentoring Committee will be spearheading the implementation of the MoA.



KEY CHALLENGES FOR 2020

- It has been a challenge to retain members in this Committee, and this has largely influenced the delivery of identified projects.
- Co-creation and co-existing with other SABPP Committees, which is key in ensuring that we jointly deliver on the SABPP mandate.
- Sustaining members' interest in the Committee.
- Participation in the Committee is on a voluntary basis, and as such, it becomes a challenge for individuals within the Committee who are self-employed to make choices between Committee work and business interests.



KEY FOCUS FOR 2021

- For the foreseeable future, it is planned that this Committee will:
- Deliver on the areas of agreement with COMENSA.
- Jointly with the SABPP's Research Unit facilitate research and development in relation to mentoring and coaching.
- Facilitate capacity building in organisations in mentoring and coaching.
- Develop the South African Coaching and Mentoring Standard, and the South African Coaching and Mentoring Competency Framework.
- Facilitate knowledge sharing sessions on topical mentoring and coaching topics.
- Partner with other related bodies to further mentoring and coaching aims primarily in South Africa, as well as neighbouring countries.

COMMITTEE MEMBERS:

Rachabane Kope
(Chairperson),

Rodene Dye (Vice-
Chairperson),

Getty Simelane,

Philisiwe Tshabalala,

Mihloti Mogale,

Tsakane Mokoena,

Maqhawe Mhlungu,

Koma Ramontja,

Aviwe Tancu,

Jabuile Santos,

Portia Modisaesi,

Tumi Mahlangu,

Phumudzo Maboho,

Corlia Odendaal,

Natalie Nelson,

Lexcy Manamela and

Neil Janson.

R&A



RISK AND AUDIT COMMITTEE



KEY FEATURES FOR 2020

- Revised risk and audit Terms of reference and approved by the Board.
- Unqualified Audit Opinion – 2019 AFS.
- Risk Register and Management, Going Concern (i.e Covid-19).
- Collection of special project debt (Improved the SABPP cash position).
- Budget Principles and Business Continuity Plans.
- Evaluation of the expertise of the finance function (Effective).



KEY CHALLENGES FOR 2020

- Lack of enough members of different skills.
- Adjusting to the New Normal.



KEY FOCUS FOR 2021

- Risk management – improving risk mitigation actions to address residual risks.
- Internal audit function – business processes streamlined.
- IT Governance – digital transformation.
- A sustainable organisation through effective working capital management processes.

COMMITTEE MEMBERS:

Kolobe Mashala
(Chairperson),

Stonto Msibi (Vice
Chairperson),

Thandi Thankge and

Babongile Chiliza.

LMC



LABOUR MARKET COMMITTEE



KEY CHALLENGES FOR 2020

- Losing four Committee Members left the Committee with four Members. This resulted in meetings having to be cancelled and thus slowed down the work of the Committee.
- Terms of reference for the new committee had to be re-written and adopted.
- The challenge however was that most of the members did not commit to attending meetings and delivering project tasks allocated.
- We therefore encourage subject matter experts to volunteer to contribute to the success of the Committee and SABPP in general.



KEY FOCUS FOR 2021

- The LMC is currently working towards the alleviation of the unemployment crisis in South Africa. Several factors contributing to this crisis have been identified including the parlous state of the industrial relationship between business and labour in South Africa, the unintended negative effects of labour legislation on unemployment and the need for HR professionals to be upskilled in the management of the relationship between employers and unions.
- A workplace survey will be conducted to enable the Committee to gain an understanding of the state of the employment relationship in workplaces and the effect of the industrial relationship on factors that cause workforce reductions.
- The LMC sees the need for the upskilling of HR professionals in:
 - ◊ Managing the relationships between unions and employers.
 - ◊ Understanding how strategic changes in the economic market or labour market influences the role of HR, i.e., NHI, COVID-19, etc.
- Update on legislation
 - ◊ The LMC is working on a project for influencing changes in labour legislation to address key strategic issues including the promotion of employment in South Africa.

COMMITTEE MEMBERS:

Bedelia Theunissen
(Chairperson),

Ivan Istraeltam (Vice-
Chairperson),

Tebogo Mphamo and

Mfundo Myeki.

PROGRESS

- Workplace Survey
 - ◊ A draft Workplace Survey questionnaire has been completed.

HRRI



HRRI COMMITTEE

The Committee was reconstituted in 2019. At first the momentum in re-building the Committee was slow, which resulted from the reduction of active members. However, the Committee is actively recruiting and building a cross section of representatives from academia and industry.



KEY FEATURES FOR 2020

- Review and Board approval of the Terms of Reference
- Building a bridge between academia and industry
- Collaborating on the HR research agenda
- Collaborating in creating a 4IR apex for the SABPP and HR community



KEY CHALLENGES FOR 2020

- The reduction in the Committee members in the earlier part of the year
- The pandemic impact on engagement with industry leaders on building a bridge between academic and industry and the HR research agenda.
- Increasing representation from different stakeholders within the Committee.



KEY FOCUS FOR 2021

- Planning the engagement with industry leaders on HR research agenda and their needs.
- Leveraging student chapters in sharing new knowledge and studies in HR and related issues.
- Building the capacity of the Committee.
- Develop the 4IR apex.

COMMITTEE MEMBERS:

Bravo Mphelane -
Chairperson,

Thabang Makgae,

Monique Woodborne,

Burton Malgas,

Jenny Baijnath and

Lyle Markham.

CMC


CHANGE MANAGEMENT COMMITTEE



KEY FEATURES FOR 2020

The following is a summary of the highlights:

- SABPP hosted a successful webinar on the “Fourth Industrial Revolution and the future of HR and work”. The session had over 100 attendees.
- Outreach to government on SABPP role in fourth industrial revolution
- Engagement with and seeking a formal relationship with the Gauteng Chapter of the SAODN.
- Reorganisation of the sub-committees to drive broader impact of the committee.



KEY CHALLENGES FOR 2020

- One of the challenges the committee experienced as with the rest of the world was the impact of Covid 19 which set us back on the planned events for 2020.



KEY FOCUS FOR 2021

- 2021 is set to have the first annual Change Committee conference, held virtually.
- The committee intends actively writing articles and publications both for the SABPP as well as the broader HR fraternity.

COMMITTEE MEMBERS:

Dumisani Ntombela
(Chairperson),

Dustin Hogg (Vice Chair),

Dirusha Ganapathy Jata (Vice
Chair alternate),

Happiness Mukhonzo,

Lusanda Tshwete,

Bravo Mphelane,

Tebogo Mphamo,

Lee-Ann Trower,

Pateka Tshikila and

Bedelia Theunissen.

CPD

CONTINUOUS PROFESSIONAL DEVELOPMENT COMMITTEE

COMMITTEE TO BE RELAUNCHED IN JUNE 2021



KEY FOCUS FOR 2021

- Revive the committee.
- Finalise the revised CPD Policy.
- Collaborate with the L&D committee to digitize acknowledgment of learning.
- Ensure that the system is simple for members.
- Get members to upload their CPD activities on a quarterly basis.
- Ensure that all presentations and communications to new members covers CPD Policy and processes.
- Capacitate regional committee members on the mechanics of CPD.
- At the national roadshow include CPD as a standard point.

HRC

HR CITIZEN COMMITTEE

The Committee never met in 2020, however, new exciting initiatives are planned for rollout in 2021. SABPP will need to rethink its approach to this committee relaunch.



SABPP **PROVINCIAL** **COMMITTEES**

SABPP have committees in all nine provinces of South Africa. These committees are managed by SABPP members who are passionate to grow the membership of the SABPP in their provinces.

Below are the Provincial Committees of SABPP:



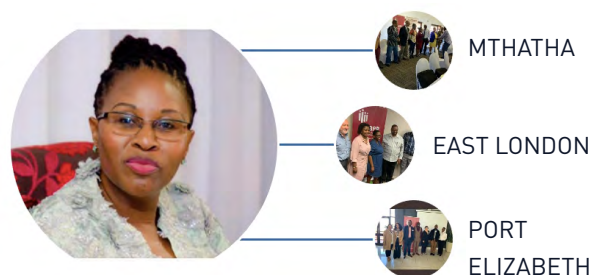
EASTERN CAPE COMMITTEE

Eastern Cape Committee is chaired by Nandi Sishuba

Eastern Cape is sub-divided into three namely: Mthatha, Gqeberha and East London. All these sub-committees are chaired by Nandi Sishuba.

The Eastern Cape (EC) Committee is sub-divided into three, namely: Port Elizabeth, East London and Mthatha. All three sub-committees are chaired by Ms Nandipha Sishuba with the help of Vice-Chair Port Elizabeth - Ms Shatira Bickooan and East London – Sindiswa Majova and active committee membership of 17 members.

The EC Committee undertook various virtual engagements during the 2020 year to create awareness and to further expand the SABPP footprint. This new reality brought about by COVID-19 has led to the adoption of new ways of working and engagements. Central to the 2020 virtual engagements was to create a reflective space for committee members and delegates to voice their opinions and concerns about the vexing challenges that became more pronounced during COVID-19, and to collectively engage on the new ways of working and the impact it has on people and organisations.



2020 EC COMMITTEE ENGAGEMENTS

SABPP Provincial Strategy Session

The EC Committee met on the 11th of February 2020 to engage in a strategy session. The committee members reflected on 2019 by looking back at what worked well in order to reciprocate in 2020 and looked forward by planning the 2020 engagement initiatives to expand the SABPP footprint.

HR Candidate Programme

The Nelson Mandela University hosted the SABPP HR Candidate Programme. A first cohort of 13 candidate intakes participated in the programme. The candidates were a combination of graduates and early career permanent employees. The programme equipped the candidates with skills on each component of the HR Competency Model, standards of ethics and professionalism.

SABPP EC Committee engagement

The EC Committee met on the 28th of September 2020 to engage on the challenges brought about by COVID-19, its impact on the planned events and workshops of the EC Committee, and the formulation of ideas and suggestions for the continuity and sustainability of the EC Committee.

SABPP EC Committee AGM

The EC Committee hosted its AGM on the 30 October 2020. Central to the engagement was the reflection from EC committee members and delegates on the CEO's 2019 Annual Report that narrated the highlights based on the SABPP Strategy.

SABPP EC Committee Disability Awareness virtual webinar

The EC Committee hosted a virtual webinar on the 10 December 2020 to commemorate and create awareness about people with disability in the workplace, from the experiences in the boardroom to the shopfloor. The webinar aimed to raise awareness, understanding and acceptance of disabled persons and celebrate their contributions and achievements. The keynote speaker, Ms Tembi Nqcai, a black, young, courageous and resilient women who is living with a disability, engaged delegates about her real lived experiences. Ms Nqcai hails from the Eastern Cape and is currently the Deputy Director of Administrative Services in the Office of the Premier, in the Eastern Cape.

LIMPOPO COMMITTEE

Limpopo Committee is chaired by Danie Swanepoel

This committee was re-launched, and an AGM. The purpose of this committee is to build the capacity of HR professionals in meeting the competencies of the national HR Competency Model



KWAZULU-NATAL

COMMITTEE

KZN Committee is chaired by Reuben Dlamini:

KEY ACHIEVEMENTS FOR 2020

- KZN Committee has spent time in defining its purpose and contribution to the SABPP national strategy.
- KZN Committee has successfully developed and aligned its strategy with national strategy in March 2020.
- Mangosuthu University of Technology was the first institution of higher learning to be accredited in KZN – accreditation process done virtually during the lockdown.
- KZN hosted a webinar “Coffee Talk” held on 23 July 2020 and the topic was “The Role of HR in a Post-Covid world.”
- KZN forged a new working relationship with KZN South African Local Government Association.
- On-line meeting of the Committee on 15 October with Dr Renjini Joseph representing HO, to discuss the member Value Proposition & KZN proposals re-membership.
- Hosted a virtual event, 10 December 2020.



KEY FOCUS AREAS FOR 2021

- The Role of HR in Enabling Digital Transformation in Business will provide a platform for further initiatives in this area in 2021.
- Annual General Meeting to be held early in 2021.
- ‘Coffee Talk’ session planned for January 2021 – ‘leading the organisation from crisis to success’.
- Ethics & Governance Conference to be held in March 2021.
- Move Strategy implementation into a higher gear.
- Build closer working relationships with other Committees.
- Important focus on maintaining current membership, while attracting new members.

WESTERN CAPE

COMMITTEE

Western Cape Committee is Chaired Lindiwe Ngcongwane

Committee members

Lindiwe Ncongwane (Chairperson), Helen Behm, Celeste Dickinson, Bianca Solomon, Anthony Hill, Michelle Visser, Karel van der Molen, Bill Sewell, Obaydullah Samaa, Linda Roos and Hayley Reinecke.



KEY FEATURES FOR 2020

- Survey on "How is COVID affecting you and your role."
- Focus Group Sessions x 2 in response to survey on Covid-19, Celeste Dickson, 17th and 24th April 2020.
- Developing comprehensive HR Policies for the new normal, Mr Michael Bagraim, 2 June 2020
- Employee Mental Health in September - Dr Annemarie Lombard (integrated into national event)
- Survey on Performance Management
- How to effectively manage employee performance in a Covid-19 environment; 5 November 2020, Anthony Hill, Renjini Joseph and Ajay Jivan

KEY FOCUS FOR 2021

The overall theme for the year is Kindness, which will come through in the 3 events planned. They are as follows:

- **Event 1: Date: 14 May 2021**
Topic: "Care for the Carers" - a check in on the mental wellness of HR practitioners who have been on the frontline of dealing with significant trauma such as mass retrenchments; announcements of death of employees and support for their colleagues and families; managing COVID-19 outbreaks in the organisation, etc.
Speaker: Clinical Psychologist.
- **Event 2: Date: 13 August 2021**
Topic: "Effective Engagement in a Multi-Generational Workplace and new norm"
Speakers: Discussion with Panel of representatives from different generations including graduate interns, SAGEA, A selection of managers/execs.
- **Event 3: Date: 12 November 2021**
Topic: Men's Health (in the workplace)/ Does kindness belong in the boardroom
Speaker: Mike Stopforth or Brent Lindeque
- **AGM: 24 November 2021**
 - ◊ Increase membership numbers.
 - ◊ Register 1 x student chapter.

FREE STATE COMMITTEE

Free State Committee is chaired by Lyle Markham

KEY ACTIVITIES FOR 2020

- Webinar 1: Theme: "Uncertain times for South Africa- the new normal".
Date: 23rd April 2020.
- Webinar 2: Theme: "Adapting to these uncertain times, HR's agility".
Date: 28th May 2020.
- Webinar 3: Theme: 'Celebrating & Empowering Women in Leadership'.
Date: 26th August. 2020.
- Student Chapter Students at the University of the Free State (UFS)



AWARDS/ RECOGNITION

1. UFS Student Chapter – Best Student Chapter award for 2019
2. Lyle Markham – CEO Recognition Award
3. Saajida Abdulla – Facilitated the Annual HR Summit
4. Tyra Taylor – Elected Chairperson of the SABPP National Youth Council
5. Prof Desere Kokt and Dr. Esther Palmer – Human Resource Management in the New World of Work: Meeting the challenges of Industry 4.0

KEY FOCUS AREAS FOR 2021

A number of exciting events are planned for 2021 including the following:

- A key focus for the Free State Committee is to create more awareness and visibility in Bloemfontein and the Free State Province.
- The committee would like to adopt an NGO with the aim of imparting HR skills to the staff of the NGO.
- We would also like to continue with our engagement events as they were very successful in 2020 and also assist with creating more awareness of the SABPP.
- We are also aiming to embark on a schools' project in order to entice learners to pursue a profession/ career in HR.
- The committee has committed to producing more research publications in 2021.
- Save the SABPP Drive
- More topical webinars and workshops

NORTHERN CAPE

COMMITTEE

Northern Cape Committee is chaired by Nteboheng Mothibeli and Tebogo Maarman

This province was inactive and SABPP re-launched two sub-committees and hosted AGMs:

- Khatu - (Chairperson - Nteboheng Mothibeli)
- Kimberly - (Chairperson - Tebogo Maarman)

The purpose of the committee is to activate, mobilise and amplify the existence and purpose of the SABPP amongst HR professionals in the Northern Cape province.

KEY FEATURES FOR 2020

- Set up the provincial committee to represent the three core areas
- Finalise the 2020 Strategy document (roadmap) in alignment with that of HQ
- Awareness sessions within the province in liaison with the Kimberly office
 - ◊ Workshops
 - ◊ 1 x Conference
 - ◊ Breakfast sessions
 - ◊ Visibility and networking events
 - ◊ Visit to neighbouring TVET Colleges to sell Ethical HR profession and the role of SABPP.
- Quarterly Committee meetings with Kimberley offices will enhance partnerships and the success of planned events within NC Region.



KHATU



KIMBERLY

NORTH WEST COMMITTEE

North West Committee is chaired by Aldi van der Westhuizen, Sannie kungoane and Aubrey Kgabo.

- Potchefstroom - (Chairperson - Aldi van der Westhuizen)
- Rustenburg Chairperson - Sannie kungoane
- Mahikeng Chairperson -Aubrey Kgabo

KEY ACTIVITIES FOR 2020

- Developed and adopted the Terms of Reference for the committee.
- Developed the HR Strategic Framework Document for the region.
- Developed and adopted guidelines for Social Media Platforms.
- Launched a WhatsApp HR Forum.
- Successfully held a prelaunch webinar a week before the actual launch.
- Held an official launch of the committee on November 5th 2020.
- Launched the SABPP Rustenburg Region Facebook Page.

PLANS FOR 2021 TO SUPPORT THE SABPP STRATEGY

1. Promote the new People factor strategy and contribute to the People factor magazine.
2. Contact TVET and unaccredited private colleges to introduce SABPP and encourage accreditation with SABPP for unaccredited colleges.
3. Encourage and set up the formation of student chapters/ clusters in accredited colleges. Offer support and advice.
4. Communicate the integrated value proposition to members.
5. Arrange company visits or virtual meetings to introduce SABPP and communicate the MVP.
6. Host 1 major event and 3 workshops.
7. Identify potential local alliance partners in alignment to overall SABPP alliance strategy.
8. Host the Rustenburg Regional AGM.

CHALLENGES

- Adjustment to virtual medium platforms
- Having to start at zero base in member recruitment due to PAIA considerations

COLLABORATION WITH OTHER COMMITTEES

- Close collaboration with Mahikeng and Potchefstroom regional committees in the area of membership and provincial alliance partnering.
- Collaborating with other provinces in areas of mutual interest



POTCH



RUSTENBURG



MAHIKENG

MPUMALANGA

COMMITTEE

Mpumalanga Committee is chaired by Thulile Ngonyama and Henry Prinsloo

- Highveld Chairperson - Thulile Ngonyama
- Lowveld Chairperson - Henry Prinsloo

This province was inactive and SABPP re-launched two sub-committees and hosted AGMs in 2019:

- Highveld - (Chairperson - Thulile Ngonyama) below are key focus areas for 2020 for eMalahleni:
 - ◇ Partnerships will be established with local tertiary institutions, including FET Colleges, in order to nurture the next generation of HR professionals. In this regard, the committee had already identified a representative to address TUT students during the launch of the student chapter which was to be held on 22 April.
 - ◇ Partnerships will also be established with local industries including the Municipality in order to raise awareness of the SABPP strategic intent as well as to ensure visibility of SABPP at eMalahleni and the surrounding areas. A strong recruitment drive was to be undertaken through visiting various organisations to market SABPP and our committee as the representative of the SABPP in the area. Regular gatherings/events will be planned where HR professionals and other stakeholders will be invited to network and share latest updates in the field. In this regard, the first information session was planned for 27 March with speakers from the CCMA & the Department of Employment & Labour.



The purpose of our committee is to activate, mobilise and amplify the existence and purpose of the SABPP amongst HR professionals in the Mpumalanga province.

Lowveld - (Chairperson – Henry Prinsloo)



KEY FOCUS AREAS FOR 2021

- host bi-monthly webinars, funds generated to assist market the committee and SABPP in Mpumalanga.
- Use different platforms to market such as Facebook page, word of mouth, emails, print media (newspaper where possible), radio, billboards etc.
- Partner with Employee Assistance Professionals Association (EAPA-SA) within the province.
- Host quarterly visibility sessions with HR executives from private and public institutions.
- Explore possibilities of having a golf day (sports day) for HR executives and professionals within the province.
- Host monthly committee meetings.
- Launch TUT student chapter.

GAUTENG COMMITTEE

Gauteng Committee is chaired by Ivan Horner

This committee was re-launched, and the chairperson is Ivan Horner. The purpose of this committee is to enhance the HR profession by demonstrating integrity while championing people management and people practices.



KEY CHALLENGES

- Job attrition within the committee affecting momentum.
- Challenging external environment to meaningfully engage the membership.

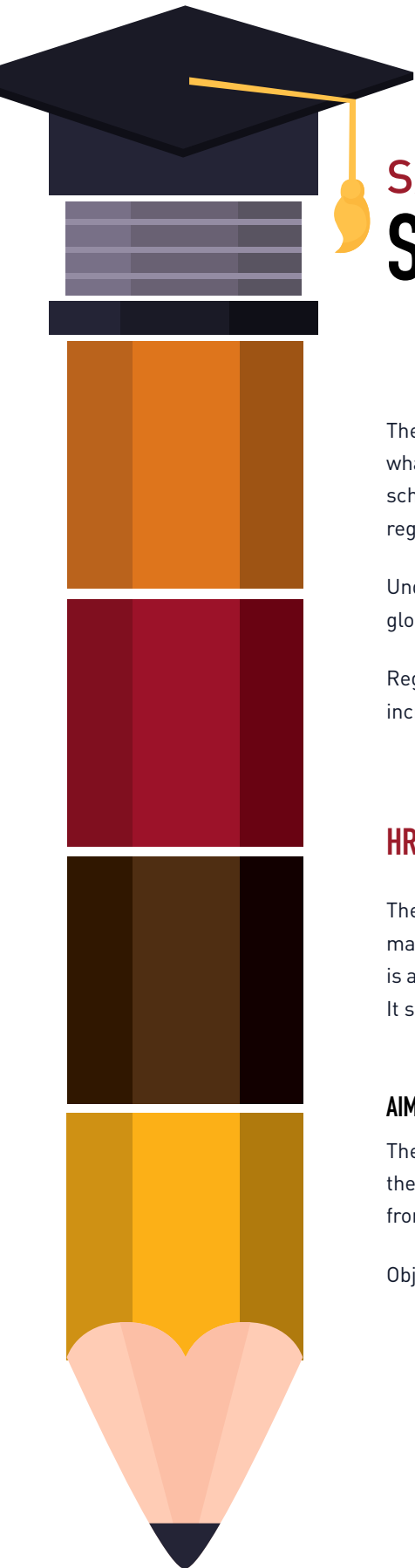
HIGHLIGHTS FOR 2020

- Hosted a well-attended online event on “Gender matters at the workplace during Covid19 times” on 30th November 2020.

KEY FOCUS FOR 2021

The focus for 2021 is to increase the membership value proposition through the following:

- **Events**
 - ◇ Run 1 quarterly online events focusing on topical themes.
- **Membership engagement**
 - ◇ Membership survey to assess needs.
 - ◇ Conditions permitting, conduct visits in regions of the Gauteng Province, or conduct region specific online meetings.
 - ◇ Increase collaboration with other provinces.
- **Gauteng Province organisational structure**
 - ◇ Review the membership distribution of Gauteng and consider establishing subcommittees in various regions in the Gauteng Province.
- **Student Chapters**
 - ◇ Establish new relationships at institutions of higher learning that are currently not accredited or do not have student chapters.
 - ◇ Support student chapters through online workshops on interviewing skills, job readiness and other expressed needs.
- **AGM**
 - ◇ 26 November 2021



SABPP STUDENT CHAPTERS

The crisis of 2020 had emerged without any warning. All Student Chapters were unprepared for what that year would have held for all the students and committee members involved. The original scheduled plans were solid for the growth and maintenance of the Student Chapter for students registered and invested in their activities.

Undeniably, there were great challenges experienced by the student chapter committees due to the global pandemic, however, some managed to sail through the storm!

Regardless of the negative impact Covid-19 had on the academic year, student membership increased by 277 students who registered in the year 2020.

HR YOUTH COUNCIL

The SABPP HRYC is a group of students who serve as advisors to the SABPP head office on students matters relating to the HR field. Thus, the HRYC is also referred to as the mini board of the SABPP. It is a platform for networking, improving leadership skills and creating value for the students at large. It serves as the voice of the youth on HR matters.

AIMS AND OBJECTIVES:

The aim of the HRYC is to give students the opportunity to develop leadership skills and to expose them to the world of work, which incorporates experience in dealing with diverse human capital from all walks of life.

Objectives of the HR Youth Council:

- Serve as an advisory to the SABPP on student matters
- Generate new ideas for the profession
- Assist Student Chapters with achievement of their goals

- Create national awareness of the profession
- Standardise Student Chapter activities and promote collaboration between universities
- Leadership development
- Mobilise HR Citizenry
- Create alliances that advance the interests of the youth
- Ensure progression of HR Students

The SABPP has continued to explore and invest in platforms for the voice of the aspiring young HR professionals. This includes the HR Youth Council (HRYC) and the various student chapters across institutions of higher learning. At the annual HRYC event student chapters from various campuses presented their visions of the future and their place in it. The SABPP will continue to foster the youth's future literacy and their voice and agency in shaping the future world of work. In the new year the SABPP will showcase even more students' work and research.

HR Youth Council conference is an event that connects a diverse set of students nationally, who are part of the SABPP Student Chapters in their respective institutions.

On the 4th of September 2020, SABPP successfully hosted the 3rd edition of the SABPP HR Youth Council. The event was hosted virtually due to the COVID-19 lockdown restrictions and the campus representatives managed to attend; it was a success.



President - Tyra Taylor

1st Vice president – Bonginkosi Sithole

2nd vice president – Relebohile Khafiso

Secretary – Deon Mutisi

Vice secretary – Thabang Mathudi

Treasurer – Lutendo Nepfumbada, Nkhensani Chauke (Sub)

Research – Andani Nethavhani, Siduduzile Ndlovu (Sub)

Marketing – Ashley Chiwanja

Risk and Quality department – Lungelo Simelane, Sipho Manzini (Sub)

CSR department – Tinguva Maswanganyi, Genevieve McGowan (Sub)



MUT STUDENT CHAPTER 2020

COMMITTEE MEMBERS

Sduduzile Ndlovu - Chairperson
 Nkosenhle Gcabashe - 1st Vice Chairperson
 Lungelo Simelane – 2nd Vice Chairperson
 Thobekile Ngubane - Secretary
 Nontobeko Manana - Public Relations
 Mpendulo Skhohliwe Mtolo - Deputy Public Relations
 Ayanda Ncube - Treasurer
 Sabelo Mntengu - Vice Secretary

THERE WERE SOME CHANGES TO THE COMMITTEE.

Remaining members of the committee:

Sduduzile Ndlovu - Chairperson
 Lungelo Simelane - Vice Chairperson
 Thobekile Ngubane - Secretary
 Ayanda Ncube - Treasurer

VISION AND MISSION:

- To make Human Resource fashionable and flush away the disruption caused by social perception.
- Striving to maximise the membership of SABPP by creating awareness while eliminating negative perception about Human Resource's field
- To introduce students to SABPP as the Professional Body
- To give students an opportunity to learn more about their chosen field of study.

ACHIEVEMENTS:

- Donation of books to high schools and primary schools sponsored by Rotary club.
- The CV clinic programme, in collaboration with the MUT Cooperative Education Department, is ongoing. It serves all the student population of MUT through online and face to face contact.
- Managed to increase MUT student membership through recruitment campaigns. We are proud to say more than 10 students joined SABPP Student Chapter during the 2020 academic year. Also, gained popularity on the campus by our own article posted on the university magazine named Spirit.
- Providing support to students with registering online.

The books were donated to more than two high schools and primary schools:



CHALLENGES FOR 2020:

- Four committee members relocated to far places which left their roles unfulfilled. Hence, there had been conflict of roles within the remaining members.
- Tapping into virtual platforms was an obstacle since there were limited resources.
- Withdrawal of events planned for 2020 due to lockdown.
- However, through the evaluation of our failures, we were able to identify our weaknesses and work on improving them in the following year.
- Challenge of getting students to attend online events.

PLANS FOR 2021:

- To select the new MUT SABPP Committee
- Create social media platforms.
- High School visit
- Increasing participation of members
- Partnering with other stakeholders

The current committee honours and appreciates the opportunity of growth given to them by MUT HRM students and the SABPP board. Through learning, they have achieved so much experience and have managed to promote the HR profession. They understood the importance of being a member of the professional body while pursuing their careers, even though they did not have enough time to engage in activities since the chapter was launched in June 2019. Also, 2020 was a challenging year but they pulled through.





COMMITTEE MEMBERS

The following individuals were included in the actions for 2020 Student Chapter activities:

Kelsey Jade Britnow as Chairperson
Kamogelo Sedibe as Vice-chairperson
Joane Coetzee as Marketing representative

ACTIVITIES ACHIEVED

- We successfully elected new leadership during the final meeting with 2019 committee members.
- 16 weeks (August – November 2020) of Motivational Monday quote and inspirational motivators to registered SABPP students to continuously support students through the virtual pandemic transition.

This initiative received many positive feedbacks and responses from students that were overwhelmed and needed direction in virtual studies.

We represented our student chapter at the Virtual HRYC (Human Resource Youth Council)

Challenges experience due to the current pandemic.

As the pandemic entered our country, our president called for a National State of Disaster for all South Africans. Many challenges ascended during 2020, including the universities adaptability strategies for all students to continue with their current studies and to maintain the academic year. The academic year was successful, and the Student Chapter had adapted accordingly with the given circumstances.

All activities were halted.

As our Student Chapter considered its many challenges, the biggest one for 2021 plans would be the technological challenges owing to limited resources.

How will the SABPP assess and approach this challenge within each Student Chapter?

AGENDA FOR 2021

The plans for 2021 include the establishment of a new committee for Potchefstroom's Student Chapter. We plan to form this committee by the end of the first semester (June 2021). Many potential events will be in progress to be a final reality, this will include:

- Virtual Platforms for all workshops (a common meeting room and dates will be established throughout the year)
- SABPP Promotion towards first- and second-year Human Resource, Labour Relations Management, and Industrial Psychology students to become registered. This will encourage juniors to join early and to continue to grow the Student Chapter.
- Virtual workshops that will include many critical programmes, CV preparation, professionalism and provide network opportunities.

We look forward to 2021 to continue to work very closely with the SABPP to ensuring the promotion of HR standards throughout all activities.

NWU Potchefstroom Student Chapter



THE AIM FOR THE YEAR 2020 WAS TO ACHIEVE SEVERAL ACTIVITIES WHICH CONSISTED OF THE FOLLOWING EVENTS:

- Team building
- Mass meeting
- Movie night
- Societies mass launch
- Top Achievers ceremony
- Open Day
- Mandela Day
- Career Expo/ Camp
- SABPP HR YOUTH COUNCIL
- End of Year Gala Dinner

These were facilitated by the SABPP Student Chapter of the NWU Mafikeng Campus.

TEAM BUILDING

The purpose of this event was to allow committee members to get to know each other and understand each other better.

This event was not a success as we had not raised enough funds to carry out the activities as we had planned.

MASS MEETING

The purpose of this event was to welcome new Human Resource Management and Industrial Psychology students (Mostly first years). To introduce them to the Student Chapter and assist those who were interested in joining the chapter.

The event did not take place due to the impact of COVID-19. We failed to reach out to first years who fall under the criteria of being an SABPP member. Hence it was not a success.

MOVIE NIGHT IN COLLABORATION WITH FEMS (FACULTY OF ECONOMIC AND MANAGEMENT SCIENCES)

This event was set out to provide students with entertainment during the semester. A joint event with the Faculty of EMS which would have served as a fundraising activity for both parties.

This event was not successful because of the COVID-19 restrictions.

TOP ACHIEVERS CEREMONY

The purpose of this event was to honour the individuals who excelled academically with outstanding performance in the Human Resource Management and Industrial Psychology field. This event did not take place as we normally have the ceremony on campus.

We also failed to organise so that the ceremony takes place virtually/ remotely.

OPEN DAY

The purpose of this event was to give prospective students insight on what advantages the SABPP has to offer to them as individuals who wish to pursue a career in The Human Resource and Industrial Psychology Field.

This year the open day did not take place at all and the school did not provide any alternative to let this take place.

MANDELA DAY

The purpose of the event was to honour the legacy of Nelson Mandela by going out into the community and giving a helping hand where we can.

We could not do so this year because of the strict precautionary measures that were set to contain the spread of the corona virus.

CAREER EXPO

The main aim of this event was to give students a chance to network with experts in the Human Resource Management and Industrial Psychology field. In order to establish a professional relationship and discuss potential jobs or internship opportunities.

This event did not take place due to poor preparation and lack of resources; we could not provide students with data to have zoom meetings to cover this event.



UNIVERSITY OF LIMPOPO

COMMITTEE MEMBERS

Andani Nethavhani – Chair

Nkhensani Chauke – 1st vice chair

Neo Mampane – 2nd vice chair

Gontse Modipane – Secretary

Charmaine Kekana – vice secretary

Rosinah Morudu – Treasurer

Olivia Ubisi – Marketing Director

Siphokazi Dubisiko – Project Manager

ACTIVITIES

No formal activities were done for the year 2020. Being faced with the pandemic, we could not fast track changes within the organisation. We failed to host any activities since most of our members had many challenges with internet accessibility.

Although much did not happen in the year 2020. We had a recruitment drive during university registration period (Jan-Feb 2020), although we could not get enough members as anticipated, we only managed to get a few.

CHALLENGES

The student chapter endured many challenges during the year 2020. The inability to retain and recruit members held us back. The pandemic also changed the way we do things, having to adjust to the new normal became a difficulty since most of our members could not afford to join or do anything online due to different reasons.

FOCUS AREAS/ PLANS FOR 2021

The chapter now wants to work more on recruiting students to join the organisation. The chapter wants to implement and join forces with other chapters in order to achieve more and provide more for its members. We want to do more career-based drives in nearby schools and to also do much needed community work as a way of giving back.

PART D

PART D: SABPP OPERATIONS

1. HUMAN RESOURCES
2. EMPLOYMENT EQUITY
3. MEMBERSHIP
4. MARKETING
5. HR AUDIT
6. HR STANDARDS
7. RESEARCH AND UNIVERSITIES
8. LEARNING AND QUALITY ASSURANCE
9. CONTINUOUS PROFESSIONAL DEVELOPMENT

HUMAN



RESOURCES

We continue appreciating the great work of all our staff, committees and members at large. We will continue leading in people practices and building and investing in a formidable team to ensure we continue to lead within the HR profession.

STAFF

2020 was a very difficult year.

A total of 12 staff members were negatively affected by the 2020 Covid 19 driven restructure in August/September 2020. We wish them well and we will support them where required in their future careers.

- | | |
|-----------------------|-------------------------------|
| 1. Livhuwani Mulaudzi | 8. Sellina Tshaba |
| 2. Naren Vassan | 9. Tshagofatso Rasego |
| 3. Maphutha Diaz | 10. Patience Zanele Buthelezi |
| 4. Sarie Venter | 11. Boipelo Molelengoane |
| 5. Tebogo Mahesu | 12. Monique Kleinhans |
| 6. Nontokozo Masondo | 13. Ceanne Schultz |
| 7. Siphiwe Mashoene | |

This was a very sad moment for all of us. SABPP commits to recover and bring some of the staff back within the next 36 months.

Sadly we lost Dr Renjini Joseph due to resignation in November 2021.

Bursaries

The following staff obtained SABPP bursaries together with a grant from ETDP SETA to further their studies

- a. Thulani Ndwandwe
- b. Bongekile Ndaba
- c. Lindiwe Nombaca
- d. Siphiwe Mashoene
- e. Paulina Chabalala
- f. Sarie Venter
- g. Monique Kleynhans

We wish them success in their studies.

YEAR-END FUNCTION

The remaining staff members worked so hard as the workload only increased after the exit of their colleagues. We had to guard against burnout.

We express our sincere gratitude to their commitment under the circumstances.

It was therefore befitting to close the year with a humble lunch in Muldersdrift as a way of expressing our appreciation.



EMPLOYMENT



EQUITY

Employment Equity and Diversity Statistics as at 31 December 2020

SABPP Staff and Management Profile

BELOW
69%

BELOW
61%

Occupational Level	Male				Female				Foreign National		TOTAL	AIC Numbers	AIC %age	Gender Numbers	Gender %age
	A	I	C	W	A	I	C	W	Female	Male					
Senior Management	1	1	0	0	0	0	0	0	0	0	2	2	100%	0	0%
Junior management	0	0	0	0	3	0	0	1	0	0	4	3	75%	4	100%
Staff and semi skilled	1	0	0	0	1	0	0	0	0	0	2	2	100%	1	50%
TOTAL	2	1	0	0	4	0	0	1	0	0	8	7	88%	5	63%

SABPP Board

Occupational Level	Male				Female				Foreign National		TOTAL	AIC Numbers	AIC %age	Gender Numbers	Gender %age
	A	I	C	W	A	I	C	W	Female	Male					
Board Exco	1	0	0	1	0	0	0	1	0	0	3	1	33%	1	33%
Board Members incl Exco	4	2	0	2	2	0	0	2	0	0	12	8	67%	4	33%

SABPP National committees

Occupational Level	Male				Female				Foreign National		TOTAL	AIC Numbers	AIC %age	Gender Numbers	Gender %age
	A	I	C	W	A	I	C	W	Female	Male					
Committee leadership	5	0	2	2	1	0	1	1	0	0	12	9	75%	3	25%
Ethics	2	0	2	0	2	0	1	1	0	0	8	7	88%	4	50%
IT Governance	0	0	0	0	0	0	0	0	0	0	0	0	0%	0	0%
Mentoring	7	1	0	0	12	0	0	2	0	0	22	20	91%	14	64%
Risk and Audit	1	0	0	0	3	0	0	0	0	0	4	4	100%	3	75%
Higher Education	5	0	0	5	2	1	0	5	0	0	18	8	44%	8	44%
LQA	1	0	0	1	0	1	0	4	0	0	7	2	29%	5	71%
Labour Market	2	0	0	1	3	0	1	0	0	0	7	6	86%	4	57%
HR Governance	1	1	0	2	2	0	1	2	0	0	9	5	56%	5	56%
HRRI	3	0	2	0	0	1	0	1	0	0	7	6	86%	2	29%
Learning and Development	0	1	1	4	2	3	0	3	0	0	14	7	50%	8	57%
Evaluation	3	1	1	4	3	1	0	2	0	1	16	9	56%	7	44%
HR Audit	0	0	0	2	3	1	1	1	0	0	8	5	63%	6	75%
Change Management	2	0	1	0	4	1	1	1	0	0	10	9	90%	7	70%
Committee members incl leadership	26	4	7	19	36	9	5	22	0	1	130	87	67%	73	56%

SABPP Provincial Committees

Occupational Level	Male				Female				Foreign National		TOTAL	AIC Numbers	AIC %age	Gender Numbers	Gender %age
	A	I	C	W	A	I	C	W	Female	Male					
Committee leadership	4	0	1	2	5	0	0	1	0	0	13	10	77%	6	46%
Western Cape	0	1	0	3	1	0	2	4	0	0	11	4	36%	7	64%
KwaZulu-Natal	7	0	0	1	4	3	0	0	0	0	15	14	93%	7	47%
Gauteng	2	0	1	0	5	0	0	1	0	0	9	8	89%	6	67%
Free State	5	0	1	1	8	0	2	3	0	0	20	16	80%	13	65%
Eastern Cape	6	0	0	2	7	0	2	0	0	0	17	15	88%	9	53%
Limpopo	3	0	0	3	2	0	1	2	0	0	11	6	55%	5	45%
Mpumalanga: Highveld	3	0	0	2	3	0	0	2	0	0	10	6	60%	5	50%
Mpumalanga: Lowveld	4	0	0	2	8	0	0	0	0	0	14	12	86%	8	57%
North West: Rustenburg	2	0	0	0	2	0	0	0	0	0	4	4	100%	2	50%
North West: Potchefstroom	1	1	0	1	1	0	1	4	0	0	9	4	44%	6	67%
North West: Mahikeng	2	0	0	0	2	0	0	0	0	0	4	4	100%	2	50%
Northern Cape: Khatu	0	0	1	1	3	0	0	0	0	0	5	4	80%	3	60%
Northern Cape: Kimberley	4	0	1	0	0	0	2	0	0	0	7	7	100%	2	29%
Committee members incl leadership	39	2	4	16	46	3	10	16	0	0	136	104	76%	75	55%

SABPP HR Auditors

Occupational Level	Male				Female				Foreign National		TOTAL	AIC Numbers	AIC %age	Gender Numbers	Gender %age
	A	I	C	W	A	I	C	W	Female	Male					
Lead HR Auditors	4	2	0	3	1	1	0	3	0	0	14	8	57%	5	5
Certified HR Auditors	10	0	0	12	16	2	2	17	0	3	59	30	51%	37	37
TOTAL	14	2	0	15	17	3	2	20	0	3	73	38	52%	42	58%

SABPP HR Candidate Auditors and Associates

Occupational Level	Male				Female				Foreign National		TOTAL	AIC Numbers	AIC %age	Gender Numbers	Gender %age
	A	I	C	W	A	I	C	W	Female	Male					
Candidate Auditors	2	14	16	1	11	13	14	17	18	15	88	70	80%	55	63%
Associate HR Auditors	7	0	0	2	21	9	2	8	4	2	49	39	80%	40	82%
TOTAL	9	14	16	3	32	22	16	25	22	17	137	109	80%	95	69%

Assessors and Moderators

Occupational Level	Male				Female				Foreign National		TOTAL	AIC Numbers	AIC %age	Gender Numbers	Gender %age
	A	I	C	W	A	I	C	W	Female	Male					
Assessors	35	4	5	24	29	1	2	64	0	0	165	77	47%	97	59%
Moderators	14	3	3	19	13	2	2	40	0	0	94	35	37%	55	59%
TOTAL	49	7	8	43	42	2	4	104	0	0	259	112	43%	152	59%

SABPP New Professional Membership Jan 2020 to Dec 2020

Occupational Level	Male				Female				Foreign National		TOTAL	AIC Numbers	AIC %age	Gender Numbers	Gender %age
	A	I	C	W	A	I	C	W	Female	Male					
MHRP	3	2	0	0	3	1	1	0	0	0	10	10	100%	5	50%
CHRP	12	2	2	3	17	4	6	5	0	0	51	43	84%	32	63%
HRP	50	7	12	22	92	17	35	32	7	12	286	213	74%	188	66%
HRA	34	3	9	7	106	8	22	20	9	5	223	182	82%	161	72%
HRT	12	3	0	6	41	7	6	5	4	1	85	69	81%	60	71%
TOTAL	111	17	23	38	259	37	70	62	20	18	655	517	79%	446	68%

SABPP Professional Membership (All membership)

Occupational Level	Male				Female				Foreign National		TOTAL	AIC Numbers	AIC %age	Gender Numbers	Gender %age
	A	I	C	W	A	I	C	W	Female	Male					
MHRP	106	12	10	143	91	20	8	107	6	9	512	247	48%	235	46%
CHRP	338	39	44	369	353	71	48	333	16	19	1630	893	55%	824	51%
HRP	821	66	91	311	1164	246	231	629	64	64	3687	2619	71%	2334	63%
HRA	434	24	45	99	867	112	133	277	60	51	2102	1615	77%	1440	69%
HRT	156	12	15	45	320	40	39	68	38	29	762	582	76%	496	65%
TOTAL	1855	153	205	967	2795	489	459	1414	184	172	8693	5956	69%	5329	61%

SABPP Candidates

Occupational Level	Male				Female				Foreign National		TOTAL	AIC Numbers	AIC %age	Gender Numbers	Gender %age
	A	I	C	W	A	I	C	W	Female	Male					
Candidates	0	0	0	1	2	0	1	2	0	0	6	3	50%	5	83%

SABPP Students

Occupational Level	Male				Female				Foreign National		TOTAL	AIC Numbers	AIC %age	Gender Numbers	Gender %age
	A	I	C	W	A	I	C	W	Female	Male					
Students Jan -31 Dec 2019	67	2	2	5	153	3	11	31	1	2	277	238	86%	200	72%
ALL Student Members	923	10	40	81	1798	26	183	257	17	20	3355	2980	89%	2284	68%

69%

Occupational Level	Race			% Target	
	2019	2020	% Difference		
Staff	85%	88%	69%	3%	19%
Board	64%	67%	69%	3%	-2%
National Committees	65%	67%	69%	2%	-2%
Provincial Committees	75%	76%	69%	1%	7%
Auditors	54%	52%	69%	-2%	-17%
Assessors and Moderators	31%	43%	69%	12%	-26%
New Members	77%	79%	69%	2%	10%
All Members	68%	69%	69%	1%	0%
Candidates	86%	50%	69%	-36%	-19%
Students	86%	89%	69%	3%	20%

61%

Occupational Level	Race			% Target	
	2019	2020	% Difference		
Staff	80%	63%	61%	-18%	2%
Board	38%	33%	61%	-5%	-28%
National Committees	57%	56%	61%	-1%	-5%
Provincial Committees	57%	55%	61%	-2%	-6%
Auditors	74%	58%	61%	-16%	-3%
Assessors and Moderators	64%	59%	61%	-5%	-2%
New Members	66%	68%	61%	2%	7%
All Members	61%	61%	61%	0%	0%
Candidates	86%	83%	61%	-3%	22%
Students	68%	68%	61%	0%	7%

SUMMARY OF FIVE YEARS

The five-year period has matured. SABPP set itself ambitious targets for the period 2016 to 2020. There was no legal requirement but SABPP wanted to be part of the country's transformation.

We therefore gladly report that as at 31 December 2015 SABPP was overall 61% black and five years later on 31 December 2020 we are 68% black. This is significant although short of the 75% target we set ourselves.

The gender transformation progressed, and we report that as at 31 December 2015 we were sitting at 55% and now as at 31 December 2020 we are at 61%. This is way above the 57% target we set ourselves.

2021 will see us starting a new five-year plan to 2025. While we are not about just numbers, we cannot ignore the importance of being fully representative of our rainbow nation.

We also would like to emphasise that pushing representativity will not compromise quality and standards SABPP has become known for.

Occupational Level	AIC %						% Target	% Target
	2015 Picture	2016	2017	2018	2019	2020		
Staff	64	79	80	83	85	88	86	2%
Board	77	73	73	82	64	67	87	-20%
National Committees	41	47	61	64	65	67	72	-5%
Provincial Committees	62	63	66	70	75	76	78	-2%
Auditors	35	35	46	47	49	52	60	-8%
Assessors and Moderators		46	43	37	31	43	73	-30%
All Membership	61	63	66	67	68	69	75	-6%
Candidates	87	77	63	86	86	50	89	-39%
Students	88	87	81	84	86	89	89	0%

Occupational Level	Gender %						% Target	% Target
	2015 Picture	2016	2017	2018	2019	2020		
Staff	79	84	80	83	80	63	75	-12%
Board	54	60	60	45	43	33	67	-34%
National Committees	55	60	58	55	57	56	54	2%
Provincial Committees	48	49	48	50	57	55	50	5%
Auditors	67	58	63	67	73	58	60	-2%
Assessors and Moderators		62	57	58	64	59	50	9%
All Membership	55	57	59	60	61	61	57	4%
Candidates	60	73	74	86	86	83	58	25%
Students	71	72	65	70	68	68	73	-5%

MEMBERSHIP



The SABPP as an organisation felt and suffered the consequences of the severe impact of Covid 19 on the economy and on people. Member retentions have been adversely affected and new member registrations have been the lowest since 2010. The first 3 months of 2020 were promising, but numbers started declining in April 2020 due to the COVID-19 pandemic. Most HR professionals were affected by the pandemic, the number of new registrations and renewals declined. It was the first time in a long time that we registered less than 30 new members in a month. All new applications and upgrades were evaluated remotely.

2020 NEW MEMBER REGISTRATION

The monthly professional registrations per level and overall totals are depicted in the table below:

MONTH	MHRP	CHRP	HRP	HRA	HRT	TOTAL
JANUARY	0	2	42	32	25	101
FEBRUARY	3	11	37	22	16	89
MARCH	2	4	25	22	12	65
APRIL	1	4	18	4	3	30
MAY	0	6	27	24	3	60
JUNE	1	5	24	20	4	54
JULY	2	3	24	24	12	65
AUGUST	0	4	27	18	3	52
SEPTEMBER	0	3	22	28	2	55
OCTOBER	1	5	15	11	2	34
NOVEMBER	0	3	25	18	4	50
TOTAL	10	50	286	223	86	655

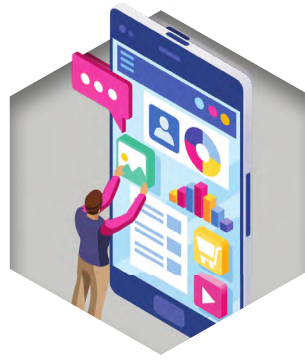
BOARD EXAMINATIONS

Board Exams were introduced in January 2019 in order to strengthen the credibility of the professional registration.

All new members applying for membership who have obtained their qualifications from a non-SABPP accredited institution are required to write Board Exams Level 1.

Board Exams Level 2 is compulsory for all members applying for CHRP and MHRP levels.

After initial challenges, SABPP came out with new ways of managing the process. We saw an increase of members writing and submitting especially in the 1st & 2nd quarter of 2020. Some members who were meant to write in 2019 submitted in 2020. Of the 95 members (New reg & Upgrades) who wrote and submitted Level 2, 83 of them passed the exam.



MARKETING

The marketing department engaged in various marketing intervention to recruit new members and displaying value for membership. We have visited companies to present about member and HR capacity building.

WE HOSTED 6 LARGE SCALE EVENTS:

1. Ethics and HR Governance (Online) – 24 June 2020
Attendees: 89
2. Learning and Development Conference (Digital Learning Conference) – 26 November 2020
Attendees: 44
3. Annual HR Standards Summit: People Factor Summit – 27 October 2020
Attendees: 55
4. Spiral Dynamics Conference – 22 August 2020
Attendees: 22
5. Corporate health and wellness (online) – 12 November 2020
Attendees: 19
6. People Focus Conference
Attendees: 104

ADDITIONAL TRAINING AND EVENTS THAT WERE HOSTED IN 2020 WERE THE FOLLOWING:

- In-house Ethics Foundation Workshops: 2
- Ethics Foundation Public Workshops: 7 (online)
- HR Standards Public Workshops: 1
- HR Standards Public Workshop: 6 (online)
- HR Standard In-house Workshop: 3 (Gauteng)
- Strategic workforce Planning Training: 1 (Transnet)
- Strategic HR Business Partner Public Workshop: 3
- HR Governance Standard: 1
- Webinars/online events: 16
- Disability standard Launch: 1
- Women report: 1
- Provincial
 - ◇ Annual General Meeting - AGMs: 2 (Eastern and Western Cape)
 - ◇ Webinars
 1. KZN 2
 2. Eastern Cape 1
 3. Western Cape 5
 4. North West: Rustenburg 1
 5. Gauteng 1
 6. Free State 3

HR



AUDIT

- The HR Audit Unit continues to build on the growth achieved in the past years. This certainly is advancing the institutionalising of the HR performance audit, against the National HR Management System Model and Standards, within South African and international organisations. It is fostering both professionalism in, and the alignment and performance of, the HR function. The COVID-19 pandemic though did result in many challenges as well as opportunities for the conducting of audits. We successfully shifted to remote and virtual audits. The first remote audit was conducted in March 2020, just a day after the President announced the nationwide lockdown.

HR Audits conducted

- Organisations in three countries outside South Africa were audited in 2020, i.e. Malawi, Mozambique, and Zimbabwe. This is in keeping with the SABPP vision to lead people practices and partner with organisations within and outside of South Africa.
- In total SABPP successfully conducted thirteen HR audits during 2020, and it would not have been possible without the support and commitment of our seasoned HR professionals who endured a rigorous and stringent HR Auditor training to prepare them for audits and projects that enable them to make a meaningful contribution to the profession.
- One of the audits was conducted in the mining sector. This was a first for the sector. The SABPP also secured a huge project in a public entity, auditing 6 regions comprising of multiple national parks in the country.

ORGANISATIONS AUDITED IN 2020

Public Entity

- 8 Full HR Audits

Private Sector

- 1 Partial HR Audit
- 3 Full HR Audits

Universities

- 1 Full HR Audit

HR AUDITOR CERTIFICATION

- All our trained HR Auditors have participated in formative and summative assessments in a two-day HR auditor training to develop their HR audit knowledge. Thereafter, the HR Auditors participate in two audits as candidate auditors. Their results and performance assessments influence their certification as HR auditors.

◇ The following were certified in 2020

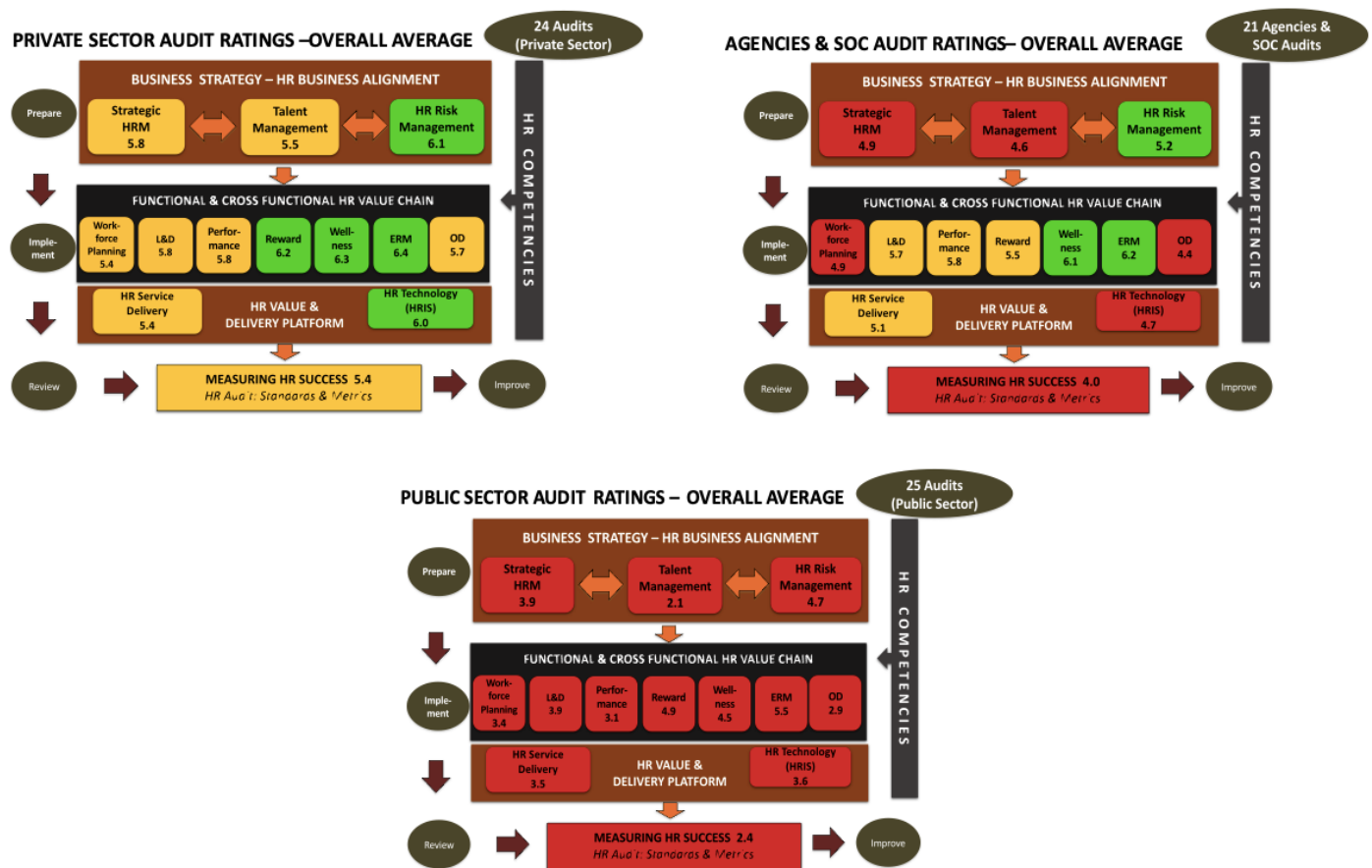
TYPE OF CERTIFICATION	NAME OF AUDITOR
HR AUDITOR	Mpuseng Onica Tlhabane
HR AUDITOR	Mbulelo Khonjwayo
HR AUDITOR	Khangekile Patience Simelane
HR AUDITOR	Leana Leonard
HR AUDITOR	Leroy David Moalusi
HR AUDITOR	Christo Wynand Bezuidenhout
LEAD AUDITOR	Anna Sophia Moore

- The HR Audit department strives to afford HR Auditors opportunities to participate in an HR Audit. In 2020, the following were engaged in audits:
 - ◇ 10 Candidate HR Auditors,
 - ◇ 25 Certified HR Auditors, and
 - ◇ 7 Lead HR Auditors.

The HR Audit ratings below depict the overall performance of the organisations that have been audited thus far. To date the Audit Unit department has audited seventy organisations across all sectors. To have a clear and objective view of the performance in the various sectors namely, private sector, public sector, agencies, and state-owned corporations the ratings have been segmented to fulfil that purpose.

SABPP has always celebrated excellence in the profession. The Audit unit has committed itself to provide much needed guidance and support towards continuous development to organisations that wish to strive towards achieving best practices.

HR AUDIT AVERAGE RATINGS



THE OUTLOOK

The Audit Unit plans will be carried forward:

- Facilitate engagement sessions with HR Auditors to ensure standardisation in practice.
- Facilitate refresher trainings for certified HR Auditors.
- Increase the number of certified HR Auditors and Lead Auditors.
- Resume the HR Audit Breakfast session as part of their knowledge sharing with HR professionals as well as with potential clients where we showcase success stories (case-studies) that highlight the value HR Audit has added to their organisations.
- Strengthen the visibility through company visits (generation of leads, referrals from HR Auditors, existing clients).

HR



STANDARDS

OVERVIEW OF ACTIVITIES FOR THIS REPORTING PERIOD

The focus was on

- HR Standards Training
- Strategic Human Resource Business Partnering Course (HRBP).
- HR Candidate Programme

HR STANDARDS COURSES

- Even with the challenges of the Covid-19, training was conducted successfully online to a total of 162 HR Practitioners.

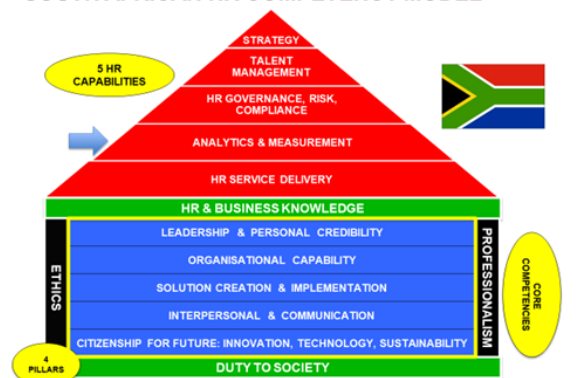
STRATEGIC HR BUSINESS PARTNER COURSES

- A total of 18 delegates attended the Strategic HR Business Partnering public course online.

HR CANDIDATE PROGRAMME

- The SABPP Candidate Programme was introduced in an endeavour to sustain organisations through, inter alia, a continuous supply of competent HR professionals; as well as the critical need to ensure a pipeline of HR professionals from which organisations can draw for the current and future supply of HR experts.
- The purpose of this Programme is to develop the skills of HR Candidates in line with the South African National HR Competency Model as depicted below.

SOUTH AFRICAN HR COMPETENCY MODEL



- Currently, there is a total of 6 new candidates at various organisations in the Gauteng, Kwazulu-Natal, and Western Cape Provinces. This number is below the 2018 intake by 26 candidates.

PLANS FOR 2021

- Partner with the Human Rights Commission and adopt an aggressive marketing drive for disability and employment in companies.
- Kick off areas of agreement signed with the Coaching and Mentors of South Africa (COMENSA).
- Run the Professional Practice Standards (PPS) Workshop, and the Risk Management for HR Practitioners (RMHRP) Workshop as these were not conducted this year.

RESEARCH &



UNIVERSITIES

The Research department aimed to engender deep debates and deliberations within the SABPP membership and broader HR community on the fourth industrial revolution, the future world of work, and HR's place therein. This was achieved through various modalities and platforms, from the publication of relevant factsheets, postings in the SABPP People Factor digital magazine and blog, engagements with various partners, presentations to industry, to the many webinars SABPP hosted. These were all anchored by the SABPP's PEOPLE Factor strategy and they served as vehicles to explore critical themes and aspects of the strategy and foster conversations of diverse voices.

FACT SHEETS

The Fact Sheets have been a core product of the SABPP since 2014. The major themes that were extensively explored in the monthly Fact Sheets in 2020 are listed in the table below, including the timely publication on the coronavirus and COVID-19 in April. This required an expansive approach by the Research department and included the evolution of the format and layout of the factsheets in alignment with the themes it explored. This evolution is a step in exploring the product range of the SABPP. For now, the Fact Sheets continue to serve as a valuable resource for HR practitioners, academics, students, and the community at large. They are meant to advance HR practitioners' professional knowledge and development, providing a pedagogic resource as well as guidance on practice.

FEBRUARY	HR's place in the fourth industrial revolution
MARCH	Innovation and disruption dilemmas for firms and their HR functions
APRIL	Coronavirus and COVID-19
MAY	Workforce transition issues for the digital, green, and crisis-led transformations
JUNE	HR's role in shaping leadership in the new normal
JULY	The role of algorithms, automation, and artificial intelligence in Human Resource Management
AUGUST	Changing talent assessment landscape
SEPTEMBER	Digital learning: South Africa's evolving institutional framework
OCTOBER	Assimilating digital learning into your organisation
NOVEMBER	Performance management in blended work environments
DECEMBER	Future world of work series: Future forms of organisations

Our appreciation to Dr Penny Abbott who freely gave her time to be a sounding-board and edit the Fact Sheets to ensure that the high standard of SABPP publications is maintained.



RESEARCH GUIDANCE AND SUPPORT

The SABPP provided research guidance and support to Master's and Doctoral degree students on various research topics, as listed below. This included assistance with the distribution of research surveys and requests for interviews to the SABPP membership. We thank the SABPP membership for their continuous support to students and their endeavour to contribute to the body of knowledge of the HR profession.

Research topics

- Towards a framework for hope and optimism to enhance employee wellbeing post COVID-19
- Advancing a new integrated model of successful corporate entrepreneurship in a South African context
- The evaluation of human resource practices in promoting mental health within selected organisations in South Africa
- HR as a driver of good corporate governance in South Africa: A case study of the SABPP leadership Standard
- Study of bias within CCMA commissioner's decision making processes
- HR readiness for the 4th industrial revolution (4IR) in South Africa within different sectors
- Retention of African black female senior managers in South Africa
- Assessing the impact of 4IR on human resources practices in South Africa
- Pfeffer's high performance work practices and turnover intentions: The mediating roles of organisational citizenship behaviour, organisational commitment and employee engagement
- The impact psychosocial employability attributes have among HR practitioners who are registered with professional bodies in South Africa"
- Exploring the level of readiness of human resource management practitioners and graduates for the fourth industrial revolution in South Africa
- A risk-based approach to hr audits: Identifying and mitigating.
- Human resources risk across South Africa

UNIVERSITY ACCREDITATION

- The SABPP continues to engage the institutions of higher learning in the mission of professionalising HR. As part of this endeavour the SABPP accredits, as a recognised HR professional body registered with the South African Qualifications Authority, the departments of Human Resources and Industrial and Organisational Psychology. This is through its Higher Education Committee. The SABPP also introduced the endorsement of HR qualifications and HR modules in other qualifications to broaden the professionalisation mission and help institutions in their journey of preparing for full accreditation. However, as with the other SABPP departments, the undertaking of university accreditations was severely impacted by the COVID pandemic and lockdowns. The many disruptions to the university calendar and changes thereto meant that many of the university departments had to defer the scheduling of their planned accreditations to the new year.
- To ensure continuance of its function of university accreditation though, the SABPP rapidly transitioned to virtual accreditations. Our congratulations to the Mangosuthu University of Technology (MUT) for being the first institution to be accredited virtually as well as the first institution in KwaZulu-Natal (KZN) to be accredited. The SABPP would like to thank Dr Calvin Mabaso and Professor Frans Maloa, the Accreditation Panel Chair and Vice Chair respectively, for their stewardship through the first virtual accreditation. The virtual accreditation allowed for a diverse academic representation from institutions across the different provinces.
- We would also like to acknowledge Dr Mabaso who helped the SABPP in its first virtual endorsement of the South African College of Applied Psychology's Bachelor of Social Science Honours in Human Resource Management (BSocSci Hons (HRM)).

LEARNING &



QUALITY ASSURANCE

- The LQA team has over the years developed a sound quality assurance system and method to meet its delegated function as a Quality Assurance Partner of the Quality Council of Trades and Occupations (QCTO). The team continued to achieve significant transitions and milestones in the quality assurance of the historical qualifications and unit standards registered on the Occupational Qualifications Sub Framework (OQSF). This builds on the past transitions and milestones. For example, in 2020 the LQA team began the process implementing green (or paperless) quality assurance processes, whether verification of portfolios, managing accreditation or even desk-top monitoring. Another example is the visiting of eighty-nine secondary/satellite campuses of SABPP accredited training providers across eleven provinces for evaluation for accreditation.
- The year 2020 accelerated another transition, as it challenged the LQA department and could have severely impacted its operations. First there was the COVID-19 pandemic and the various levels of lockdown. This hastened the LQA department's planned transition to digital and this enabled the SABPP to meet its quality assurance mandate effectively and efficiently. This includes the annual monitoring of the accredited Skills Development Providers (SDPs) or training providers. The Final Integrated Summative Assessment (FISA) was delayed due to the lockdown, however, the SABPP together with the training providers successfully held the FISA in August and November. The use of e-assessment was tested again during the November FISA. The second challenge was the deregistration of the historical qualifications. This has accelerated the realignment process and transitioning to occupational qualifications, which the SABPP is actively engaging the QCTO on and partnering with.
- As with the previous years, the LQA team continues to strive for a high standard of customer service while maintaining professionalism, independence, and value for learners through the quality assurance process in a shorter time, reduce paper and storage space. We continue to engage the stakeholders in the quality assurance space. We hosted the annual training provider forum where stakeholders from the South African Qualifications Authority and the QCTO presented on developments in the NQF, OQSF, and broader skills development landscape.
- The below statistics of the LQA department illustrates the dedication and tireless effort of the team to quality assurance. In terms of reporting, the SABPP diligently provides quarterly reports to the QCTO on its role as Quality Assurance Partner and Assessment Quality Partner for the FISA and the Occupational Trainer qualification.

FINAL INTEGRATED SUMMATIVE ASSESSMENT

QUALIFICATION	NUMBER OF LEARNERS
FETC HR NQF LEVEL 4 - SAQA ID 49691	414
NATIONAL DIPLOMA IN HR NQF LEVEL 5 - SAQA ID 49692	278
FETC BUSINESS ADMINISTRATION NQF LEVEL 4	15
GENERIC MANAGEMENT NQF LEVEL 4	10
GENERIC MANAGEMENT NQF LEVEL 5	17

ACCREDITATIONS

NEW PROVIDER ACCREDITATIONS

QUALIFICATIONS	7
UNIT STANDARDS	3

RENEWAL OF PROVIDER ACCREDITATIONS

QUALIFICATIONS	6
UNIT STANDARDS	3

EXTENSION OF SCOPE PROVIDER APPLICATIONS

QUALIFICATIONS	2
UNIT STANDARDS	2

REGISTRATION OF ASSESSOR AND MODERATORS

ASSESSORS	41
MODERATORS	18

QUALITY ASSURANCE OF PROVIDERS

ANNUAL MONITORING	23 training providers
EXTERNAL MODERATION	33 training providers



CONTINUOUS PROFESSIONAL DEVELOPMENT

PROVIDER CPD

As the HR professional body, we approve CPD training providers and certification of CPD events and training.

APPROVAL AND CERTIFICATION OF PROVIDERS AND EVENTS

APPROVAL OF CPD TRAINING PROVIDERS	11
CERTIFICATION OF DIVERSITY OF CPD EVENTS AND TRAINING	16

MEMBER CPD

We continuously foster and enable a culture of continuous professional development (CPD) to sustain the professionalism and lifelong learning of HR practitioners. This ensures that HR remains relevant and maintains its critical role in the world of work. The SABPP recognises the need for a blend of input or output-based practises for continuous professional development. The SABPP also recognised the need to shift to a more effective and efficient digital system and has begun implementing this. The table below provides the statistics of CPD entries made on the system.

TOTAL CPD ENTRIES MADE BY MEMBERS

1933

TOTAL MEMBERS UPLOADING CPD ENTRIES

995

These numbers are obviously low, but it is a good start. SABPP intends to promote CPD in 2021 and beyond not just for compliance but also to ensure that members become perennial students.

We do not intend to use a stick but rather a carrot to our members for compliance and personal growth

A man in a dark suit and white shirt is seen from the back, pointing his right hand towards a city skyline at sunset. The sky is filled with warm orange and yellow light, and the city buildings are silhouetted against it. The man is holding a briefcase in his left hand.

PART E

PART E: 2020 STRATEGIC REVIEW, RECOGNITION AND OUTLOOK

1. THE YEAR 2020 IN REVIEW
2. CHALLENGES
3. RECOGNITION
4. THE PROTECTION OF PERSONAL INFORMATION ACT (POPI ACT)
5. FUTURE DEVELOPMENTS

THE YEAR 2020 IN REVIEW:

24 SUCCESSES ACHIEVED

COVID - 19 hit the world. Lockdowns were implemented in almost all countries of the world. South Africa had its fair share of different levels of lockdown for about two hundred days. Business came to a standstill. Thousands of employees lost their jobs. Hundreds of companies closed down. Despite all the difficulties we managed to achieve the below 24 points:





CHALLENGES

2020

Despite all the successes achieved in 2020, there were few challenges that were experienced during the reporting year please see below:

- COVID - 19 and the related lockdowns and restrictions including social distancing.
- Retrenchment and reduced Human Resources to take SABPP forward.
- Low or under pressure income streams.
- Cancellation of all face-to-face events threatening a significant portion of our income.
- Passing away of two Board members including the Chairperson.
- Adjustments to new normal including working from home.
- Fixed costs e.g., building rentals.
- Economic challenges at macro level.
- Competing priorities as a result of financial challenges by businesses.

RECOGNITION

1. HR STANDARDS AND AUDIT AWARDS:



- Overall Best Performing Company
Sibanye Stillwater Platinum
- Best University in Applying HR Standards
Northwest University
- Best Professional supporting/implementing the HR Standards
Phumelele Falita
- Best HR Standards Academic
Dr Jacqueline Bosman (North West University)
- Best HR Standards Research Paper/Dissertation
Prof Willie Chinyamurindi (University of fort Hare)

2. LEARNING AND DEVELOPMENT AWARDS 2020



- a. Individual Award:
 - i. Leading Practice: Paula Bell
 - ii. Strategic Planning: Prof Willie Chinyamurindi
- b. Learning Provider
 - i. Leading Practice: MSC Business College
 - ii. Strategic Planning: KLM Empowered
- c. Organisations
 - i. Winner: Passion for Performance (P4P)
- d. Special Award: Abaguquli

3. LIVE AWARDS:



- a. CEO Recognition Awards
 - i. Suren Naidoo
 - ii. Francois Sieberhagen
 - iii. Penny Milner-Smyth
 - iv. Samkelo Blom
- b. Best Province in terms of growth
Western Cape chaired by Lindiwe Ngcongwane
- c. Best Province by activity
Free State chaired by Lyle Markham



THE PROTECTION OF PERSONAL INFORMATION ACT

POPI ACT

The goal of the POPI Act is to protect data subjects from security breaches, theft, and discrimination. The Act was enacted in 2013 but the start date was recently set at 30 June 2020. Businesses were given a year to comply. The grace period will expire on the 30th of June 2021. From 1 July 2021 all businesses will have to comply.

SABPP is aware of its dual role as put succinctly by Busi Mashiane below:

‘.....Keeping in mind that this act is applicable to our discipline as custodians of peoples’ information in the workplace, but even more so as HR professional body that keep a lot of information on members credentials etc, amongst others.’

- Busi Mashiane, SABPP Board member

POPI requires us to inform our clients as to the manner in which their personal information is used, disclosed and destroyed. As SABPP we guarantee our commitment to protecting our stakeholders’ privacy and ensuring that their personal information is used appropriately, transparently, securely and in accordance with applicable laws.

Although the expression of information protection in various laws and jurisdictions varies, all require that personal information must be:

- Obtained fairly and lawfully;

- Used only for the specified purpose for which it was originally obtained;
- Adequate, relevant and not excessive to purpose;
- Accurate and up to date;
- Accessible to the subject ;
- Kept secure;
- Destroyed after its purpose is completed: information has a life cycle and this must now be properly managed throughout that life cycle.

SABPP will comply internally. We will also assist the HR profession to comply through various interventions in 2021:

- Seminar at cost in the second quarter;
- Toolkits to assist HR understand the impact of POPI;
- We will take a lead in formulating the Code of Conduct for the HR Industry;
- Follow-up seminar three months after 1 July 2021.

Internally we undertake that the Client's Personal Information will only be used for the purpose for which it was collected and as agreed.

This may include:

- Providing professional solutions ie products or services to clients;
- For professional registration as per SAQA requirements;
- Confirming, verifying and updating client details;
- For audit and record keeping purposes;
- In connection with and to comply with legal and regulatory requirements or when it is otherwise allowed by law;
- For examinations, registrations and certification as per QCTO requirements.

SABPP shall not disclose a client's personal information to any product or third-party service provider's where no agreements are in place to ensure that compliance with confidentiality and privacy conditions.

The following procedures are in place in order to protect personal information:

- The SABPP Information Officer is Lindiwe Nombaca who is responsible for the compliance with the conditions of the lawful processing of personal information and other provisions of POPI.
- All product suppliers and other third-party service providers will be required to sign a service level agreement guaranteeing their commitment to the Protection of Personal Information
- Consent to process client information is obtained from clients (or a person who has been given authorisation from the client to provide the client's personal information

Clients have the right to access their **personal information** SABPP holds about them. Clients also have the right to ask us to update, correct or delete their personal information on reasonable grounds.

Information is power and can be stolen or abused easily so we must all be vigilant.

Should you require assistance please contact the office for guidance.

FUTURE DEVELOPMENTS

GAZING INTO THE FUTURE

Exploring the unknown continues to be the greatest challenge. When Covid 19 hit the world in 2020, everyone thought life will be better in 2021. There is always this hope that tomorrow will be better than today. It's a fallacy. Tomorrow can be better than today if we prepare for it. SABPP is therefore gearing itself under the circumstances to recover fully and thrive in 2021. The People Factor strategy together with the Refocus strategy is the solid proof of us being ready for the future.

Therefore, we will continue to press on:

1. Continue driving the People Factor Strategy.
2. Continue being guided by the Project Refocus 2020/21 particularly the 5 pillars.
3. Vigorously drive SEGMENTATION.
4. Focus on Member Value Proposition.
5. Promote the SAIDL.
6. Create in time and relevant Digital Products.
7. Drive meaningful and value adding events and workshops in the New Normal.
8. Introduce a new member system.
9. Smart approach to working with competitors and alliances.
10. Remodel LQA business for the future.
11. Promote volunteerism, member partnership and governance.
12. Consider HR Standards Review.
13. Complete and commercialise Toolkits.
14. Finalise and Launch of National HR Academy to build HR competency.
15. Launch Student Chapters at all universities.
16. Relaunch and roll out CPD.
17. Produce publications linked to the strategy.
18. Connect publications and position papers into innovative products and services for the HR Market.
19. Commercialise the Leadership Standard.
20. Influence public opinion and policy so far as it relates to people practices locally and globally.
21. Focus on staff development in order to improve service to stakeholders.
22. Develop and promote employee life cycle.
23. Drive more HR Audits, especially in private sector.
24. Sustain provincial footprint in all provinces.
25. Source funding and sponsorship to strengthen the SABPP's financial position.
26. Resource in order to achieve the goals set based on the new strategy.
27. Complete paperless office project, allowing and promoting flexible working arrangements for staff and all committees.

The future cannot be realised without you. I therefore call upon all of you, our valued stakeholders, to partner with SABPP in making these plans and more, a reality. If you have wonderful ideas or strategy that will help us, feel free to contact my office and we can have some coffee. Contact Lindi on 0110455400 or executiveoffice@sabpp.co.za

The future is here. Are you ready?

CONCLUSION TO REPORT

The SABPP 2020 Annual Report emphasises key strategic initiatives and a stronger focus on improved impact, visibility and governance.

SABPP expresses its gratitude to thousands of HR and other professionals for their assistance and commitment during these difficult times. Despite the devastating effect of the national lockdown on the economy and SABPP specifically, we remain resolute and positive that the SABPP would weather the storm. The survival of the SABPP is critical for the HR profession in South Africa. We look forward to continuing working with you in rebuilding the reimagined SABPP and the HR profession.

Let us continue building a profession we can all be proud of in the years to come.

Comments about the 2020 Annual Report can be forwarded to the Governance Officer,
Lindiwe Nombaca on:

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Email: executiveoffice@sabpp.co.za

Blog: www.sabpp.co.za/blog

Twitter: @sabpp1

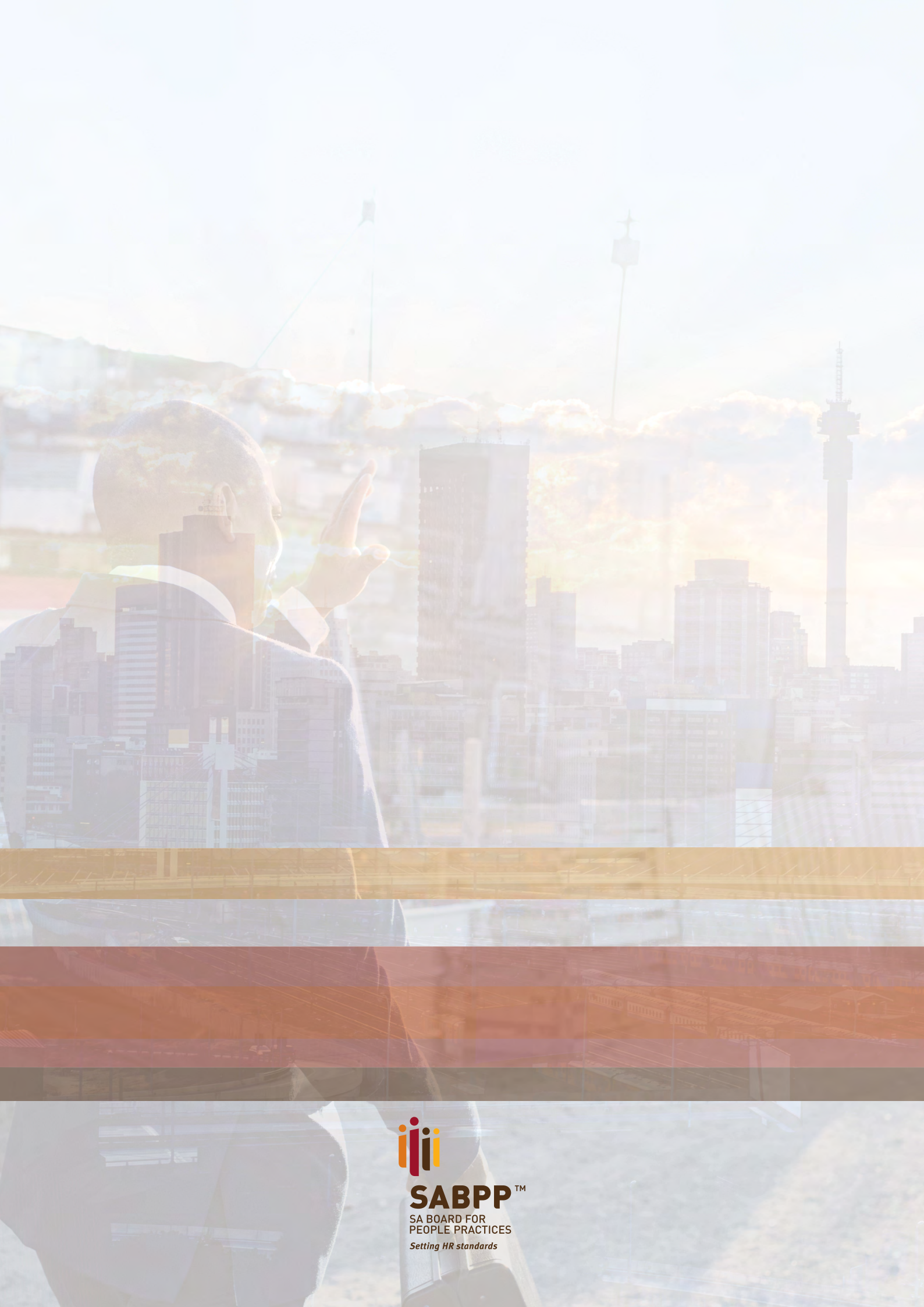
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Website: www.sabpp.co.za

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SABPP™
SA BOARD FOR
PEOPLE PRACTICES
Setting HR standards