



SABPP™

SA BOARD FOR
PEOPLE PRACTICES

Setting HR standards

ANNUAL INTEGRATED REPORT

—
SA BOARD FOR
PEOPLE PRACTICES

2018

SABPP – The Quality Assurance
and HR Professional Body







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PART A:

INTRODUCTION AND 2018 RESULTS

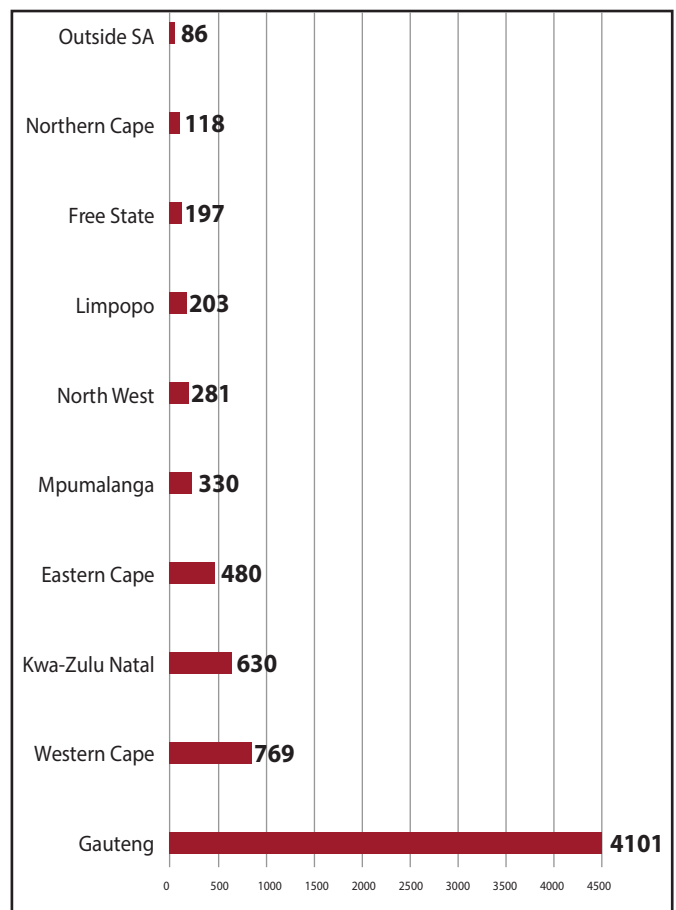
A brief historic overview of the SABPP

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 and retaining talent and ensuring productive work relationships. The SABPP's role is to professionalise the HR function to ensure that HR becomes an increasingly recognised and respected profession. The Board is an accredited ETQA (Education and Training Quality Assurance body) under the NQF Act and Skills Development Act.

The SABPP was established in 1982, so the SABPP was set up as an autonomous body to be the standards and professional registration body for the HR profession. Over the last 36 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 for professionalising HR Practice in South Africa.

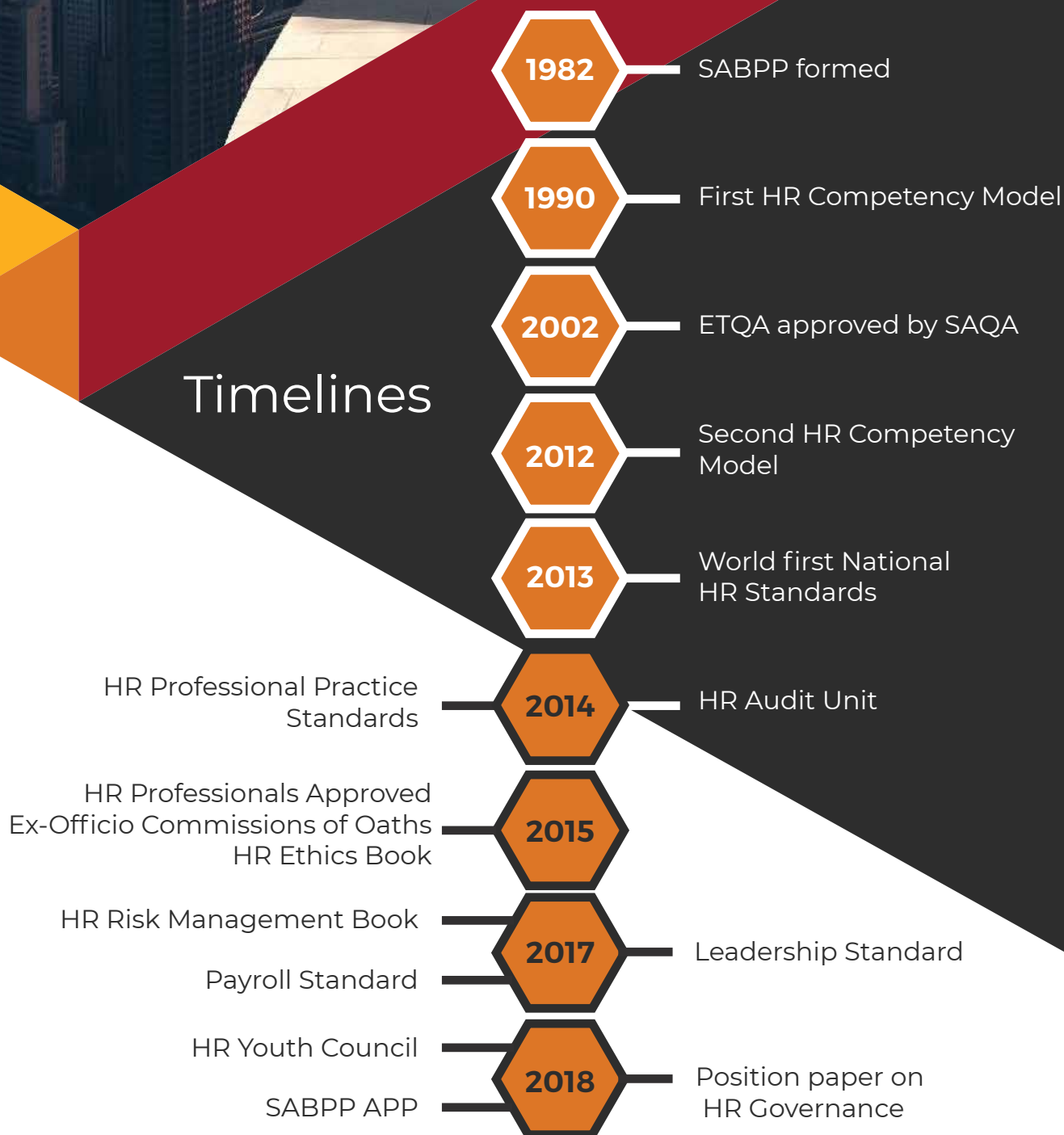
There are currently 7145 registered SABPP members, below is a breakdown of all provinces:

SABPP OVERALL PROVINCIAL STATS






Timelines



How to become a member

The SABPP is the professional body for HR practitioners in South Africa. The body professionalises the HR function to ensure that HR becomes an increasingly recognised and respected profession. There are three requirements that need to be met before a professional level is approved.





The Professional Registration Committee assesses the applications and approves of the final levels subject to successful completion of Board Exams, where required.

The requirements for each level are as follows:

MASTER HR PROFESSIONAL

Completed HR or HR Related
Doctorate/ Masters + 6 years
top HR management level
experience + organogram +
board exams

**CHARTERED HR
PROFESSIONAL**

Completed HR or HR related
honours + 4 years senior
HR management level
experience + organogram
+ board exams

HR ASSOCIATE

Completed 2 years
HR or HR related
diploma + 2 years HR
experience + board
exams

HR PROFESSIONAL

Complete 3 years HR
related degree/diploma + 3
years middle management
experience + organogram
+ board exams

HR TECHNICIAN

Completed 1 year
HR or HR related
Certificate + 1 year of
HR experience

**HR CANDIDATE
PROGRAMME**

Completed 3/4 years
HR related degree/
diploma and be
gainfully employed
in HR

NB: Should you acquire more experience or obtain a higher qualification
you are welcome to apply for upgrade to higher level.

The purpose of the 2018 Annual Integrated Report Summary

We are pleased to produce our fourth annual integrated report. In this report, we are planning to share with you what we have achieved in 2018 and what we are planning for 2019. The report consists of the following parts:

Part A: Introduction and 2018 results

Part B: Board and Committees

Part C: Strategic Transition to 2019

Part D: Board and Sub-Committees

Part E: SABPP HR Youth Council

Part F: SABPP Student Chapters

Part G: Staff Affairs

Part H: Celebrating Excellence

Part I: Strategic Transition

Our Values: Responsibility, Integrity, Respect and Competence.



Responsibility

- We accept responsibility for the outcomes of my decisions and actions, to think proactively and anticipate positive and negative consequences of my decisions and actions.
- To ensure compliance with the Constitution, laws, regulations, codes of good practice and my organisation's policies and codes.
- To work towards achieving SABPP's HR Management Standards thereby living good practice.
- 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.
- 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.
- To work towards universal professional registration of people working in HR roles through encouraging colleagues to register with the SABPP.

-
- We understand that our effectiveness as a credible activist HR Practitioners rest on our personal integrity.
 - To build trust in us through acting with: Honesty, Objectivity, Fairness of judgement and Consistency of action.
 - To declare and address actual and potential conflicts of interest as they arise in our professional and personal capacity.
 - To ensure that we meet agreed expectations of the people we serve.



Integrity

Respect

- We commit to uphold human rights as enshrined in the Constitution of our country and make human rights values part of our everyday life and language by listening, learning, communicating and educating, and being open minded and impartial.
- To treat everyone with dignity, fairness and respect.
- 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.
- To work towards achieving equality and diversity and to ensure that prejudice and discrimination does not go unchallenged.
- We will follow SABPP's professional guidelines and standards promoting diversity in the workplace. We respect the confidentiality of information that is entrusted to us.
- We respect our members of the various work teams of which we are part and ensure that we behave effectively as a team.

- We 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.
- To ensure that we are competent to perform our profession HR role and that we have a good understanding of the business of our organisation.
- To regularly assess ourselves against the expectations of the profession and the changing requirements of our roles and undertake personal and professional development where gaps are identified.
- To make sure we keep ourselves up to date with knowledge in the HR field through continuing professional development.
- To ensure that we are aware of the limits of our professional competence and we refer to other professionals where appropriate.
- To support our fellow HR practitioners in developing their competence including through role modelling and mentoring.

Competence



FOREWORD BY OUTGOING CHAIRPERSON



Outstanding Results in a Transition

Employees are often told about the inevitability of organisational change. The world of work is changing and therefore they must “adapt or die”; they are told. Yet, when people have been subject to substantial change already, or are operating in an uncertain environment that affects their future prospects, they may rapidly reach the limits of their capacity to absorb and respond to more change. The year 2018 was a tumultuous one for the SABPP. Our long-standing CEO resigned to pursue his other passion, academia, the 12th Board was on its last year of tenure and we had some level of instability with regards to the office building. Notwithstanding these changes, the Interim CEO and all the staff members of the SABPP stepped up and delivered **outstanding and mind-blowing** results for the year under review.

As the outgoing Chairperson, I would like to thank all my board colleagues for managing the leadership transition the way you did. That is exemplary leadership right there. On behalf of the outgoing Board, I would also like to thank our Interim CEO, Xolani Mawande, the Senior Management team and all the staff members at the SABPP for working so hard and achieving all we have achieved for this year. It was a turbulent year, but you pushed through it. To all our members, thank you for supporting the team. This is your profession. This is your SABPP. Let us continue working hard to build this profession together.

Lastly, I would like to wish the 13th Board of the SABPP led by the Chairperson, Dr. Marius Meyer all the best during your tenure. I've always believed that when one's term as a leader ends, you do three things:

- You go back to being an ordinary member in good standing;
- You give the new leadership space to lead;
- When the leadership calls you to come and assist in any way, you drop everything, and you come.

This is exactly what we intend to do. You have all our support. Our organisation is in great hands. As young people would say, we are led.

Thanks & Regards,

Siphiwe Moyo



SABPP: Outgoing Chairperson

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standards

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FOREWORD BY INCOMING CHAIRPERSON 2018

Dear stakeholder

As I sat down to write this year's Chairperson's statement I realised that almost six months had passed since the year end and the global business, political and socio-economic environments were looking very different to when we closed the books at 31 December 2018. We witnessed a major political transition from President Zuma to President Ramaphosa in South Africa with hope of better prospects for ordinary citizens, business leaders and other stakeholders in society. These changes also affected the HR community and employees at organisations.

The changing political dynamics have unfortunately not yet resulted into positive economic changes with unemployment increasing to above 27% making South Africa one of the countries with the highest unemployment in the world, in particular youth unemployment. Let alone the slow economic growth impacting on individuals, business and society, in addition to the continuous rise in the cost of living.

The changing landscape is meaningful for a professional body such as SABPP and while our team with its diverse portfolio of professional products and services managed to deliver an impressive performance for the year under review, there clearly are challenges ahead in balancing the need for increased growth, while simultaneously improving our membership value proposition and engagement.

I would like to reflect and comment on a truly outstanding set of results. For the year to 31 December 2018, SABPP managed to achieve a R2,76 million surplus, despite difficult economic circumstances. I would like to take this opportunity to congratulate our Interim CEO, Xolani Mawande and his team with this amazing milestone of achieving the largest surplus in the history of SABPP. What makes this achievement even more remarkable is that it happened in a year in which a significant number of key talent could not be retained, thus existing and new team members excelled despite the declining capacity.

As the previous board has exited, I want to welcome the new board members as we embark on the journey of taking the HR profession forward. I can assure you that good governance and ethics are the top two priorities for the new SABPP Board. In fact, like the previous boards, I commit to ensure that the new board is trained in corporate governance so that we are fully equipped to provide leadership and good governance at board level. I also want to thank the previous board for their excellent work in providing the necessary oversight as champions of good corporate governance. In particular, the previous two chairpersons of SABPP, Elizabeth Dhlamini-Kumalo and Siphiwe Moyo both served SABPP for two board terms (i.e. six years each), thereby achieving the perfect balance between stability and focus on the one hand, and unprecedented innovation and growth on the other hand. Their ethical and effective leadership epitomises what good governance is all about. I am humbled by their example, and challenged to apply my mind in considering options of building on their legacies.

The new board will build on the very successful HR Voice I and II strategies of our predecessors. However, given the radical changes in the business environment brought about by the Fourth Industrial Revolution, the speed and complexity of change is expected to accelerate and we are planning to develop a new strategy that will take the HR profession into the 2020+ workplace, a future of work environment that will be totally different to anything we have been used to. In fact, the rules of the game will either change or be deleted, or total new rules being developed. During this process we will engage with you as our stakeholders to solicit your inputs in joining us on a very uncertain, unpredictable but exciting future.

The biggest challenge facing professional bodies as non-profit organisations is to deliver despite a lack of financial and other resources. As you read through this annual report, I invite you to evaluate our delivery. You will see many examples of successes, and you will also see a lack of progress and even decline in certain areas of our work. But that is exactly our opportunity as professionals – to be mindful of our areas of under-performance, and then to devise strategies of turning this around. The SABPP committees are the heart of the HR profession. That is where innovative ideas, initiatives and projects are born. However, the success of these committees depends on exceptional leadership and committed members. Thus, raising the bar on leadership and committee success in terms of deliverables will be the cornerstone of our success going forward.

I believe that the anticipated further growth in membership numbers combined with growing returns from alternative income streams from products and services, will underpin SABPP's ability to continue its growth trajectory over the last decade. However, given the increased product offerings from different service providers, the HR market has become extremely competitive and more progressive approaches to innovation and digital transformation will be needed.

On the HR front the year 2019 starts with a significant historic milestone with the implementation of the National Minimum Wage Act. This will have profound implications for reward practice and further efforts to reduce income gaps and creating a more equal society. While the spirit and intentions of the Act (like all other Acts) are indeed pure, whether potential negative consequences of the Act, such as increasing unemployment will be unintended consequences, remains to be seen. Nevertheless, the Minimum Wage Act provides an opportunity for HR professionals to step up and craft innovative solutions in ensuring compliance, while applying the spirit of the Act in the workplace and society at large.

It only remains for me to humbly thank the staff, management, committee members and board of SABPP for their continued efforts on behalf of our stakeholders. SABPP continues to deliver only because of your dedication, energy and innovation. As your newly elected Chairperson, it is a privilege, a pleasure and an honour to lead such a dynamic and magnificent group of people during the new term of the board as we enter the year 2019. As board members and other stakeholders we review the year 2018 and put it into perspective, but we also start actively to consider options of raising the bar during the next financial year and the term of the new board.

Let us see the year 2019 as an important milestone in closing this decade and getting ourselves ready as HR professionals, training providers, students, academics and other stakeholders for the 2020+ workplace. On behalf of the new SABPP Board, we are ready to lead you and work with you on this exciting new journey towards HR excellence and impact. As I sign-off on the 2018 annual report, I am confident that the next decade will be about a human revolution in the workplace – a time in which people will trump the other five capitals of business. And as HR professionals we are the champions of human capital. Let us show our business counterparts how we can ensure the appreciation of assets, i.e. the human capital revolution in the workplace, thereby igniting the talent of people in achieving the highest level of business success and societal value.

Marius Meyer



Chairperson: SABPP



INTRODUCTION BY THE INTERIM CEO



The resignation of Dr Marius Meyer sent shock waves to the HR fraternity in general. Questions were asked whether SABPP would survive let alone thrive without this giant in the helm. How could such big shoes be filled?

Fortunately, thanks to the great vision, guidance and insight by the Board as well as by Dr Marius Meyer, the ship is still floating.

I thank the HR fraternity for exercising patience and believing in me. My popular saying is that when someone (especially someone great) leaves, you do not replace them, you simply do something different or take a different direction.

I am grateful for the support I have received from different stakeholders including but not limited to the following:

1. Dr Marius Meyer my coach and my number one supporter.
2. The outgoing Board led by Siphwe Moyo who were a pillar of strength particularly in the first days and who continued cheering me on.
3. The current Board that was not naive of my developmental needs but pushed me to grow.
4. The Management and staff who rose to support our success.
5. The HR Professionals who wanted to see nothing but success from me.
6. The HR Professionals who were indifferent and waited to be impressed. These motivated me to do even better.
7. The critics who helped me check and double check the blind spots.

We are on track dear HR Professionals in advancing the HR profession and things can only get better. 2018 saw us celebrating our 36th birthday as a professional body, 7 years as recognised by SAQA and the HR Standard journey reached its 6th successful year.

It was in 2018 that we recorded some firsts:

1. The first ever SABPP National HR Youth Council was launched;
2. The first in the world HR Governance Position Paper was launched;
4. The SABPP App was officially piloted, a big step in our journey of digitisation;
7. Finally in 2018 the Board Exams were finalised, automatically changing the 36 year history of SABPP professional registration.

We are proud to present to you our annual report reflecting financial stability and great achievements against the HR Voice strategy.

Dr Henry Link was right when he said that 'we generate fears while we sit, we overcome them by action'. The SABPP community, including you, has made it! For indeed 'success is no accident. It is hard work, perseverance, learning, studying, sacrifice and most of all, love of what you are doing' (Pele). Success breeds more success.

However, we are not naïve as the SABPP community that a lot of work and challenges await us. For "success is not final, failure is not fatal. It is the courage to continue that counts". (Winston Churchill).

Xolani Mawande



Interim CEO: SABPP



SABPP™

SA BOARD FOR
PEOPLE PRACTICES

Setting HR standards

VISION

To be a world-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.

PART B:

CORPORATE GOVERNANCE REPORT

SABPP is controlled and directed by 3 oversight mechanisms in ensuring good governance practice. Below is the structure that determines corporate direction and performance for SABPP.



Board Exco
Chairperson
2x Vice-Chairpersons
CEO
COO
Board Members
15x Members

Given the SABPP mandate as a quality assurance and professional body operating as non-profit organisation, compliance to the following laws and codes has been prioritised:

- Legal Deposits Act;
- NPO Act;
- The 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).

To provide confidence to the SABPP stakeholders and members about the governance and sustainability of the organisation, listed below are the governance activities that were achieved within 2018 as well as activities that are planned for 2019.

Achieved 2018



- The 12th Board tenure came to an end in November 2018.
- The 13th Board was elected and the qualifications of all nominees were independently verified by the verification agency MIE.
- The Ethics Committee members attended an Ethics Workshop that was facilitated by an expert, Dr Penny Abbott.
- HR Governance Framework was launched,
- Hosted the 4th Annual Committees meeting to promote transparency, integrated thinking and provincial representation to strengthen governance at the regional level.
- Continuous monitoring of finances and risks by the SABPP Risk and Audit Committee.
- Formed alliances with other Professional and Governance Bodies.
- SABPP AGM took place in June 2018.
- Ethics Disciplinary Committee was reformed to assist SABPP with ethical cases.
- REMCO was formed in 2018, the Committee met and the ToR were approved by the Board.
- Introduced a Code of Conduct for SABPP accredited Training Providers.

Planned 2019



- As part of induction, the 13th Board will attend a governance training to be facilitated by IoD.
- SABPP will introduce a Board evaluation process.
- AGM 2019 will take place in June 2019. Propose new resolutions at the next AGM in order to amend the SABPP Charter.
- SABPP will ensure that all Committee Chairpersons undergo in-house Corporate Governance Training.
- HR Voice Strategy 2019 – 2021 will be introduced. SABPP new strategy will be launched in 2019. SABPP members and committee members inputs will be considered.
- Strengthening the HR Governance Committee to achieve national impact.
- A Sponsorship Consultant that is intended to assist SABPP to acquire sponsorships to strengthen its financial position and sustaining the organisation will be appointed.
- SABPP is planning to strengthen Alliance partnerships.
- SABPP will re-launch the following Committees in 2019: Change Management, HRRI, CPD, HR Citizenship, Labour Market and IT Governance.
- Improve the CPD for SABPP members.
- The Risk and Audit Committee will be reformed.
- The HR Audit Council will be reformed.
- To have a balanced skills at the Board level, SABPP will co-opt 3 Board members: Finance Specialist, HR Audit Council and Legal Specialist.

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

underpin the value I bring to the organisation(s) in which and for which I practise my profession. 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 below.

ETHICAL VALUES

1. RESPONSIBILITY

- I accept responsibility for the outcomes of my decisions and actions.
- I accept responsibility to think proactively and anticipate positive and negative consequences of my decisions and actions.
- I accept responsibility to ensure compliance with the Constitution, laws, regulations, Codes of Good Practice, and my organisation's policies and codes.
- I accept responsibility to work towards achieving SABPP's HR Management Standards thereby living good practice.
- 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.
- 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.
- I accept responsibility to work towards universal professional registration of people working in HR roles through encouraging colleagues to register with the SABPP.

3. RESPECT

- 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.
- I commit to treat everyone with dignity, fairness and respect.
- 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.
- 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.
- I respect the confidentiality of information that is entrusted to me.
- I respect members of the various work teams of which I am part and ensure that I behave effectively as a team member.

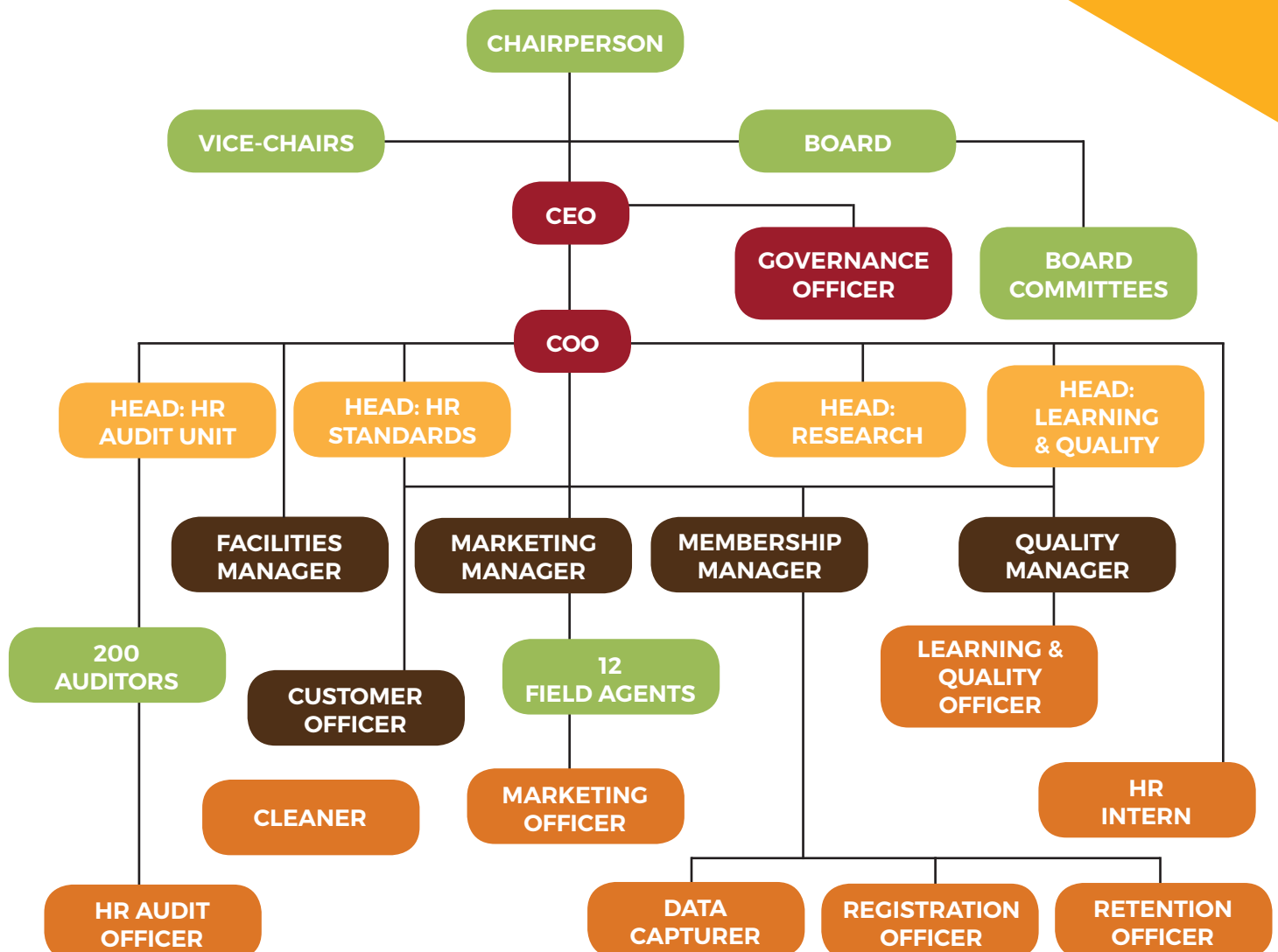
2. INTEGRITY

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

4. COMPETENCE

- 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.
- 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.
- 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.
- I make sure I keep myself up to date with knowledge in the HR field through continuing professional development.
- I ensure that I am aware of the limits of my professional competence and I refer to other professionals where appropriate.
- I commit to supporting my fellow HR practitioners in developing their competence including through role modelling and mentoring.

SABPP Structure (2018)



MANAGING OUR SOCIAL AND ENVIRONMENTAL IMPACT

CORPORATE SOCIAL INITIATIVES

SABPP is committed to sustainable and responsible environmental, social and governance (ESG) practices. Below are events that SABPP hosted in 2018;

1 YOUTH EMPLOYMENT PROJECT

- SABPP supports Harambee in accelerating youth employment in South Africa. On the 6th October 2018, SA Board for People Practices (SABPP) did mock interviews at the Harambee Youth Employment Accelerator, preparing unemployed youth for possible future job interviews. Since interviews require a lot of preparation and can be very overwhelming for first time job seekers, this initiative not only prepares the youth but creates the opportunity for learning and dealing with employers' expectations.
- Harambee connects employers with first-time job seekers who are locked out of the formal work economy. Harambee ensures that candidates go through professional assessments that match them to specific sectors and roles and prepares them for the workplace with the right behaviour and attitude. Harambee was established in 2011 and has successfully placed 30 000 candidates within the network of nearly 280 employers and has 85% job retention success. This includes candidates with disability.



2 BETHANY HOUSE TRUST CHARITY

- On the 20th of December 2018 we donated the collected sanitary items to Bethany House Trust in Krugersdorp. The 202 packs of assorted sanitary pads and tampons were collected from the LQA Year End Function and Training Provider Awards that took place on the 7th December 2018. Sincere thanks to all our accredited training providers for heeding our call to assist with our sanitary pad collection drive.



3 FUNDRAISING PROJECTS FOR MTN WALK THE TALK WITH 702

- On the 22nd July 2018, SABPP participated in the fundraising projects for MTN Walk the Talk with 702. This event gave SABPP staff members an opportunity to connect with others and celebrate all the wonderful things that make South Africa home.



4 GOING GREEN INITIATIVES THAT WERE ACHIEVED IN 2018:

- As from March 2018, SABPP introduced paperless external verification of learner portfolios.
- SABPP implemented paperless registration for Assessor Moderator/ CPD/ Provider Accreditation following successful implementation in 2017 for professional registration.
- SABPP continued to reduce printing of paper for internal and external use.
- Desktop evaluation was used for annual monitoring instead of physical visits.

Alliances



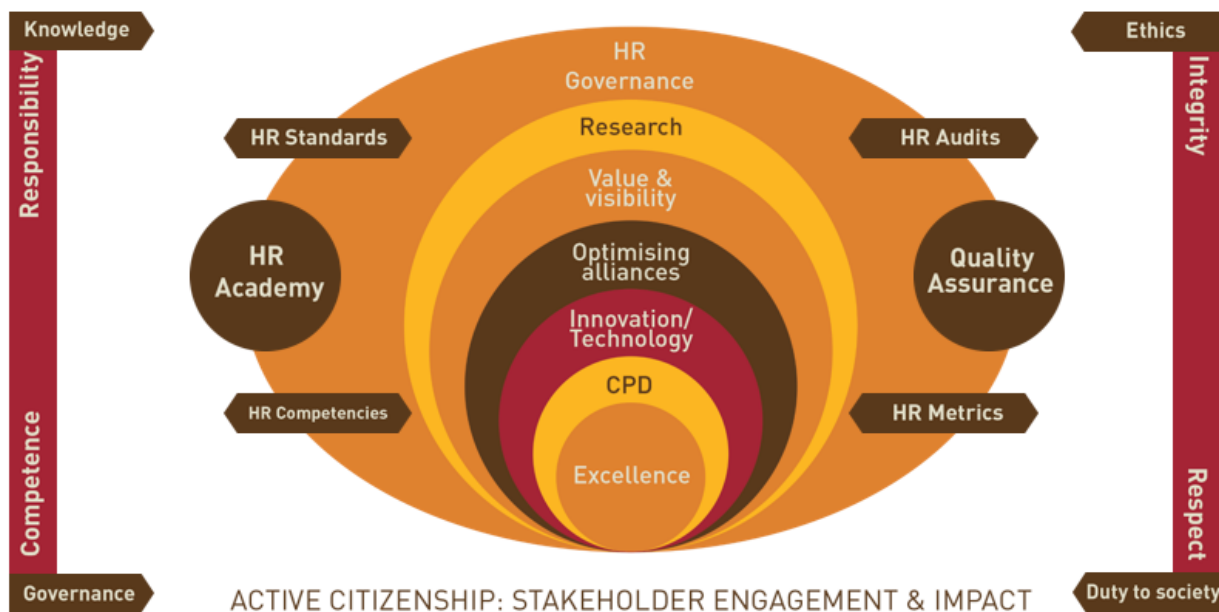
STRATEGIC REVIEW

SABPP is committed to its strategy of creating sustainable long-term member value through a strategic transformation journey. Thus, since the Board accepted and adopted HR Voice 2.0 Strategy in 2016, the implementation of the strategy continued in 2018 as depicted in the figure below.

HR VOICE STRATEGY: 2016-2018

SETTING HR STANDARDS – SABPP: THE VOICE OF THE HR PROFESSION

HR PROFESSIONALISM: 4 PILLARS, 4 PRINCIPLES (VALUES), 6 TOP PRODUCTS, 7 PRIORITIES



	HR VOICE FOR HR PROFESSIONALS	PROGRESS IMPLEMENTING STRATEGY
H	<p>Human Resource Governance</p> <p>SABPP will drive the sound HR Governance within organisations and as a profession nationally.</p>	<ul style="list-style-type: none"> Quality assurance work excelled with 55 providers approved. Two Universities accredited FISA Exams introduced More HR Audits conducted due to a special project which added 12 audits to make the total of 21. One audit was conducted in eSwatini. HR Standards training saw a total of 311 individuals trained due to a special project adding 200 extra.

	HR VOICE FOR HR PROFESSIONALS	PROGRESS IMPLEMENTING STRATEGY
H		<ul style="list-style-type: none"> SABPP launched a position paper on HR Governance plus an HR governance framework led by the HR Governance Committee. (Workshops were held in Gauteng and Eastern Cape.) 2018 AGM was held in Pretoria attracting over 200 people. Regional AGM's were held in Free State, Durban, Eastern Cape and Limpopo. Annual Committee Meeting was held in Gauteng attracted all national and provincial committees. Additional relevant <ul style="list-style-type: none"> 9 Ethics Workshops Competency Assessments: 109 individuals assessed.
	PROGRESS IMPLEMENTING STRATEGY	HR VOICE FOR HR PROFESSIONALS
R	<p>Research & Development (R&D)</p> <p>SABPP will produce several HR research projects meeting the needs of the HR market.</p>	<ul style="list-style-type: none"> 8th Annual Women's Report More than 77 articles published. Fact Sheets and HR Voice Magazine published Supported several masters and PhD studies for at least 5 universities. Commissioned 'HR as statutory profession' research with four Masters students from Stellenbosch university.

	HR VOICE FOR HR PROFESSIONALS	PROGRESS IMPLEMENTING STRATEGY
V	<p>Value & Visibility</p> <p>All HR generalists and specialists in the 8 areas of HR specialisation will receive value in terms of the delivery of HR products and services (toolkits, templates, discussion forums, networking), in addition to the advocacy role in advancing the HR profession.</p>	<ul style="list-style-type: none"> • Membership numbers <ol style="list-style-type: none"> a. New membership 806 b. Renewals 3549 • Over 50 companies visited in 2018 • Over 35 Conference and events presentations or exhibitors • Over 16 university campuses visited in 2018 • 2 Postgraduate bursaries awarded via SAHRUF • Several Radio, TV and newspaper featuring SABPP. • Provincial footprint across all provinces with great visibility in Free State, KZN, Eastern Cape and Western Cape. • Several events and workshop in Gauteng, Free State, Western Cape and Eastern Cape. • Swaziland, Botswana, visited as well as interactions with other Southern African countries, Saudi Arabia and Mauritius. • Social Media: <ul style="list-style-type: none"> Facebook: 11 822 reach Twitter: 16 835 Followers Linkdin: 10 165 followers Instagram: 955 followers Website Visitors December 2018: 17 063

	HR VOICE FOR HR PROFESSIONALS	PROGRESS IMPLEMENTING STRATEGY
O	<p>Optimising alliances</p> <p>Several value-adding alliances were formed with HR and other organisations to strengthen the HR profession.</p>	<ul style="list-style-type: none"> • Ongoing relationship with existing alliance partners such as SARA & SAPA • Alliance for special projects • Disability alliance with Transformation Africa (Old Mutual) • EES-Siyaka (EEDT Awards and Summit) • Integrity Council of Gauteng Premier (driving ethics in the province) • Mercer (HR Africa Conference & MoA) • Optentia - NWU (Unemployment research) • CHRO • Harambe • Comensa Professional Body • Professional Body forum
I	<p>Innovation & Technology</p> <p>The SABPP team and committees will be empowered with the necessary resources and capacity to drive the process of innovating the HR profession and leveraging technology in the process.</p>	<ul style="list-style-type: none"> • On-line Board elections • SABPP App piloted • YM usage increased dramatically • Pool of 9 Lead HR Auditors, 108 HR Auditors plus a new level of auditors called Associate HR Auditors with 37 trained • Improvement in the membership system
C	<p>CPD:</p> <p>By means of our CPD programme, and other forms of capacity-building, key competencies for HR professionalism will be outlined and developed to ensure that HR professionals are applying the latest trends and leading practices in the field of HR</p>	<ul style="list-style-type: none"> • CPD finalised for 2019 launch • Students growth to over 2000 • 121 CPD programmes approved

	HR VOICE FOR HR PROFESSIONALS	PROGRESS IMPLEMENTING STRATEGY
E	<p>Excellence</p> <p>HR Professionals will be supported to deliver excellence in HR strategy, practices and ethics.</p>	<ul style="list-style-type: none"> • National Best HR Student Awards via SAHRUF with Frank Wilkinson as the winner for 2018 • University awards awarded to 4 universities • HR Director of note named Ms Pinkie Baloyi • 2 Staff members graduated: Tebogo Mahesu and Siphwe Mashoene • CEO Staff Recognition award – Ronel Coetzee • Successful 6th HR Standards Summit • SABPP Youth Council successfully launched • HRUF Annual summit • Successful Annual General Meeting • Successful L&D Conference • Green Status at SAQA for both LQA and Registration • Successful team getaway to recharge and get ready for 2019 • Service Seta award -SABPP received an official certificate of appreciation

PART C: FINANCIALS

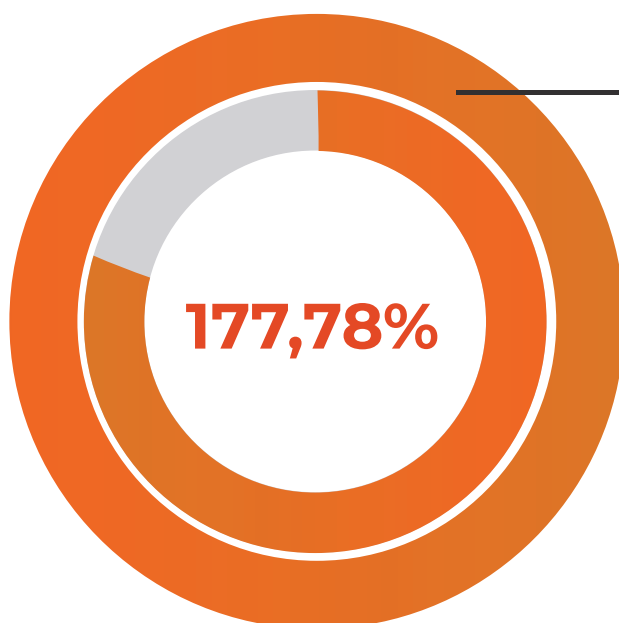
REVIEW OF OPERATIONS AND FINANCES BY COO

PART A: FINANCIAL STATEMENT

Year ended
31 December 2018

SABPP moved from surviving to flourishing financially against all odds.

The economic challenges affected our products, events and even membership. However, we managed to contain our expenses and today we are proud to announce our improved audited financial results.

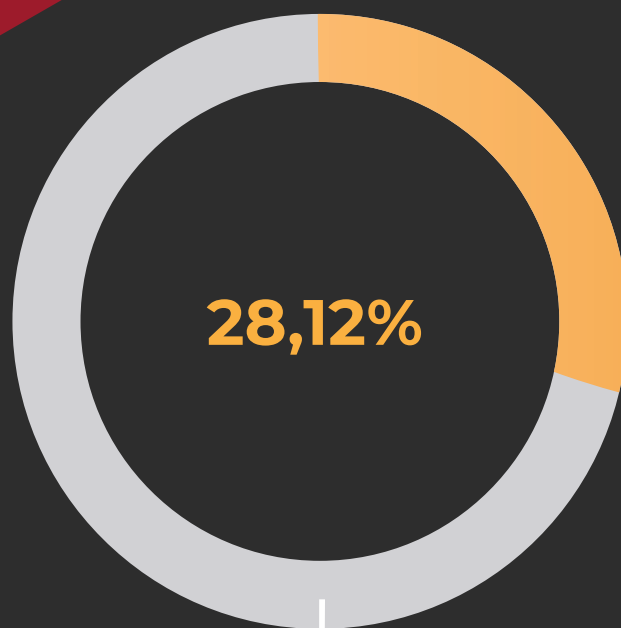


Profitability Changes

We declare proudly a net surplus of R2,765 million, up from R1,269 million in 2017.

This represents
177,78%
in surplus (profit)

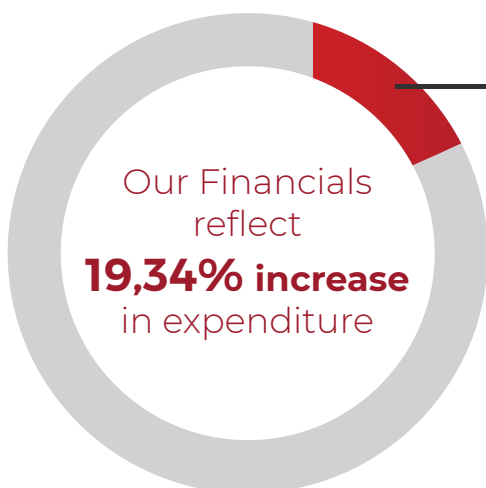
Our
Financials
reflect
28,12%
growth
in income



Income Changes

- Special projects 119, 59%
- Membership 17, 25%
- Investment income 50%

HR Standards and HR audit events saw a decline of 25.94%, 36, 11% and 66.23% respectively.



Expenditure Changes

- Bad/ doubtful debts 1190, 86%
- Consulting fees 405.73%
- Board/ Committee expenses 145, 53%
- Legal expenses 335, 60%

The following expenses were lower than the previous year:

- Lease/ Rent
- Accounting fees
- Subscriptions
- People costs

Top Expenses

1. People costs 54,85% down from 67% in 2017
2. Bad/ doubtful debts 11, 64%
3. Lease/ Rent 7% down from 9% in 2017
4. Marketing 5,78% down from 6% in 2017
5. BCP Emergency 5,17%
6. Data management 4,38% up from 4% in 2017

Top Income

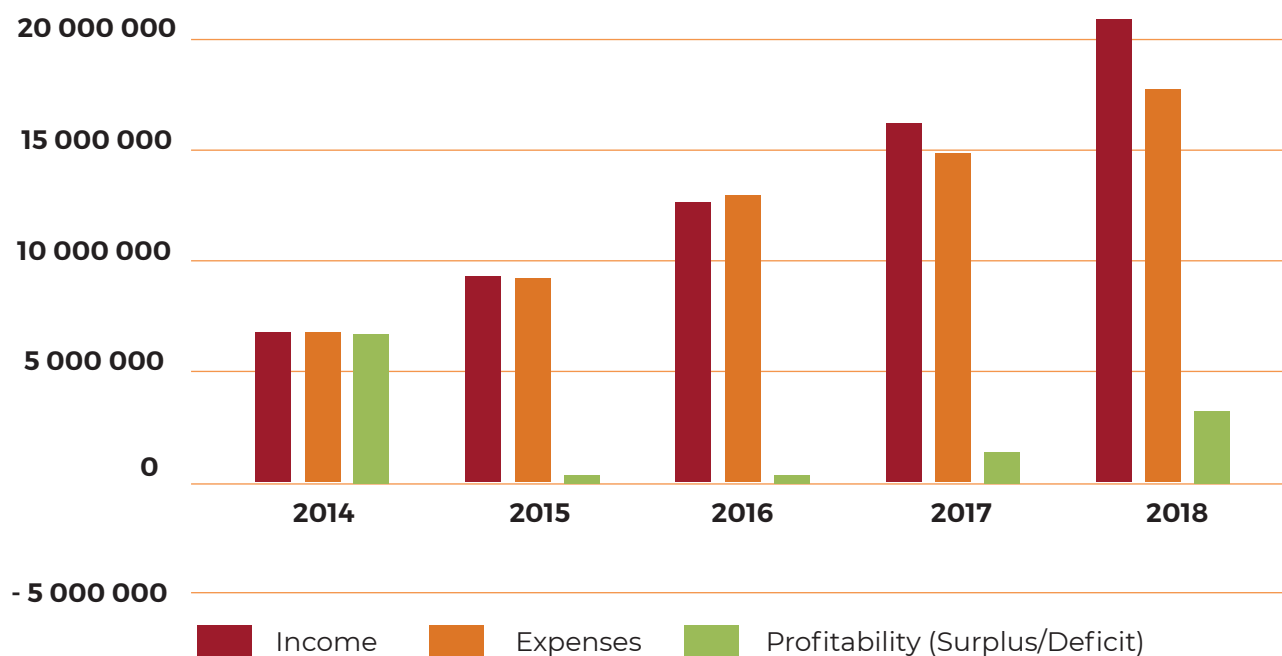
1. Membership 36,21% down from 40% in 2017
2. Special project 32,84% up from 19% in 2017
3. LQA 21, 49% down from 23% in 2017
4. HR Standards 4,73% down from 8% in 2017
5. HR Audit 2,04% down from 4% in 2017
6. Conference and events 1,37% down from 5% in 2017

FINANCIAL POSITION CHANGES NAME

1. The growth in income resulted in unintended consequences. The trade receivable are on an all-time high due to one client. While some payments have been made post end of the financial year the client still owes in excess of R 3 million.
2. The cash reserves remain unchanged at around R3. 7 million.
3. The accumulative surplus now sits at R5, 462 million up from R 2, 697 million in 2017.

	2014	2015	2016	2017	2018	GROWTH FROM 2017 TO 2018	5-YEAR GROWTH	5-YEAR AVERAGE GROWTH PER YEAR
INCOME	6,018,286	8,143,339	11,125,050	14,236,769	18,240,919	28%	203%	40,6%
EXPENSES	5,988,913	7,995,451	11,280,430	12,967,295	15,476,299	19%	158%	31,6%
PROFITABILITY (SURPLUS/ DEFICIT:)	97,361	147,888	(155,380)	1,269,474	2,764,620	118%	2740%	548%

5 YEAR INCOME GROWTH



CONCLUSION

We will continue managing the members' money with great diligence and care. It is not about making more profit, but all about ensuring that members derive maximum value from their professional affiliation.

As we improve and firm up on operational efficiencies, members can only benefit. As we concentrate less on hygiene factors, members can continue to expect only the best from their professional body as we tackle the new challenges around the 4th industrial revolution.

Thanks & Regards

COO: SABPP

FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2018

Statement of Financial Position

Figures in Rands	2018	2017
Assets		
Non- current assets		
Property, plant and equipment	178,435	252,227
Current assets		
Trade and other receivables	5,815,250	2,184,169
Cash and cash equivalents	3,703,565	3,758,382
	9,518,815	5,942,551
Total assets	9,697,250	6,194,778
Reserves and liabilities		
Reserves		
Accumulated surplus	5,462,243	2,697,623
Current liabilities		
Provisions	176,782	205,657
Trade and other payables	1,743,308	1,565,904
Income received in advance	2,314, 917	1,725,594
Total reserves and Liabilities	9,697,250	6,194,778

Statement of Changes in Reserves

Figures in Rands	Strategic HR Projects Reserve	Accumulated surplus	Total
Balance at 1 January 2017	950,282	477,867	1,428,149
Total comprehensive income for the year			
Surplus for the year		1,269,474	1,269,474
Total comprehensive income for the year	0	1,269,474	1,269,474
Transfer to Accumulated surplus	(950,282)	950,282	0
Balance at 31 December 2017	0	2,697,623	2,697,623
Balance at 1 January 2018	0	2,697,623	2,697,623
Total comprehensive income for the year			
Surplus for the year	0	2,764,620	2,764,620
Total comprehensive loss for the year	0	2,764,620	2,764,620
Balance at 31 December 2018	0	5,462,243	5,462,243

Statement of Cash Flows

Figures in Rands	2018	2017
Cash flows from operating activities		
Surplus for the year	2,764,620	1,269,474
<i>Adjustments for:</i>		
Depreciation of Property, Plant and Equipment	153,087	111,505
Investment		
Income	(152,670)	(101,783)
Operating cash flow before working capital changes	2,765,037	1,279,196
Working capital changes		
Increase in trade and other receivables	(3,631,081)	(1,444,762)
Increase in trade and other payables	737,852	957,271
Cash (utilised in)/ generated by operating activities	(128,192)	(791,705)
Investment income	152,670	101,783
Net cash from operating activities	24,478	893,488
Cash flows from investing activities		
Property, Plant and Equipment acquired	(79,295)	(158,154)
Net cash utilised in investing activities	(79,295)	(158,154)
(Decrease)/ increase in cash and cash equivalents	(54,817)	735,334
Cash and cash equivalents at the beginning of the year	3,758,382	3,023,048
Cash and cash equivalents at the end of the year	3,703,565	3,758,382

Detailed Income Statement for the year ended 31 December 2018

Figures in Rands	2018	2017
Gross Revenue		
Annual Renewal fees	4,658,425	4,004,319
New Membership	1,894,834	1,603,859
Upgrade of professional categories- Net Income	50,396	53,185
HR Audit- Net Income	372,072	582,374
HR Standards- Net Income	862,516	1,164,621
LQA/CPD- Net Income	3,919,067	3,223,550
Publications and product sales- Net Income	62,663	0
Conferences and events- Net Income	249,931	740,201
Special Projects - Net Income	5,989,443	2,728,710
	18,059,347	14,100,819
Other Income		
Investment Income	152,670	101,783
Sundry Income	27,771	34,167
	180,441	135,950
Expenditure		
Accounting fees	72,300	85,200
Advertising and marketing	895,209	739,852
Auditors remuneration	40,000	35,000
Bad and doubtful debts	1,801,425	139,552
Bank charges	35,911	36,491
BCP- Emergency	799,449	0
Board and Committee expenses	338,620	137,916
Computer expenses	133,440	112,876
Consulting fees	44,251	8,750
Contingency/ Discretionary expenses	41,729	127,855
Data management fees	678,439	408,266
Depreciation- Property, plant and Equipment	153,087	111,505
Employee and related costs	8,488,227	8,714,714
General expenses	7,986	29,240
Human Resource Research Innovation expenses	0	2,631
Infrastructure Expenditure	0	107,220
Insurance	24,995	24,422
Legal expenses	55,160	12,663
Loss on foreign exchange	9,671	0
Membership integrity checks	74,400	57,479
Office relocation costs	0	99,310
Operating lease expenses	1,083,722	1,152,994
Postage and telephone	75,683	167,032
Printing and stationery	115,377	119,636
Publication and product sales- Net expenses	0	11,745
Repairs and maintenance	50,719	30,552
Staff bursaries	0	72,845
Staff welfare	74,504	44,182
Subscriptions	70,572	96,860
Training	5,111	19,632
Travel	305,181	260,875
	15,475,168	12,967,295
Surplus for the year	2,764,620	1,269,474



PART D:

BOARD & COMMITTEES

The Board members are responsible for the sustainability of the business within the triple context of the economy, society and the environment. These passionate individuals are responsible for ensuring continuous growth the HR profession and assist to grow the local footprint of SABPP without being remunerated. The composition, authority, responsibilities and functioning of the Board are detailed in the SABPP Charter.

12TH SABPP BOARD (NOVEMBER 2016-NOVEMBER 2018)

Board Diversity

The Board members are diverse in terms of gender, race and professional backgrounds, contributing to strong decision-making and ensuring that a range of perspectives are brought to bear on matters under consideration by the board. The Board was elected by the SABPP members.

Board Composition

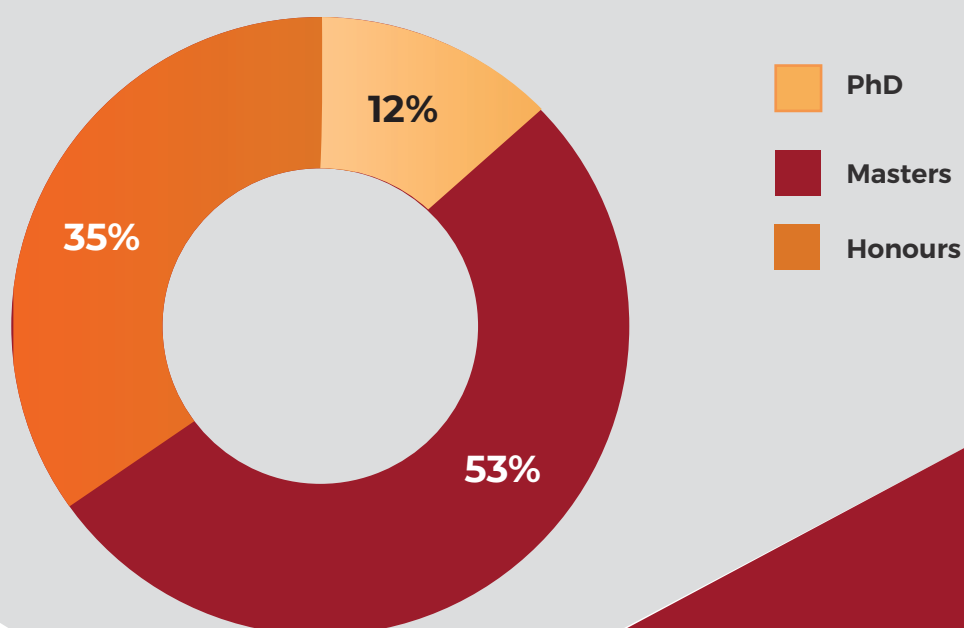
Until 16 November 2018, the SABPP Board consisted of 16 members of which 11 were elected by SABPP members, four were co-opted by the Board, the SABPP CEO and the SABPP COO representing Management. The Board has an Exco which consist of a Chairperson, two Vice-Chairpersons, COO and CEO.

There were four Board meetings and four Exco meetings held in the year 2018. In anticipation of King IV, the SABPP Board continued to provide oversight in discharging their duties regarding the four priorities of a Governing Body i.e. strategy, policy, oversight and disclosure.

One hundred percent of all Board members hold a post-graduate qualification, making the SABPP Board one of the best qualified boards in South Africa.

Please see the table below:

SABPP BOARD QUALIFICATIONS BREAKDOWN




Key issues addressed in 2018

Contributions made to the SABPP Board throughout the year, amongst others, include the following decisions:

- Infrastructure development
- GDoH Project
- Approved the below:

- Employment Equity Plan;
- 2018 Financial budget;
- Annual Report;
- Risk Register;

- Business case for changing SABPP Accountants;
- Terms of reference of the Human Resource Governance Committee and REMCO;
- Board Exams 2019;
- 2016 Annual Financial Statement;
- Interim CEO;
- Appreciate SA;
- SABPP new offices.



The 12th Board consisted of the members listed below:

Siphiwe Moyo (Chairperson), Thandi Thankge (Vice-Chairperson), Prof Karel Stanz (Vice-Chairperson), Brian Matthee, Prof Logan Naidoo, Bebe Oyegun, Mpolai Liau, Yolisa Ngxabazi, Maropeng Sebothoma, Vuyo Dwane, Sindiswa Maseko, Judith Nzimande, Deli Gumbi, Frank de Beer and Nomsa Wabanie-Mazibuko.

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

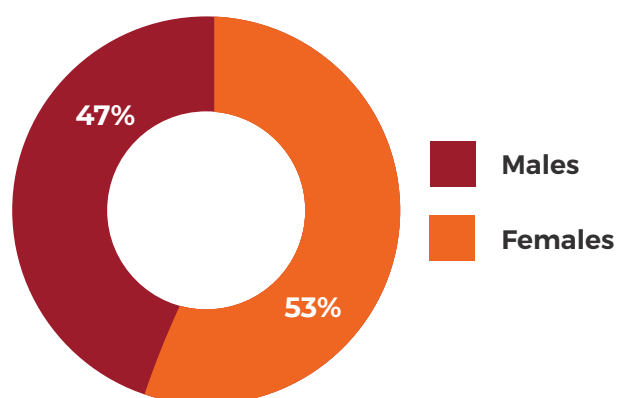
SABPP ExCo Meeting	9 February 2018	14 May 2018	15 August 2018	2 November 2018
Siphiwe Moyo	✓	✓	✓	✓
Prof Karel Stanz	✓	✓	AP	✓
Thandi Thankge	✓	✓	✓	✓
SABPP Board Meeting	23 February 2018	25 May 2018	24 August 2018	15 November 2018
Siphiwe Moyo	✓	✓	AP	✓
Prof Karel Stanz	✓	✓	AP	✓
Thandi Thankge	✓	✓	AP	✓
Bebe Oyegun	✓	✓	✓	✓
Judith Nzimande	AP	TC	✓	AP
Sindiswa Maseko	✓	✓	✓	✓
Brian Matthee	✓	✓	✓	✓
Nomsa Wabanie-Mazibuko	AP	✓	AP	AP
Maropeng Sebothoma	✓	AP	AP	✓
Frank de Beer	✓	✓	✓	✓
Vuyokazi Dwane	AP	TC	AP	✓
Mpolai Liau	AP	✓	✓	✓
Prof Logan Naidoo	✓	TC	✓	✓
Yolisa Ngxabazi	✓	✓	✓	✓
Delisile Gumbi	AP	TC	✓	✓

AP = Apology
TC = Teleconference

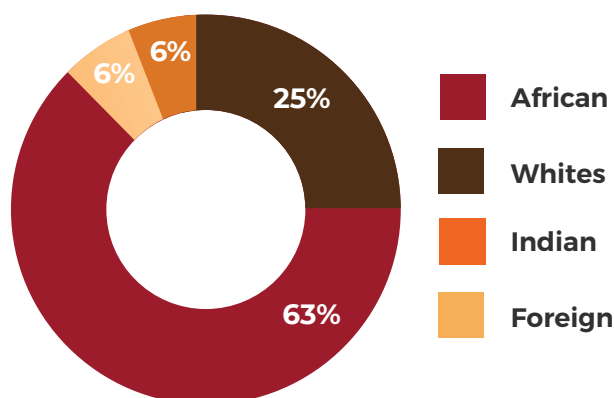
The employment equity profile of the SABPP Board in terms of race and gender are as follows:

BOARD EMPLOYMENT EQUITY STATUS AS AT 16 NOVEMBER 2018

SABPP BOARD GENDER



SABPP BOARD RACE



13TH SABPP BOARD (NOVEMBER 2018- NOVEMBER 2021)

It gives us a great pleasure to announce the November 2018- November 2021 SABPP Board. This was one of the most competitive elections in the history of SABPP, as the overwhelming national interest resulted in a new record of 57 nominations. For all senior HR professional nominees throughout the country, their nomination was a major professional achievement. The governance role on the board is of utmost importance, not only to advance the HR profession nationally, but also to steer SABPP forward as a professional and quality assurance body for the HR profession in South Africa.

There are currently 11 Board members and additional Board members will be co-opted in 2019. New Board members to be co-opted are: Chairperson Risk & Audit (Finance Expert), Chairperson of the HR Audit Council and a Legal specialist.

The SABPP Risk and Audit Committee, as well as our external Auditors are satisfied with the process, system and results of the 2018 Board election. The new Board members are as per below:



Sifiso Cele
Master HR Professional



Pauls Gibbons
Master HR Professional



Dayalan Govender
Master HR Professional



Prof Pierre Joubert
Master HR Professional



Sindiswa Maseko
Master HR Professional



Busisiwe Mashiane
Master HR Professional



Dr Marius Meyer
Master HR Professional



Prof Logan Naidoo
Master HR Professional



Dr James Ramakau
Chartered HR Professional



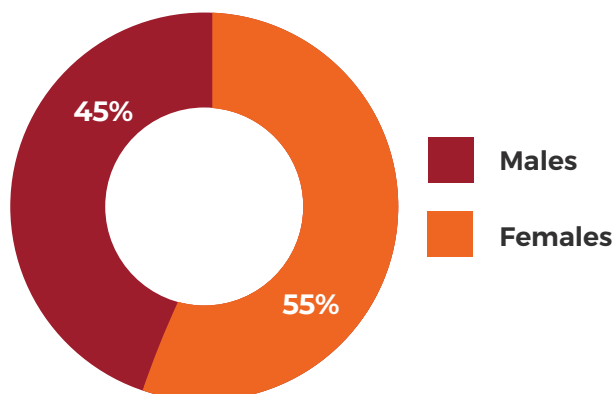
Prof Shamila Singh
Master HR Professional



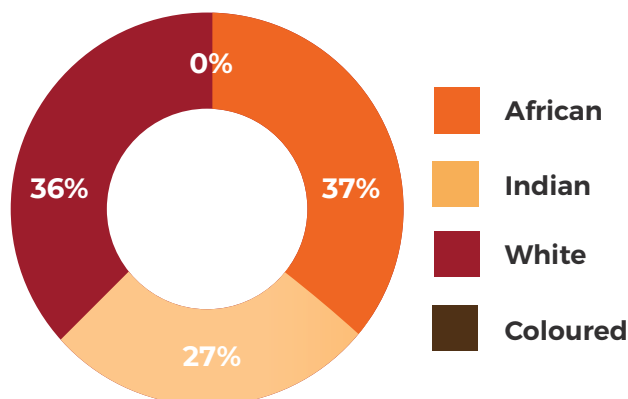
Dr Rica Viljoen
Master HR Professional

BOARD EMPLOYMENT EQUITY STATUS AS AT 31 DECEMBER 2018

BOARD GENDER

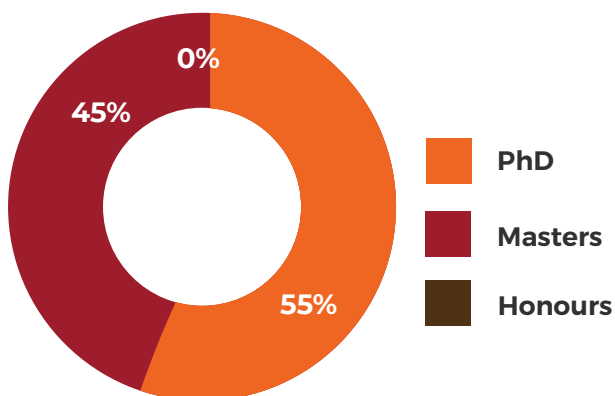


BOARD RACE

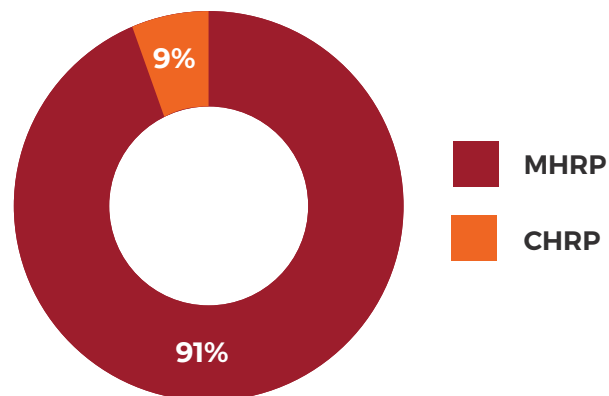


SABPP BOARD QUALIFICATION BREAKDOWN AS AT 31 DECEMBER 2018

BOARD QUALIFICATION



BOARD PROFESSIONAL LEVEL



To promote good governance at the Board level, the SABPP 12th and the 13th Board had a joint Board meeting that took place on the 16th November 2018. The 12th Board conducted a formal hand over to the 13th Board. The 12th Board shared feedback of their challenges, successes and what they perceived as risks to SABPP during the tenure.

Below is the picture of the combined board members:



SABPP APPOINTMENT OF THE BOARD CHAIRPERSON

In 2018, SABPP was in a challenging position when the longstanding CEO resigned. SABPP appointed an interim CEO. At the same time the newly elected Board retained just two of its previous members. Exco was therefore mindful of not losing the institutional memory. In these exceptional circumstances a decision to elect the former CEO to the chair was considered appropriate. The general membership had elected Dr Marius Meyer onto the Board by an overwhelming majority. The new Board then elevated him to Chairperson of the Board as they believed that he was the most appropriate person for that position. SABPP subscribes to the principles of King IV which does make accommodation for such a decision in exceptional circumstances and it is in this vein that Dr Marius Meyer was nominated and selected as the Chairperson of the Board by the 13th Board.



Chairperson: Dr Marius Meyer (Middle)

Vice-Chairperson: Dr James Ramakau (Left)

Vice-Chairperson: Ms Sindiswa Maseko (Right)

SABPP BOARD COMMITTEES

A number of Board-appointed Committees have been established to assist the Board in discharging their responsibilities. The principal functions of these Committees are set out on the next page. Each Committee of the Board acts within agreed terms of reference and reports to the Board on their activities. The Terms of Reference governing the committees are reviewed annually to ensure that the mandates remain current and effective. 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 on the assessment.

Although all these committees have been formed for a very specific and unique purpose such as accreditation, ethics and mentoring, where necessary, initiatives have been launched where the work of the committees complement one another.

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.

The main National Committees are as follows:

- Risk and Audit Committee;
- HR Governance Committee;
- Ethics Committee;
- Learning and Development Committee;
- Quality Assurance Committee;
- HR Audit Council;
- Mentoring Committee;
- HR Citizen Committee;
- Professional Registration Committee;
- Continuous Professional Development (CPD) Committee;
- Higher Education Committee;
- IT Governance Committee;
- Human Resource Research Initiative (HRRI)
- Labour Market.



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

Committee	Purpose	Meetings	Chair	Vice-chair
Professional registration	To provide an independent governance mechanism for the professional registration of HR professionals	Four times a year	Mochabo Moroena	Charles Myburgh
Learning and Development (L&D)	To promote HRD in South Africa	Four times a year	Dustin Hogg	Bhavisha Patel
Continuous Professional Development (CPD)	To oversee the SABPP CPD process	Four times a year	Brian Matthee	
HR Citizen	To promote citizenship	Four times a year	Vacant	Vacant
Quality Assurance (QA)	To oversee the LQA function of SABPP by approving quality assurance of learning providers	Four times a year	Rica Viljoen	Gerda Oberholzer
Ethics	To promote ethical conduct among HR professionals	Eleven times a year	Acting Chairperson: Jamiel Nassiep	Vacant
HR Governance	To drive good governance in South Africa	Every second month	Elizabeth Dhlamini-Kumalo	Dr Michael Glensor
Higher Education	To oversee higher education curriculum development and accreditation	Three times a year	Dr Pierre Joubert	Prof Frans Maloa
Labour Market	To consider the HR implications of labour market issues	Four times a year	Bedelia Thanissan	Ivan Istraalam
Mentoring	To govern the SABPP mentoring programme	Four times a year	Rachabane Kope	Rodene Dye
IT Governance	To provide oversight over the SABPP IT governance	Three times a year	Vacant	Vacant
Risk and Audit	To audit SABPP processes and to govern risks	Four times a year	Kolobe Mashala	Vacant
HR Audit Council	To oversee the National HR Audits	Three times a year	Brian Matthee	Vacant
HR Research Initiative	To oversee HR research projects	Three times a year	Vacant	Vacant

PROFESSIONAL REGISTRATION COMMITTEE (PRC)



**CHAIRPERSON:
MOCHABO MOERANE**



**VICE-CHAIRPERSON:
CHARLES MYBURGH**



COMMITTEE MEMBERS:

Mochabo Moerane, Charles Myburgh, Rebecca Theledi, Jake van der Wilden, Sydwell Shikweni, Brian Matthee, Funmilayo Soluade, Fathima Mahomed, Francois Koeberg, Anthony Hyman and Dr Christel Marais.

PURPOSE OF THE COMMITTEE

- 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. The committee met four times in 2018 to discuss challenges, recommendations and opportunities and evaluated 806 applications remotely.
-

CONTRIBUTION OF PRC TO OVERALL STRATEGY OF SABPP

- Adherence to the SABPP Professional and Ethical Code.
 - Ensuring that SABPP registers professional members that are of a high standard.
 - External ethical verification of qualifications.
-

KEY CHALLENGES

- The past year has been challenging to the committee as we had just migrated to on-line applications. A substantial number of potential members were reluctant to use the new technology as they resorted to the traditional laborious and time-consuming manual applications. Efforts are continually being made to promote the use of on-line applications.
 - Low attendance of committee members for meetings.
 - Committee capacity due to sharp increase in registrations.
 - Committee members not evaluating applications on time.
-

KEY ACHIEVEMENTS



■ DR. SYDWELL SHIKWENI

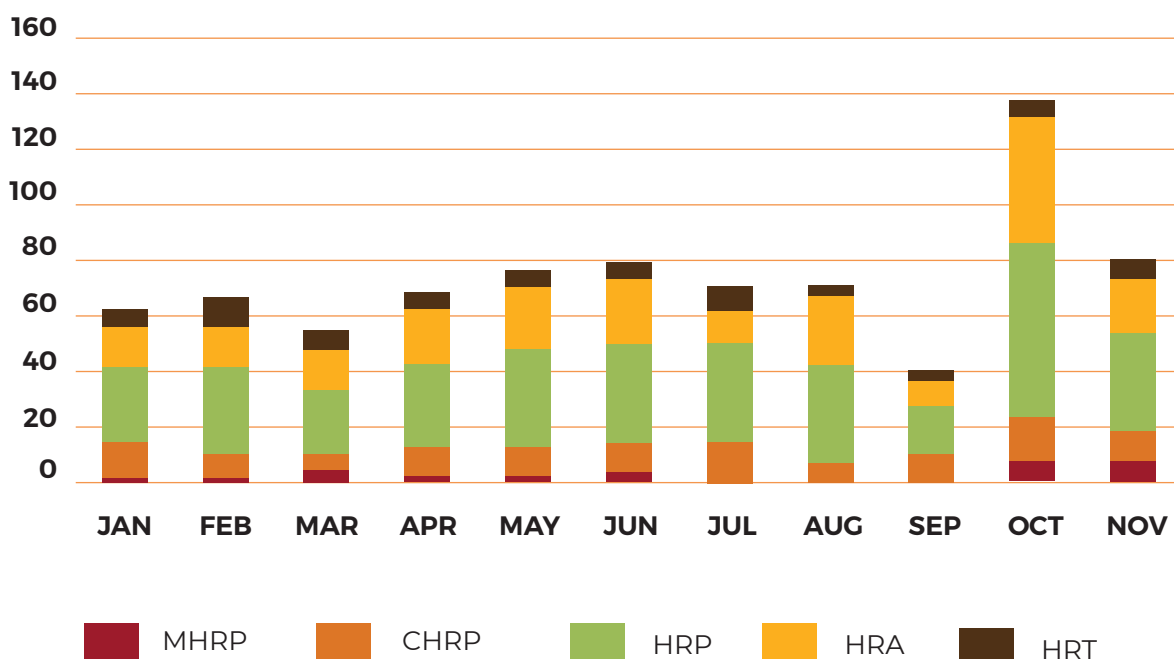
We are excited to report that during the year under review, Sydwell Shikweni, a committee member, obtained a doctoral qualification. Congratulations Dr Shikweni.

2018 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	3	11	29	13	5	61
February	3	10	28	18	6	65
March	5	7	20	16	7	55
April	6	13	24	21	6	70
May	3	12	34	25	5	79
June	4	13	36	23	4	80
July	1	16	34	13	7	71
August	1	7	35	25	1	69
September	1	10	16	12	2	41
October	7	15	64	44	5	135
November	5	14	36	18	7	80
Total	39	128	356	228	55	806

2018 - Monthly Registrations per level LECTS



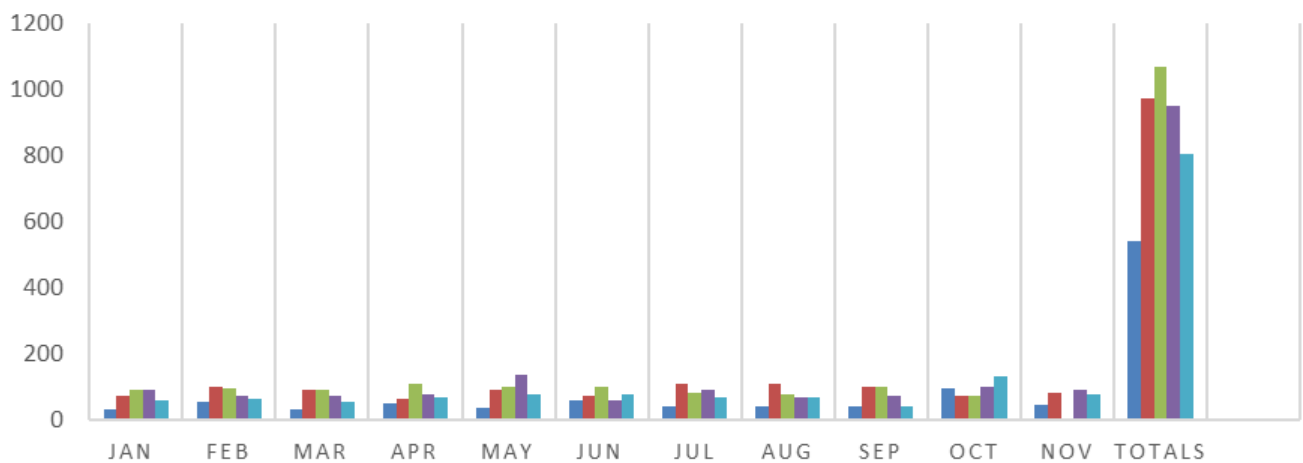
5 Year Registration Record 2014-2018

Year	Jan	Feb	March	April	May	June	July	Aug	Sep	Oct	Nov	Grand Total
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
2015	72	106	90	65	97	71	111	107	109	67	79	974
2014	34	58	35	53	36	60	42	42	42	95	45	542
5 Year Average	72.5	83.5	73.25	77.25	92	72.75	82.3	74.3	81.8	84.5	89.3	883.25

■ Lowest in 5 years
 ■ Highest in 5 years

5 Year Registration Period 2014-2018

■ 2014 Reg
 ■ 2015 Reg
 ■ 2016 Reg
 ■ 2017 Reg
 ■ 2018 Reg

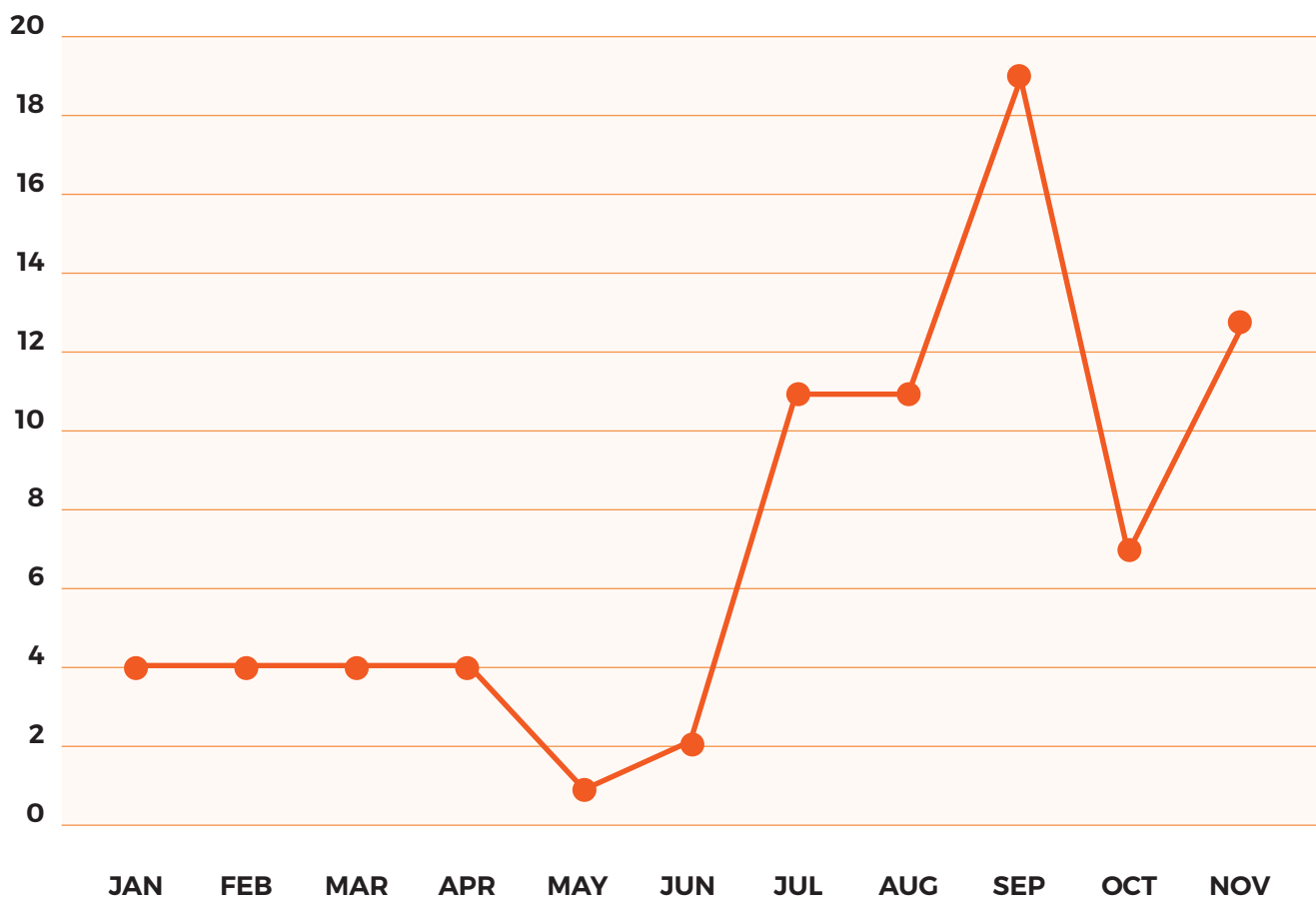


Upgrades Registrations 2018

The Chairperson and the Vice-Chairperson of the Committee evaluate the upgrade applications. The monthly target for 2018 was met with the following figures.

Month	Jan	Feb	March	April	May	June	July	Aug	Sep	Oct	Nov	Grand Total
Upgrades	4	4	4	4	1	2	11	11	19	7	13	80

Total Monthly Upgrade Registrations



HIGHER EDUCATION COMMITTEE



**CHAIRPERSON:
PROF KAREL STANZ**



**VICE-CHAIRPERSON:
DR PIERRE JOUBERT**

COMMITTEE MEMBERS

Prof Karel Stanz (chairperson), Dr Pierre Joubert (VUT), Dr Anita De Bruyn (UNISA), Prof Chantal Olckers (UP), Prof Rene van Wyk (UJ), Dr Revelation Mokgele (NWU), Prof Dirk Geldenhuys (UNISA), Ms. Kelebogile Paadi (NWU), Dr Calvin Mabaso (UJ), Dr Mpho Magau (UJ) Ms Leoni van de Vaart (NWU), Prof Frans Maloa (UNISA), Dr Christine Janse van Rensburg (VUT), Dr Karel Lessing (TUT), Ms Jean Smit (SBS), Ms Janie Steyn (Pearsons Institute)

CONTRIBUTION OF THE HIGHER EDUCATION COMMITTEE TO THE OVERALL STRATEGY OF SABPP

The SABPP HE Committee focuses on adding value to the SABPP HR Strategy, Employee Relations, Ethics, Technology (blended learning approach) and Learning and Development practices, which contributes to the overall quality assurance of academic qualifications.

KEY ACHIEVEMENTS

The HE committee and its Sub-Committee the SAHR University Forum (SAHRUF) has achieved the following success in 2018.

1. Facilitated 2 accreditations.
2. SAHR University Forum (HRUF) held its annual conference at Vaal University of Technology.
3. University of Pretoria students (3rd Year) presented their project portfolios which were based on simulated HR Practices which incorporated all thirteen (13) SABPP HR Standards to Higher Education Committee. They were praised for work and effort under supervision of Mr Sakkie van Greunen.

4. Working group were set-up of six academics to advise and provide guidelines to institutions on how to implement and incorporate the SABPP HR Standards into study curricula.
5. Facilitated Vaal University of Technology (VUT) – renewal of accreditation (26-28 November).
6. Facilitated accreditation (10-12 October) at University of Cape Town – Management Faculty on Industrial Psychology qualifications.
7. At the SAHRU Forum (renamed from HRUF) several institutions have committed to be accredited in 2019-2020.
8. A new chairperson – Dr Pierre Joubert (VUT) and vice-chair Prof Frans Maloa (UNISA) elected next 3-year cycle on the 26th October 2018.

KEY CHALLENGES

1. Poor meeting attendance by members.
2. Some of the public and private higher educational Institutions do not see the benefit of peer academic evaluation as they see it as a cost.
3. This committee needs to increase members to achieve fair equity representation.

FUTURE OUTLOOKS

- SABPP must update the University Directory with inputs from the Higher Education Institutions.
- Develop a ONE PAGER document recording the process and value proposition for PEER ACCREDITATION.
- Continuously create capacity within the committee to facilitate peer accreditation.
- Market our committee members as guest speakers at events, institutions and workshops.
- The SABPP should advertise accredited institutions on website so that students, parents, employers, HR Practitioners and Department of Higher Education (DHET) are aware that the professional body has engaged with the curriculum and recognises that it meets industry needs.



University Forum was addressed by Dr Pierre Joubert – Vaal University of Technology to 19 higher Educational Institutions.

Professor Karel Stanz addressing the Higher Education Committee on the 26th October which held at University of Johannesburg on various matters such as challenges at academic institutions, opportunity for academics to get involved with the industry to be relevant and discuss current trends with students,

HR GOVERNANCE COMMITTEE

**CHAIRPERSON:
ELIZABETH DHLAMINI-KUMALO**



**VICE-CHAIRPERSON:
DR MICHAEL GLENSOR**



COMMITTEE MEMBERS

Elizabeth Dhlamini- Kumalo, Dr Michael Glensor, Merriman Mohloai, Jenny Jefta, Sivaan Marie, Getty Simelane and Marius Meyer.



PURPOSE OF THE COMMITTEE

- To advise HR Directors / Leaders with a clear HR Governance framework and set of guidelines for sound governance, assurance and integrated reporting in organisations.
- To position and benchmark HR Governance with leading international and local corporate governance codes and systems.
- To conduct and/or support research and thought leadership forums to grow the science and practice of HR governance among HR Directors / Leaders, including capacity-building.
- To confirm and/or elevate the decision-making and governance role of HR Directors / Leaders at board levels within organisations.

KEY ACHIEVEMENTS FOR 2018

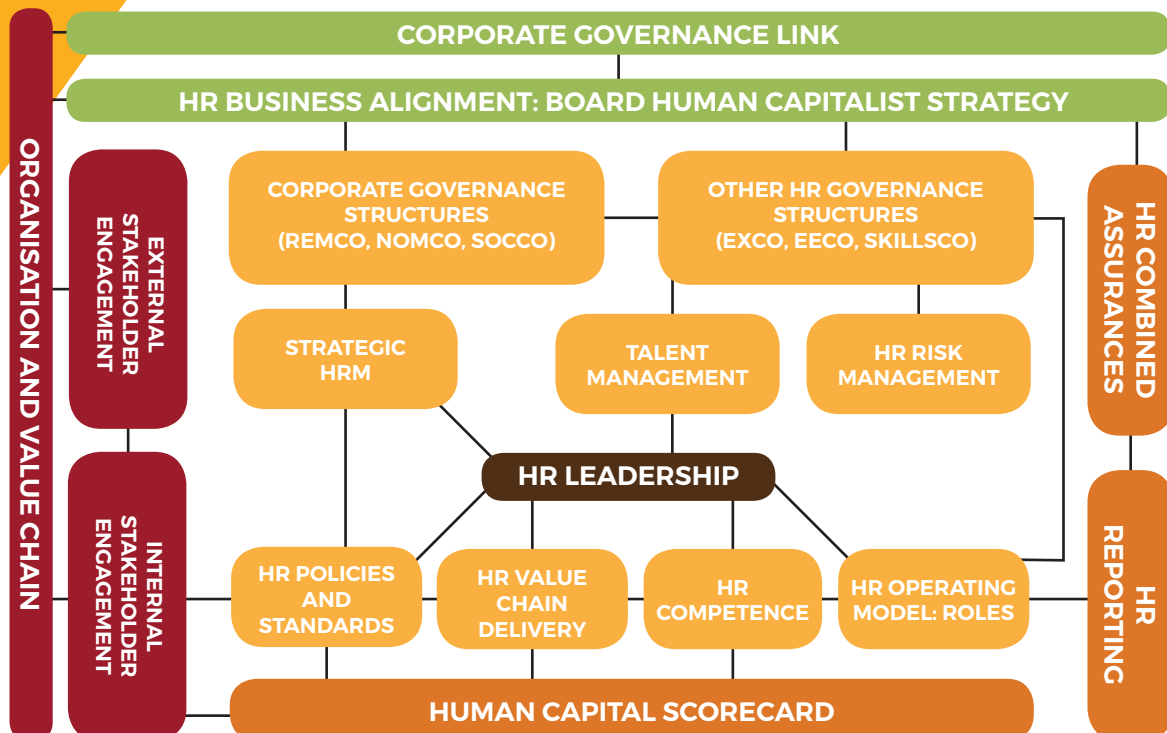


Engaging the Eastern Cape and Gauteng provincial committees over the DRAFT HR Governance position paper during April 2018.

Launch of the HR Governance position paper in Gauteng on 18 October 2018.

Development of an HR Governance framework with key thought leaders for practical application and review against current industry stories ie. Steinhoff Case.

HR GOVERNANCE FRAMEWORK FOR SOUTH AFRICA



- Identification of other HR Governance committee projects for rollout during 2019, such as
- Development of an HR Governance standard through consultation with key stakeholders
 - Development of an HR Governance checklist to support HR professionals in the implementation of the HR Governance framework
 - Development of an HR Governance publication for 2020 based on twelve key articles from contributors / thought leaders and leaders across the private, public and related sectors
 - HR Governance training and development sessions throughout the provinces



The HR Governance position paper was successfully launched during October 2018 at the Discovery centre. It was well-attended by key stakeholders and guests and provided a unique opportunity for the committee to showcase the HR Governance framework, which was developed through the key inputs of thought leaders like Prof. Theo Veldsman, Prof. Anton Grobler, Dr Marius Meyer, HRG committee members and consultative engagements with delegates

and fellow HR professionals from the surrounding areas, Eastern Cape and Gauteng provinces. Prof. Leon van Vuuren provided a strong foundation for the role of HR in facilitating a culture of governance and ethics with the CEO's office by acting as a custodian of employees, and by using ethics criteria to influence organisational strategy.

- The HR Governance PLEDGE was unveiled for signature at the launch. The committee intends to take the PLEDGE to each of our provincial regions for rollout in 2019.

CONTRIBUTION COMMITTEE TO OVERALL STRATEGY OF SABPP

The remit of the committee is to address the following HR Governance needs of the profession, which will help to facilitate and strengthen the HR Voice of the Professional and SABPP:

- To promote a clear HR Governance framework and set of guidelines for sound governance, assurance and integrated reporting in organisations.
- To position and benchmark HR Governance with leading international and local corporate governance codes and systems.
- Conduct and/or support research and thought leadership forums to grow the science and practice of HR governance.
- The Committee is also required to ensure cross-pollination / integration of key matters between the committees of the SABPP Board and to avoid duplication where necessary

KEY CHALLENGES FOR 2018

Whilst strong engagement and interest in the HR Governance position paper was shown in the Eastern Cape and Gauteng, we battled to get interest from our remaining provincial committees. We will attempt to target each of the remaining provinces in 2019 through direct marketing into region via the Provincial Chairpersons and or SABPP provincial roadshows. Note: The committee will continue to engage the Eastern Cape and Gauteng on key projects and further developments from the committee during 2019.

FUTURE OUTLOOK

- Continuous engagement with the SABPP provincial committees over the HR Governance position paper and framework in the form of provincial workshops. **Proposed timeline: February to November 2019**
- 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 March 2019**
- Conduct further research into current National and International HR Governance trends. **Proposed timeline: June 2019**
- Development of an HR Governance publication consisting of twelve articles from different thought leaders. **Proposed timeline: February 2020**
- To develop an HR Governance checklist. **Proposed timeline: June 2019**
- To formulate an HR Governance standard for integration into the National HR Standards model. **Proposed timeline: September 2019.**

CONTINUING PROFESSIONAL DEVELOPMENT COMMITTEE (CPD)



**INTERIM CHAIRPERSON:
BRIAN MATTHEE**

CONTRIBUTION OF CPD COMMITTEE TO OVERALL STRATEGY OF SABPP

The SABPP CPD Committee focuses on adding value to the SABPP HR Learning and Development Standard, by contributing products and services to aid the HR Profession towards continued development which is a blended approach, cost effective and e-platform based.

PURPOSE OF THE COMMITTEE

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

COMMITTEE MEMBERS

Brian Matthee, Fathima Mohammeda and Christelle van Rensburg.

FUTURE OUTLOOKS

- Finalise the revised CPD Policy
- Get the system that is simple for members
- Revive this committee
- Get members to upload their CPD activities on quarterly basis
- Ensure that all presentation and communication to new member covers CPD Policy and processes
- Capacitate regional committee members on the mechanics of CDP
- At the national roadshow include CPD as a standard point.

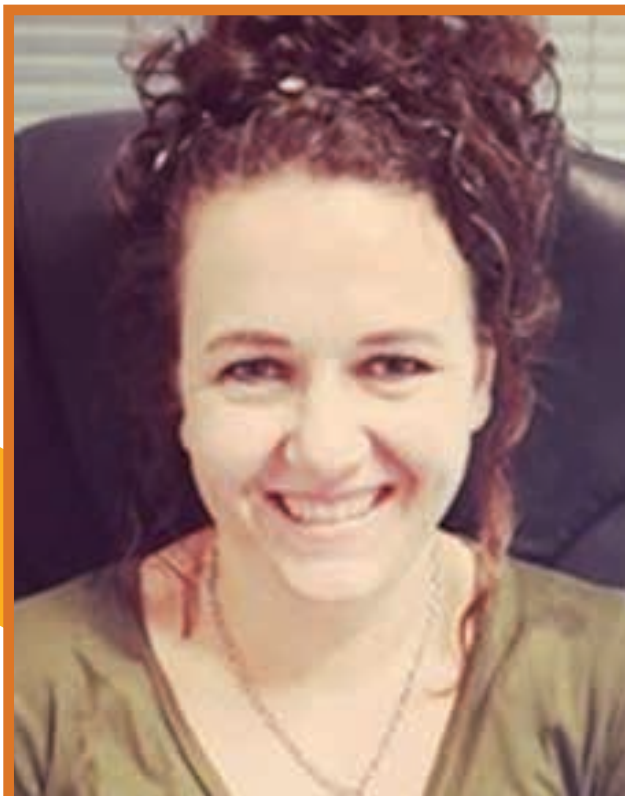
KEY CHALLENGES

- The CPD Committee previous was chaired by Ms Chantal Harry who resigned in 2018 and the portfolio was allocated to Brain Matthee due lack of quorum.
- The policy has been re-written, awaiting respective parties to review the policy.
- The CPD IT platform has certain limitations which needs some fixing so that uploads can be done in simplest format.
- To get members to upload their CPD Achievements as per planned learning continuously.
- One of the challenges the committee experiences is to grow and increase its membership.

ETHICS COMMITTEE



**CHAIRPERSON:
SINDISWA MASEKO**



**VICE-CHAIRPERSON:
CHARNE SMIT**



COMMITTEE MEMBERS

Sindiswa Maseko, Patrick Mugumo, Vusi Mahlangu, Farah Imam, Revelation Mokgele, Leonora Klein, Charles Gilbert, Reward Utete, Theo Tshanga, Namhla Tambatamba, Happiness Muungani, Mosanku Pholo, Jamiel Nassiep, Vuyelwa Hlangwane, Bella Ngwenya and Charne Smit.

PURPOSE OF THE COMMITTEE

- The Committee promotes the SABPP's standards of Ethics in the HR profession and among the HR community;
- We endeavour to promote ethical conduct through diverse channels that support, encourage and develop the knowledge and understanding among HR professionals;
- To ensure that workshops are always provided by the SABPP to raise awareness and an educational role in building an ethical framework and guidelines;
- The vision of the committee is to stimulate healthy discussions and provide practical guidance, direction and support on ethical dilemmas that are faced by HR professionals;
- Lastly, the Committee explores practical solutions to transform our collective workplaces, human resources, communities, our country and our continent – where ethical nature is the norm within which we operate.

CONTRIBUTION TO THE SABPP'S STRATEGY

- Directs, supports and promotes Ethics, as one of the four key pillars of the SABPP's strategy.

KEY ACHIEVEMENTS

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.

Providing advice and support to the SABPP to address and resolve ethical complaints.

KEY CHALLENGES

Giving support to HR professionals when they experience whistleblowing victimization.

Driving continuous outputs.

Resistance when creating ethical work environment including career limiting implications for HR Practitioners reporting unethical behaviour, in particular in cases where their line managers are involved.

FUTURE OUTLOOKS

- Strategic session in 2019,
- Improving Ethics accessibility online, SABPP website and social media;
- Organising an Annual Ethics Conference in 2019;
- Finalise the Whistleblowing Policy;
- Creating awareness and visibility of the Disciplinary Sub-committee and the committee's role in addressing breaches of code of conduct;
- Continued contributions by ethics committee members to hot topics and articles;
- Improving the committee's demographic representivity;
- Ethics training and development of more HR practitioners;
- Continuous improvement of the Committee for value-add to HR practitioners.

QUALITY ASSURANCE COMMITTEE (QA)

**CHAIRPERSON:
BEBE OYEGUN**



**VICE-CHAIRPERSON:
GERDA OBERHOLZER**



COMMITTEE MEMBERS

Bebe Oyegun (Chairperson), Gerda Oberholzer (Vice chair), Judy Norris, Annette Bredenkamp, Capt Mcebisi Gcebe, Paula Teigao, Hermias Nuewoudt.

CONTRIBUTION OF THE LQA COMMITTEE TO THE OVERALL STRATEGY OF SABPP

The SABPP LQA Committee has always maintained its commitment to excellent service, hard work and the highest levels of quality assurance. We are thankful to the experts that volunteer to serve on the committee and for the knowledge they share. The LQA Committee is committed to uphold the principles of Knowledge Sharing, Ethical Practice, Good Governance and Duty to Society.

KEY ACHIEVEMENTS FOR 2018

All committee meetings were held as per scheduled dates with a minimum of 60% attendance.

Tabled 51 accreditation applications. The QCTO became involved in the initial part of credit bearing accreditation processes and is now the final decision maker of accreditation applications.

Discussed current trends and challenges in the quality assurance arena such Quality Council for Trade and Occupations (QCTO) revised processes and monitoring reports.

Monitoring template and process for allowing both desk-top as well as face-to-face evaluation. The LQA team piloted the annual monitoring of SABPP accredited training providers through a virtual platform and desktop evidence evaluations. The annual monitoring checklist was amended.

Approval of the re-alignment of 2 occupations: HR Clerk and HR Advisor Occupational qualifications.

Approved 59 Assessor and Moderator registration and renewal applications.

We worked very closely with the QCTO on various matters such as policy writing, review methodology and practices that works for Quality Assurance Partners.

Recognised 89 sites for Assessment Centres for writing examinations.

We closed 2018 with hosting a year-end-function titled - SABPP LQA Year End Function and Training Provider Awards for accredited training providers which was attended by 63 people and 3 exhibitors (fitness and wellness practitioners) hosted by Milpark Business on the 7 December 2018. The event was opened by the outgoing Chairperson Ms Bebe Oyegun. We recognized top providers, shared the statistical information and closed with sharing the 2019-2020 LQA Strategy.

QCTO and ETDP Seta has finally acknowledged (after 3 years of dialogue) that learners that obtain credit for Unit Standard 11573 – Conduct Outcome Based Assessment through full qualification or part qualification will be recognized by other SETA's.

KEY CHALLENGES

One of the challenges the committee experiences is to grow and increase its membership. We therefore encourage subject matter experts to volunteer to contribute to the success of the committee and SABPP in general.

WORKSHOPS:

Assessor & Moderator Workshop

18th May 2018
Regenesys Business School

SABPP LQA Accredited Training Providers Forum

3rd August 2018 Sponsored venue CTU Training

SABPP LQA Year End Function and Training Provider Awards

7th December 2018
Sponsored venue Milpark Education Melville Campus

HR AUDIT COUNCIL

**CHAIRPERSON:
MAROPENG SEBOTHOMA**



**VICE-CHAIRPERSON:
ADV NOMSA
WABANIE-MAZIBUKO**



COMMITTEE MEMBERS

Maropeng Sebothoma, Adv. Nomsa Wabanie- Mazibuko, Thandi Thankge, Charles Nel, Wendy Mahuma and Masibolekwe Ndimma

PURPOSE OF THE COMMITTEE

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.

KEY ACHIEVEMENTS

For the period in review a comprehensive annual business plan was compiled and approved to enable the SABPP with clear focus on deliverables and to outline key leverages to attract HR audits.

- Through the guidance of the HR Audit Council and active drive of the SABPP HR Audit Unit, the SABPP managed to perform audits in twenty-one (21) organisations thereby advancing HR standards implementation.
- Concerted efforts were undertaken to direct the roll out of the Employment Equity (EE) plan to align with national imperatives of transformation and compliance. Out of a pool of the HR Auditors

deemed competent and certified, fifty percent (50%) are classified in the broad EE categories with special emphasis on females at seventy five percent (75%).

- Auditor development interventions were also planned and executed with distinction to further build a pool of the auditors for immediate and long-term use.
- Revitalisation of the HR Audit Awards programme also formed a key highlight whereby different organisations that took part in the 2017 and 2018 audits were evaluated to each HRM standard.

KEY CHALLENGES

- One of our utmost priorities was to enlist the HR audits in the private sector but this remains unsatisfactory despite our endeavours. This could be due to economic factors and other reasons, nonetheless efforts to attract will continue.
- As we improve and mature, the naming convention and standardisation to align with the Auditing profession may be necessary and alleviate a fear of audit.
- System integration relating to the membership and auditors database to determine “good standing status” is being addressed and continues to be work in progress.
- Regrettably, we noted with sadness the loss of one of our Lead Auditors Liz Warren who passed away tragically.

KEY INITIATIVES

- Taking into consideration our optimistic view that in due course the uptake of the HR Audits will increase and with the increasing adaptation of technology, we find it essential to consider introduction of technology into the audit process and reporting. This is more of a long term than a quick win.
- Continue to foster relationships with the identified alliances.

VOTE OF THANKS ON BEHALF OF THE 1ST AUDIT COUNCIL BY THE CHAIRPERSON

• I write on behalf of my HR Audit Council and want to express heartfelt gratitude to have been trusted with the responsibility to convene the first council coinciding with the 12th SABPP board. The support that the SABPP members, board and staff gave us is appreciated and we hope it continues. This report touches on some of the achievements and inroads achieved in the past financial year and it is as a result of the appetite by all to advance the Human Resources profession. For years, Human Resource was just a practice field but with the work expedited by the SABPP and others, we are on a right track to be the best recognised profession. Admittedly, the HR Audit Council did not achieve everything we envisaged but the journey is still on.

• To the incoming Audit Council, you will be amazed about the passion and uncompromising commitment of the SABPP staff (Annetjie Moore and Malebo Maholo) for this exciting and challenging critical assurance process of the HRM standard. No matter how massive an undertaking, they rise to the occasion and deliver. The journey ahead with your headship will bring even more remarkable benefits to the profession. Once again thank you warmly!!!

LEARNING AND DEVELOPMENT COMMITTEE

**CHAIRPERSON:
DUSTIN HOGG**



**VICE-CHAIRPERSON:
BHAVISHA PATEL**



COMMITTEE MEMBERS

Dustin Hogg (Chairperson), Bhavisha Patel (Vice Chair), Adi Stephan, Chris Vorwerk, Prashini Penã Alfonso, Amina Meera, Ingrid Letswalo, Shalom Pila, Tshepiso Hlapolosa, Rosa Peters and Sello Masubelele.

PURPOSE OF THE COMMITTEE

The Committee's purpose is to continually invigorate Learning and Development by:

- Inspiring practitioners through creating spaces for reflection, conversation and collaboration;
- Guiding practitioners through sharing useful, practical tools and practices;
- Professionalising practitioners through standards, audits, accreditation and credentialing;
- Unifying practitioners through creating a common language understood within and outside our profession.

CONTRIBUTION OF THE L&D COMMITTEE TO THE OVERALL STRATEGY OF SABPP

- The SABPP L&D Committee focuses on adding value to the SABPP HR Learning and Development Standard, of which components also contribute to the newly established Leadership standard.

KEY ACHIEVEMENTS

Launched the first annual L&D conference in South Africa, where a panel Q&A and breakaway sessions provided Learning Practitioners, stakeholders and service providers the ideal platform to actively contribute to the growth of Learning and Development in South Africa.



KEY CHALLENGES

- The L&D Committee was re-launched in March 2017, and commenced with its duties in June. At the first quarterly meeting of 2018, Guy Blackbeard stepped down as Chairperson due to relocation and international commitments, and Dustin Hogg was elected Chairperson as from 02 February 2018.
- Struggles to attract new members.

FUTURE OUTLOOKS

- Breakfast for L&D practitioners in February with a focus on youth development, second annual L&D conference is scheduled for the month of May with the theme "Technology as an enabler for L&D".
- Explore the Workfit toolkit as part of the YES initiative.
- Professionally video record the annual skills conference and run in the CPT and DBN regions.
- Grow the L&D Committee – to attract, retain and have a multi-disciplinary membership. 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, HR Voice, and social media platforms.

HR CITIZEN

CHAIRPERSON: SIVAAN MARIE



VICE-CHAIRPERSON: MENGE MAKGATE



COMMITTEE MEMBERS

Sivaan Marie (Chairperson), Menge Makgate (Vice-Chairperson), Mosanku Pholo Jones, Nicole Ramjee, Mpuseng Tlhabane, Adriaan Adams, Sabelo Mbhele, Kenneth Wanyoto and Praneschen Govender

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

PURPOSE OF THE COMMITTEE

KEY CHALLENGES

- To get members to attend at least 2 of 4 meetings per annum.
- To initiate projects that allow reasonable time-out from working time to give maximum output.
- To get a committed SABPP Manager to run with initiatives with support of industry, invite potential sponsors and involve many HR Professions to pledge their services.

FUTURE OUTLOOKS

- Revive this committee, potentially in April.
- Ensure active Citizenship actions are initiated via different channel and industry and SABPP should provide coverage and support.
- Create meaningful projects that can be managed by this committee but include all committee and SABPP Regional Committees to participate.
- At the SABPP national roadshow promote citizenship projects and get them to share their initiatives with the chairperson.

MENTORING COMMITTEE

COMMITTEE MEMBERS

Getty Simelane – Chairperson, Rachabane Kope, Portia Modisaesi, Nwabisa Bodoza, Bongekile Ndaba – secretary, Rodene Dye, Tsakani Mokoena, Xolani Mawande, Mpuseeng Tlhabane, Philisiwe Tshabalala, Mihloti Mogale, Ciska van Staden, Siphwe Mgandela, Hans Nieuwoudt, Julie Murphy, Maqhawe Mhlungu, Koma Ramontjla, Sonet Clarke, Aviwe Tancu, Mooiman Mmakgakwe, Eric Moepeng, Jabulile Santos, Marius Jacobs, Joe Palo, Lexcy Manamela, Matlose Moela, Erica Grace, Zeenat Motalieb, Wendy Pearsall, Tumi Mahlangu, Lindiwe Maseko, Aretha Mazingi, Phumudzo Maboho, Portia Mkhabela, Natalie Nelson, Annelie Germeshuys, Corlia Odendaal.

**CHAIRPERSON:
GETTY SIMELANE**



PURPOSE OF THE COMMITTEE

The SABPP Mentoring Committee comprises volunteer HR practitioners working to provide initiatives involving HR career progression and mentoring which will advance the status, quality and visibility of HR professionals in pursuit of the SABPP strategy “HR Voice”.

CONTRIBUTION OF COMMITTEE TO OVERALL STRATEGY OF SABPP

- To structure and guide entry-level development in the form of a Candidate Development Programme.
- To assist with mid-career development support in the form of a voluntary Mentoring Programme.
- Development of relevant programme(s) in support of the strategy of SABPP in the Mentoring and Coaching Committee.

KEY ACHIEVEMENTS

Re-establishment of the Mentoring Committee and successfully setting up drive to recruit members

HR Candidate programme

Professional Mentoring programme

Clarity and plan on alignment of mentoring and coaching programmes to the registration categories.

FUTURE OUTLOOKS

- Relook/ restructure the HR Candidate programme to accommodate candidates employed as HR intern for the duration of a year.
- Collaboration with the provincial committees to create momentum and respond to regional needs.
- Review strategy 2019/2020.
- Partnership with other related bodies.

RISK AND AUDIT COMMITTEE

**CHAIRPERSON:
MPOLAI LIAU**



**VICE-CHAIRPERSON:
MADALA NKUNA**



COMMITTEE MEMBERS

Mpolai Liau, Madala Nkuna, Dr Michael Glensor, CEO and COO of SABPP.

PURPOSE OF THE COMMITTEE

- The Committee's purpose is 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.

The top priorities are as follows:

- Assessing management's response to and providing insight to management as it relates to mitigating risks facing SABPP
- Providing independent oversight over the finances of SABPP.

CONTRIBUTION TO THE SABPP'S STRATEGY

- Sound and proactive risk management practices to achieve a robust control environment;
- Act as a business partner offering advice to the management team and the board;
- Define and monitor risk appetite limits in line with the risk strategy;
- Strict and robust financial management processes.

KEY ACHIEVEMENTS

This year the committee managed to get a breakthrough in one of its key challenges of member involvements and meeting for the required sittings. This enabled a more involved and engaged committee and allowed the committee to offer a lot more support to management where necessary. Our key highlights for the year are:

- A noticeable marked improvement in embedding risk mitigation in the business as usual processes. The Risk Register was revised and adopted for majority of the year,
- Appointment of new accountants aligned with growth of the business, which will enable an improved financial control environment,
- Improved budgeting principles applied, aligned to prior year learnings ,
- Business continuity plan in place, and successfully implemented when required.

KEY CHALLENGES

It remains a challenge to get enough members in this team, which impacts continuity. 2019 will be a year of continued growth and rebuild for the audit and risk committee, we will be welcoming new members and establishing new focus areas for the next term, aligned to improving risk mitigation within the business



LABOUR MARKET COMMITTEE

Although the Committee did not meet physically during 2018, SABPP Management continued to conduct research on labour market issues. Several articles relevant to the labour market were published throughout the year.

On the 12th April 2019, SABPP re-launched this committee.

IT GOVERNANCE COMMITTEE

The Committee never met in 2018, however, new exciting initiatives are planned for rollout in 2019 such as the launch of a new website for members. SABPP will re-launch this Committee on the 12th April 2019.

HRRI COMMITTEE

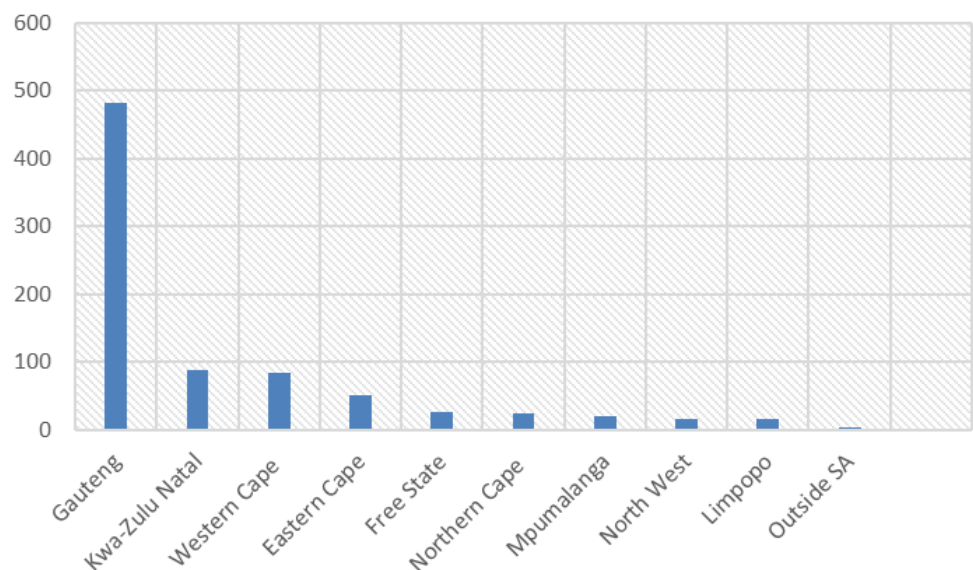
The SABPP Labour Market Committee never met in 2018, however, the Committee re-launched on the 12th April 2019.

PROVINCIAL COMMITTEES

SABPP continues to promote value and visibility. SABPP is a national body and needs to look after HR Professionals across the country. Therefore, members in Lusikisiki should and must receive the same level of service and benefits from SABPP the same way a member in Sandton would. Therefore, the only way this can be achieved is by ensuring that SABPP duplicate itself in all provinces through the SABPP Provincial Committees.

Province	Number
Gauteng	482
Kwa-Zulu Natal	88
Western Cape	84
Eastern Cape	50
Free State	25
Northern Cape	23
Mpumalanga	19
North West	16
Limpopo	15
Outside SA	4
TOTAL	806

NEW 2018 REGISTERED PROFESSIONAL MEMBERSHIP: January – December 2018



In the year under review five provinces excelled and were very active. There is therefore a connection between the number of new members and the degree of activity in the provinces.

SABPP needs you as a member in the provinces to raise your hand and stand up to support the Board in your province.

This year we recognize the following provinces:

1. KZN – They achieved the highest number of new registrations outside of Gauteng. Congratulations to Reuben and the team.
2. Free State – was the most active committee with the highest number of member engagement from social events (Cheese & wine) to serious events and for supporting the student in the province. Congratulations to Trevor and your team!

LIMPOPO COMMITTEE

CHAIRPERSON: KGABO HLAISI



PURPOSE OF THE COMMITTEE

- To create awareness in ensuring that HR Managers in Limpopo meet the national HR Standards;
- To build the capacity of HR professionals in meeting the competencies of the national HR competency model;
- To establish and grow Student Chapters at universities and other learning providers in order to empower the HR youth in building a sustainable pool of young HR professionals entering the HR profession in Limpopo.

COMMITTEE MEMBERS

Mrs Kgabo Hlaisi, Mr Sidney Morethe, Mr Danie Swanepoel, Ms Lethabo S. Matlala, Mr Lucas Bornman, Mrs Cathy Hassiem and Mr Zebulon Nsibande

CONTRIBUTION TO OVERALL STRATEGY OF SABPP

The Committee is committed to the advancement of the strategy of SABPP as a whole and endeavors to popularise the Board in Limpopo, covering all the areas and touching all the HR professionals in the province;

KEY ACHIEVEMENTS

- The SABPP Limpopo Chairperson, Kgabo Hlaisi presented Graduate employability workshop for HR students at TUT.
- The Committee attended to an invitation by Thomas & Swanepoel: "Employment Equity session with the Department of Labour" on 02/08/2018

NEW PROVINCIAL REGISTRATIONS (LIMPOPO)

2017	2018	
21	15	29% Decline



Cathy Hassiem, Kgabo Lelahane, Lucas Bornman, Select Mphahlele, Sidney Mothibe, Lethabo Sekgopo

NORTH-WEST COMMITTEE

**CHAIRPERSON:
LINDIWE NCONGWANE**

PURPOSE OF THE COMMITTEE

- To develop a strategic approach to communicate and market SABPP activities to members, business partners and other stakeholders.
- To grow the SABPP footprint in NW through strategic alliances in the public and private sector.
- To increase awareness of the need for Organisations, HR Professionals, Students and Institutions to affiliate with the SABPP.
- To engage membership and foster a culture of brand ambassadorship.
- To improve willingness to deliver excellent service in line with the vision and mission of SABPP



COMMITTEE MEMBERS

Lindiwe Ncongwane, Jones Pholo, Thuto Kgosiemang, Puseletso Shikwane, Roslyn Lodewyk, Hannes Janse van Rensburg, Des Sinclair, Tshepo Kalanko, Suzette Ragadu, Ophaketse Lekgetho.

CONTRIBUTION OF YOUR COMMITTEE TO OVERALL STRATEGY OF SABPP

Drive awareness and application of SABPP HR Standards within organisations.



Members of the North-West Committee, together with the SABPP CEO.

KEY ACHIEVEMENTS

The student chapter at the NW University is active and has been well supported by the provincial committee in its events .

KEY CHALLENGES

- The committee lost 3 key members who relocated to various provinces including the Chairperson who moved to Cape Town. Other members who left (Hannes Janse van Rensburg, Jones Pholo)
- The committee has not been active since then. Need for a new committee and chair to be appointed immediately.

FUTURE OUTLOOK

Appointment of new Chair and new committee.

NEW PROVINCIAL REGISTRATIONS (NORTH-WEST)

2017	2018	75% Decline
63	16	

KZN COMMITTEE

**CHAIRPERSON:
REUBEN DLAMINI**

COMMITTEE MEMBERS

Thembi Sihya, Rajan Govender, Aubrey Ngubane, Bokang Molefe, Jacqueline Mortilock, Raj Moodley, Dr. Kogie Archary, Happy Ndlovu, Tinotenda Mudenda, Oliver Mudenda, Gloria Khumalo, Hilton Green, Lizelle Vermaak

PURPOSE OF THE COMMITTEE

- To develop a strategic approach to communicate and market SABPP activities to members, business partners and other stakeholders.
- To grow the SABPP footprint in KZN through strategic alliances in the public and private sector.
- To increase awareness of the need for Organisations, HR Professionals, Students and Institutions to affiliate with the SABPP.
- To engage membership and foster a culture of brand ambassadorship.
- To improve willingness to deliver excellent service in line with the vision and mission of SABPP.

CONTRIBUTION OF YOUR COMMITTEE TO OVERALL STRATEGY OF SABPP

- The committee is making a valuable contribution in promoting SABPP in the province and creating partnership with various institutions.
- The committee has developed good working relationship with many institutions in the province i.e. Unizul, RBS, MUT and DUT.
- SABPP has joined Durban Chamber of Commerce and Industry to gain access to various organisations in the province.
- The committee has made presentations to various institutions in the province on invitation which has also increased the visibility of SABPP.



KEY ACHIEVEMENTS

- SABPP was invited to do a presentation on the importance and benefits of being a member of SABPP to an INSETA WSP Workshop held on 26 January 2018.
- The committee exhibited at INSETA WSP Workshop to promote SABPP.
- Committee successfully organised HR Standards training held on 17 and 18 April 2018. SABPP presented Student Chapter to DUT HR Students on 10 May 2018.
- SABPP presented Leadership Standard at a breakfast session organised by Partners for Possibility on 14 June 2018 held at Regent (schools project mentoring for school principals).
- SABPP presented to the Durban Chamber of Commerce HR Forum on 12 July 2018.
- Committee successfully organised another HR Standards training which was held on 14 and 15 August 2018 at Durban Chamber of Commerce.
- KZN province held its AGM on 19 September 2018 at Durban Chamber of Commerce with an attendance of 71 HR professionals.
- SABPP was invited by Ethekwini Municipality to do a presentation on Performance Management Standard as they hosted a Performance Learning Exchange which took place on 01 and 02 November 2018.
- SABPP in partnership with Durban Chamber of Commerce HR Forum organised a breakfast session on 08 November 2018 held at Regent Business School.

FUTURE OUTLOOKS

- To grow membership in the province to reach the target of 1000 members.
- Launch Sub-Committee at Richardsbay before year end.
- Launch at least one Student Chapter before the year end.
- Target institutions of higher learning to get accreditation for HR courses.
- Organise HR Audit Workshop and Ethics Workshop in 2019.
- Organise Breakfast Session in Pietermaritzburg.

CODE OF CONDUCT

The committee further crafted the code of conduct for the members with objectives, frequency of meetings and meetings attendance. The code was signed by all members. The aims and objectives of the code are:

- Serve the SABPP members in KwaZulu-Natal Province with dignity;
- Promote and enhance SABPP throughout the Province;
- Provide advice and guidance on effective human resource management.

KEY CHALLENGES

- The academic institutions in KZN are still lagging behind to get accreditation.
- Student chapters are still a challenge in KZN as there is no single student chapter registered in 2018.
- Recruitment of Field Agents fell apart and this poses a huge challenge for the committee as they are the foot soldiers on the ground.
- The meeting venue became a challenge in 2018.

MEMBERSHIP GROWTH

- There are 605 registered members in KZN. The membership has grown by 71 in 2018 indicating a decline in new registrations compared to 106 in 2017.
- We need to 395 members to reach a target of 1000 to open an office in KZN.
- There is a strong drive to increase membership in the province.
- Most members do not renew their membership annually.

NEW PROVINCIAL REGISTRATIONS (KZN)

2017	2018	
71	88	24% Growth



SABPP KZN Provincial Committee members

WESTERN CAPE COMMITTEE

**VICE-CHAIRPERSON:
MICHELLE VISSER**



PURPOSE OF THE COMMITTEE

The Western Cape Committee drives the work of the SABPP in the province by ensuring that the SABPP:

- Becomes the champion for high quality HR products and services;
- Advances the HR profession in the Western Cape.

COMMITTEE MEMBERS

Michelle Visser - Chairperson, Baretta Louise, Boonzaaier Amanda, Davids Johan, Dickinson Celeste, Du Plessis Ilona, Gaobuse Peter, Hill Anthony, Joseph Ricardo, Le Roes Fritz, Ramathlakane Lelethu, Sewell Bill and Van der Molen Karel.

KEY ACHIEVEMENTS

VALUE and VISIBILITY Prospective Clients

- Presentation of Ethics Month workshop for COMENSA, by Karel van der Molen on 28 February 2018.
- Stellenbosch University: addressed 30 of the Industrial Psychology honours students invited by Prof Ronel du Preez, the Vice-Dean Teaching. Presenter: Tendai Mariri.
- Presentation to the CPUT HR Industry Advisory Committee meeting on 23 March 2018, by Fritz le Roes.
- SABPP Leadership Standard presentation to IMPSA at the SALGA Western Cape Offices on 20 June 2018 by Fritz le Roes.
- Collaboration with the Change Management and OD Departments in the Office of the Premier of the Western Cape, Ms. Reygana Shade (Director Organisational Behaviour): 4 September 2018, by Frits le Roes.
- Implementation of HR Competency Framework for local government in the City of Cape Town municipality with SABPP HR standards and competencies embedded: 1 October 2018, by Fritz le Roes.
- Presentation on Consequence Management by Karel van der Molen at the IMPSA National Conference (31 October – 2 November 2018) in Milnerton.
- Orientation and welcoming of all new SABPP members by Fritz le Roes (ongoing since February 2018).

Breakfasts and Conferences

- 22 March 2018: Western Cape Conference - Launch of the National Leadership Standard, Stellenbosch University, Business School, Bellville
- 17 April 2018: *Workshop: Introduction to the "Mid and Late Career HR Mentoring Programme"- an Western Cape initiative, Stellenbosch University Business School, Bellville*
- 17 May 2018: SABPP Introduction and Standards Training, The Vineyard, Durbanville
- 7 June 2018: Ethics Foundation Workshop 1, Stellenbosch University (Bellville Park Campus)
- 26 July 2018: Training Workshop for all mentors and mentees participating in the new "Mid and Late Career HR Mentoring Programme", Stellenbosch University (Bellville Park Campus)
- 3 August 2018: Ethics Foundation Workshop 1, Perishable Products Export Control Board, Platteklouf

Partnerships and Alliances

1. Cape Chamber of Commerce and Industry
2. Western Cape Economic Development Partnership
3. Western Cape Premier's Skills Council
4. Other Alliance Professional Bodies
5. Government Agencies.

The following priority partners have been identified to forge relationships / partnerships with:

- Local and Provincial Government;
- City of Cape Town and other municipalities;
- Cape Chamber of Commerce & Industry;
- Business Unity SA;
- South African Chamber of Business;
- National Business Initiative;
- Institute of Directors (HR Council);
- Local partners of the SABPP national partnerships.

HRD

Karel van der Molen presented a SABPP Mentor briefing session, specifically for the "Mid and Late Career Mentoring" profile. Members of the WC Committee attended and participated in the mentor engagement session which was held in Augustus 2018 at the School of Public Leadership, Stellenbosch University, Bellville Park Campus.

Introduced a "WhatsApp" group and activated our participation on different media platforms in order to gain more visibility, i.e. Instagram, LinkedIn, etc

MENTORING

- All relevant material for the newly developed "Mid and Late Career Mentoring Programme, WC, were scrutinised for a final round before implementation.
- WC initiated a pilot project in which the new Mentoring Programme was tried and tested.
- Some of the activities included the following:
 - Presenting of workshops to both mentors and mentees (17 April 2018 and 26 July 2018).
 - Attending to the various aspects of the matching of mentees and mentors (ongoing).

RESEARCH AND DEVELOPMENT

- Two articles were published
 - "SABPP launches South African Leadership standard in the Western Cape".
 - "The Application of the Leadership Standard at Cape Union Mart", written by André Labuschagne was also published in Western Cape Newspapers.
- Fritz le Roes successfully completed his Master's degree in Human Resources Management as well as the publication of his research in the South African Journal of Training and Development, December 2018.

NEW PROVINCIAL REGISTRATIONS (WESTERN CAPE)		
2017	2018	22% Decline
107	84	

FREE STATE COMMITTEE



**CHAIRPERSON:
TREVOR DALE**

THE PURPOSE OF THE COMMITTEE

**To promote SABPP and the HR profession
in terms of:**

- Standards
- Good governance
- Training
- Research and new developments
- SABPP strategy
- Grow membership

COMMITTEE MEMBERS

Trevor Dale – Chairperson, Marieta van Niekerk – Vice Chair, Lyle Markham – Vice Chair, Prof Desere Kott – Secretary, Dr Lineo Dzansi, Nelmarie van Niekerk, Valentia Ngobese, Hannes Meades, Sally Joubert, Louis Ntuka, Dennis Motale, Joyce Moroole, Stella Molefe, Janri de Klerk, Mpho Molemela, Matsepo Kotelo and Malefetsane Thasi.

CONTRIBUTION OF THE COMMITTEE TO OVERALL STRATEGY OF SABPP

- The Committee contributed by creating awareness when they did company visits.
- The chairperson attended the Student Chapter inauguration and was also part of the meeting with CUT (Central University of Technology) HR society. The Chairperson also presented SABPP to Honours students in UFS (University of Free State).

KEY ACHIEVEMENTS

- Monthly committee meetings attended by the majority of members
- Several company visits in the Bloemfontein area
- Marketing of SABPP to consultants/businesses that operate in the HR sphere
- A joint SABPP / SASLAW session was held in August 2017 which covered Employment Equity
- A breakfast session was held on the 6th of March this year, Dr Petrus Nel covered the topic of psychometric testing and Marius Meyer covered the Leadership standards that were launched by SABPP
- Two networking sessions were held, one in April 2018 and one in July 2018 in order to meet with and interact with HR professionals in the province
- The student chapters of CUT and UFS were formed and they are growing in strength
- We unfortunately had to cancel a planned session for the 13th of June due to the late confirmation of the main speaker.

- A training session was held on the 16th of November 2018 that turned out to be a very successful event with over 30 attendees. Speakers included:
 - Trevor Dale, SABPP Free State Committee Chair
 - "Governance and ethics", Felicia Msiza, Raubex Group.
 - "The lack of service delivery, unemployment and the impact of retrenchments in South Africa in 2018", Advocate Bruce Macgregor, Macgregor Erasmus Attorneys.
 - "HR in the 4th Industrial Revolution", Professor Desere Koko, CUT
 - "Financial Wellbeing", Rothea van Biljon, Jenwil BlueStar Financial Services

KEY CHALLENGES

- Ways to engage and involve the HR community in the Free State.
- Access to companies to showcase SABPP and benefits of membership.
- Some challenges with marketing events in the Free State, especially via social media plus timing of such.
- Finding suitable Field Agents who in turn will promote membership in the Free State.
- Budget and financial administrative matters.

FUTURE OUTLOOK

- The first meeting will be held on the 15th of January 2019.
- Three sessions are planned which will combine an information type session with a networking session.
- One AGM session which will include one or more speakers combined with an overview and election of committee members/chairs.
- Collaboration with local businesses in events/talks/ training.
- Local publications.
- Schedule:
 - 12 March: afternoon information/networking session
 - 16 May: afternoon information/networking session
- AGM (breakfast session)
- Afternoon information/networking session.

NEW PROVINCIAL REGISTRATIONS (FREE-STATE)		
2017	2018	267% Growth
15	44	

ROLES ASSIGNED

Roles are assigned to committee members in order to facilitate the activities of the committee as follows:

- the marketing committee (that is responsible for company visits and general marketing of the activities), (Trevor, Marieta, Lyle, Janri, Dennis, Joel, Matsepo, Sally)
- the events committee (is responsible for assisting with the planning and organising of events), (Nelmar, Janri, Joel, Louis, Mpho, Stella)
- the research and publication committee is responsible for writing publications for the HR Voice or other publications (Deseré, Lineo, Lyle)
- students chapters (UFS and CUT campuses) (Valentia, Deseré, Lyle, Joyce).

EASTERN CAPE COMMITTEE

**CHAIRPERSON:
NANDIPHA SISHUBA**



THE PURPOSE OF THE COMMITTEE

- To maximise regional visibility of SABPP by driving professional registration and provide professional leadership in the field of HRM.
- To nurture value creating competent HR practitioners.

COMMITTEE MEMBERS

Nandi Sishuba – Chairperson, Shirley Gumenge- Vice Chairperon, Shatira Bickoo -Vice Chairperon, Sindiswa Majova - Secretary, Jo Dalbock- Field Agent, Vuyisile Bhe- Field Agent, Luyanda Fini, Siyasanga Gagazele, Mzukisi Moyikwa, Kevin Marlow, Neliswa Meke,

KEY ACHIEVEMENTS

- HR Standards Workshop: The EC committee facilitated HR Standard workshops held during 2018 in our region. We envisage increasing this number for 2019 as we plan to enlarge our footprint during the new year.
- PE HR Audit workshop: Unfortunately, due to late member sign-ups and criteria, we had to cancel the planned audit workshop for PE. This audit workshop will be re-scheduled for early 2019.
- Job opportunities: Shatira Bickoo has through her consultancy facilitated x1 internship and x1 learnership with two upcoming HR candidates during the 2018 year.
- Membership recruits: The EC Committee has been successful in facilitating 50 new recruits within our region for 2018.
- NMMU interaction: The EC Committee has conducted several interactive sessions with NMMU's DR A Werner and her team. The last session conducted in the final quarter of 2018 in which HR standards and the Annual report feedback was provided.
- EC contribution to HR Voice: The EC committee VC has two articles in draft version but unfortunately due to work commitments has not been able to finalise this for 2018. The articles are planned to be finalized and issued to HO during the first quarter of 2019.
- HR Governance: Breakfast seminars were held in three regions as the first Province to foreground the HR Governance Framework thereby contributing into the enrichment of the position paper.
- Value and Visibility: Annual AGM was held in three regions namely Mthatha , East London and Port Elizabeth to broach reach and access.

- Interactive presentations about the SABPP brand and value proposition were made at the Departments of Transport, Education and the HR Forum of the Eastern Cape Administration. In 2019 follow ups to execute the commitment to professionalisation of HR in those organisations will be made.

KEY CHALLENGES

- The challenges experienced this year was predominantly around work commitments for several committee members. With economic downturn and many political constraints in the economy we have also encountered a slower member increase as well as fewer sign-ups for workshops where a fee is charged. The plan for the new year is to collectively address this problem with a dynamic and fresh perspective.

FUTURE OUTLOOK

- In 2019 focus will be on enrolling at least one student chapter if not at least active participation of young up and coming professionals in SABPP activities
- Candidate programme for early career HR professionals
- Capacity building
- Grow and retain membership

OPTIMISING ALLIANCES

- The OR Tambo District Municipality, Tsogo Sun Hemmingways Casino, Office of the Premier and Nelson Mandela University academe Human Resources Department provided visible support to the work of the EC Chapter.
- The EC Chapter supported national partnerships through representation at the Partners with Possibility Leadership support programme for high school principals and the Coastal National HR Forum.
- Membership to the Border Kei Chamber of Commerce is a launching pad for an improved footprint for the SABPP in the Province.

NEW PROVINCIAL REGISTRATIONS (EASTERN CAPE)

2017	2018	66% Decline
146	50	

GAUTENG COMMITTEE



**CHAIRPERSON:
MONAMODI MATSAPOLA**

THE PURPOSE OF THE COMMITTEE

- Active HR ambassadors that make a difference by adding value to our organisations and the country, to enhance the HR profession by demonstrating integrity while championing people management and people practices.

COMMITTEE MEMBERS

Bokaba Tumang, Belinda Booyens, Peta Horn, Marius Jacobs, Reuphillan Kasselmann, Thando Khumalo, Johann Kruger, Nondumiso Mashinini, Maripe Matjokotja, Monamodi Matsapola, Dee Mdeka, Nomvula Mhlambi, Thenjiwe Msomi and Dayalan Naidoo.

KEY ACHIEVEMENTS

- Participation in the SALGA PMS Seminar, and SALGA PMS Workshop, GCOGTA: Municipal Support Initiatives and the Vaal University of Technology Accreditation Project (Quality Assurance);
- Presentation on behalf of SABPP to the Automotive Manufacturers in Rosslyn (Pretoria);
- Explored some avenues in accessing the Pretoria (Watloo) SAMCAR Ford Motor Manufacturers to introduce SABPP and the committee in Gauteng Province;
- The Committee is still pursuing the possibilities of developing partnerships with some companies in and around the City of Tshwane;
- The Gauteng Committee members accompanied by the SABPP marketing team of two officials met at Pearson Institute in Midrand in the second term of the year as an ongoing search for synergy and relationship building;
- The Events that the committee planned never materialized due to the lack of resources and by and large the collaborative challenges;
- Organizing and participating in the Mentorship Capacity Building Workshop to advance Human Resources Mentorship initiatives of the SABPP (The Committee is in a position to advance Mentorship programme in Gauteng);
- Initiating SABPP Brand Awareness campaign on behalf of SABPP at Rosslyn industrial area, especially at the Automotive Supplier Park in Rosslyn, Pretoria. (We have obtained a list of organizations at the Automotive Supplier Park in Rosslyn, Pretoria. Full awareness campaign is planned for 2018);
- SAMCAR Ford Motors Manufacturers (Watloo) has been prioritized with some collaborative plans mutually established and afoot;
- Contributed to the achievements of some of SABPP's objectives by participating in presentations and talks during 2018. Their contributions led to HR Audits at the five (6) Gauteng Local Municipalities.



KEY CHALLENGES

- Given the presence of the SABPP head office in Gauteng, there appears to be less interest in a provincial structure in Gauteng, as opposed to the greater need in the more remote provinces.

FUTURE OUTLOOK

- Elections for the new Gauteng Committee;
- Committee governance and functionality;
- Build partnerships and alliances;
- Membership growth and retention.

NEW PROVINCIAL REGISTRATIONS (GAUTENG)

2017	2018	
483	482	1% Decline

SABPP INACTIVE COMMITTEES ARE PER BELOW:

MPUMALANGA COMMITTEE

THE PURPOSE OF THE COMMITTEE

- 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.



NEW PROVINCIAL REGISTRATIONS (MPUMALANGA)

2017	2018	
29	19	34% Decline

NORTHERN CAPE COMMITTEE

THE PURPOSE OF THE COMMITTEE

- 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.



NEW PROVINCIAL REGISTRATIONS (MPUMALANGA)

2017	2018	
8	23	188% Growth

PART E:

SABPP HR YOUTH COUNCIL

On the 30th and 31st of August 2018, we launched the very first SABPP HR Youth Council. The purpose of the HRYC is to give students the opportunity to learn new leadership skills, expose them to the world of work which incorporates experience with dealing with diverse human capital from all walks of life. We aim to continue grooming future HR professionals and assist them attain their career aspirations. Therefore, the Youth Council serves as the "Mini-Board" of the SABPP Student Chapters.

The Objectives of the HR Youth Council

- Generate new ideas for the profession
- Assist Student Chapters with achievement of their goals
- Create national awareness of the profession
- Standardize Student Chapter activities and promote collaboration between universities
- Leadership development
- Mobilize HR Citizenry
- Create alliances that advance the interests of the youth
- Ensure progression of HR Students.



President of the HRYC: Ryan Gossayn

Ryan Gossayn is a student at the North-West University: Potchefstroom Campus.



On the first day of the launch we had our guest speakers, Sipiwe Moyo and Lihle Ndebele, who gave our students an exceptional motivational talk. Students were also given the opportunity to give feedback on what their previous year has been with regards to their respective Student Chapters and the events they held throughout the year. This was also an opportunity for us to see where we can further support our future leaders.

On the 31st of August, students elected a committee for the HRYC and below were the elected individuals:

EXECUTIVE COMMITTEE:

- **Ryan Gossayn** President
- **Ephodia Mokwala** 1st Vice Chair
- **Zuko Hlanjwa** 2nd Vice Chair
- **Zama Goba** Secretary
- **Zanele Buthelezi** Deputy Secretary
- **Ivone Numbi** Treasurer

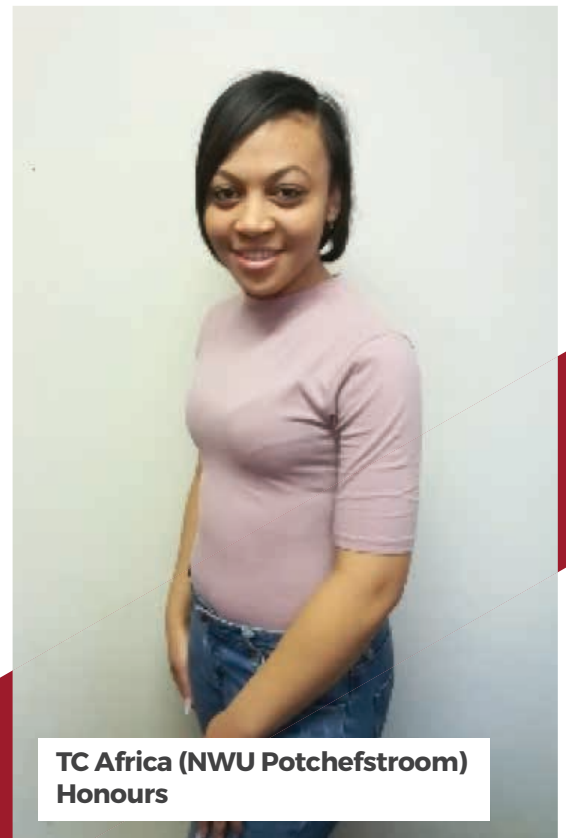


SAHRUF Student Bursary

- Once more, SABPP partnered with the SAHRUF in its quest to recognize excellence by awarding 2 students with bursaries to the value of R15 000 each. The recipients were as follows:



This a worthwhile investment by the SABPP for a prosperous future of HR.



CAPE PENINSULA UNIVERSITY OF TECHNOLOGY (CPUT)



MELISA MUZERENGI
CHAIRPERSON



MELODY BUZUZI
VICE CHAIRPERSON



SHEREMONE LOTTERING
TREASURES



IVONE NUMBI
MARKETING AND COMMUNICATION
OFFICER



CHARLOTTE CHOGA
ACADEMIC OFFICER

HIGHLIGHTS FOR 2018

"Two of our committee members attended the HRYC and were nominated to partake in this historical event. We would like to congratulate Charlotte Choga - HRYC Research Department & Ivone Numbi - HRYC Treasury"





A Student member won a prize of printing credits during the event.

PERSONAL BUDGET MANAGEMENT FOR STUDENTS

Organised by Sheremone Lottering

The event was held on 13 April 2018 and it was a success. The purpose of this event was to equip students with general tools and knowledge on how to draw up a personal budget in order to spend their money wisely and save for the future.



CHALLENGES:

We faced a challenge of poor attendance.

WRITING CLUB

Organised by Charlotte Choga

The establishment of the writing club was to encourage students to contribute towards the writing of HR related articles for the SABPP HR Voice (professional publication) on monthly basis. Student from the university actively participated in the writing of articles, which were published in the HR Voice.



CAREER DEVELOPMENT DAY

Organized by Melissa Muzerengi

The event took place on the 28 September 2018. It was a great success; we had an attendance of about 55 students and HR professionals including CPUT alumni who graced the event.

Newly registered SABPP student members 2018!

CENTRAL UNIVERSITY OF TECHNOLOGY (CUT), BLOEMFONTEIN CAMPUS

EXECUTIVE COMMITTEE



NICOLETTE SHANNON KOK
CHAIRPERSON



KAMOHELO MOLEFE
DEPUTY CHAIR



KANANELO MOFOKENG
SECRETARY



LITEBOHO MPHALOANE
PUBLIC RELATIONS OFFICER



MOLEBOHENG TSEMANE
FINANCIAL OFFICER



**ASHLEY TATENDA
CHIWANJA**
OPERATIONS OFFICER



MAKANESELA MOTLOUNG
DEPUTY OFFICER

Plans for the year 2019

- Create awareness about the chapter and invite Human Resources Management students to join the chapter by having **a get to know campaign**.
- Host guest lectures to give HR students the opportunity to learn more about the HR field, the role of HR in the future with regards to the Industrial Revolution and network with corporate leaders in the HR industry.
- Host an information session about the Study Abroad Exchange Programme to expose students to the opportunities available for studying Human Resource Management internationally.
- Go for worksite visits to various companies to broaden students' knowledge in the HR Industry.
- Host a 'Ready to Work' programme in partnership with identified companies to assist students in their preparation for the world of work.
- Host a student engagement session and invite academics in order to serve as a motivational workshop for students to achieve excellent results and inform students about various studying techniques.
- Participate in the Central University of Technology, Free State (CUT) open day event as part as an outreach programme to inform high school learners about the various fields in the Human Resources Management.
- Host intervarsity activities such as debates where students will be able to share their views on trending HR topics.
- Host a CV/resume writing and Interview skills workshop.
- Have an annual general meeting.

UNIVERSITY OF JOHANNESBURG SOWETO CAMPUS SWC



EXECUTIVE COMMITTEE

Thabang Mathudi (Chairperson)
Keletso Jantjie (Vice Chairperson)
Sipho Manzini (Vice Chairperson)
Khanyisa Sigawuki (Secretary)
Rosinah Matenchi (Deputy Secretary/Academic Officer)
Khanyisile Maponyane (Events Coordinator)
Bulelani Nyingwa (Treasurer/Youth Empowerment Officer)

HIGHLIGHTS AND SUCCESSES

University of Johannesburg SWC Student chapter was relaunched on the 1st October 2018. Due to the launch being at a later stage of the year no events were planned

Plans for the year 2019

1. ORIENTATION DAY

- Committee members will be involved in the Amazing Race done by the IPPM department at Soweto campus.
- The committee needs to get in touch with the person in charge of the orientation so that it can get clearance on the orientation day.
- First year students will be notified on the importance of joining SABPP and how it will benefit them as students.

2. SEMESTER 1 EVENT

- This event will constitute of Soweto students as well as Auckland Park students studying HR.
- SABPP representatives should be present to present HR standards set out by the body, explain the SABPP diagram and clarify on the different memberships present in the body.
- Membership registrations will be taken on the day.

3. CULTURE HOUR WORKSHOPS

- These will assist in informing students on what is currently happening in the HR profession.
- Chapter members will speak about current affairs happening within the HR field.
- Information regarding topics discussed on the day will be researched by the executive members and supplied by the SABPP.
- At the end of the presentation, students will be urged to apply for membership either manually or using the app.

4. RECRUITMENT AND SELECTION EVENT

- This event will assist students in preparing them for an actual interview in the future upon graduation.
- SABPP representatives will be present together with the individuals from industry.
- The interview type will be a panel interview. Upon completion of the interview, each member of the panel will advise the student of what to focus on in future interviews.
- In the panel, a representative from Centre for Psychological Services and Career Development (PsyCaD) should be present as well.
- This event will be tackled for 2nd and 3rd year students only.

5. COMMUNICATION CHANNELS

- Social media platforms ought to be open that will be used for the benefit of the Chapter and hence the body itself.
- Information posted will be HR related ONLY.
- Platforms include Facebook, Instagram, Email account and Blackboard.
- Members responsible for this task will be Rosinah and Keletso.

6. IDENTIFICATION OF POOR PERFORMING STUDENTS

- This will aim to target poor performing students and assisting them to perform better academically.
- The academic advisor (Rosinah) will work hand in hand with the Writing Centre representative.
- Criteria has to be set as to how will such students be identified and assisted.

UNIVERSITY OF JOHANNESBURG AUCKLAND PARK KINGSWAY (APK)



EXECUTIVE COMMITTEE

Alex Mahlangu (Chairperson)

Zanele Buthelezi (Deputy Chairperson and Events and Project Officer)

Ednah Khosa (Secretary)

Thembinkosi Ndhlovu (Media and PR Officer)

Lerato Diphofa (Academic Officer)

Ntombi Gumbi (Treasurer)

Highlights and Successes

On the 22 February 2018, SABPP launched a student Chapter at UJ APK. Mr Marius Meyer together with Mr Xolani Mawande graced us with their presence. The event was a start to many successful events.

SCHOOL OUTREACH - SANITARY TOWEL CAMPAIGN AND CAREER GUIDANCE

The sanitary towel campaign was an unfolding event from the first semester in the collecting of pads to the third term of distribution to a high school in Kliptown. The pads were collected from within and outside the university.



The sanitary Towel campaign was a success we appreciate the support from Dr Mabaso (UJ), Mrs Earth and Miss Galtag Exclusive (2017).



THE TEXTBOOK DRIVE

The purpose of the drive was to provide students who did not have the means of acquiring the required textbooks, with books to promote education and improve their grades. This was achieved through a collection of donations from students as well as the Student Chapter executive members.

THE GREAT DEBATE

The Great HR debate with topics that included:

- "How organisations can adapt to the changing environment in the workplace"
- "Whether Human Resource Management will still be as effective in the near future".



RECRUITMENT OF NEW MEMBERS

We had classroom visits to encourage students to register with the SABPP as well as participate in the Student Chapter.

WORKSHOPS

- Leadership workshop
- Conflict Management Workshop

MOTIVATIONAL TALK

The motivational talk was mainly focused on gaining more knowledge on what the world of work entails of, the fourth industrial revolution and how Human Resource Managers were to adapt to these changes and therefore motivating students to keep upskilling themselves.



We were honoured with the presence of the Acting HR Executive Director of the University of Johannesburg, Ms Tokoza Kwinana, along with her Human Resource Staff from the University's HR Offices. Ms. Tokoza Kwinana shared her experiences within the World of Human Resources and therefore providing answers to any questions arising from student members.

"Our biggest highlight was the nomination of our members at the HRYC; Zanele Buthelezi: Deputy Secretary HRYC and Alex Mahlangu: Marketing Department. We are pleased to have been part of the first SABPP HR Youth Council."



COMMUNITY OUTREACH

We closed off the year with the feed the homeless campaign which took place at Johannesburg CBD. This event was a huge success and students were happy to donate and participate in the event.

WALTER-SISULU UNIVERSITY- IBIKA CAMPUS STUDENT CHAPTER



EXECUTIVE COMMITTEE

Ms G. McGowan (Chairperson)

Ms B. Msebe (vice-chairperson)

Ms L. Toli (secretary general)

Mr Z. Booï (Training Secretary)

Ms Y. Mguca (Finance)

Mr N. Mtengwane (Projects officer)

Mr L. M.Dywili (Public Relations officer)

Mr Q. Qwebeba (Organiser and Community development office)

Ms X. Lidziya (Marketing officer and Transformation desk)

SUCCESSES FOR 2018

We managed to cover 4 successful events where more students became aware about SABPP. We added to the joining membership of students



CHALLENGES FOR 2018

- Strikes continually interfere with our plans.
- Most of the committee members were final year graduating students and that created a challenge as the only member left from the executive team was the vice chairperson. Continuation flow was interrupted due to this.

RECOMMENDATIONS

• EXECUTIVE MEMBER SELECTION

In the new year we will select members from different year groups to ensure continuity. Also, for new members to be elected before the closing of the academic year.

YEAR PLANS 2019

We plan to host the following events in 2019:

- Orientation day
- Motivational event
- Fundraising day
- Youth day Celebration
- Mandela day
- Mentorship day
- Exam preparation event

STUDENT CHAPTERS

SABPP PROUDLY REGISTERED STUDENT CHAPTERS AT THE FOLLOWING INSTITUTIONS:



SABPP has a total of 14 chapters that were launched with a total number of 4 launched during 2018. These include the University of Johannesburg Auckland Park Campus, University of Johannesburg Soweto Campus, University of Limpopo Turfloop Campus and University of Free State Bloemfontein Campus and University of Free State Qwaqwa Campus.



- Our commitment to sponsoring Top Student Award in every accredited University continues, in addition we have increased the award money from R2000 in 2017 to R3000 in 2018.
- We continue to call upon universities to utilize this award to promote academic excellence.





PART F:

SABPP OPERATIONS

A. SABPP DEPARTMENTS

All SABPP Departmental work is aligned to the overall strategy and governance requirements of the organisation. The activities of the different departments follow a 45-year life cycle starting with HR Students and ending with the retirement of HR Professionals. Thus, the different sections of the operations departments are structured to provide services along the HR life cycle.

Operations and Staff Affairs Department

Operations is the engine of SABPP and was in 2018 led by the COO Xolani Mawande and consists of the following departments;

- Operations;
- Membership;
- Finance;
- Administration;
- Information Technology;
- Human Resources;
- Students and candidates;
- Operations has an extension to HR Audit, Research, Marketing, HR standards and LQA. However, these areas are reported on separately in the annual report.

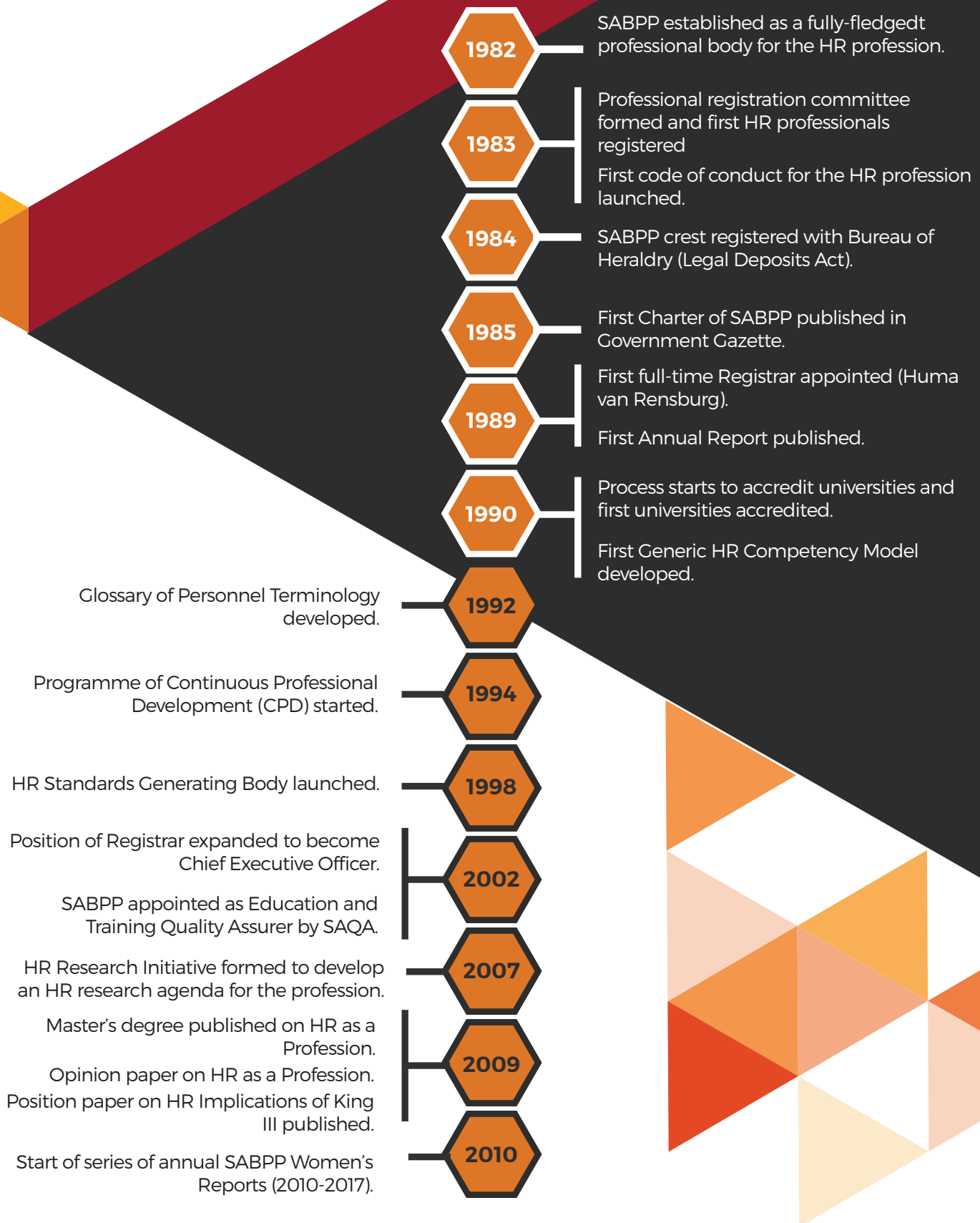


**36 AND
GROWING**

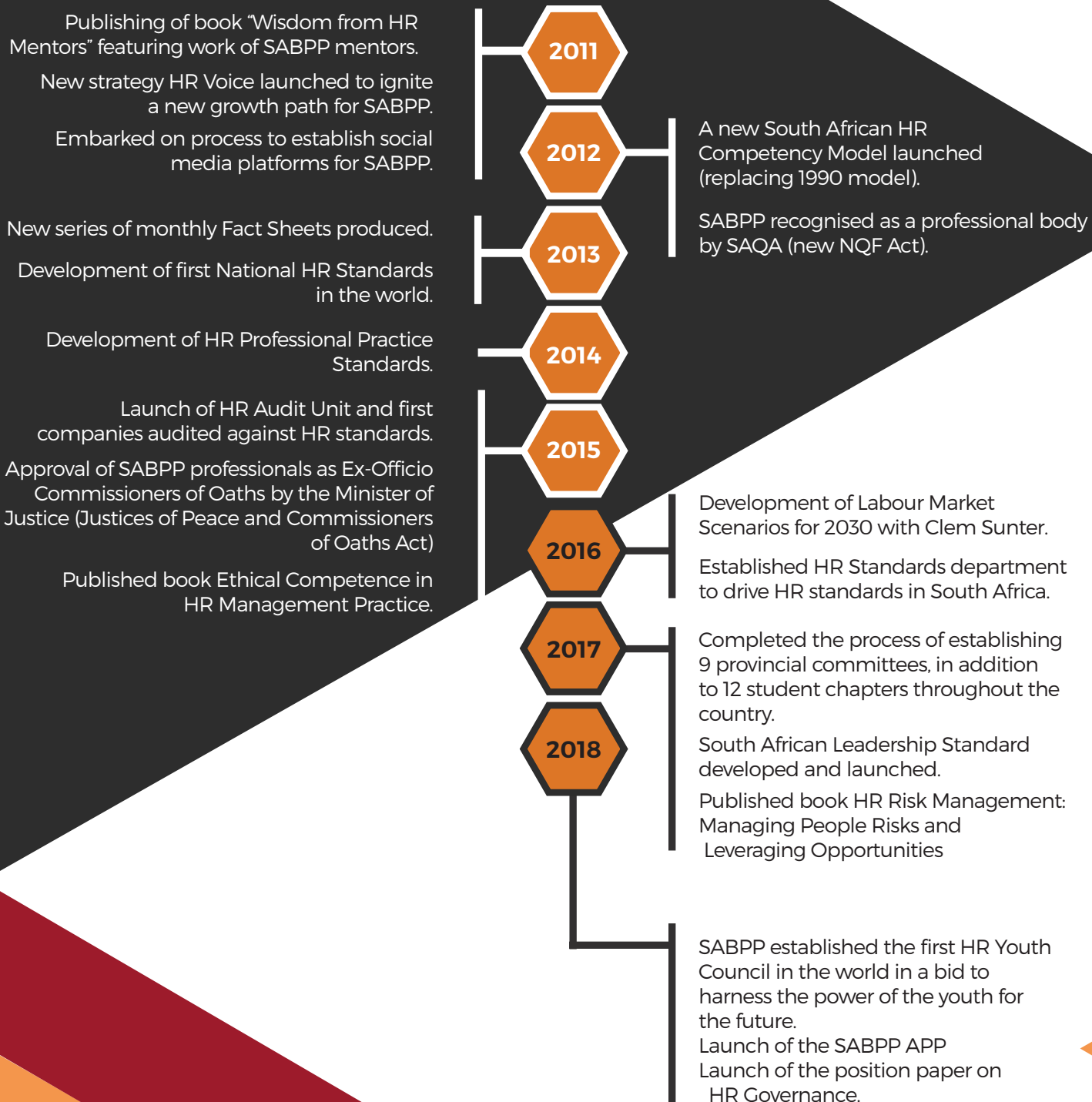
SABPP turned 36 in 2018.

In celebrating the 36 we captured our highlights of the journey. The HR standards journey also continued with the 6th annual HR standard conference.

Key Milestones



Key Milestones



EMPLOYMENT EQUITY AND DIVERSITY STATISTICS AT 31 DECEMBER 2018

SABPP Staff and Management Profile

Occupational Level	Male				Female				Foreign National		Total	AIC Numbers	AIC %	Gender Numbers	Gender %
	A	I	C	W	A	I	C	W	M	F					
Senior Management	1	1	0	0	1	0	0	1	0	0	4	3	75%	2	50%
Junior Management	0	0	0	0	3	0	0	2	0	0	5	3	60%	5	100%
Staff and semi-skilled	1	0	0	0	6	1	1	0	0	0	9	9	100%	8	89%
Total	2	1	0	0	10	1	1	3	0	0	18	15	83%	15	83%

SABPP Board

Occupational Level	Male				Female				Foreign National		Total	AIC Numbers	AIC %	Gender Numbers	Gender %
	A	I	C	W	A	I	C	W	M	F					
Board Exco	1	0	0	1	1	0	0	0	0	0	3	2	67%	1	33%
Board members incl Exco	2	2	0	2	2	1	1	0	0	0	11	9	82%	5	45%

SABPP National Committees

Occupational Level	Male				Female				Foreign National		Total	AIC Numbers	AIC %	Gender Numbers	Gender %
	A	I	C	W	A	I	C	W	M	F					
Committee Leadership	6	1	1	4	6	0	0	2	0	1	21	14	67%	9	43%
Committee Members	38	4	4	25	44	10	2	28	1	3	159	102	64%	87	55%
Ethics	3	0	1	2	7	1	1	1	0	0	16	13	81%	10	63%
HR Governance	1	1	0	2	2	0	1	0	0	0	7	5	71%	3	43%
Mentoring	8	0	0	1	13	0	0	8	0	0	30	21	70%	21	70%
Risk and Audit	1	0	0	1	2	0	0	0	0	0	4	3	75%	2	50%
Higher Education	2	0	0	4	2	0	0	4	0	0	12	4	33%	6	50%
LQA	1	0	0	1	0	0	0	4	0	1	7	1	14%	5	71%
Labour Market	5	0	0	0	1	0	0	3	0	0	9	6	67%	4	44%
CPD	0	0	0	1	0	1	0	1	0	0	3	1	33%	2	67%
Learning	2	0	1	2	2	4	0	0	0	0	11	9	82%	6	55%
Evaluation	3	0	1	5	1	1	0	1	0	1	13	6	46%	4	31%
Audit Council	2	0	0	1	3	0	0	0	0	0	6	5	83%	3	50%
Change Mgmnt	2	0	0	0	2	2	0	4	0	0	10	6	60%	8	80%
HR Citizen	2	2	0	1	3	1	0	0	1	0	10	8	80%	4	40%

SABPP Provincial Committees

Occupational Level	Male				Female				Foreign National		Total	AIC Numbers	AIC %	Gender Numbers	Gender %
	A	I	C	W	A	I	C	W	M	F					
Committee Leadership	4	0	0	1	3	0	0	1	0	0	9	7	78%	2	44%
Committee Members	34	4	2	21	39	2	5	16	0	0	123	86	70%	62	50%
Western Cape	2	0	1	2	1	0	0	6	0	0	12	4	33%	7	58%
KZN	5	2	0	1	4	1	0	1	0	0	14	12	86%	6	43%
Gauteng	4	2	0	3	11	0	0	3	0	0	23	17	74%	14	61%
Free State	2	0	1	3	5	0	0	4	0	0	16	9	56%	9	56%
Eastern Cape	3	0	0	1	8	1	1	0	0	0	13	12	92%	10	77%
Limpopo	5	0	0	3	1	0	1	0	0	1	10	7	70%	2	20%
Mpumalanga	4	0	0	2	2	0	0	0	0	0	8	6	75%	2	25%
North West	3	0	0	2	2	0	2	0	0	0	9	7	78%	4	44%
Northern Cape	2	0	0	3	2	0	1	1	0	0	9	5	56%	4	44%

SABPP HR Auditors

Occupational Level	Male				Female				Foreign National		Total	AIC Numbers	AIC %	Gender Numbers	Gender %
	A	I	C	W	A	I	C	W	M	F					
Lead HR Auditors	3	2	0	3	0	1	0	0	0	1	10	6	60%	2	20%
Candidate Lead HR Auditors	1	0	0	0	2	0	0	1	0	1	5	3	60%	4	80%
Certified HR Auditors	6	0	0	8	10	2	2	12	0	3	43	20	47%	29	67%
Candidate Auditors	5	1	0	21	15	1	0	21	18	10	92	22	24%	47	51%
Associate HR Auditors	7	0	0	2	11	8	2	7	4	2	43	28	65%	30	70%
TOTAL	22	3	0	34	38	12	4	41	22	17	193	29	41%	112	58%

Assessors and Moderators

Occupational Level	Male				Female				Foreign National		Total	AIC Numbers	AIC %	Gender Numbers	Gender %
	A	I	C	W	A	I	C	W	M	F					
Assessors	11	2	1	11	11	3	1	23	1	3	67	29	43%	41	61%
Moderators	13	2	2	19	6	2	1	33	1	4	83	26	31%	46	55%
TOTAL	24	4	3	30	17	5	2	56	2	7	150	55	37%	87	58%

EMPLOYMENT EQUITY AND DIVERSITY STATISTICS AT 31 DECEMBER 2018

SABPP New Professional Membership Jan 2018 to Dec 2018

Occupational Level	Male				Female				Foreign National		Total	AIC Numbers	AIC %	Gender Numbers	Gender %
	A	I	C	W	A	I	C	W	M	F					
MHRP	12	1	0	4	15	2	0	3	0	2	39	30	77%	20	51%
CHRP	23	5	5	14	49	8	4	18	3	2	131	94	72%	82	63%
HRP	69	5	7	21	131	27	31	55	3	3	352	270	77%	247	70%
HRA	46	4	6	13	83	18	212	28	7	6	232	178	77%	157	68%
HRT	14	2	0	0	22	3	2	4	2	3	52	43	83%	33	63%
Total	164	17	18	52	300	58	58	108	15	16	806	615	76%	539	67%

SABPP Professional Membership (All Membership)

Occupational Level	Male				Female				Foreign National		Total	AIC Numbers	AIC %	Gender Numbers	Gender %
	A	I	C	W	A	I	C	W	M	F					
MHRP	103	11	7	138	81	18	7	107	10	5	487	227	47%	223	46%
CHRP	327	37	42	367	331	62	45	321	14	14	1560	844	54%	773	50%
HRP	693	52	67	268	914	198	159	525	34	44	2954	2083	71%	1830	62%
HRA	355	19	33	81	664	96	92	234	37	37	1648	1648	76%	1123	68%
HRT	111	6	9	33	201	25	18	48	23	22	496	496	75%	315	64%
Total	1589	125	158	887	2191	399	321	1235	118	122	7145	7145	67%	4264	60%

SABPP Candidates

Registration Level	Male				Female				Foreign National		Total	AIC Numbers	AIC %	Gender Numbers	Gender %
	A	I	C	W	A	I	C	W	M	F					
Candidates	0	0	0	1	3	1	2	0	0	0	7	6	86%	6	86%

SABPP Students

Occupational Level	Male				Female				Foreign National		Total	AIC Numbers	AIC %	Gender Numbers	Gender %
	A	I	C	W	A	I	C	W	M	F					
Students (Jan-31 Dec 2018)	133	1	4	5	368	3	17	17	11	28	587	526	90%	433	74%
All Student Members	415	4	29	47	832	14	86	167	42	47	1683	1380	82%	1146	68%
Total	548	5	33	52	1200	17	103	184	53	75	2270	1906	84%	1579	70%

SABPP Speakers

Registration Level	Male				Female				Foreign National		Total	AIC Numbers	AIC %	Gender Numbers	Gender %
	A	I	C	W	A	I	C	W	M	F					
Speakers	3	0	0	6	2	0	0	2	0	0	13	5	38%	4	31%

SABPP Professional Membership (All Membership)

Occupational Level	Race			
	2017	2018	% Difference	% Target
Staff	80%	83%	3%	16%
Board	73%	82%	9%	15%
National Committees	61%	64%	3%	-3%
Provincial Committees	66%	70%	4%	3%
Auditors	51%	41%	-10%	-26%
Assessors and Moderators	41%	37%	-4%	-30%
New Members	76%	76%	0%	9%
All Members	66%	67%	1%	0%
Candidates	63%	86%	23%	19%
Students	81%	84%	3%	17%
Speakers	54%	38%	-16%	-29%

STAFF

We continue appreciating the great work of all our staff, committees and members at large. We will continue making history for the profession.

In 2018 the team expanded, and we saw the following members joining:



BOIPELO MOLELENGOANE
HR INTERN



KGOMOTSO MOPALAMI
HEAD OF RESEARCH



SIPHIWE MASHOENE
MARKETING MANAGER



AGNES MAYEKISO
TEMP PA



AMANDA PUKWANA
HEAD OF HR STANDARDS

At the same time, we lost the following due to growth prospects:

- Amanda Pukwana
- Agnes Mayekiso
- Dr Shamila Singh
- Lathasha Subban

EMPLOYMENT EQUITY STATUS FOR SABPP STAFF (3 YEARS OVERALL)

	2016	2017	2018
GENDER	84%	80%	83%
RACE	79%	80%	83%

INFORMATION TECHNOLOGY

1. The SABPP App was finally launched with Android and IOS. We continue to strive for a paperless environment. 2019 will see us concentrate on knowledge management
2. Board exams are only available online. Another proof of SABPP readiness for the future.

RECORD BREAKING POLICY

SABPP became one of the first few companies in the country to approve the Flexi policy for its staff, enabling staff to work from anywhere in the world.

6TH ANNUAL HR STANDARDS CONFERENCE

Taking Leaders, HR & Employees into the 2020 workplace

The 6th Annual HR Standards Summit consolidated the leadership and HR standards gains of the past six years, it also charted the way forward in preparing companies for the 2020 workplace.

The focus of the Summit was the The Fourth Industrial Revolution and all its facets such as the Internet of Things, Robotics, Artificial Intelligence, Augmented Reality, and social media ushers in a new period of digital business. The emphasis was put on the speed and complexity of change and what will be required for a new and more dynamic leadership team, together with a fundamentally different HR team. Thus, the summit was aimed to address a clear focus on the future workplace and provide a blueprint for leadership and HR teams to create future ready employees ready to achieve competitive advantage in a transformed working environment. Moreover, HR is expected to make the full transition to a digital platform driving HR and business service delivery with speed, accuracy and quality.



**Frank Wilkinson National
Best Student and
Prof Karel Stanz
(Outgoing Board Member)**

E-Study exhibited at the Summit



**Delegates at the Summit
1 November 2018.
The summit included
150 members.**



**Siphiwe Moyo, previous
SABPP Chairperson MC'ed**



**SABPP Staff and Board
Members at the Awards and
Gala evening 1 November 2018**



**Ronel Coetzee SABPP LQA
Manager received the CEP
Special Recognition Award
at the Awards and Gala
evening on 1 November 2018.**





Xolani Mawande SABPP Interim CEO with speakers and attendees



Kgomotso Mopalami SABPP Head: Research and Innovation co MC'ed with Siphiwe Moyo

THE FOLLOWING EVENTS WERE HELD SUCCESSFULLY IN 2018:

- HRUF session in VUT
- L&D Conference at MTN
- HR Governance Paper Launch

LAST MANAGEMENT MEETING WITH FORMER CEO MARIUS MEYER

We wish him all the best with his Board appointment.



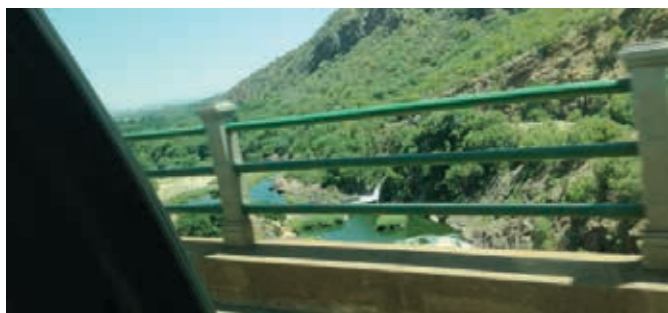
LIGHT SIDE OF LIFE

In December 2018, SABPP staff had a year-end Getaway to refresh and recharge in preparation for 2019.



All staff members left for an overnight exploration at Hartbeespoort dam, after 12 months of hard work helping our members. There was no better way of ending the year.





MEMBERSHIP

1

YM system: More members are now using the YM System. However, we would like to get to a stage where this number could still be increased.

2

New Membership: Over 800 new members joined the professional body in 2018 although it came short of the 2017 figure of over 900.

3

Renewals: Members continue to find value in SABPP. The number of renewals increased drastically.

4

SABPP has gone green: we are happy to report that almost all new members are applying online. Application forms are now scanned and accessible digitally.

5

In 2018 we registered one corporate partner company called CRS HR Payroll & Solutions.



HR Audit Department



BE PHENOMENAL OR BE FORGOTTEN

HR Audit – Phenomenal 2018

2018 will be remembered as one of the best years for the HR Audit unit to date. With audits in both private and public sectors, which includes cross-border audits, we saw growth of 110% in comparison with the previous year.

With a curiosity to benchmark HRM systems against best practices in various industries, organisations embarked on the HR Audit journey for continuous improvement, value add and HR measurement to determine HR's impact on the organisation's objectives.

Courageous HR teams prepared vigorously for HR Audits and all organisations were well-prepared and committed to the audit day. In total, 21 organisations were audited during this period, in comparison to 10 the previous financial year.

AUDITEES

Our biggest Auditee was part of the Special Project which embarked on a turnaround strategy with the focus on the development of the human element. This project, was the biggest project for 2018 where 12 institutions were audited with detailed recommendations to drive change coupled with capacity building. This is a process and the basic building blocks are laid.

Locally, the following organisations were audited and some re-audited as part of the auditee's business strategy:

ORGANISATION	INDUSTRY	LOCATION
MTN Swaziland	Telecommunication	Mbabane
Sumitomo Rubber Pty Ltd	Manufacturing	Durban
Diamond Trading Company Botswana (DTCB)	Quality & Services	Gaborone
Da Vinci Institute	Education	Johannesburg
Bestmed	Healthcare	Pretoria
Sasria	Insurance	Johannesburg
uThukela Water	Water utilities	Newcastle
ICASA	Regulator	Johannesburg
Robben Island Museum	Heritage (Public Sector)	Cape Town

TRANSFORMATION & AUDITOR DEVELOPMENT



The HR Audit unit attempts as far as the availability of auditors allow, to select gender and race balanced teams for approved audits. During the HR audit process, auditors not only audit the HRM systems, but it is also an opportunity to learn from colleagues and even the auditee.

During 2018, one African male successfully completed the Candidate Lead Auditor Program and will take up the mantle in 2019 – Congratulations Mr. Victor Rannona with this huge achievement!

Analysing the statistics, we recognise the shortage of female Lead Auditors due to various external factors, however, the development trend is clear, where 69% of Candidate auditors are female, 62.5% at the auditor level and 50% representation at Candidate Lead Auditor. This is a process, which is mainly dependant on approved audits and the willingness of female auditors to become Lead Auditors.

In the same period 16 candidate auditors completed the action learning required and adhered to the strict requirements to become certified HR Auditors. Well done!

In the spirit of transformation, the HR Audit Unit has an Employment Equity strategy and plan which is monitored throughout the year. HR Audit teams are conscientiously selected to reflect diversity and continuous improvement.

Over the past four years, many HR Professionals were trained to become auditors. In the developmental spirit of the SABPP, we requested HR Professionals who attended the training to complete the assessments or to rewrite assessments, where not successful the first time. The window of opportunity expired at the end of 2018.

In addition, some auditors retired, emigrated or are not interested to be auditors any more. On the positive side, some HR Auditing training took place which fill the talent pipeline. SABPP has also adjusted the number of auditors to reflect the true status of qualified and certified auditors, which could skew the statistics between 2017 and 2018.

Saying that, additional 'levels' of auditors were created to reflect a possible career path for auditors, with preference to EE candidates.

Overall, except at the AIC female Lead Auditor target, the HR Audit unit exceeded the set targets for this financial year.

HR AUDIT - SAD NEWS

Recently, SABPP had to say farewell to one of our prominent Lead Auditors and Life Coach, Liz Warren who passed away tragically. She played a pivotal role in professionalising HR and her passion for people development will be missed.

CHALLENGES FACED

Membership renewal of HR Auditors still poses a significant challenge, as retrenchments and downscaling in organisations impact the available financial resources.

HR Auditing training was cancelled in the Eastern Cape, Western Cape and Kwa-Zulu Natal due to lack of delegates, even after a combo-deal was designed where the HR Standards training and the HR Auditing training was linked at a reduced price.

A

HR AUDITS

SABPP kicks off the year with 6 HR Audits for GCoGTA. Here we are supporting the bigger picture of GCoGTA to standardise HR practices, aligned with the SABPP HRM National Standards and to measure their performance against the standards through HR Audits. Thereafter, GCoGTA would be able to drive HR continuous improvement across Gauteng. Apart from Public Sector, SABPP will also increase the HR Audits in the Private sector and other African countries.

From these audits, clear trends are emerging across industries as well as the 13 HR Standards, which can be utilised to create awareness and development across the HR community.

B

HR AUDITOR DEVELOPMENT

Due to the complexities of HR Audits, we strive to have the bulk of our auditors registered at the CHRP and MHRP level. To provide HR Professionals across all levels to experience the impact of HR Auditing, a level was created where in-house training is provided, and the attendees may qualify as Associate HR Auditors.

Once delegates who adhere to the requirements complete the HR Auditing training successfully, they become Candidate Auditors. Candidate auditors must complete at least 2 HR Audits under the leadership of a certified HR Auditor, before SABPP can certify a candidate auditor as an HR Auditor. HR Auditors are auditing under the guidance of a Lead Auditor, who will allocate HRM Standards to the team aligned with the HR Auditor's strengths and provide learning opportunities to build capacity throughout the audit team.

Some HR auditors may strive to become Lead Auditors and a level has been developed over the past years for Candidate Lead Auditors. Lead Auditors are representing SABPP on the day of the audit, lead the team and are responsible to write an integrated report for SABPP. The final report is presented to the Auditee's HR team and the Executives after Board sign off.

The credibility of the HR Audit reports has increased, and presentations are done to Remco's and Boards.

Development does not happen overnight and the philosophy of each one, teach one is entrenched. The HR Audit Unit will also continue to implement the unit's EE strategy across all levels.

C

ALLIANCES

Working closely with alliances will continue where mutual benefits are visible. This is one of the success stories of the HR Audit unit and we will continue with it.

D

TECHNOLOGY

With the growth expected over the next few years, the Audit unit will have assessed the extent of the utilisation of technology critically.

In summary, the HR Audit Unit would like to hear from you to ensure success for both SABPP and your organisation through implementing the HRM Standards and measuring compliance against it.

HR Standards Department



Capacity Building

Following the launching of the National HRM System Model and Standards by the SA Board for People Practices (SABPP) in 2013, we have during this reporting period, continued to build capacity in both private and public entities; Government Departments ; and non-profit organisations (NPOs) by conducting several public and in-house training sessions on the National HR Management Standards; and Professional Practice Standards. The latter are operational and tactical processes which constitute best practice in specific areas of HR such as career management; change management; and employer branding.

Below are the achievements of the HR Standards Unit:

- A total number of 111 professionals were trained in HR Standards; and Professional Practice Standards plus additional 200 professionals as a special project.
- Inhouse training on HR Standards.
- SA Tourism.

57 HR professionals were assessed against the SABPP HR Competency Model: The National HR Competency Model contains a full competency library, with behavioural indicators detailed in accordance with levels of work. The Competency Model comprises 4 Professional Pillars which are the foundation of the profession, namely, duty to society; HR ethics; HR professionalism; and HR and Business knowledge. Furthermore, the Model is comprised of five core competencies: leadership and personal credibility; organisational capability; solution creation and implementation; interpersonal and communication skills; and citizenship for the future.

ACTIVITIES RELATING TO HR STANDARDS

The following are the main activities initiated during 2018 in relation to HR Standards:

1. The Disability and Employment Professional Practice Standard

During October 2018, the SABPP convened and facilitated a group of experts in the discipline of disability management; HR management; human rights; and labour law, that would draft and introduce the Disability and Employment Professional Practice

Standard (PPS). This PPS is defined as the systematic process of identifying, removing and preventing barriers and increasing opportunities for the meaningful employment, full inclusion and retention of people with disabilities in the workplace in order to support their full participation in the labour market.

The objectives of the Disability and Employment Professional Practice Standard are to:

- Assist with recruitment and selection of employees with disability.
- Avoid the discrimination of people with disabilities in the workplace
- Ensure a harassment/ abuse-free workplace
- Ensure that people with disabilities are not subjected to unfair labour practices.
- Ensure that people with disabilities know their rights as disabled persons.
- Protect the workplace against risks related to the poor management of people with disabilities.

Fundamental requirements for successful implementation of the Disability and Employment Professional Practice Standard

These are:

- Commitment, allocation of resources, knowledgeable HR practitioners, and an informed workforce.
- Disability should be incorporated into all people-related practices.
- The HR strategy should be aligned/realigned to provide for the advancement of people with disabilities in the workplace.

For purposes of successful implementation of the Disability and Employment PPS, and the management thereof, the approach and definition of the United Nations Convention on the Rights of Persons with Disabilities is adopted: *Disability is an evolving concept...disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinder their full and effective participation in society on an equal basis with others.*

2. The South African Leadership Standard

This Standard was launched during 2017. The SABPP Standards Unit is intending to conduct national workshops on the South African Leadership Standard during 2019 with a view to build capacity within particularly member organisations and individuals; and to audit interested organisations towards the end of 2019. Leadership Standard presentation made to to 900 HR Managers at the Department of Home Affairs.

3. HR Candidate Programme

The HR Candidate Programme is aimed at developing the skills of HR Candidates (graduates) against the core HR competencies, namely, the 5 HR Capabilities; and 4 Pillars defined by the National HR Competency Model; and the 7 HR Functions as defined by the National HRM System Model. The programme allows Candidates to convert previously obtained theoretical knowledge into activities related to professional practice under the guidance of a registered SABPP Supervisor in order to obtain registration on the SABPP professional ladder.

A total number of 10 HR Candidates enrolled for the HR Candidate Programme as shown below:

ORGANISATION	NUMBER
Public Investment Corporation	Telecommunication
Bayer	Manufacturing
Kano Solutions	Quality & Services
Anglo American	Education
Steinbuild	Healthcare
Lightstone	Insurance
CLB Belleggings	Water utilities

CHALLENGES FOR 2018

HR Candidates not completing the HR Candidate programme due to their current studies and work commitments.

PLANS FOR 2019

- Relook/ restructure the HR Candidate programme to accommodate candidates employed as HR interns for the duration of a year.
- Collaboration with the Provincial Committees to create momentum and respond to Regional needs.
- Review strategy 2019/2020.
- Partnership with professional bodies.

CHALLENGES FOR THE STANDARDS UNIT

There has been a significant decrease in the numbers of professionals trained in comparison with the training conducted during 2017: From 429 in 2017 to 111 in 2018, constituting a 26% decrease in the numbers trained compared to 2018.

Research & Innovation Department



The research department has taken a momentous in ensuring that the HR Professionals and the society at large receive updates on the trends and matters affecting HRM. This is achieved through weekly to monthly publications: weekly articles, fact sheets and articles on HR Voice.

Factsheets

In our pursuit to foster knowledge and continuous development, we published 10 Fact Sheets in 2018. This valuable resource builds knowledge by:

- Providing a brief and factual description of a specific HR matter
- Addressing a topical area for the HR profession
- Guiding managers in managing the HR Department
- Assisting HR Practitioners to apply topical issues in practice
- Supporting the HR Practitioner to advance his/her professional knowledge and development
- Providing teaching material

1 February 2018	Bullying in the Workplace
1 April 2018	Listeriosis and Food Safety in the Workplace
1 May 2018	Flexible Work Practices
1 June 2018	Youth Employment Service
1 July 2018	HR Practitioners as Ex-Officio Commissioners of Oaths
1 August 2018	National Minimum Wage
1 September 2018	Employee Retrenchment; A Necessary Evil?
1 October 2018	The Future of Youth in South Africa
1 November 2018	Board Examinations: A Significant Step Forward for HR Professionalisation
1 December 2018	Chronic Disease Management: Cancer in the Workplace

Over and above, our commitment of assisting students grew this year. Below is an indication of the achievements on research projects:

- The Department successfully distributed surveys on behalf of 5 Phd students and 1 Masters student.
- The Research Agenda on subjects identified by SABPP that need to be investigated give guidance to researchers, and three students were assisted to shape up the proposed topics in relation to their thoughts and the agenda: two Masters Industrial Psychology students and one PhD student assisted.

WEEKLY ARTICLES

SABPP published weekly articles in 2018 on the SABPP Blog and on other social media platforms.

Marketing Department



<p>COMPANY VISITS</p>	<p>We visited the following organisation:</p> <ul style="list-style-type: none"> • AENSA workshop, Shell, Inseta, Tiger Brands, Bridgestone, UJ, Sparks School, Eskom Academy, Pearson Institute, Astral, Northam Platinum Mine, Gauteng Provincial Dept of Treasury, CRS Technologies, National Pride, Bytes Solutions, SABC, Tiger Brands, Astral Foods, Rand Water, PwC, DPSA, Pearson, UJ, Eskom, Bridgestone, Western Cape Provincial Government, Thabazimbi, City Lodge, Human Settlement, SelectOne, AON, JVR Africa, Dr Reddy Laboratories, Department of Home Affairs, UJ, Sparks School, Eskom Academy, Pearson Institute, Astral, Northam Platinum Mine, Gauteng Provincial Dept -of Treasury, CRS Technologies, National Pride, Bytes Solutions, Dept of Home Affairs (Head Office), Gibela Rail, Public Service Commission <p>Conference Presentations :</p> <ul style="list-style-type: none"> • KR HR Directors (Thandi Thankge) • AMIHRP (Thandi Thankge) • ACSG (Leadership Standard) • Mercer Africa (HR Standards) • Transformation Africa (Disability) • MGIP (HR Standards) • Skills Summit and Exhibition • SAP (HR Metrics) • Partners for Possibility (Leadership Standard) • Western Cape Session (Leadership Standard) • Gibs (Ethics) • Qbit (Leadership Standard) • SAPA (Setting HR Standards in schools) • SARA Conference • HR & Leadership Trends • NWU (Vaal) – HR, Risk, Governance & Ethics • Building and effective Public Service • Masters students – UP – Leadership Standards • HR Service delivery Seminar • KR HR Directors (Thandi Thankge) • AMIHRP (Thandi Thankge) • ACSG (Leadership Standard) • Mercer Africa (HR Standards) • Transformation Africa (Disability) • MGIP (HR Standards) • Skills Summit and Exhibition • SAP (HR Metrics)
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COMPANY VISITS	<ul style="list-style-type: none"> • Partners for Possibility (Leadership Standard) • Western Cape Session (Leadership Standard) • Gibbs (Ethics) • Qbit (Leadership Standard)
ETHICS WORKSHOPS	<p>We have run 17 inhouse and public Ethics Foundation workshops in Johannesburg.</p> <p>We have also run workshops in Cape town and Durban.</p> <p>The HR and Organisational Ethics Workshop was run for the first time in Gauteng</p>
ALLIANCE/ PARTNERSHIP EVENTS	<p>SARA SAPA SIOPSA Partners for Possibility MDQ Associates EES-Siyakha TDCI Mercer</p>
PUBLICATIONS	<p>HR VOICE Newsletter:</p> <ul style="list-style-type: none"> • Planning • Future of Work • Employment Equity Diversity and Transformation • Monitoring and Evaluation • From Employment Equity to Youth Development • Highlights from the SABPP AGM • Career Management • Future World of work • SABPP APP
MEDIA APPEARANCE	<p>Radio and TV interviews</p> <ul style="list-style-type: none"> • Bullying in the workplace • HR Standards
PROVINCIAL COMMITTEES	<p>Only five out of nine provinces were active in These are Kwazulu-Natal, Western Cape, Eastern Cape, Free State and Limpopo. In 2019 we will focus on reviving all provincial committees</p>

Sponsorship and Exhibition

HR Annual Summit

2018 was a good year in terms of sourcing sponsorship for our events. National HR Standards Summit.

NO	PLATINUM	GOLD	SILVER	BRONZE
1	Services Seta	Mercer	Red September (e-study)	Assessment World (PTY)LTD
2			i-College (only sponsor)	CRS (Promo items)
3				Infomage 9 (Promo items)
4				Labour Guide (Promo items)
5				ODI (Promo items)
6				Van Zyl Rudd and Associates
7				Assessment World (PTY)LTD
8				Assessment World (PTY)LTD
9				CRS (Promo items)
10				Infomage 9 (Promo items)
11				Labour Guide (Promo items)

The following exhibitors displayed their products to our members:

COMPANY
Assessment World (PTY)LTD Services Seta Boston Red September (e-study) Mercer Van Zyl Rudd and Associates

Learning And Quality Assurance Department



Learning and Quality Assurance - LQA

We are grateful for the relationships we have maintained and strengthened with our accredited training providers and are happy to welcome new training providers to our ETQA family. So much has happened in the Human Resources industry, learning and development space, the Quality Council for Trade and Occupations (QCTO) and in South Africa in general. The LQA department has worked tirelessly in implementing best practices in efforts to support all our valued stakeholders i.e. training institutions, private training providers and tertiary institutions (universities). Our goal is to Implement best quality assurance practices for the benefit of training providers and learners. We strive to promote good governance in our practices and processes whilst treating all stakeholders fairly and with the best customer service.

2018 was the first year that the LQA department embarked on visiting and accrediting the secondary/satellite campuses of SABPP accredited training providers. The decision was made to embark on these visits due to the regulation instituted by the Department of Higher Education whereby all secondary/satellite campuses required individual accreditation documentation by the respective SETA/ ETQA. We visited 89 secondary sites across 11 provinces, 2 of these sites were not approved whilst 20 of the sites were monitored and evaluated virtually. The sites met overall criteria with minimal remediation which was communicated to the respective head offices.

For purposes of creating consistency and allowing for a rigid structure which are adhered to by all SABPP accredited providers, we successfully designed and administered the following qualifications.

HUMAN RESOURCES CATEGORY			
SAQA ID		CREDITS	NQF LEVELS
49691	FET Certificate: HR Management & Practices Support	140	4
49692	National Diploma HR and Practices	249	5
FET CERTIFICATE: BUSINESS ADMINISTRATION SERVICES SAQA ID 61595 WITH SPECIALISATION			
93568	Employee Relations Specialisation	140	4

147 Learners across different SABPP accredited training providers gained access and wrote the SABPP National Final Integrated Summative Assessment. There was a 94% overall pass rate. The HR Certificate, HR Diploma and Business Administration qualifications were written with the HR Certificate having the highest number of learners who wrote.

Statistics for the LQA Department

- Accredited 43 training providers inclusive of renewal and extension of scope on skills programmes and new qualifications
- Registered 28 Assessors and 16 Moderators
- Performed 61 External Moderation (Verifications)
- Monitored 38 training providers including new training providers
- Issued 389 qualification certificates
- Issued 638 state of results comprising of qualifications and skills programmes
- We have obtained positive (above average) feedback from QCTO on our monthly reports
- Facilitated 10 workshops.



SABPP Meeting with QCTO



Assessor & Moderator Workshop



Fun! Training providers at the 2018 LQA Year End function and training provider awards.



2018 Annual Training Providers Forum

FUTURE OUTLOOK FOR 2019

- We will undertake the re-alignment of legacy qualifications HR Certificate 49691 (SAQA) and HR Diploma 49692(SAQA) towards QCTO Occupational Qualifications.
- Develop a process and plan for the digitization of Final Integrated Summative Assessments (FISA).
- Add focus on our Assessment Quality Partner role on Occupational Trainer qualification.
- Promote HR Standards to be incorporated into HR Diploma learning curriculum.
- Promote SABPP to training providers and its learners regarding its mandate and portfolio of services.
- Promote Student Members at the start of their Human Resources Qualifications (Certificate and National Diploma).
- Invite committee members when performing monitoring visits.



PART G:

EXCELLENCE

Introducing the 6th HR Standards Awards Winners

1

Best University in HR Standards Alignment



2

Best HR Standards consulting product/service/CPD Provider



3

Industry Recognition HR Director of Note: Ms Pinkie Serote-Baloyi (GDOH)



4

Best Company Supporting HR Standards



5**Best HR Standards Research Paper or Dissertation of the Year**

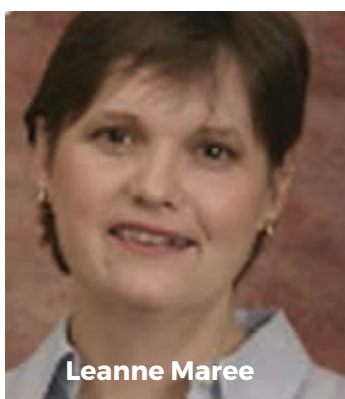
NORTH-WEST UNIVERSITY
YUNIBESITI YA BOKONE-BOPHIRIMA
NOORDWES-UNIVERSITEIT



Group 1: Deborah Mokgojwa; Prof. Nicolene Barkhuizen & Prof. Nico Schutte, North-West University

6**Best HR Standards Academic of the Year**

Sarel Frederick van Greunen and Prof. Nicolene Barkhuizen

7**HR Auditor of the Year 2017/2018**

Leanne Maree

8**Lead HR Auditor of the Year 2017/2018**

Maphutha Diaz

Companies

1

Sumitomo Rubber (Pty) Ltd

Winners in: Reward & Recognition, Organisational Development



2

uThukela Water

Winners in: Strategic HR Management, HR Risk Management, Learning & Development, Performance Management



3

Interstate Bus Lines

Winners in: Talent Management and HR Measurement



4

Trans-Caledon Tunnel Authority

Winners in: Workforce Planning



5

Diamond Trading Company Botswana

Winners in: Employee Wellness, Employment Relations Management, HR Service Delivery and HR Technology.



6

Overall Public Sector Winner



7

Overall Private Sector Winner



8

Overall SABPP Audit 2017/2018 Winner



SABPP Staff Successes

Tebogo Mahesu completed her BTech in Public Administrator from TUT



Siphwe Mashoene completed her National Diploma in Marketing from UNISA

Ronel received the 2018 CEO Recognition Award for outstanding work.



Bongekile Ndaba gave birth to twin boys and we celebrated with her in 2018. We hope her babies bring her more joy.



Lindiwe Nombaca also gave birth to a handsome boy. We wish her many years full of happiness brought by her children.

Universities

HR National Student Awards 2018

HR Awards

SAHRUF hosted its annual event at VUT with 19 Higher Educational Institutions had over 70 delegates in attendance. At this event the National HRM Student Excellence Award students from different university presented topics to a special committee comprising of Industry and academics. The contestants and winners (with financial rewards) were:

- | | | |
|-------------------------------------|----------------|-------------|
| • Mr Frank Wilkinson (UP) | Overall Winner | R 15,000.00 |
| • Ms Charnte Marthinus (VUT) | Runner Up | R 7,000.00 |
| • Khanyisa Sam (NMU) | 2nd Runner Up | R 3,000.00 |



Mr Frank Wilkinson (UP) Overall Winner



Student Recognition Award Per University

Top students from the following institutions were awarded a cash incentive as well as the Best Student Recognition Certificate in 2018:

University of Cape Town

- **Jessica- Jo Jardim** 3rd year student in Organisational Learning and Wellness
- **Saskia Diem** 4th year student in Organisational Psychology Change Management Coursework

Cape Peninsula University of Technology

- National Diploma: Human Resource Management - Outstanding academic achievement is **Ms. Reshona Leslie Mehl**
- Baccalaureus Technologiae: Human Resource Management - Outstanding academic achievement is **Blessing Gurure**

University of Pretoria

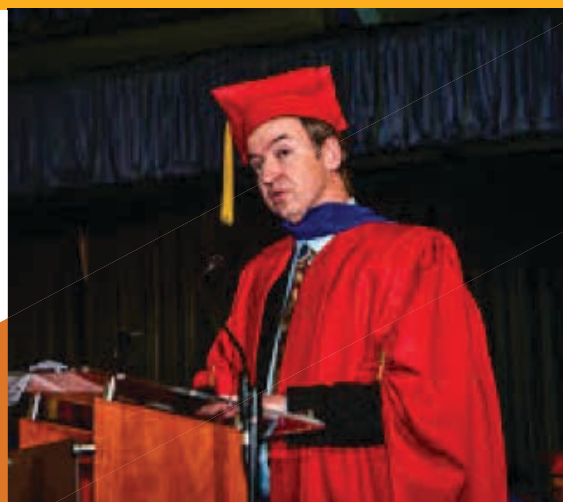
- Best Overall Achievement for the MCom IOP Industrial and Organisational Psychology degree: **Alice Slabbert**

A friendly reminder to all accredited institutions to take up this offer from SABPP to promote competence in the profession.

Honorary Doctorate Degree for outstanding achievements: Dr Marius Meyer

The best teachers, storytellers, innovators and entrepreneurs are lifelong students. One such student is Dr Marius Meyer who was recently awarded an honorary doctorate by Vaal University of Technology for the outstanding work he and the SABPP did to take the HR profession to the future and beyond. That work includes, inter alia:

- HR Standards (first in the world)
- HR Audits (first in the world)
- HR professionals as commissioners of oaths
- HR Competency model
- Leadership Standard
- Authoring books on HR and HR related business



From all of us at SABPP and all the HR professionals across the world (we are global citizens) we convey our heartfelt congratulations to our son of the soul for showing all of us that the future is indeed in our hands. Thank you VUT for honouring our very own.

SABPP staff successes for 2018

My 2018 journey at the SABPP has been a fruitful one with many challenges and rewards. The challenges not only being negative, have taught me to tackle problems with a head on attitude. By doing so, these came as learning curves by knowing how to handle difficult situations. One of the greatest successes I can personally highlight is having to manage and coordinate events in regions where we are not situated. This has led to my communication skills being enhanced and building sustainable relationships with suppliers as well as committee members within the regions. My success is not only defined by my ability to manage big tasks but also the support I have received from our members and our committee members that have walked the journey with not only myself but with the SABPP and setting a footprint within their Province.

SABPP has taught me that not all things are easy, but they are possible when you put hard work and determination into it. I have received great compliments from our members as well as committee members and this has motivated me even more to do even better during my stay as the Marketing Officer at SABPP.

- CEANNE SCHULTZ (MARKETING OFFICER)



The Membership Department has had quite a productive year and fairly great achievements. Amongst some of the successes, the department has reached over 100% of the Membership Renewal target, we could retain a majority of the active members within our database. Considering the work that goes into ensuring the smooth running of the Membership Department, both New Registrations together with the Renewals, we have a new permanent staff member, Thulani Ndwandwe, who has joined the team and highly contributes to the efficient running of the Department.

- NONTOKOZO MASONDO (RETENTION OFFICER)

All staff participated in the MTN Walk the Talk during the month of July. The first successful virtual monitoring of training providers was conducted on all providers who have active learners.

An electronic voting platform for our new board members was developed, managed and set up internally by the SABPP.

The SABPP App was launched during our very successful 2018 Summit held at Silverstar Casino.

- RONEL COETZEE (LQA MANAGER)



The success on my career progress; I feel so honoured moving from being a Caretaker to a Data Capturer. Going forward I promise to put more effort and dedication to continuously improve myself and keep the quality of my work high. I am still willing to learn more at SABPP and look forward to growing even more.

- THULANI NDWANDWE (DATA CAPTURER)

The 23rd of July 2018 is the day I will always remember; the day that I became part of a globally recognised Professional Body. I cannot help myself but to say, "what a success!". Having served SABPP as the Provincial Chairperson in Free state to becoming a member of this professional family in Gauteng, Head Office as Head of Research & Innovation was indeed a blessing. Well said by John D. Rockefeller "don't be afraid to give up the good to go for the great"

It gives me peace to add value to the organisation that I serve; the month of November came where I again saw another success, to also lead in HR Standards. Albert Einstein said, "try not to become a man of success, rather become a man of value." Someone might say it is 'work overload' but to me it is another opportunity for learning, development and ultimately becoming the best in HR. How can I not mention that on the 12th of November, I had another great opportunity to present Leadership Value to 900 Home Affairs Department leaders, including top leadership. What a success for SABPP to say "we are here to serve but not to be served, to make this country a better place. Knowledge is wisdom!

"Opportunities don't happen. You create them." Chris Grosser.

**- 2018-MY SUCCESSFUL YEAR: KGOMOTSO MOPALAMI
(HOD OF RESEARCH AND INNOVATION)**





2018 has been productive in a way that I was exposed in preparing proposals to companies as per their needs from SABPP, this gave me a better understanding of how the organisations can implement the HR standards within the organisation and pursue auditing for better HR practice. I attended the Harambee mock interviews preparing youth for job interviews, this has been a wonderful experience for better recruitment and selection purpose and for my personal development. The SABPP has given me the opportunity to write articles for the HR Voice, this gives me better writing skills as I am still growing in the space of work and interaction with customers.

I am happy to be part of the SABPP's family as we continue growing, and to be the world-respected HR professional body.

- BONGEKILE NDABA (HR STANDARDS OFFICER)

2018 is the year I joined SABPP. That alone for me is the biggest success. However, that's not where it ended. I got to travel and see places I have never seen before, formed relations with Universities and students alike. The love I have received from students and the Staff at SABPP is incomparable. It is through these relations and travels that under my reign, we registered 535 students – which is over double the yearly expectation of 240. One lesson I have learnt is that success is not a one man show, it is the coming together of many people to achieve a greater good. Here's to more achievements! Aluta Continua

- BOIPELO MOLENGOANE (HR INTERN)



In 2018 I embarked on a journey to further my studies in pursuit of advancing my career, I appreciate the support and encouragement from SABPP for this exciting opportunity. Celebrating Heritage Day with colleagues and getting to know their roots was one of the amazing moments, SABPP is where home is.

- TEBOGO MAHESU (REGISTRATION OFFICER))

Being taught on how to use a laptop for the first time in the corporate office. I have learnt:

How to type, edit and save Word and Excel documents, drafting and sending internal emails and managing my outlook account, creating folders, scanning, copying and pasting documentation, training on how to use the LQA and YM system on how to download and save certificates, quality checks and member profiles and capturing new applications and usernames. The process of learning has been challenging, however I have discovered that I have so much potential and with the right guidance progress is guaranteed. My successes have been more about growing and trying something new.

My future at SABPP looks bright.

- PAULINA CHABALALA (OFFICE GENERALIST)



2018 Personal Successes



Successes are not only business related but also personal growth through a balanced lifestyle of continuous improvement. As an HR Audit Unit, it was a phenomenal 2018 which will be remembered for its exponential growth of 110% in HR Audits in comparison to 2017. This could not have happened if it was not for our competent SABPP HR auditors. The commitment is further illustrated through the development of not only Auditors but also Candidate Lead Auditors in line with the HR Audit Unit's Employment Equity Plan.

On a personal note, apart from business development and project management, it was an honour to represent SABPP as a speaker at various conferences and on 'GrootOntbyt' where the importance of HR in business was discussed. Being accepted at UJ to embark on my PhD, was a personal highlight for 2018.

- ANNETJIE MOORE (HEAD OF HR AUDIT)

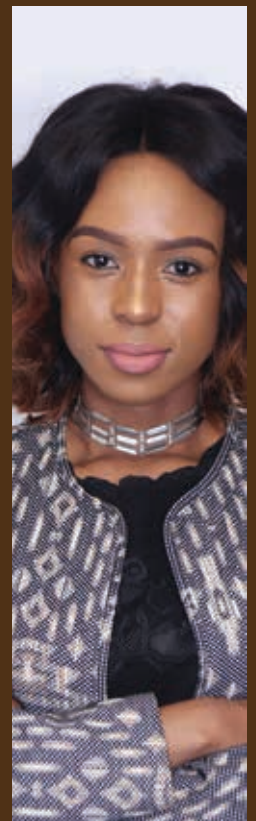
Over the years, SABPP departments as a collective have embraced the spirit of teamwork, celebrating achievements as a solid unit and respecting the differences of many that make us exceptional. Investing in the education of staff, promoting professional affiliations and most importantly the immense amount of concern for the health of staff and personal wellbeing has been astounding.

The power of innovation has led the organisation to accept the opportunities that lie in technology this year. SABPP worked tirelessly to create that overall membership experience for HR professionals at large. The new system allows members to take control of their profiles and the latest development of the SABPP Member app makes the organisation easily accessible without looking too far.

Through the 2018 HR Standards Awards, SABPP has honoured HR Professionals for their commitment to implementing the National HR Standards and organisations who have without fail, used the HR Standards as a tool to polish their HR Practices for successful HR Audits.

It can be said that SABPP has reached a great height in adding value where it is most needed. 2018 has certainly been in favour of SABPP.

- MALEBO MAHOLO (HR AUDIT OFFICER)





The opportunity to network with industry, SETAs, QCTO, Leading Training Practitioners, Universities, HR Professionals and stakeholders, allowed me to learn, share and implement best practices of work such as e-verification, e-submission of documents, virtual monitoring of providers information where possible with documents within the quality assurance domain. The events managed under my watch allowed me grow within the learning and development arena and also addressed industry needs, thus resulting in implementing new processes which resulted in cost-effective processes. Introduction of national examinations allowed me really see the best of learning practices and processes implemented among accredited providers, this in turn gave me an indication that innovative and creative thinking is in line with Quality Council for Trade Occupation philosophy for standardisation. We started to be recognised as leaders in implementing best practices. I am very involved in implementing Recognition of Prior Learning practices.

I have been reading various reports, books and publications which allowed me to broaden my horizon, thinking and abreast with trends for my growth

- NAREN VASSAN (HEAD OF LQA)



Successful move from 223 Jan Smuts Avenue, Rosebank on the 31st July 2018. Successfully acquired a new SABPP building - October 2018.

- SARIE VENTER (NEW BUSINESS DEVELOPMENT OFFICER)



PART H:

STRATEGY TRANSITION

THE YEAR 2018 IN REVIEW: 18 SUCCESSES ACHIEVED

We are very proud to share our highlights for 2018. In certain cases, we managed to sustain successful initiatives from the past, in other cases, we started with new projects adding value to the HR profession, students and learning providers.

The top 18 highlights during 2018 were as follows:

1 Smooth transition on CEO exit

Marius Meyer resigned as a CEO of SABPP after seven years at the helm of SABPP. In accordance with the succession plan of the Board, the COO, Xolani Mawande, was appointed as acting CEO with effect from 1 August 2018, while the process of recruiting and selecting a new full-time CEO is in progress.



2 Successful Board Elections and induction of the 13th Board members

The 13th Board was elected by members to serve until November 2021. Induction was arranged and included governance training by the Institute of Directors.



3 Launch of the SABPP National HR Youth Council

On the 30 and 31 of August 2018, SABPP launched its very first HR Youth Council (HRYC). The Council members consist of Chairs and Vice-Chairs from all the SABPP student chapters. The Council serves as the youth wing of the SABPP Board.



4 Successful 6th HR Standards Summit and Awards with sponsorship



The Summit and Awards were hosted at Silverstar Casino on the 1st November 2018. A total number of 150 delegates attended! Services Seta, a diamond sponsor and Mercer, gold sponsor contributed tremendously to the success of the Summit and the Awards. This was the first future targeted conference for SABPP

5 Successful Learning and Development Conference

Launched the first annual SABPP L&D conference in South Africa. Over 100 L&D professionals gathered at MTN headquarters in the west Rand. We look forward to seeing more in 2019.



6 Additional four student chapters were launched bringing the total to 14

In order to ensure that the future pipeline is secured, SABPP continued its drive to promote student chapters in all majors' universities. As at 31 December 2018 SABPP has 14 Student Chapters.



SELF EMPOWERMENT



7 First multi-million rand project successfully concluded

An eighteen month multi-million-rand project to professionalise HR was signed in 2017 and concluded in 2018. More than 200 HR professionals were trained on the HRM Standards and multiple HR Audits were completed across Gauteng to determine a baseline for continuous improvement. Several HR Coaches were deployed to a number of institutions to assist in professionalising HR and people management in general.

8 Launch of the 2019 Board Exams

In an effort to maintain the credibility of the SABPP professional registration and hold it at the same level as other top notch professional registrations, the SABPP Board in August 2018 approved the development and implementation of Board exams effective January 2019.



9 Successful pilot launch of the SABPP APP

The SABPP is proud to announce the launch of the mobile app that was available for download as of the 1 November 2018. The application is available for download on both the App Store and the Google Playstore. The app allows members to update their profile, pay invoices and much more!



10 Successful annual SAHRUF session with a record of 19 universities in attendance

SAHRUF under the leadership of Dr Pierre Joubert hosted its annual event at VUT where 19 Higher Educational Institutions with over 70 delegates were in attendance. At this event the National HRM Student Excellence Award students from different university presented topics which was set-up by a special committee comprising of Industry and academics.



11 Record attendance by members to the 2018 AGM including four regional AGMs

SABPP had a successful AGM in 2018 and this included a short video shoot to capture the moment. Four regions also had their own AGM (regional). The four regions are KZN, Eastern Cape, Free State and Limpopo.



12 New accountants appointed after twenty-three years using the same accountants and auditors

Tiludi is a wholly blacked owned company set to take SABPP accounting to the next level.



13 New home for SABPP finalised in November 2018 by the SABPP Board

SABPP finally approved a modern home office for our use from 1 Feb 2019. The beautiful building is situated in Constantia Kloof and is set to be our home for at least five years

14 Great participation and visibility by SABPP at the 1st Annual HR Indaba by CHRO

The SABPP attended the HR Indaba from the 3rd to 4th October 2018 at the Sandton Convention Centre. The conference had a significant impact on SABPP and added great value. The SABPP was successful in recruiting 105 new members in only two days. Over 3500 HR professionals gathered to learn and network.



SABPP Interim CEO pulls a crowd at the #HRIndaba2018 Topic: Stay ahead of the curve - The Professionalisation of HR



SABPP Networking at the HR Indaba 2018



15 Launch of the SABPP Position Paper on HR Governance

A first in the world. The purpose is to provide a formal position and understanding on the importance of human governance. This could play a significant role in improving the overall governance of organisations.

16 SABPP Employment Equity, Diversity and Transformation Awards (EEDT) and Summit

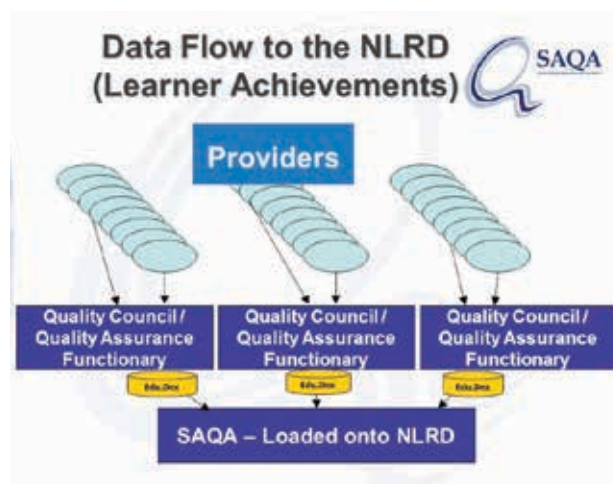
The SABPP Employment Equity, Diversity and Transformation Awards Launch was held in February 2018 followed by the Awards, Summit and a two-day workshop in May 2018.



The adjudication Panel for the awards comprised of SABPP Committee Chairs



17 Green status on NLRD uploads for professional membership and LQA



18 Produced the third annual integrated report which reported on what SABPP achieved in 2017 and plans for 2018

This was launched at the successful AGM held for the first time in Pretoria.

19 Hosted the 2018 Annual Committees Meeting (ACM)

SABPP hosted the 4th Annual Committees Meeting on the 6th December 2018. This event included National and Provincial Committees. This was the first appearance of the 13th Board to the SABPP Committees.



FUTURE DEVELOPMENTS

The future is here. SABPP is therefore gearing itself to be at the centre of the future.

“Past cannot be changed, the future is yet in your power” - Unknown

Abraham Lincoln put it right when he said that “The best way to predict your future is to create it” Based on digital HR, SABPP will continue creating the future.

- SABPP will continue exploring options for increasing our office space in accordance with our growth needs;
- Increase member uptake and participation of the entire membership system;
- Align Provider curriculums to the HR Standards and Audits;
- HR Profession Practice Standards Development will continue in new areas as required by the market;
- Implementation of candidate programme, as well as internships and mentoring programme;
- Weekly articles from Knowledge and Innovation Department will be published;
- More endorsements of consulting products or services will be done;
- Roll-out of the Leadership Standard throughout South Africa;
- New alliances will be formed to advance the HR Profession e.g. SALGA, ACFE;
- SABPP will drive more HR Audits, including the private sector;
- Promote ethics & professionalism in qualifications, at public forums and inside organisations;
- Perform research on current learning providers and learners on various aspects;
- Continuous capacity-building of HR teams on HR Standards;
- Relaunch of key committees, such as Mentoring, Labour Market, IT Governance and HRRI;
- Connecting publications and position papers into innovative products and services for the HR Market;
- Get MOU in place with SETAs and integrate HR Standards into current qualifications;
- Drive RPL via Qualifications / Short Courses (skills programmes and professional registrations);
- Launch of National HR Metrics;
- Launch of National HR Academy to build HR competency;
- Launch Student Chapters at all universities;
- CPD relaunch and roll-out;
- SABPP App;
- New strategy;
- Hall of fame: Honouring the top of the top crop;
- More opportunities for HR volunteering via the HR Citizen Committee.



CONCLUSION TO REPORT

When asked how he become so successful in investing, Buffet answered: 'we read hundreds and hundreds of annual reports every year' (Warren Buffet). We hope you have found the key to your success in this report.

'It's report card time, we want to look back at what we are doing before we get too far into it. (John Page) because 'the report helps us give us a focus, and it frames the dialogue for moving forward (Adrian Smith). We also hope that we explained it simply because as Albert Einstein said: 'if you can't explain it simply then you don't understand it well enough.

Ralph Lauren summed it perfectly. 'We all get Report cards in many different ways but the really excitement of what you are doing is in the doing of it. It's not what you are going to get in the end -it's not the final curtain -it's really in the doing it and loving what you are doing.

SABPP 2018 Annual Report emphasises key strategic initiatives and a stronger focus on improved impact, visibility and governance, in addition to the roles and outputs of the different Board committees. The 36th Anniversary of SABPP provided a special opportunity to reflect on our past and to plan our future.



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