



SABPP™

SA BOARD FOR
PEOPLE PRACTICES

Setting HR standards

ANNUAL INTEGRATED REPORT

2022

40TH
ANNIVERSARY
EDITION

i 22 HIGHLIGHTS FOR 2022



SABPP's 40th Anniversary



Buffet Membership Model launched



We resumed our face-to-face events starting with our People Factor Summit



New Systems LQA and Membership were launched fully

Successfully conducted 15 Provincial AGMs & provincial strategy sessions



Public HR vacancy portal launched for HR jobs



Re-recognition and accreditation by SAQA for another five years.

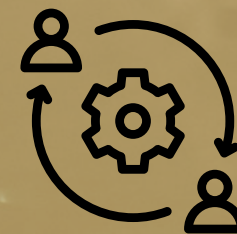


Weekly CEO leadership and culture conversations launched



Groundbreaking agreement with CIPD that paves the way for globalisation

Renamed the SABPP student awards to Marius Meyer SABPP Excellence Awards

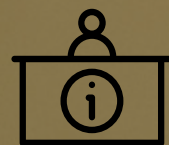


10 528 CPD entries from 681 active members

23 CPD programmes accredited



HR Standards Review commenced



14th Board oriented, strategised and adopted the People Factor Strategy.

Ransome Russouw appointed new SABPP accountants



Green status on the NLRD for memberships and training providers achieved

Alliance agreement with COMENSA signed and extended for another three years



National and provincial committees' leadership elections successfully held



HR Audits increased

Reinventing our role in the quality assurance space for the future

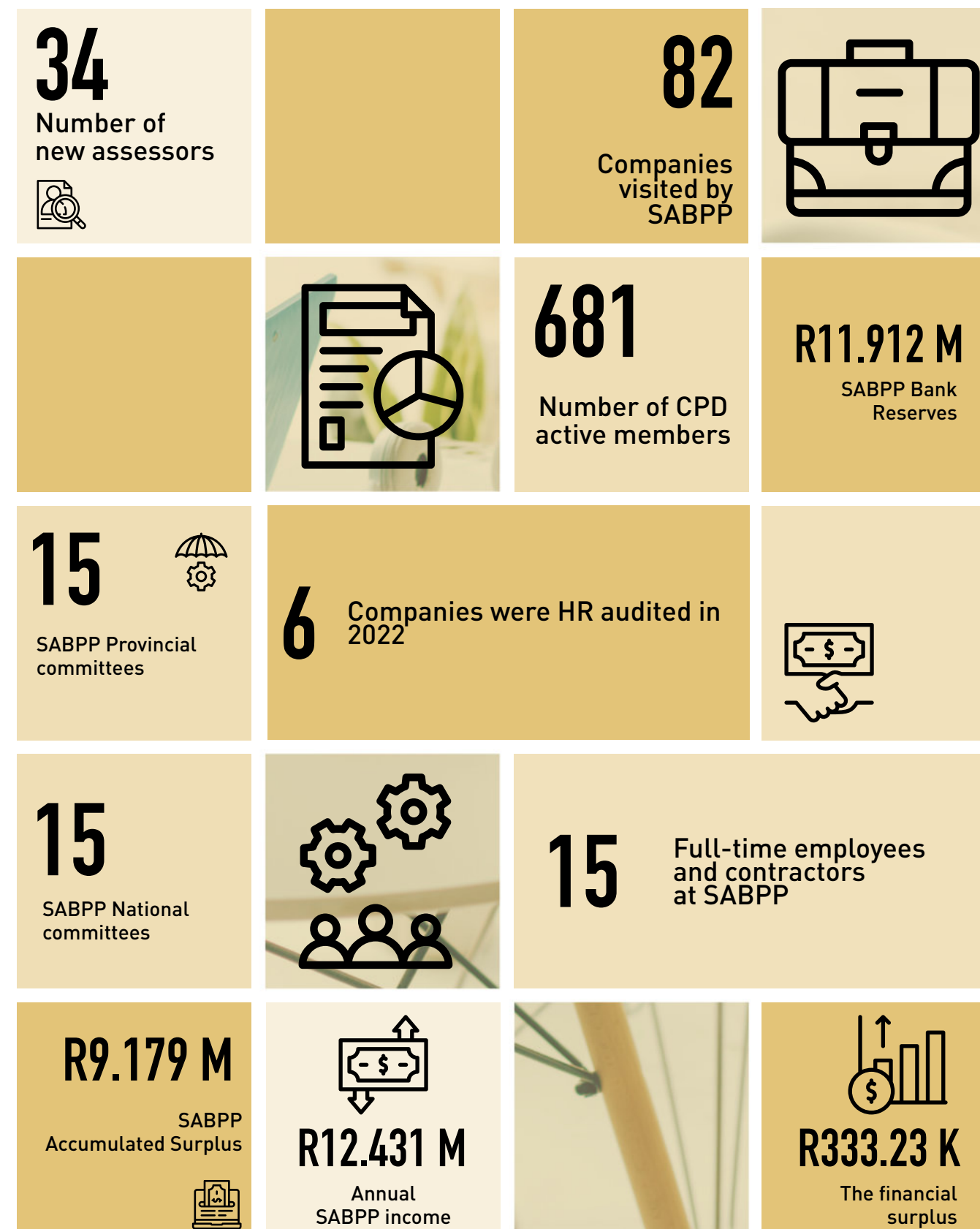
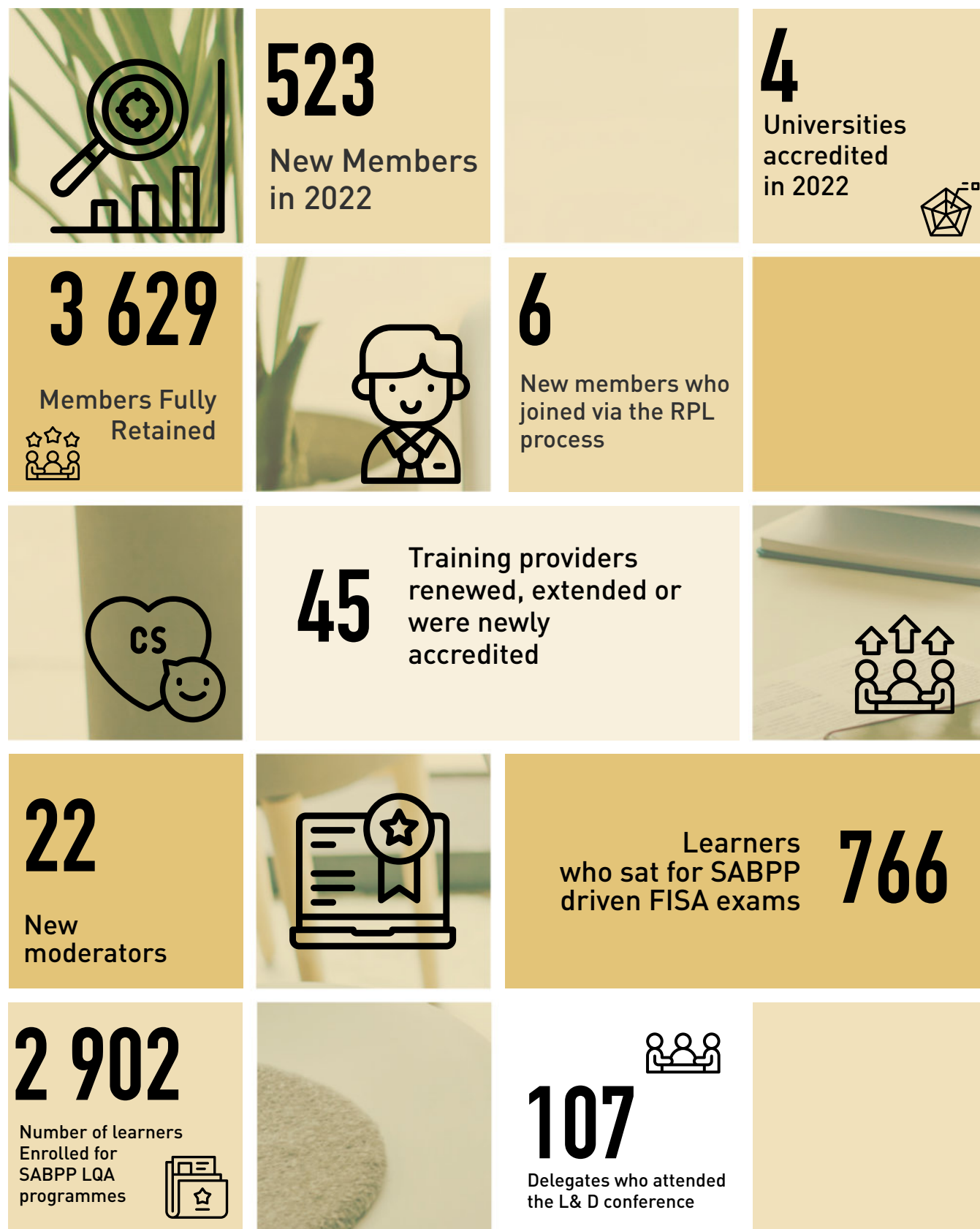


Record number of company visits Conducted 82



Increase in new members from 447 in 2021 to 523 in 2022

SABPP 2022 IN NUMBERS



i LIST OF ABBREVIATIONS AND ACRONYMS

Abbreviation	Acronyms
ACFE	Association of Fraud Examiners
AFS	Annual Financial Statements
AGM	Annual General Meeting
ASDSA	Association for Skills Development in South Africa
BEE	Black Economic Empowerment
CEO	Chief Executive Officer
CFC	Chief Foresight Champion
CHRP	Chartered HR Professional
CIPD	Chartered Institute of Personnel Development
CMC	Change Management Committee
COGTA	Cooperative Governance and Traditional Affairs
COMENSA	Coaches and Mentors of South Africa
CPD	Continuous Professional Development
EC	Eastern Cape
EE	Employment Equity
ETQA	Education and Training Quality Assurance
FISA	Final Integrated Summative Assessment
FNB	First National Bank
HEC	Higher Education Committee
HOD	Head of Department
HR	Human Resources
HRAC	HR Audit Council
HRA	HR Associate
HRD	Human Resources Development
HRM	Human Resources Management
HRP	HR Professional
HRRI	Human Resources Research Initiative
HRT	HR Technician
IIA	Institute of Internal Auditors
IPM	Institute of People Management
IT	Information Technology
JHB	Johannesburg
KZN	Kwazulu Natal
L&D	Learning and Development
LQA	Learning and Quality Assurance
MHRP	Master HR Professional
MoA	Memorandum of Agreement
MoU	Memorandum of Understanding
MP	Mpumalanga
NC	Northern Cape
NCPD	National Council of & for Persons with Disabilities
NLRP	National Learners Records Database
NPO	Non-Profit Organisation
NQF	National Qualification Framework
NSG	National School of Government
NW	North West
PPC	People Practice Champion
PRC	Professional Registration Committee
PSETA	Public Service Sector Education and Training Authority
QCTO	Quality Council for Trade & Occupations
RA	Risk and Audit
RPL	Recognition for Prior Learning
SA	South Africa
SABPP	SA Board for People Practices
SAHRUF	SA Human Resources University Forum
SAIDL	SA Institute of Digital Learning
SALGA	South Arican Local Governement Association
SAPA	South African Payroll Association
SAQA	South African Qualifications Authority (SAQA)
SARA	South African Reward Association
SARS	South African Revenue Services
SDP	Skills Development Providers
SETA	Skills Education Training Authorities
WC	Western Cape

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i ABOUT US HISTORIC OVERVIEW

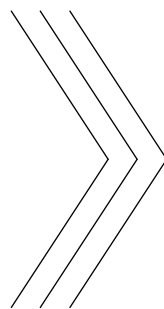
PURPOSE

MISSION

STRATEGY

SABPP is an independent professional body and leading authority on Human Resources and people management practice in South Africa. It is an accredited training and education provider and professional body for human resources and people management professionals.

The SABPP was established in 1982 and was set up as an autonomous body to be the standards and professional registration body for the HR profession. Over the 40 years, the SABPP has registered thousands of HR professionals on five different levels of professionalism.



Making the transition from the previous logo that was traditional and stern to depict mainly our professional registration and quality assurance roles, the new brand represents a modern, vibrant and dynamic look and feel to illustrate the new role and strategy of the SABPP. However, the SABPP still ensured that the new brand integrates its two major roles, and that is quality assurance of learning according to our mandate as an Quality Assurance Partner of the QCTO, but also the standard-setting role of the HR professional body. The tagline "setting HR standards" encompasses both the professional body and learning quality assurance roles of SABPP. Building on the historic colours, the new colour coding is remarkably similar to celebrate our heritage, yet the colour palette is repositioned in a new and refreshing way to highlight a dynamic approach to transforming the SABPP brand.

i SABPP OBJECTIVES

1

To promote the HR profession and people practices in South Africa

2

To promote the quality and standard of HR education and training including certifying learners in the field of HR practice

3

To quality assure HR providers, including registering HR assessors and moderators

4

To promote collaboration in the field of HR profession

5

To advise the relevant Minister(s), or any other party, on any matters falling within the scope of Human Resources and People Management

6

To communicate to the Minister(s), or any other party, information on matters of public or professional importance acquired by the SABPP in the course of the performance of its functions

7

To exercise authority in respect of all matters affecting the standard of professional conduct of persons in HR practice who are voluntarily registered

SABPP PHILOSOPHY

To enable those engaged in the HR profession to make a significant contribution to:

their organisation, in terms of its management and utilisation of human resources

the individual employee or future employee, in the realisation of his or her potential, in terms of their aspirations

the community at large, in terms of an enhanced quality of life

OUR VISION

To be a world-respected HR professional body, leading the way with people practices standards, professional competence and active citizenry.

OUR 2022 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.

OUR 1982 MISSION

To establish, direct and sustain a high level of professionalism and ethical conduct in personnel practice

i THE HISTORY FIRST BOARD 1982

CHAIRPERSON Mr Garry Whyte

VICE CHAIRPERSON Prof, H.P. Langenhoven

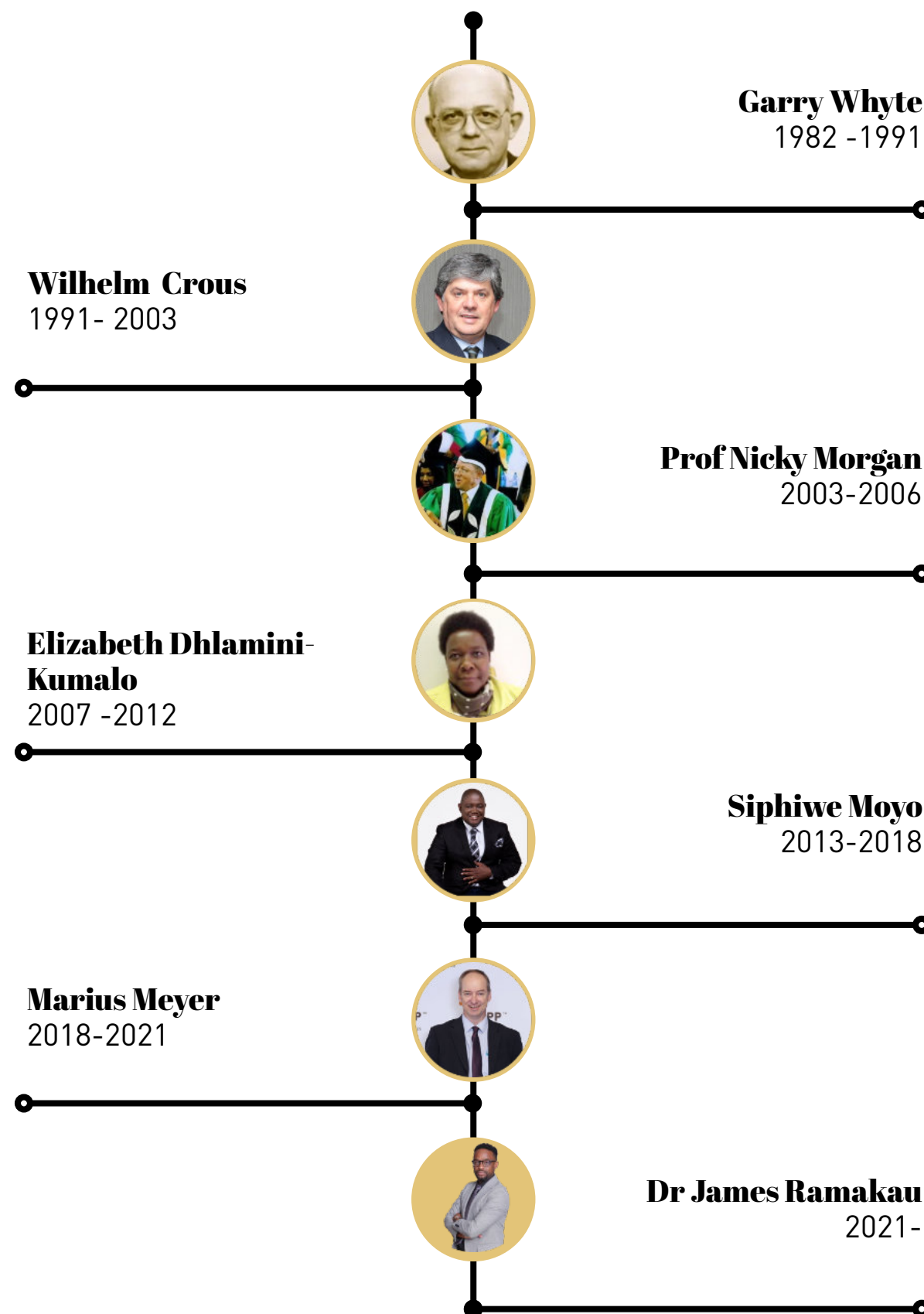
REGISTRARS Mr Wilhelm Crous

SABPP BOARD

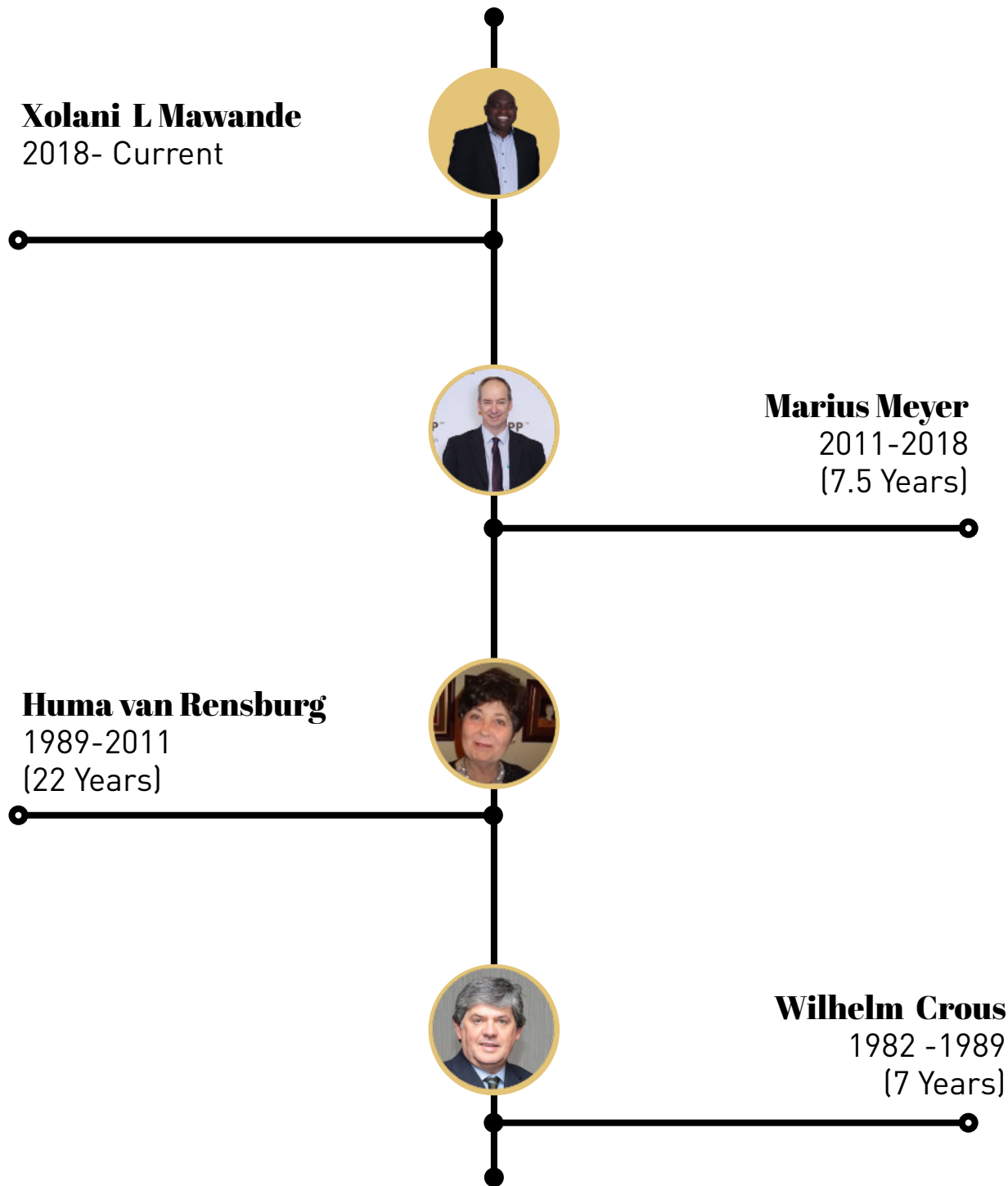
- Dr Peter Berry
- Prof. Johann Coetzee
- Mr Wilhelm de Villiers
- Dr Cadre Ray Eberiein
- Dr Johan Gouws I then president of the IPM
- Mr Cyril Janeyes
- Ms. Denise Jordan
- Mr Japs Jacobs
- Mr Ray Kwatsha
- Mr David Lamola
- Mr Bulumko Msengana
- Dr Gordon Nelson
- Mr Wells Ntuli
- Mr John Poppleton
- Mr Piet Rossouw
- Prof. Dick Sutton
- Prof. Blackie Swart
- Mrs Judy Townsend



i SABPP BOARD CHAIRS



SABPP THE REGISTRARS / CEO's



i ALL TIME HIGHS AND LOWS

HIGHLIGHTS

- 1982** SABPP formed
- 1984** Heraldic device was registered with the Bureau of State Heraldry in Feb
- 1990** First HR competency model 1990
- 2002** ETQA approved by SAQA
HR Voice strategy
- 2012** 2nd HR Competency model
SAQA registered SABPP as a professional body
- 2013** HR Standards launched
- 2014** HR Audits launched
HR Professional Standards launched
- 2015** Ex-Officio commissioner of oaths
HR Ethics handbook
- 2016** Candidate Programme
- 2017** SAQA extended the registration of SABPP as a professional body
- 2018** Leadership standard launched
HR Youth Council
- 2019** HR Governance position paper
Board Exams
HR Standards book
People Factor Strategy 202030
- 2020** SAIDL
- 2021** Segmentation project
HR Standards 'toolkits
- 2022** HR Standards Review
Marius Meyer Excellence Awards
Buffet membership
40th Anniversary
CIPD agreement

LOWLIGHTS

- Government rejected the HR profession bill **1985**
- Garry Whyte passed away Feb **1991**
- Brian Mathee passed away Oct **2020**
- First retrenchment at SABPP Aug **2021**
- Marius Meyer passed away Jan
- The future of Quality Assurance function
- Constrained income streams

SABPP TIMELINE OVER 40 YEARS

1982
SABPP Formed

Appointment of the first board, 1982

The first board of the SABPP met on 29 November 1982. The appointed board members who attended were Mr Garry Whyte (chairman), Prof. H.P. (Langenhoven) (vice chairman), Dr Peter Berry, Prof. Johannes M. Wilhelm Crous (registrar), Mr Willem de Villiers, Mr Ray Eberlein, Dr Johan Gouws (then president of the SA Institute of Management), Mr Cyril Jantjies, Ms. Denise Jordan, Mr Jan Kwatsha, Mr David Lamola, Mr Bultman, Mr Gordon Nelson, Mr Wells Ntuli, Mr Johan Rensburg, Prof. Dick Sutton, Prof. Blackie Swartz, Mr W. Rauberheimer was appointed as registrar, Mr Jan Kwatsha, who had been

1990
First HR Competency Model

2002
ETQA Approved by SAQA

2012
Second HR Competency Model

2013
World First HR Standards

2014
HR Audit Unit
HR Professional Practice Standards

2015
HR Professionals Approved Ex-Officio Commissioners



Through the 40 Years

SABPP
SA BOARD FOR PEOPLE PRACTICES
Setting HR standards

National Human Resource Management Standards

SABPP
SA BOARD FOR PEOPLE PRACTICES
Setting HR standards

National HR Professional Practice Standards



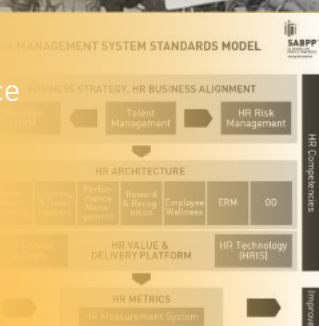
Launch of the Disability and Employment Standards
15 September 2020 | 11:00 - 12:30 | Online



2020
Disability Professional Practice Standard
SA Institute of digital Learning (SAIDL)

2021
New system launched (My Membership)
Segmentation Journey
HR Standards Toolkits

2017
HR Risk Management Book
Payroll Professional Practice Standard
Leadership Standard



2018
HR Youth Council
SABPP App
Position paper - HR Governance

2019
HR Standards Book
The People Factor Strategy #202030

22

2022
Segmentation HR Standards Toolkits
SABPP 40th Anniversary

40TH ANNIVERSARY EDITION

HOW TO BECOME A MEMBER

The SABPP is the professional body for HR professionals 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. They are as follows:



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

Professional Registration



2023 REGISTRATION FEES

Professional level	First time Registration by evaluation of qualification and experience	Registration Renewal for each year 2023
Master HR Professional Completed HR or HR Related Doctorate / Masters +6 years HR Top management level experience + Organogram + Board Exams level 1 and compulsory BE 2	R4 130	R2 420
Chartered HR Professional Completed HR or HR Related Honours / Post Grad +4 years HR senior management level experience+ Organogram + Board Exams level 1 and compulsory BE 2	R3 400	R1 920
HR Professional Completed 3 yr. HR or HR Related Degree/ Diploma +4 years HR Middle management level experience + Organogram + Board Exams level 1	R2 630	R1 600
HR Associate Completed 2 yr. HR or HR Related Diploma +2 years HR experience + Board Exams level 1	R1 810	R1 150
HR Technician Completed 1 yr. HR or HR Related Certificate +1 years HR experience	R1 720	R850
HR Candidate Programme Completed 3/4 yr. HR Related Degree / diploma and be gainfully employed	R3 026	No Renewal Fees
Application for Upgrade to higher level pf Registration	R1 000	

Recognition for Prior Learning (RPL)

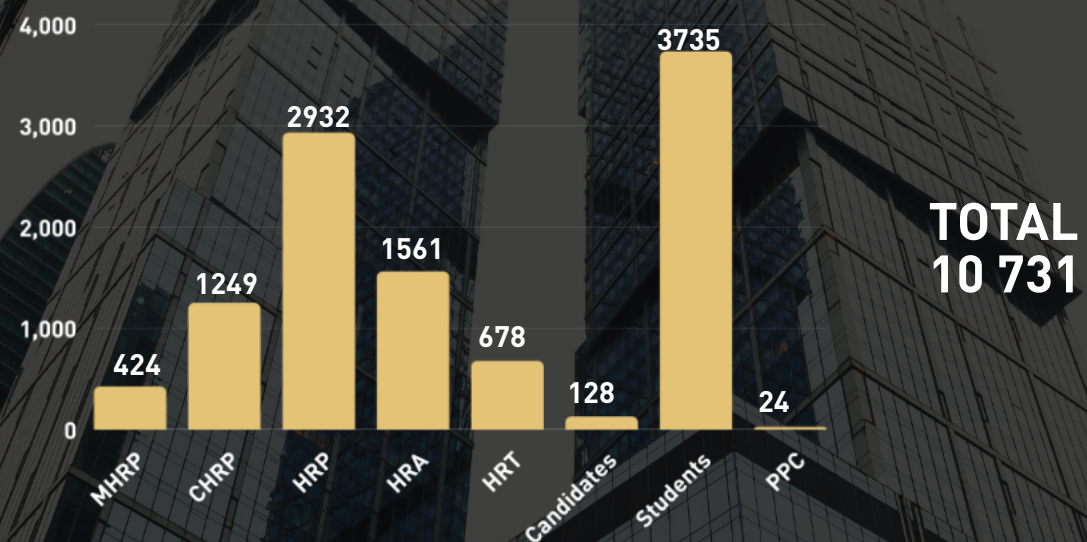
RPL is a process through which non-formal learning and informal learning are measured, mediated for recognition across different contexts, and certified against the requirements for credit, access, inclusion or advancement in the formal education and training system, or workplace. This is learning which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

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

SABPP has a formal mechanism of registering members via RPL. We registered six members via the RPL process in 2022.

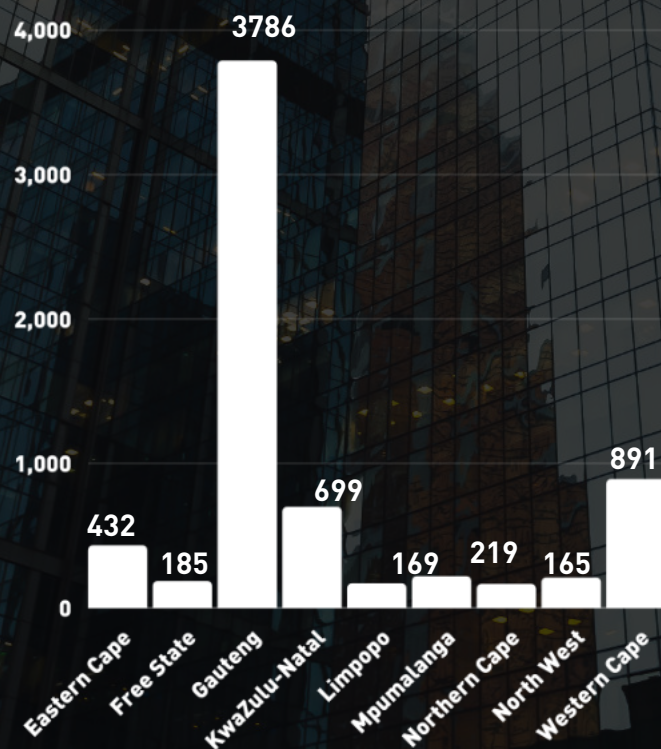
i MEMBERSHIP STATISTICS

Academics, Consultants and HR managers are the three arms of our membership. SABPP ensures that its programmes and actions meet the needs and expectations of these three interconnected arms. Members are then segmented based on levels of experience, exposure and seniority. Indeed some of our members have just started the professional journey while others are at the peak and are ready to look back and support others.



Membership Footprint

Below is a breakdown of SABPP membership for professional levels only across all provinces as of 31st December 2022.



i CODE OF PROFESSIONAL CONDUCT

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

SABPP CODE OF CONDUCT

INDIVIDUAL PRACTITIONER COMMITMENTS

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

- Responsibility
- Integrity
- Respect
- Competence

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

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

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

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

COMPLAINTS

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

There were 3 cases that the Ethics Committee dealt with in 2022.

OUR VALUES

1 RESPONSIBILITY

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

2 INTEGRITY

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

3 RESPECT

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

4 COMPETENCE

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

IMPACT SOCIAL & ENVIRONMENTAL

CORPORATE SOCIAL INITIATIVES

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

A

SABPP staff donated to KZN flood victims a total of R10 000

Tobi primary school R5000

Imifino- Residents of Molweni R5000

The SABPP KZN provincial committee presented the donation on behalf of the staff to grateful and appreciating recipients

B

4 interns

SABPP supported the government initiative of youth employment services by taking up four interns and two of the interns were offered employment afterwards.

C

Sponsorship of the best HR student per university R5000 per campus R50 000

D

Sponsorship of the national best student under Marius Meyer SABPP Student Excellence award to the tune of R50 000



INTERN
TAMLYN SWARTS



INTERN
LAWRENCE ZONDO



OUR ALLIANCES

CIPD

The alliance signed with CIPD in 2022 is a significant milestone for the SABPP. The SABPP and CIPD have a long relationship. For example, Dr Wilson Wong of the CIPD was present during the historic milestone of developing and launching the South African National HRM Standards in 2013/14. The CIPD is the professional body for HR and people development in the UK and globally. For our members this alliance recognises our standing on the global stage. SABPP members at the CHRP and MHRP levels can apply for recognition and registration at the equivalent levels of Chartered and Chartered Fellow with the CIPD. This is an important ratification of our quality assurance processes as a South African HR professional body. We look forward to deepening and further developing our relationship and collaboration with CIPD.




COMENSA

In 2022 we reaffirmed the importance of our relationship with COMENSA. We renewed our partnership with the professional body and re-endorsed the strategic objectives that we would like to achieve in the next years. We look forward to hosting the webinars on coaching and mentoring in 2023, building on the webinars in 2022 on the fundamentals of coaching and mentoring. Two of the strategic objectives is the development of the related Standards and competency framework. These various interventions with COMENSA will help develop our HR members in their coaching and mentoring skills, and provide a pipeline of mentors for our young aspiring future HR leaders as they enter the world of work.

Human Resource Professionals' Society – Botswana

The alliance with the Human Resource Professionals' Society – Botswana is another important alliance with our SADC neighbouring country. Together the professional bodies will explore the advancement of human resource professionalism, including the HR Standards and HR audits.



NCPD

The National Council of and for Persons with Disabilities (NCPD) is an important stakeholder and partner to help address disability and inclusion. The NCPD contributed towards the development of the Disability Standard. And is one of the key role players in the Disability and Inclusion Working Group.

ACFE

Together with the Association of Certified Fraud Examiners, SABPP hosted its annual Ethics and HR Governance Conference. This was a successful intervention that brought together the members of the two professional bodies. We will continue to build our collaboration to further good governance and address critical issues such as the protection of whistle blowers.



IPM (Zimbabwe)

One of the strategic priorities of the SABPP is building relations and partnerships with our fellow African peers and professional bodies. The signing of the alliance with IPM Zimbabwe is one of the initiatives that SABPP has undertaken in this regard. This is an important alliance with our SADC neighbouring country. We have long relationship with IPM Zimbabwe and have engaged each other on the HRM Standards and HR audits for example. SABPP aims to partner with fellow African peers to share good practices and help each other in the mission of professionalising people practices.

The Ethics Institute

Ethics is one of the pillars of professionalism for the SABPP. As a professional body, SABPP advocates ethical conduct by individuals, organisations, and society in general. One of the key alliance partners of the SABPP in this regard is The Ethics Institute, whose aligned mission is "enabling and supporting the cultivation of ethical organisations".



NSG

The National School of Government is an important partner for the SABPP in its mission of professionalising HR and help influence the policies and provision of people practices in the public sector of South Africa. The NSG was instrumental in the invitation to the SABPP to participate in the Ministerial Task Team on the professionalisation of the public sector. The SABPP looks forward to working with the NSG in realising the lofty aims and goals of the National Framework Towards the Professionalisation of The Public Sector when ratified by Cabinet. The National Development Plan (NDP) honed in on the need to professionalise the public sector. SABPP will play its part in this national endeavour.

SALGA

The local government sphere is an important one for service delivery. SALGA is an important stakeholder in professionalising the local government workforce and enabling effective service delivery. SALGA is undertaking a number of strategic interventions in planning for and realising the goals of the National Framework Towards the Professionalisation of The Public Sector. SABPP has been supporting SALGA where required in this professionalisation journey.



ASDSA

Skills development is one of the national priorities for South Africa and is critical to answering the many disruptions from the changing world of work, 4IR, and global factors including the COVID pandemic. For this reason the SABPP has signed an alliance with the ASDSA. The SABPP is aligned with the ASDSA's goal of "furthering the aims of the National Skills Development and other human capital development strategies." The ASDSA represents skills development practitioners. Together with the SABPP's membership comprising of L&D professionals, we can certainly help shape the national skills development landscape.

SARA

The alliance with South African Reward Association (SARA) serves to promote sound reward practices.



SAPA

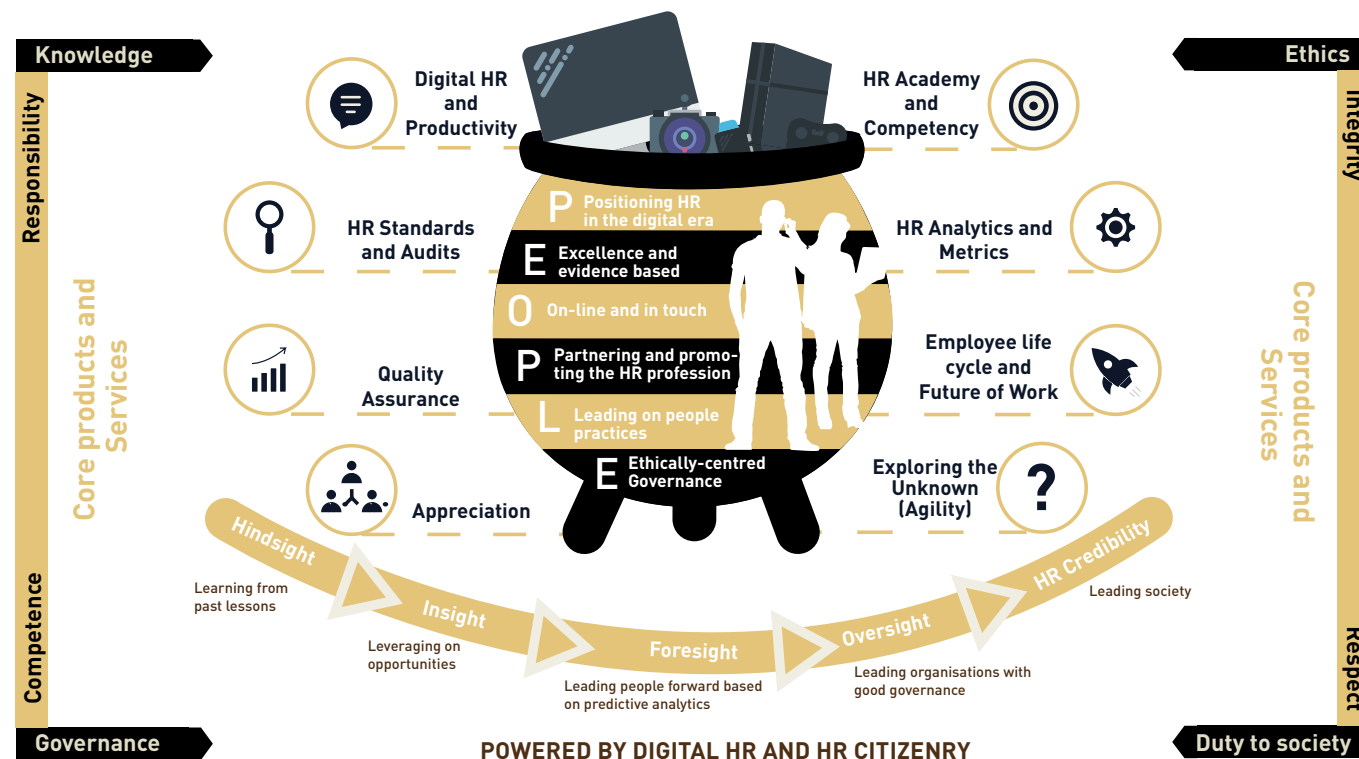
The alliance with South African Payroll Association serves to promote sound payroll practices.

OUR STRATEGY

The aim of the SABPP strategy is to:

- promote, direct and influence the development of the HR profession by setting HRM standards, including setting HR competency standards for the education, training and conduct of those engaged in the profession.
- advise involved parties on developing and attaining those competencies as well as evaluate such attainment against the set HRM Standards.
- make the technologies “promote the common good”, enhance human dignity and protect the environment.

THE PEOPLE FACTOR STRATEGY #HR202030



POSITIONING HR IN THE DIGITAL ERA

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

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

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

EXCELLENCE AND EVIDENCE BASED

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

The SABPP must be also excellent in providing services to its member

ON-LINE AND IN TOUCH

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

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

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

PARTNERING AND PROMOTING THE HR PROFESSION

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

LEADING ON PEOPLE PRACTICES

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

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

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

ETHICALLY-CENTRED GOVERNANCE

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

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

P

POSITIONING HR IN THE DIGITAL ERA

- Promote the People Factor Strategy
- Develop the Digital HR series stream
- Support the design of curriculum on Digital HR for universities

E

EXCELLENCE

- Investigate statutory recognition of HR
- Issue awards to companies & individuals excelling in HR standards, audits and innovation
- Accredite HR learning providers
- Audit companies against HR Standards
- Strengthen Board Exams as a prerequisite for professional registration
- Accredite universities offering HR qualifications and HR modules
- Register and maintain members who are HR professionals
- Develop a system for managing institutional knowledge for internal and external purposes

O

ONLINE AND IN-TOUCH

- Produce publications aligned to strategy
- Orientate HR Directors on professional body
- Create an integrated value proposition for members
- Showcase value for members with clear corporate identity and brand association
- Develop and implement a clear marketing strategy (overall) and plan (per product)
- Present on HR professionalism and standards at public conferences
- Package & make value of individual & corporate registration more visible for members to "feel" the benefits
- Develop & categorise value/products according to different levels of registration
- Maintain strong representation of SABPP across the country (provincial committees)
- Set up and maintain student chapters at universities
- Support young people in HR through the support of the SABPP HR Youth Council
- Arrange events for HR professionals-
- Arrange generic and specific company/client visits
- Implement and refine the new CPD system
- Explore recognition of other professional body events for CPD
- Accredite and showcase CPD providers
- Develop a seamless system for CPD points tracking
- Automate quality assurance processes
- Develop integrated technology solutions for all products (e.g. swipe cards) and processes
- Develop a culture of innovation
- Develop staff and committee capacity to leverage technology in all SABPP work
- Reposition IT as a key strategic priority by utilising the IT Governance Committee
- Develop online evaluation systems/forms
- Deliver a social media content strategy (LinkedIn, Twitter, Facebook and Instagram)

P

PARTNERING AND PROMOTING THE HR PROFESSION

- Develop a quality framework with clear rules for alliances linked to overall strategy
- Create an alliance review system and report to board (green, yellow, red) – ROI
- Build new alliances that will enable SABPP to achieve its objectives both locally and abroad
- Ensure sound governance with MoU and MoAs
- Drive innovation in the industry to leverage on the Future World of work philosophy
- Accredite and market trained consultants as Standard Champions (specific to HR Standard Toolkits)

L

LEADING ON PEOPLE PRACTICES

- Develop & deliver a regular stream of products for HR professionals
- Review HR Standards
- Conduct regular surveys
- Develop an annual State of the HR Industry Trends Report
- Draft a clear research in practice model (e.g. convert dissertations to practice papers)
- Conduct research into trends and products
- Comment on all relevant government and other stakeholder requests for inputs
- Develop a set of national HR metrics
- Make HR Standards accessible to all HR professionals
- Drive competencies in HR functions
- Develop further HR Professional Practice Standards
- Produce regular HR position papers on current topics
- Develop responses to socio-economic issues
- Influence curriculum of higher education institutions.
- Build strong relationships with universities and research houses
- Create a free 'Youth in HR' interaction
- Create an HR calendar for South Africa

E

ETHICALLY- CENTRED GOVERNANCE

- Green movement
- Ensure sound governance of HR audits
- Affordable events and products
- Financial viability
- Manage and comply to regulatory and risks framework eg SAQA, Risk register.
- Leveraging on HR Governance Framework
- AGM and Provincial AGMs and Annual Committee meetings
- Dealing with complaints against unprofessional members



i CONTENTS PART B

PART A: LEADERSHIP REMARKS

1. CHAIRPERSON REPORT
2. CEO REFLECTION

THE CHAIRPERSON REPORT

The year 2022 has been a successful but challenging year for us as the SABPP and all our members. As a professional body together with our members across sectors, we continue to navigate a constrained global environment with heightened inflation and persistent energy crisis. In 2022 as a country, we saw headline inflation rate of 6.9% which is the highest reading since 2016, this is above the South African Reserve Banks' target inflation range of 6%. This is playing out in successive repo-rate increases we got to live with.

Our economic outlook is still challenged going forward, our GPD projected growth is at 1.2% with a Business Confidence index at lowest level since Q1 in 2021 (Number 36 out of 100). As people professionals, we are concerned about the stubbornly high unemployment rate sitting at ~42.6% using the expanded definition (includes discouraged jobseekers). Our youth being at the highest hit levels of unemployment, those between the ages of 15-24 years and 25-34 years recorded the highest unemployment rates of 61% and 40% respectively.

With all the stated challenges that we are experiencing and foreseeing the horizon – we remain a resilient and hopeful nation. Our people professionals across all industries are doing their best to support and advise academic institutions, government departments, private sector and non-profit organisations on how best to contribute to improving the state of our country through best people practices. SABPP is proud to being your professional body and a provider of cutting-edge people solutions and people research and best practices.

2022 marked the first full year the 14th SABPP Board. As I write this note we are close to halfway of our 3-year term as the Board. Perhaps this is the opportune time to reflect on what we set to do, what we have achieved and what we are set to do in the second half of our term. We therefore present our report card for 2022, a year full of great success, but it is important that we look at all these successes and challenges in the context of the practitioners, as without them we cannot succeed.

Great strides were made in the year under review.

We celebrated our 40th anniversary as a professional body during October last year; we gathered to honour and celebrate those who pioneered and paved the way for us to being the professional organisation we are today. As an assurance that SABPP is ready for the next forty years, we signed a ground-breaking agreement with the Chartered Institute of Personnel and Development (CIPD) headquartered in Wimbledon, United Kingdom. This clearly secures our place as a global partner and taking SABPP to unprecedented levels and this is well in line with our strategy of expanding our continental and global footprint aspirations.

On the home front we solidified our position as an authorised professional body by being re-recognised and re-accredited by the South African Qualifications Authority (SAQA) for the next five years. This is an attestation of our professional, ethical, and high-quality standards in what we do.

We continued to influence the public and private sector as well as academia through various programmes and services not limited to the following:

- Products training including our trademark HR Standards
- Research and collaboration
- Participated in the professionalisation of the public sector project
- HR auditing and university accreditation
- Special customised projects responding to industry needs.

In 2022 we reviewed and firmed up on member value proposition (MVP). One example of the Initiatives to improve our MVP was the introduction of the buffet membership. The aim of the MVP remains to ensure that our members get more for choosing SABPP as their preferred professional body. Our ultimate aspiration and ambition are that every HR professional in the country registers and understands and appreciate that their success is tied to SABPP.

During 2022 as a board, we officially launched the very first review of the HR standards after a decade of success. This project is set to be finalised during 2023 by our esteemed project team that we are all highly thankful and indebted to. The objective of the review is to ensure that the HR standards remain relevant to the ever-changing world of work. Going forward these will be updated periodically; the periodic interval will be agreed and shared at the launch of the updated standards – watch the space.

It was with great excitement and delight that in 2022 we relaunched all the sixteen (16) SABPP provincial committees and all the fifteen (15) national committees following the guidance of our charter by conducting elections across. I would like to congratulate and send well wishes to all the elected leaders that will be ensuring that we deliver our strategy and member value proposition. Additionally, the Board refreshed the SABPP strategy and cascaded it to all committees across the country. I would like to extend my heartfelt appreciation to all SABPP members, staff, and third-party partners for sacrificing their valuable time and effort to participate and drive all SABPP activities mostly with minimal or no compensation – our appreciation goes to you.

My work as chairman would not be easy if it was not for the committed and passionate 14th Board Members. 2022 presented the board members with many challenges ranging from formal career, personal and health – but they are not at all deterred from serving the SABPP with commitment and diligence – I am thankful for their continued leadership, oversight, and guidance. We unfortunately had one board member resigning from the board during 2022 (Ms Annetjie Moore) and we wish her well in all her future endeavours. In the same period, we welcomed two new board members (Mr.Dustin Hogg and Mrs Hildah Rhofiwa Muthambi), it is great having them on board and looking forward to their contribution.

My sincere gratitude to management and staff of SABPP who have continued to operationalise and implement our strategy. Despite limited resources they have pushed themselves, at the risk of burnout at times to ensure that we can today present this wonderful report card. A special thank you to Xolani Mawande, our CEO – his passion and innovative strategies are surely yielding great results for the SABPP.

Finally, I would like to thank you our members and all stakeholders for holding us to account, for trusting us and for expecting nothing but the best from us. Thank you for remaining loyal members. Thank you for utilising our products and services. Thank you for raising the SABPP banner in your corner ensuring that the HR profession continues to be respected and remains relevant in this ever-changing world.

The next 18 months are critical for us as a board to ensure that we achieve all that we set to deliver. We are being intentional and deliberate to take the HR profession to the next great level. Here is to the next meaningful year, may 2023 be a year of excellence, and here is to another 40 years of best people practices.

Sincerely



Dr James Ramakau
CHAIRMAN OF THE BOARD
SABPP

THE CEO REFLECTION

Contributing to the sustainability of organisations through hindsight, insight, foresight and oversight ensuring HR credibility for forty years

From humble beginnings in 1982, SABPP has indeed come a long way. Last year was a big year for us as we celebrated our 40th anniversary. The settings are now different from 1982 but our mission remains resolute.

From the days of Gary Whyte, Wilhelm Crous, Dr Ray Eberlein and Ivan Latti to Elizabeth Dhlamini, Linda Chipunza, Getty Simelane, Prof Karel Stanz, Kate Freeman, Michael Glesnor, Pauls Gibbon, Marius Meyer and Dr Penny Abbott through to Sipiwe Moyo, Dr James Ramakau, Thandi Thankge



Garry Whyte
1st CHAIRPERSON
1982-1991

Dayalan Govender, Dr Rica Viljoen and counting, the Human Resources professionalisation, competency, ethics and standards remains top of the agenda. HR has moved from mere administration to a fully-fledged profession and indeed to the centre of any business success. The future of the profession is very bright. We will continue to contribute successfully to the success of all organisations taking our people with.

2022 therefore was a good year of reflection. We have now fully recovered from the effects of COVID 19. In the last quarter of the year, we commenced on face to face activities once again giving members an opportunity to network physically. We continued our innovation journey in order to ensure that members remain on the cutting edge of development.

We launched the following:

- 1 Buffet membership model to help members manage their financial obligations
- 2 HR Standards review process to ensure that the 2013 launched HR standards are aligned to the future.
- 3 Joint membership with our UK counterparts CIPD allowing our members to be part of the global village.
- 4 Launched HR vacancy portal to bring HR jobs under one roof
- 5 SABPP CEO leadership and culture conversations.

One of our great milestones remains the re-recognition of SABPP by SAQA for another five years (2022-2027) after a thorough process of accreditation and audit. We are proud of this achievement as it bears testimony of our great work and professionalism. Your membership is valid.

Financially we fully gained our muscle. We made a surplus of R1.618 million. Our reserves are the highest in the history of the 40 years of our existence. We therefore are in a position to invest either in a SABPP home and/or in projects for the benefit of the profession.

Our committees continued doing great things. During this period, I personally visited all our 15 provinces and presented the updated strategy and assisted the provinces to craft their localised strategies. Leadership elections for the next three years were finalised. We look forward to active, value adding provinces in 2023.

On the staff front, the team steadily continues to grow towards pre-Covid numbers. Staff development remains top of our agenda. A significant number of our staff is gaining qualifications primarily sponsored by SABPP. To this end we congratulate our junior staff members inter alia, Thulani Ndwandwe (Office Assistant) and Bongekile Ndaba (Co-ordinator) for successfully completing a NQF Level Business Administration qualification.

Bongekile Ndaba celebrated ten years at SABPP. What a record. We are so proud that she chose us over any other employer. Here is to another ten years Bongi.

In honour of our former CEO and ultimately Chairperson Dr Marius Meyer we renamed our student awards to Marius Meyer SABPP Awards.

I would like to sincerely thank all our stakeholders for supporting us achieve our goals in 2022. A special thank you to the Board ably led by Dr James Ramakau for their strategic leadership and guidance. Thank you to all the committees of SABPP both Provincial and National for choosing to work and sacrifice for the profession. Thank you to all the members who have supported us by paying their dues, attending our events and reading and commenting on our publications, innovations and strategies. Let's do this again in 2023 and beyond.

Finally, I would like to thank my team Kgomotso, Ajay, Lindiwe, Zanele, Ronel, Tshego, Bongi, Thulani, Zodwa, Monique, Sellina and Jody for doing their work well and thus making me look good. Thank you guys.

Dear members and all our stakeholders, I really urge you to read our report, comment and give us suggestions to ensure that we serve you better going forward. You have an excellent Board and committed staff members. The world is confused and needs your services. We therefore need to work together to ensure that people remain the centre of our global success.

I have no doubt that the future looks bright for you. Prepare yourselves to excel with SABPP on your side, but more importantly be the blessing and source of joy and hope to the world one person at a time.

“The Lord bless you and keep you; The Lord make His face shine upon you, And be gracious to you; The Lord lift up His countenance upon you, And give you peace.”

-Numbers 6:24-26 NKJV

CEO
Xolani L Mawande





i CONTENTS PART C

PART C: BOARD & COMMITTEES

1. OUR BOARD

A COMPOSITION

B GENERAL SUCCESSES AND CHALLENGES

C FEATURED BOARD MEMBERS

2. BOARD SUB-COMMITTEES

A NATIONAL COMMITTEES

I GENERAL SUCCESSES OF NATIONAL COMMITTEES

II. FEATURED NATIONAL COMMITTEE

B PROVINCIAL COMMITTEE

I. GENERAL SUCCESSES OF PROVINCIAL COMMITTEES

II. FEATURED PROVINCIAL COMMITTEE

THE BOARD DETAILS

BOARD REGULATION

The Board is committed to ensuring that the applicable principles of good governance as determined by The King IV Report on Corporate Governance for South Africa and The Independent Code for NPOs in South Africa are implemented at SABPP openly and with integrity.

The Board plays a crucial role in effective leadership by setting the moral tone and defining the ethical standards that are rooted into the internal controls, policies, terms of reference and overall corporate governance processes that ensure sufficient oversight and comprehension.

Overall, the Board is responsible for setting the strategic direction of SABPP, ensuring that the necessary structures and processes are in place to achieve the strategic objectives. To improve oversight and achieve its mandate, the board introduced structures of delegation to sub-committees and management through a Board Charter and Terms of Reference

BOARD DIVERSITY & COMPOSITION

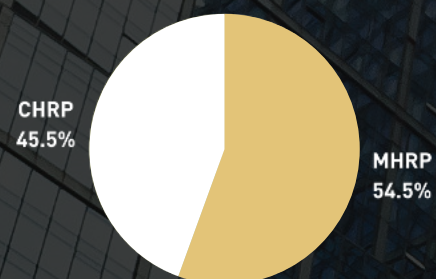
The Board consists of ten (10) SABPP registered members and two (2) co-opted experts whose competence has been validated and further verified through our Nominations Committee. As per King IV's recommendation, the SABPP board consists of volunteers who have skills, experience and diversity that accommodates the SABPP's employment equity targets

GENDER CHART

Male	Female
James	Rica
Dayalan	Busi
Lyle	Mariska
Dustin	Yvonne
Mochabo	Rofhiwa
Kolobe	
Francois	
TOTAL	12

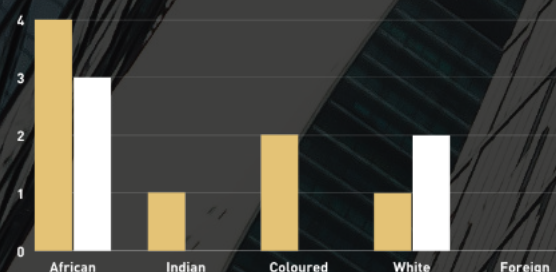
SABPP Registration Levels Chart

(Excludes non-members Hilda and Kolobe who are co-opted experts)



GENDER RACE CHART

Female Male



Anna- Sophia Moore resigned in August 2022 and Dustin Hogg was appointed. The Board co-opted a Legal specialist Hildah Rofhiwa Muthambi.

Attendance : 4/4

CHAIRPERSON
DR JAMES RAMAKAU – CHRP
Anglo American

Attendance : 3/4

1ST VICE CHAIR
DAYALAN GOVENDER – MHRP
PwC

Attendance : 3/4

2ND VICE CHAIR
DR RICA VILJOEN – MHRP
Mandala Consulting
LQA CHAIR

Attendance : 2/4

CPD CHAIR
MARISKA SMITH BEYER – CHRP
Fraser Alexander

Attendance : 4/4

HEC CHAIR
LYLE MARKHAM – CHRP
University of the Free State

Attendance : 4/4

PRC CHAIR
DR MOCHABO MOERANE – MHRP
University of South Africa

Attendance : 4/4

BUSISIWE TSHABALALA – MHRP
African Rainbow Minerals Limited

Attendance : 1/1

CM VICE CHAIRPERSON
DUSTIN HOOG – CHRP
Columbus Stainless

Attendance : 2/2

ROFHIWA HILDAH MUTHAMBI – ATTORNEY
RH Muthambi Attorneys Inc

Attendance : 4/4

CHAIR AUDIT COUNCIL
FRANCOIS SIEBERHAGEN – MHRP
VKB Group

Attendance : 3/4

YVONNE TSHEPO MOSABI – MHRP
Heineken

Attendance : 2/4

R&A CHAIR
KOLOBE MASHALA – CA
Agricultural Research Council

Attendance : 4/4

CEO
Xolani L Mawande – MHRP
SABPP

Attendance : 4/4

Governance Practitioner/ Board Secretary
Lindiwe Nombaca
SABPP

SUPPORTING STAFF

KEY FOCUS AREA 2022

- Building key capabilities in support of operational excellence
- Board training, induction and strategy
- The future role of SABPP in quality assurance
- Approval of 2021 Annual Financial Statements and Audit report
- Annual General Meeting and Annual Report
- Provincial AGMs and Provincial Business Plans
- Committee Leadership elections
- Approval of 2023 Budget
- Setting the three-year strategy (confirmation of continuation on People Factor Strategy) and approval of Business Plans and Budget 2023 approval
- Approval of various matters as per below:
- Employment Equity Plan Report
- Various Committee terms of references
- Quarterly Financials (Management Accounts)
- Quarterly Accreditation Reports
- Quarterly HR Audit Reports
- Quarterly People Factor - Strategy Review

FUTURE PRIORITIES

- HR Standards review.
- Future home for SABPP
- Statutory recognition debate
- National and global partnerships (Alliance)
- Succession planning
- Income diversification and growth
- Charter review
- Future world of work

CHALLENGES

- Member engagements and commitments
- Constrained income growth
- Virtual world limiting networking
- Limited staff

FEATURED BOARD MEMBER

1ST VICE CHAIR

DAYALAN GOVENDER – MHRP

The last 2 years for me, and I am sure for many of you, have been the most tumultuous and challenging. A roller coaster of a ride for all of us. I have certainly been put through the test (which I had never prepared for) as it relates to my personal, career, social, mental and emotional state in life. Being appointed as the Africa Lead for the People & Organisation competency for PwC, presented a new set of energy and invigoration for me and gave me a new set of purpose to drive on the work front. Equally so, after having gone through a sudden medical ordeal in Oct 2022, reminded me harshly of who I was and the need to also slowdown in life in appreciating all the other wonderful achievements I have already obtained on ALL spheres of life. It also taught me the big lesson, to NEVER take the smaller, yet most important things in life for granted, where we all so often continue to spin the hamster wheel on a daily basis in life I now live by the profound words of the great Mahatma Gandhi who said, "Be the change you want to see in the world and in your own life." I challenge each one of you to do the same...

Attending my graduation ceremony in Jan 2023 as a certified Director with the IoD - SA, also gave me an added sense of purpose in my life, but once again not at the expense of ignoring the other smaller yet most important things in life, like my personal health and well-being, family, friends and about making a difference in the lives of other less fortunate people around us. I trust 2023 is going to be an exciting, purpose driven and blessed year for all of you.

As a seasoned Organisation & Workforce transformation leader, Dayalan has a long standing and active involvement with the SABPP. He has been accredited as a Master HR practitioner since 2015, and has taken an active interest in promoting the SABPP within his leadership spheres. He is currently serving his second term on the SABPP board and currently services as the vice chair on the Board. He also received the SABPP CEO award in 2022 for his outstanding contribution to the HR profession over the number of years across Africa.



i BOARD SUB-COMMITTEES

The Board has delegated certain functions to well-structured committees whilst retaining Board accountability. There are two types of committees at SABPP National and Provincial committees.

National and Provincial committees operate under written terms of reference approved by the Board. 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.

We appreciate the great work by Committee members for their ongoing efforts in driving and executing our business initiatives

ETHICS



HAPPINESS MUKONZO
Entwise Consulting

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

CHRP

RISK & AUDIT COMMITTEE



KOLOBE MASHALA
Agricultural Research Council

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.

CO-OPTED EXPERT

LQA COMMITTEE



DR RICA VILJOEN
Madala Consulting

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

MHRP

L&D COMMITTEE



BHAVISHA PATEL
Iress

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

HRP

CPD COMMITTEE



MARISKA SMITH BEYER
Fraser Alexander

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

CHRP

HE COMMITTEE



LYLE MARKHAM
University of the Free State

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

CHRP

PROFESSIONAL REGISTRATION COMMITTEE



DR MOCHABO MOERANE
University of South Africa

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.

MHRP

MENTORING COMMITTEE



RODENE DYE
University of Johannesburg

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

CHRP

HR AUDIT COUNCIL

FRANCOIS SIEBERHAGEN
VKB Group

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.

CHRP**HR GOVERNANCE COMMITTEE**

ELIZABETH DHLAMINI-KUMALO
Consulting

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

CHRP**IT GOVERNANCE COMMITTEE**

BARRY VORSTER
BDO

To provide oversight over the SABPP IT governance

MHRP**HR CITIZEN COMMITTEE**

VERNA APPOLLIS
CTICC

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

CHRP**HRRI COMMITTEE**

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

MHRP**CHANGE MANAGEMENT**

DIRUSHA GANAPATHY
Consulting

To stimulate healthy debate and provide practical guidance and support on the dynamics of managing change in today's turbulent environments to SABPP members.
To impact society through education about organisation development and effectively managing change (possible articles, fact sheets, books, lecturing, events, etc.).
To function as a Change Management think tank that commits to disruptive innovation in the field of OD and Change Management.

CHRP**LABOUR MARKET COMMITTEE**

BEDELIA THEUNISSEN
AECI

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

MHRP

i GENERAL SUCCESS NATIONAL COMMITTEE

CHANGE MANAGEMENT

The change management committee connects with other SABPP committees, focusing on professionalisation of HRM. By doing this, they share the knowledge, and enrich the people profession. The committee also network with other change management professions outside of the SABPP community, to ensure that the guidance they provide to SABPP is centred on best practices. They also did a short survey to get a sense of promoting and advancing the profession in the workplace and the society. The review and finalisation of the committee's Terms of Reference, will assist them to influence individual Change Management, OD and HR Professionals, line managers, academia and students with change management, so that they become influential change agents within their networks. This will further support the SABPP mission.

LABOUR MARKET COMMITTEE

The Labour Market committee is well focused and strategic. It ensured the promotion of professionalism in HR through the survey on labour management relationship which supports the scenarios and trends in the labour market. Also, by contributing to case studies, with practical experiences from some of the highly distinguished organisations, they ensure that the labour market in South Africa continuously improve in its functions. They further improve the people practices by sharing different scenarios of the initiatives that sustain organisations and promoting productivity. The completion of "co-productivity culture in the workplace" publication, will furthermore ensure clear standards of practice and quality of service in the South African labour market

ETHICS

The Ethics Committee assisted in ensuring that members are equipped with required ethics standards as key drivers of HR members in their organisations. Since people remain the centre pillar of the SABPP strategy, ethics training is the first requirement for newly registered member of SABPP and the Committee has two qualified trainers that assist with conducting these training for SABPP. The Ethics Committee plays a big role introducing various projects in ensuring that SABPP members champion ethically centred governance in their organisations. The Committee manages a tip-offs service that provides the profession across all regions a platform where SABPP members can be reported for unethical behaviour. In addition, an Ethics and Governance Conference was hosted in 2022 where various ethics experts shared their knowledge about ethics with a purpose of educating and promoting ethics and governance awareness amongst SABPP members. It is now more important than ever that organisations such as ours step up and play their part and the committee is committed to making an ongoing contribution to the profession and the society at large

RISK & AUDIT COMMITTEE

The Risk & Audit Committee played a big role throughout the year in providing assistance in dealing with current risks that SABPP is facing and identifying unforeseen risks before they arise either through controls and assurance actions. Moreover, together with the CEO, the Committee managed a successful handover of the outgoing accountants and introduced new accountants.

The Committee assisted with the below:

- reviewed the annual budget, accounts and related forecasts.
- advised the Board on financial reports and statements if they were fair, balanced and reasonable.
- reviewed and approved the external audit report
- regularly reviewed the risk register

LQA COMMITTEE

The LQA Committee provides oversight of the SABPP's quality assurance function as a Quality Assurance Partner with the QCTO. As with the HEC, this is an important task that helps the SABPP in its professionalisation mission, the setting of standards, and ensuring quality provision of HR learning. The LQA Committee is attempting to expand its capacity to ensure that it meets the professionalisation and quality assurance objectives more effectively. The SABPP has a robust quality assurance framework in place that has been honed in over the years

L&D COMMITTEE

The L&D Committee's key focus and activities has been anchored around the annual L&D conference. The conference is one of four conferences hosted by the SABPP. The themes of the conferences during the COVID pandemic has been on digital learning, with 2022 exploring the new world of L&D. The thread that needs to be developed further though is the impact of L&D on organisations and its future-proofing in alignment with the PEOPLE Factor Strategy. The Committee has attempted to develop a series of publications for the PEOPLE Factor magazine. This is to lead people practices. However, there have been starts-and-stops with the challenge being sustaining the effort. For example, the launch of the 'drip feed' programme to provoke and engage the L&D community. There is an opportunity to follow through on the successful annual conferences.

IT GOVERNANCE COMMITTEE

The relaunched Committee has built its capacity while it reviews its role in realising the SABPP strategy. During this time the Committee has participated in the review of the HR Technology Standard. The review process has provided pointers to the Committee on its contribution to the SABPP mission, in particular, on how HR can leverage technologies for the effectiveness of the HR function and the organisation as a whole.

HR CITIZEN COMMITTEE

The HR citizen committee supports the SABPP mission as they provide an oversight over sound governance system, policy, and strategy plans. They further engage in SABPP projects to ensure that professionalism is at the helm of HR functions, and ensuring that SABPP develops proper policies and procedures to support its members. By conducting the needs analysis survey, the committee warranted continuous professionalisation of the members and that good practices are aligned to business function.

HRRI COMMITTEE

The Committee has built its capacity to realise its planning on building bridges between academic and practice and to make accessible research to practitioners. This clearly is aligned with the PEOPLE Factor Strategy, for example, on leading people practices. The Committee plans to host a conference in 2023 to serve as the launchpad to developing further engagements with academic and industry to align programmes of action. The conference will serve as the opportunity to consult and engage with various stakeholders to develop the HR research agenda. It will also help to revitalise SABPP's networks for developing and sharing academic and practitioner thought leadership. Again, this will help SABPP lead people practices.

HE COMMITTEE

The primary focus of the HEC has been the accreditation and endorsement of HR qualifications. It is an important task that helps the SABPP in its professionalisation mission and the setting of standards. The Committee has been reviewing the criteria for accreditation, which will be submitted for Board approval. In 2023, the Committee will review the process of accreditation. The Committee has reviewed the value proposition of accreditation for various stakeholders. The Committee can play a more significant role in building the relations between academia and industry and make accessible the various research publications, as the HRRI aims to. The Committee could also influence the debate on digital HR curriculum, while continuing their work to integrate the National HRM Standards in the universities' curriculum

PROFESSIONAL REGISTRATION COMMITTEE

The committee has made a commitment in ensuring that all new applications are carefully reviewed and in accordance with industry best practices. All submissions were reviewed, and feedback was sent within 10 business days. The committee has worked tirelessly to support the SABPP strategy by making sure that the goal is reached and that members receive excellent customer service. Although there have been challenges with few evaluators handling more submissions, they were dedicated to their work and have prioritised SABPP. Overall, the work was completed on time, and SABPP provided any assistance that was required from the committee.

Committee members have been attending quarterly meetings to address any challenges or burning issues regarding applications. Any form of clarity was given to the committee to address these challenges. The year was fruitful, and 2023 looks even more exciting!

HR GOVERNANCE COMMITTEE

The HR Governance committee is working tirelessly as it endeavours good governance in HR practice through clearly set standards. Their publications on matters affecting HR, helps the members to align their policies, procedures, and governance in HR function. People risks are mitigated and fittingly, post the pandemic. In supporting the SABPP mission, the committee not only focuses on the HR departments but also the organisation holistically, to ensure that they comply with the set standards and the relevant legislation. The committee will further align with the SABPP mission as they conclude the development of HR Governance Standard. The ad hoc publications on matters that affect human resources supports professionalism.

CPD COMMITTEE

The CPD Committee of SABPP has a clear focus on improving the overall quality and effectiveness of continuing professional development (CPD) offerings. By defining the intent of CPD and reviewing the CPD web page, the committee is working to ensure that the members have access to the information they need to continue their professional development. Additionally, by conducting a survey to gather information on the CPD needs of the members, the committee is demonstrating its commitment to member engagement and meeting the evolving needs of our members. The finalisation of the Terms of Reference will also assist the committee to better structure its work and achieve its goals in line with the mission of the SABPP.

FEATURED NATIONAL COMMITTEE

Professional Registration Committee

Purpose:

The committee assess professional membership applications for HR professionals who have an interest to register with SABPP at a level appropriate to their HR competencies, level of education, and experience. Considering this, the committee therefore approves the appropriate professional registration level.

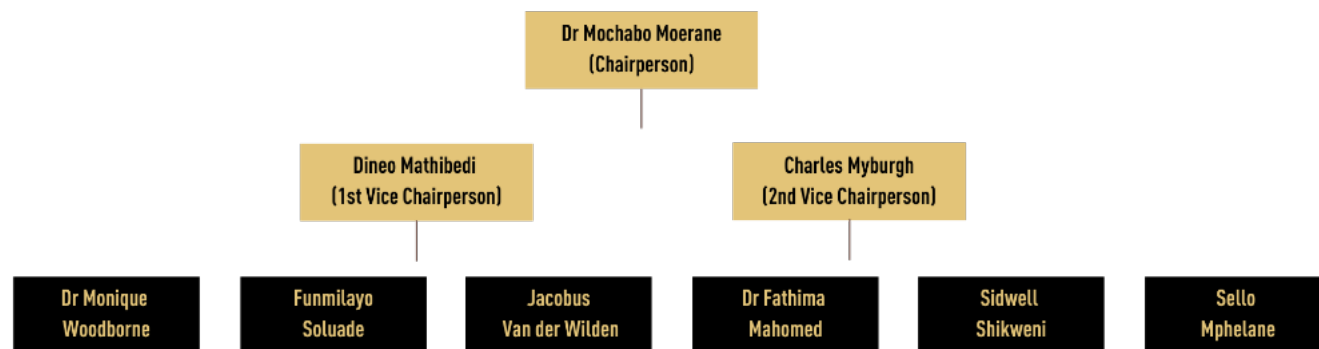
The committee met quarterly to discuss any challenges regarding applications. All new applications and upgrades were evaluated remotely using the new system.

CHALLENGES EXPERIENCED

- 1 Insufficient information submitted on work experience and qualifications by members when applying for registration.
- 2 Members not completing all the compulsory fields required to finalise the application process.
- 3 Members not having time to write Board Exam 2.
- 4 Members applying for higher levels while they do not meet all the requirements.
- 5 Qualifying members for higher levels applying for lower levels due to financial constraints.
- 6 Committee members having minor challenges to re-assess applications if there are any outstanding documents.
- 7 Few evaluators which require more time from their side, and which delays the registration process.

2022 – COMMITTEE MEMBERSHIP

The PRC Committee Members are as follows:



PROVINCIAL COMMITTEE

Following the successful 14th Board elections and subsequent National committee elections, provincial elections took place in all the 15 SABPP provinces.

The Committees elected are representative of the public sector, private sector and academic sector and fully reflects the diversity of our nation.

Strategic sessions were conducted in all provinces to ensure national alignment to the People Factor strategy. A special word of thanks to all the provincial committee members and stakeholders that assisted in ensuring successful sessions.

Newly elected Provincial Committees and Chairpersons are as er below:

Western Cape

Dr Michelle Visser

Stellenbosch University

CHRP



Gauteng

Fezekile Mphako

CATHSETA

MHRP



Limpopo

Danie Swanepoel

Thomas & Swanepoel Inc

CHRP



Free-State University

Lyle Markham

University of Free State

CHRP



North-West (Rustenburg)

Hlengiwe Makhaza

MSF

HRP



North-West (Mahikeng)

Dr Kelebogile Paadi

North-West University
(Mahikeng)

CHRP



Northern Cape (Kimberly)

Tebogo Maarman

Office of the Premier

HRP



Eastern Cape (PE)

Nandipha Sishuba

Nelson Mandela University

MHRP



Eastern Cape (Mthatha)**Zuzile Ncobela-Beje**

O.R.Tambo District Municipality

CHRP**Mpumalanga (Highveld)****Dr Thulile Ngonyama- Ndou**

TUT Emalahleni

MHRP**KwaZulu-Natal****Sameera Munzoor**

Pinnacle Human Capital Consulting

HRP**Northern Cape (Kathu)****Lebogang Majebeke**

Assmang- Black Rock Mine Operat

CHRP**North-West (Potch)****Roslyn Lodewyk-Raliphada**

North-West University (Potch)

HRP**Mpumalanga (Lowveld)****Dr Christiana Kappo- Abidemi**

University of Mpumalanga

HRP**Eastern Cape (East London)****Sindiswa Majova**

Walter Sisulu University

HRP

GENERAL SUCCESSES

PROVINCIAL COMMITTEES

Although there was not much time left in 2022 after the elections and strategy sessions, the Provincial Committee managed to carry few projects and continued demonstrating ongoing improvements despite some of the setbacks they encountered from unforeseen circumstances.

These are some of the achievements for 2022 across our provinces:

A

Western Cape Committee attended the Department of Human Resource Management Advisory Committee Meeting on the 12th of October, at the CPUT Hotel School in Mouille Point. Dr Johan Groenewald, Karel van der Molen and Dr Michelle Visser were present. Dr Michelle Visser was requested to introduce the SABPP and to present the best student awards for the HRM Diploma and the HRM Advanced Diploma.

B

Limpopo Provincial Committee visited Makhado Municipality and presented to their management staff. They further had an OUTREACH presentation at Rosebank College Polokwane.

C

We have seen an increase in new member registration across all provinces after the launch of the provincial committees.

D

Free State Committee has started conversations of reviving the University of Free State student Chapter. The Chairperson Lyle Markham represented SABPP in three (3) conferences in Free State.

GENERIC CHALLENGES**1**

In provinces like Limpopo, KZN and WC committee members are spread over a vast geographical areas and it might not always be economical to meet face to face.

2

Like the national committees there were generic challenges relating to loadshedding, prioritisation and inconsistent attendance.

FEATURED

PROVINCIAL COMMITTEE

KWAZULU-NATAL

Chaired by Sameera Munzoor

KZN Committee, Chaired by Sameera Munzoor

Sameera is currently the Managing Partner of Pinnacle Human Capital Consulting and the Chief People Officer for a company in the Hospitality and Entertainment sector.

Sameera is a Gallup certified Strengths Coach, has a Bachelor's Degree in Psychology, a Post-Graduate Diploma in Business Administration, certifications Advanced Human Resources, Labour Law, Strategic Management, Training & Development, Payroll and Data Analytics. She is currently completing her MBA.

Sameera has over 15 years' experience in Human Resources across various sectors including Wholesale & Retail, Manufacturing and ICT. She is responsible for developing the People agenda for leading teams toward high performance and sustainable talent management. She mentors HR Professionals and is a specialist in enabling transformative workplace practices that promote Inclusivity and Employee Engagement.

Sameera was nominated in the Top Women awards 2021 in the categories of Fast Growth Women SME, and Young Woman Achiever, and was certified as one of the Top 10 Most Inspiring Female Leaders in 2022. She was also invited to speak at Women's Parliament on the topic of Advancing Gender Equality, Through Inclusive Economic Growth and the Precepts of a Capable Developmental State.

Sameera is a fierce advocate of the disempowered, creates a platform of support for the 'voiceless' and encourages people to find their "power".



Committee Purpose

- 1 The committee is to maintain and grow the membership of the SABPP in the province, as an extension of Head Office and national structures.
- 2 Partner with HR professionals in KZN and the organisations in which they work and support them in navigating the current and future workplace challenges.
- 3 Partner with learning and other institutions and associations, to develop the HR profession and its visibility.
- 4 Initiate and co-ordinate relevant events to network, maintain contact with members and partners, thereby also securing income for the SABPP operations.
- 5 Network with other Provincial Committees.

Composition of the Committee

The committee has 13 members, 8 of whom are active participants. The new Committee was elected in May 2022 with a new leadership structure elected in November 2022. The committee holds monthly meetings virtually and intends to host its first in person meeting in February. The Committee members display varied skills and expertise which contribute positively to the HR landscape within KZN.

KZN COMMITTEE CHALLENGES & SUCCESS

- Participation is Voluntary and therefore participation may not be prioritised accordingly.
- Inconsistent attendance of committee meetings
- Reduced participation in respect of Committee deliverables.

Achievements

- The SABPP KZN Chapter embarked on the following events in 2022
- KZN Annual General Meeting (AGM): The SABPP KZN AGM was hosted at Regent Business School. A new committee was elected.
- Women's Day Conference: The webinar shone a spotlight on the various challenges women face and selected a panel of experts to share insights to empower future generations of women.
- Disability Rights Awareness: A panel of esteemed speakers discussed the legal framework for disability rights in SA, and created awareness to enable inclusion, identifying untapped talent and managing mental health in the workplace.
- Donations -Floods Victims: Donations were presented to two beneficiaries affected by the KZN Floods on behalf of SABPP staff.

Opportunities

- Reward and recognition for those actively contributing members for their ongoing commitment to the KZN Chapter.
- A Code of Conduct to be developed by the committee for the committee (aligned with SABPP Codes of Good Practice) with accountability at the centre of the Provincial strategy.
- A clear and defined strategy has been developed and implemented. There is equitable delegation of responsibility to ensure equal opportunity and participation for all members.
- The Committee consists of Professionals with varying levels of skills and experience within both Private and Public sectors – this is an opportunity to maximise the HR network in KZN and create alignment to HR standards.



i CONTENTS PART D

PART D: YOUTH MATTERS

1. SA HUMAN RESOURCES UNIVERSITY FORUM (SAHRUF)
2. STUDENT CHAPTER
3. FEATURED CHAPTER
4. HR CANDIDATE PROGRAMME

STUDENT CHAPTERS

SAHRUF

The South African Human Resource University Forum is an assembly that comprises of all accredited and non-accredited universities in South Africa. At the forum, all universities come together to discuss industry trends, and host the SABPP best national awards. The Forum had their annual virtual meeting on the 22 June 2022 with the theme “managing talent in an African hybrid world of work”, and the event was a success. In honour of the late Marius Meyer, the National Excellence awards were renamed to Marius Meyer SABPP National Excellence Awards and were presented to three students at the SAHRUF event. The following prizes were awarded:

MARIUS MEYER SABPP NATIONAL EXCELLENCE AWARDS



ANDISWA VILI
1st Place

Ms. Andiswa Vili (Cape Peninsula University of Technology):

- R20 000 cash prize
- SABPP certificate
- JUTA eBook voucher



ANDRE R RUST
2nd Place

Mr. Andre Rossouw Rust (University of Pretoria):

- R10 000 cash prize
- SABPP certificate
- JUTA eBook voucher



ENRICO KITCHING
3rd Place

Mr. Enrico Kitching (North-West University):

- R5 000 cash prize
- SABPP certificate
- JUTA eBook voucher



STUDENT CHAPTERS

With the student chapters, we aim to develop the future HR talent pool by giving recognition to our youth; the young men and women who have committed themselves to the Human Resources field. We have thus taken the important role of ensuring that tertiary students are fully prepared for a working environment in the HR field. The students have an opportunity to kick start their career by networking with both students from other universities as well as our growing number of HR professionals. These networking opportunities provide students with the insight they need to plan for their future and set goals. The Student Chapters are governed by a 'mini board' called the HR Youth Council (HRYC). The objectives of the council are to serve as an advisory to the body, generate new ideas for the profession, and assist student chapters with the achievement of their goals.

LIST OF STUDENT CHAPTERS

- | | | | |
|----|--|----|---|
| 1 | Walter-Sisulu University: Ibika Campus | 11 | Vaal University of Technology |
| 2 | Walter-Sisulu University: Mthatha Campus | 12 | CTI: Pretoria Campus |
| 3 | Tshwane University of Technology: Polokwane | 13 | University of Johannesburg: Soweto Campus |
| 4 | University of Limpopo | 14 | University of Johannesburg: Auckland Park |
| 5 | North-West University: Mafikeng Campus | 15 | Mangosuthu University of Technology |
| 6 | North-West University: Potchefstroom Campus | 16 | Tshwane University of Technology: eMalahleni Campus |
| 7 | University of Free-State: Bloemfontein Campus | | |
| 8 | University of Free-State: QwaQwa Campus | | |
| 9 | Central University of Technology: Bloemfontein | | |
| 10 | Cape Peninsula University of Technology | | |

STUDENT CHAPTERS CHALLENGES & SUCCESS

Not many student chapters were geared up and fired up like the previous years, however, progressively, we hope that the revival of the student chapters, with the help of the national committee representatives, will keep the students motivated and remembering their impact they have in leading the future and learning and applying various ways of contributing to the sustainability of organisations

It has not been an easy road, but the road to recovery is always gradual, and requires consistent intercession. Post the pandemic, apart from being on survival mode, students have tried to have work-life balance, manage their wellness, and still excel in their studies... not forgetting to wear their leadership hats in their student chapter roles. We have several institutions who are already working hard in reviving their student chapters from the list above, such as North-West University, University of Limpopo, and TUT eMalahleni, to name a few. We also had a successful face-to-face presentation for the University of Venda in hopes for a student chapter. We hope we will work even harder to support them in their journey!

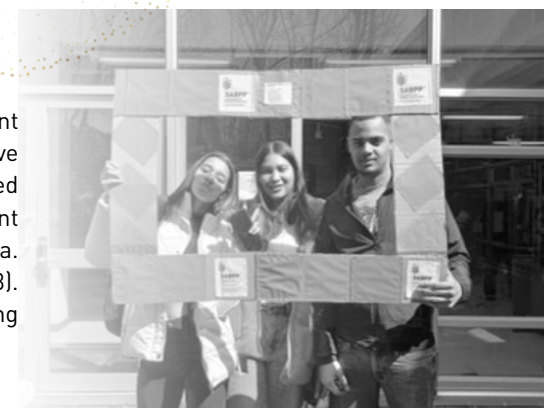
There are 98 students that registered in 2022 giving a total number of 3735 active students in our database.

FEATURED STUDENT CHAPTER

CAPE PENINSULA UNIVERSITY OF TECHNOLOGY STUDENT CHAPTER

Challenges and successes

Since the outbreak of the Covid-19 pandemic, no active SABPP CPUT Student Chapter was established. However, in October 2021, a new executive committee was elected. The newly elected committee members are dedicated to working hard and growing student membership, to revive the student chapter under the guidance of Dr L. Gie, Mrs T. Kroukamp and Mr S. Mgudlwa. The committee will serve for a period of two-years (Oct 2021- Sept 2023). Currently, on their student membership recruitment drives, they are standing at about +-80 registered students.



COMMITTEE MEMBERS

SIRAAJ ISSACS Chairperson

LIYABONA GINYA Secretary

SIPHILISIWE TSHAKA Treasurer

TAINA BEZUIDENHOUT Academic Officer

TAMICA FORTLIN Communication & Marketing Officer





i CONTENTS PART E

PART E: FINANCIAL REPORT

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3. Governing Body's Report
4. Independent Auditors' Report
5. Statement of Financial Position
6. Statement of Comprehensive Income
7. Statement of Changes in Reserves
8. Statement of Cash Flows
9. Accounting Policies
10. Notes to the Financial Statements

SABPP ANNUAL FINANCIAL STATEMENTS

SA Board For People Practices
(Registration Number 117-218 NPO)
Annual Financial Statements
for the year ended 31 December 2022

Audited Financial Statements
in compliance with the Nonprofit Organisation Act of South Africa
Prepared by: A. Otto CA(SA)

SA Board For People Practices

(Registration Number 117-218 NPO)
Annual Financial Statements for the year ended 31 December 2022

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SA Board For People Practices

(Registration Number 117-218 NPO)
Annual Financial Statements for the year ended 31 December 2022

General Information	
Country of Incorporation and Domicile	South Africa
Registration Number	117-218 NPO
Nature of Business and Principal Activities	The organisation is an HR Professional Body and Quality Assurance organisation.
Governing Body	Dr. James Ramakau (Chairperson) Mr. Xolani L Mawande (CEO) Dr. Rica Viljoen (Vice Chairperson) Mr. Dayalan Govender (Vice Chairperson) Ms. Busisiwe Rita Mashiane Mr. Kolobe Mashala CA(SA) Ms. Tshepo Yvonne Mosadi Dr. Mochabo Elias Moerane Mr. Francios Sieberhagen Mr. Lyle Grant Markham Ms. Mariska Smith Beyer Ms. Rofhiwa Hildah Muthambi Mr. Dustin Hogg Ms. Anna S. Moore (Resigned 25 August 2022)
Registered Office	1st Floor, Willowbrook House Constantia Office Park c/o 14th Avenue & Hendrik Potgieter Road Weltevreden Park 1715
Bankers	First National Bank Limited
Level of Assurance	These financial statements have been audited in compliance with the applicable requirements of the Nonprofit Organisation Act of South Africa.
Auditors	Ransome Russouw Incorporated 1 Mowbray Road Greenside Johannesburg 2193

SA Board For People Practices

(Registration Number 117-218 NPO)
Annual Financial Statements for the year ended 31 December 2022

Governing Body's Responsibilities and Approval
<p>The governing body are required by the Nonprofit Organisation Act of South Africa to maintain adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the annual financial statements satisfy the financial reporting standards with regards to form and content and present fairly the statement of financial position, results of operations and business of the organisation, and explain the transactions and financial position of the business of the organisation at the end of the financial year. The annual financial statements are based upon appropriate accounting policies consistently applied throughout the year and supported by reasonable and prudent judgements and estimates.</p> <p>The governing body acknowledge that they are ultimately responsible for the system of internal financial control established by the organisation and place considerable importance on maintaining a strong control environment. To enable the governing body to meet these responsibilities, the governing body set standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the organisation and all employees are required to maintain the highest ethical standards in ensuring the organisation's business is conducted in a manner that in all reasonable circumstances is above reproach.</p> <p>The focus of risk management in the organisation is on identifying, assessing, managing and monitoring all known forms of risk across the organisation. While operating risk cannot be fully eliminated, the organisation endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.</p> <p>The governing body are of the opinion that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss. The going-concern basis has been adopted in preparing the financial statements. Based on forecasts and available cash resources the governing body have no reason to believe that the organisation will not be a going concern in the foreseeable future. The annual financial statements support the viability of the organisation.</p> <p>The annual financial statements have been audited by the independent auditing firm, Ransome Russouw Incorporated, who have been given unrestricted access to all financial records and related data, including minutes of all meetings of the governing body, the governing body and committees of the governing body. The governing body believe that all representations made to the independent auditor during the audit were valid and appropriate. The external auditors' unqualified audit report is presented on pages 6 to 7.</p> <p>The annual financial statements set out on pages 8 to 21 which have been prepared on the going concern basis, were approved by the governing body and were signed on 31 March 2023 on their behalf by:</p>
<div>Dr. James Ramakau (Chairperson)</div> <div>Mr. Xolani L Mawande (CEO)</div>

GOVERNING BODY'S REPORT

SA Board For People Practices

(Registration Number 117-218 NPO)

Annual Financial Statements for the year ended 31 December 2022

Governing Body's Report

The governing body present their report for the year ended 31 December 2022.

1. Review of activities

Main business and operations

The organisation is an HR Professional Body and Quality Assurance organisation. There were no major changes herein during the year.

The operating results and statement of financial position of the organisation are fully set out in the attached financial statements and do not in our opinion require any further comment.

2. Going concern

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

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

The annual financial statements have been prepared on the going concern basis, since the governing body have every reason to believe that the organisation has adequate resources in place to continue in operation for the foreseeable future.

3. Events after reporting date

The governing body are not aware of any matter or circumstance arising since the end of the financial year to the date of this report that could have a material effect on the financial position of the organisation.

4. Governing Body's interest in contracts

To our knowledge none of the governing body had any interest in contracts entered into during the year under review.

SA Board For People Practices

(Registration Number 117-218 NPO)

Annual Financial Statements for the year ended 31 December 2022

Governing Body's Report

5. Governing Body

The governing body of the organisation during the year and up to the date of this report are as follows:

Dr. James Ramakau (Chairperson)

Mr. Xolani L Mawande (CEO)

Dr. Rica Viljoen (Vice Chairperson)

Mr. Dayalan Govender (Vice Chairperson)

Ms. Busisiwe Rita Mashiane

Mr. Kolobe Mashala CA(SA)

Ms. Tshepo Yvonne Mosadi

Dr. Mochabo Elias Moerane

Mr. Francios Sieberhagen

Mr. Lyle Grant Markham

Ms. Mariska Smith Beyer

Ms. Rofhiwa Hildah Muthambi

Mr. Dustin Hogg

Ms. Anna S. Moore (Resigned 25 August 2022)

6. Independent Auditors

Ransome Russouw Incorporated were the independent auditors for the year under review.

INDEPENDENT AUDITOR'S REPORT



Independent Auditors' Report

To the Governing Body of SA Board For People Practices

Opinion

We have audited the financial statements of SA Board For People Practices set out on pages 8 to 21, which comprise the statement of financial position as at 31 December 2022, and the statement of comprehensive income, the statement of changes in reserves and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements of SA Board For People Practices for the year ended 31 December 2022 are prepared, in all material respects, in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities 1 to the financial statements and the requirements of the Nonprofit Organisation Act of South Africa.

Basis for Opinion

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

Other Information

The governing body are responsible for the other information. The other information comprises the information included in the document titled "SA Board For People Practices Financial Statements for the year ended 31 December 2022", which includes the Governing Body's Report, and the statement of Governing Body's Responsibilities and Approval as required by the Nonprofit Organisation Act of South Africa, which we obtained prior to the date of this report. The other information does not include the financial statements and our auditors' report thereon.

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

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

Responsibilities of the Governing Body for the Financial Statements

The governing body are responsible for the preparation of the financial statements in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities 1 to the financial statements and the requirements of the Nonprofit Organisation Act of South Africa, and for such internal control as the governing body determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organisation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the governing body.
- Conclude on the appropriateness of the governing body's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organisation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the organisation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

31 March 2023

Ransome Russouw Incorporated
Per: A Otto CA(SA)
Director
Registered Auditor

1 Mowbray Road
Greenside
Johannesburg
2193

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2022

Statement of Financial Position

Figures in Rands	Notes	2022	2021
Assets			
Non-current assets			
Property, plant and equipment	3	333,903	291,659
Current assets			
Trade and other receivables	4	686,220	561,531
Cash and cash equivalents	5	11,138,750	10,228,697
Total current assets		11,824,970	10,790,228
Total assets		12,158,873	11,081,887
Reserves and liabilities			
Reserves			
Accumulated surplus		9,179,475	8,846,245
Liabilities			
Current liabilities			
Provisions	6	189,972	218,087
Trade and other payables	7	2,789,426	2,017,555
Total current liabilities		2,979,398	2,235,642
Total reserves and liabilities		12,158,873	11,081,887

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2022

Statement of Comprehensive Income

Figures in Rands	Notes	2022	2021
Revenue	9	12,431,113	12,538,964
Other income	10	506,344	133,284
Administrative expenses	11	(647,533)	(671,414)
Other expenses	12	(12,411,518)	(10,020,615)
(Deficit) / surplus from operating activities		(121,594)	1,980,219
Finance income	13	454,824	234,533
Surplus before tax		333,230	2,214,752
Income tax expense	14	-	-
Surplus for the year		333,230	2,214,752

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2022

Statement of Changes in Reserves

Figures in Rands	Accumulated surplus	Total
Balance at 1 January 2021	6,631,493	6,631,493
Changes in reserves		
Surplus for the year	2,214,752	2,214,752
Total comprehensive income for the year	2,214,752	2,214,752
Balance at 31 December 2021	8,846,245	8,846,245
Balance at 1 January 2022	8,846,245	8,846,245
Changes in reserves		
Surplus for the year	333,230	333,230
Total comprehensive income for the year	333,230	333,230
Balance at 31 December 2022	9,179,475	9,179,475

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2022

Statement of Cash Flows

Figures in Rands	Note	2022	2021
Cash flows from operations			
Surplus for the year		333,230	2,214,752
Adjustments to reconcile surplus			
Adjustments for finance income		(454,824)	(234,533)
Adjustments for increase in trade accounts receivable		(635,304)	(242,441)
Adjustments for (increase) / decrease in other operating receivables		(49,484)	274,160
Adjustments for (decrease) / increase in trade accounts payable		(60,648)	20,495
Adjustments for increase / (decrease) in other operating payables		832,519	(1,767,595)
Adjustments for depreciation and amortisation expense		75,227	74,709
Adjustments for impairment losses and reversal of impairment losses recognised in surplus or deficit		560,099	-
Adjustments for provisions		(28,115)	(11,627)
Total adjustments to reconcile surplus		239,470	(1,886,832)
Net cash flows from operations		572,700	327,920
Interest received		454,824	234,533
Net cash flows from operating activities		1,027,524	562,453
Cash flows used in investing activities			
Purchase of property, plant and equipment		(117,471)	(77,558)
Cash flows used in investing activities		(117,471)	(77,558)
Net increase in cash and cash equivalents		910,053	484,895
Cash and cash equivalents at beginning of the year		10,228,697	9,743,802
Cash and cash equivalents at end of the year	5	11,138,750	10,228,697

SA Board For People Practices

(Registration Number 117-218 NPO)
Financial Statements for the year ended 31 December 2022

Accounting Policies

1. General information

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

The organisation is incorporated as a Organisation and domiciled in South Africa. The address of its registered office is 1st Floor, Willowbrook House, Constantia Office Park, c/o 14th Avenue & Hendrik Potgieter Road, Weltevreden Park, 1715.

2. Basis of preparation and summary of significant accounting policies

The financial statements of SA Board For People Practices have been prepared in accordance with the basis of accounting set out below and the Nonprofit Organisation Act of South Africa. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of investment property, certain property, plant and equipment, biological assets and derivative financial instruments at fair value. They are presented in South African Rand.

The preparation of financial statements in conformity with the basis of accounting described below requires the use of certain critical accounting estimates. It also requires the governing body to exercise their judgement in the process of applying the organisation's accounting policies.

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

2.1 Property, plant and equipment

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

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

Depreciation on other assets is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method. The estimated useful lives range as follows:

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

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

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

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

SA Board For People Practices

(Registration Number 117-218 NPO)
Financial Statements for the year ended 31 December 2022

Accounting Policies

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

2.2 Financial instruments

Trade and other receivables

Most sales are made on the basis of normal credit terms and the receivables do not bear interest. Where credit is extended beyond normal credit terms, receivables are measured at amortised cost using the effective interest method. At the end of each reporting period, the carrying amounts of trade and other receivables are reviewed to determine whether there is any objective evidence that the amounts are not recoverable. If so, an impairment loss is recognised immediately in surplus or deficit.

Trade and other receivables are classified as debt instruments and loan commitments at amortised cost.

Cash and cash equivalents

Cash and cash equivalents include cash on hand, demand deposits and other short-term highly liquid investments with original maturities of three months or less. Bank overdrafts are shown in current liabilities on the statement of financial position.

Trade and other payables

Trade payables are obligations on the basis of normal credit terms and do not bear interest.

2.3 Prepayments

Prepayments consist of various payments that have been made in advance for goods and services to be received in future. Prepayments are measured at amortised cost, and are derecognised when the goods and services to which the prepayment relate have been received.

2.4 Leases

Definition

A lease is an agreement whereby the lessor conveys to the lessee in return for a payment or series of payments the right to use an asset for an agreed period of time. A finance lease is a lease that transfers substantially all the risks and rewards incidental to ownership of an asset. Title may or may not eventually be transferred. An operating lease is a lease other than a finance lease.

Classification

A lease is classified as a finance lease when it transfers substantially all the risks and rewards incidental to ownership. A lease is classified as an operating lease when it does not transfer substantially all the risks and rewards incidental to ownership.

Operating leases as lessee

Lease payments under an operating lease are recognised as an expense on a straight-line basis over the lease term unless another systematic basis is more representative of the pattern of the benefit obtained.

2.5 Provisions

Provisions for restructuring costs and legal claims are recognised when: the organisation has a present legal or constructive obligation as a result of past events; it is probable that a transfer of economic benefits will be required to settle the obligation; and the amount can be reliably estimated. Restructuring provisions comprise lease termination penalties and employee termination payments. Provisions are not recognised for future operating losses.

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2022

Accounting Policies

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

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

2.6 Revenue

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

Revenue from the sale of goods is recognised when:

- significant risks and rewards of ownership of the goods have been transferred to the buyer;
- the entity retains neither continuing managerial involvement to the degree usually associated with ownership nor effective control over the goods sold;
- the amount of revenue can be measured reliably; and
- it is probable that the economic benefits associated with the transaction will flow to the entity; and
- the costs incurred or to be incurred in respect of the transaction can be measured reliably.

When the outcome of a transaction involving the rendering of services can be estimated reliably, revenue associated with the transaction is recognised by reference to the stage of completion of the transaction at the end of the reporting period. The outcome of a transaction can be estimated reliably when all the following conditions are satisfied:

- the amount of revenue can be measured reliably; and
- it is probable that the economic benefits associated with the transaction will flow to the entity; and
- the stage of completion of the transaction at the end of the reporting period can be measured reliably; and
- the costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

When the outcome of transactions involving the rendering of services cannot be estimated reliably, revenue is recognised only to the extent of the expenses recognised that are recoverable.

The stage of completion of a transaction may be determined by a variety of methods, depending on the nature of the transaction:

- surveys of work performed;
- services performed to date as a percentage of total services to be performed;
- the proportion that costs incurred to date bear to the estimated total costs of the transaction. Only costs that reflect services performed to date are included in costs incurred to date. Only costs that reflect services performed or to be performed are included in the estimated total costs of the transaction.

Interest income is recognised using the effective interest method.

2.7 Employee benefits

Short-term employee benefits

Compensation paid to employees for the rendering of services are recognised at the undiscounted amount paid or expected to be paid in the accounting period in which the services were rendered.

Where employees accumulate entitlement for paid absences, an expense is recognised as the additional amount that the entity expects to pay as a result of the unused entitlement that has accumulated at the end of the reporting period. In the case of non-accumulating paid absences, the expense is recognised only when the absences occur.

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2022

Accounting Policies

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

The expected cost of profit-sharing and bonus payments are recognised when there is a present legal or constructive obligation to make such payments as a result of past events, and a reliable estimate of the obligation can be made. A present obligation exists when there is no realistic alternative but to make the payments.

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2022

Notes to the Financial Statements

Figures in Rands

2022

2021

3. Property, plant and equipment

Balances at year end and movements for the year

	Fixtures and fittings	Office equipment	Computer equipment	Computer software	Total
Reconciliation for the year ended 31 December 2022					
Balance at 1 January 2022					
At cost	486,335	32,063	707,788	69,229	1,295,415
Accumulated depreciation	(365,165)	(15,965)	(554,668)	(67,958)	(1,003,756)
Carrying amount	121,170	16,098	153,120	1,271	291,659
Movements for the year ended 31 December 2022					
Additions from acquisitions	-		117,471	-	117,471
Depreciation	(10,539)	(4,577)	(58,840)	(1,271)	(75,227)
Property, plant and equipment at the end of the year	110,631	11,521	211,751	-	333,903
Closing balance at 31 December 2022					
At cost	486,335	68,417	788,905	69,229	1,412,886
Accumulated depreciation	(375,704)	(20,542)	(613,508)	(69,229)	(1,078,983)
Carrying amount	110,631	47,875	175,397	-	333,903
Reconciliation for the year ended 31 December 2021					
Balance at 1 January 2021					
At cost	486,335	29,525	654,750	47,246	1,217,856
Accumulated depreciation	(354,626)	(15,965)	(511,209)	(47,246)	(929,046)
Carrying amount	131,709	13,560	143,541	-	288,810
Movements for the year ended 31 December 2021					
Additions from acquisitions	-	2,538	73,749	1,271	77,558
Depreciation	(10,539)	-	(45,997)	(18,173)	(74,709)
Property, plant and equipment at the end of the year	121,170	16,098	171,293	(16,902)	291,659
Closing balance at 31 December 2021					
At cost	486,335	32,063	707,788	69,229	1,295,415
Accumulated depreciation	(365,165)	(15,965)	(554,668)	(67,958)	(1,003,756)
Carrying amount	121,170	16,098	153,120	1,271	291,659

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2022

Notes to the Financial Statements

Figures in Rands

2022

2021

4. Trade and other receivables

Trade and other receivables comprise:

Trade receivables	586,261	511,056
Prepaid expenses	99,959	50,475
	686,220	561,531

5. Cash and cash equivalents

5.1 Cash and cash equivalents included in current assets:

Cash		
Balances with banks	8,920,271	7,987,994
Cash equivalents		
Short term deposits	2,169,342	2,061,088
Other banking arrangements	49,137	179,615
	2,218,479	2,240,703
	11,138,750	10,228,697

5.2 Detail of cash and cash equivalent balances

Bank balances		
FNB Current Account	101,232	150,525
FNB Money on Call Account	2,678,607	7,837,469
FNB Money Market Account	6,140,432	-
Total	8,920,271	7,987,994
Short term deposits		
FNB Fixed Deposit Account	2,169,342	2,061,088
Other bank arrangements		
Netcash Account	49,137	179,615

6. Provisions

6.1 Provisions comprise:

Provisions for employee benefits	189,972	218,087
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SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2022

Notes to the Financial Statements

Figures in Rands	2022	2021
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Provisions continued...

6.2 Provisions for employee benefits

	Leave pay provision	Total
Balance at 1 January 2022	218,087	218,087
Increase/(decrease) in existing provisions	(28,115)	(28,115)
Balance at 31 December 2022	189,972	189,972
Balance at 1 January 2021	229,714	229,714
Increase/(decrease) in existing provisions	(11,627)	(11,627)
Balance at 31 December 2021	218,087	218,087

7. Trade and other payables

Trade and other payables comprise:

Trade payables	153,000	213,648
Income received in advance	1,714,830	982,485
Accrued liabilities	500,173	708,331
Bursary deductions	14,051	14,051
Value added tax	407,372	99,040
Total trade and other payables	2,789,426	2,017,555

8. Operating lease liabilities

Future minimum lease payments

Not later than one year	1,538,665	1,398,787
Later than one year and not later than five years	129,202	1,667,867
	1,667,867	3,066,654

9. Revenue

Revenue comprises:

Sale of goods	32,347	15,750
Rendering of services	6,366,772	5,923,327
Fees received	6,031,994	6,599,887
Total revenue	12,431,113	12,538,964

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2022

Notes to the Financial Statements

Figures in Rands	2022	2021
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10. Other income

Other income comprises:

Sundry income	20,701	38,893
Fees received	105,000	94,391
Other non-turnover items	380,643	-
Total other income	506,344	133,284

11. Administrative expenses

Administrative expenses comprise:

Accounting fees	304,871	400,672
Auditors remuneration - Fees	70,000	55,000
Bank charges	58,752	27,497
Computer expenses	119,949	100,880
Subscriptions	2,783	2,650
Telecommunication	91,178	84,715
Total administrative expenses	647,533	671,414

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2022

Notes to the Financial Statements

Figures in Rands	2022	2021
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12. Other expenses

Other expenses comprise:

40th Anniversary	274,808	-
Bad debts	560,099	-
Board and committee expenses	430,054	116,920
Conferences and events	79,125	294,559
Consulting fees	24,450	475,250
Contingency/Discretionary expenses	74,316	60,600
Depreciation	75,227	74,709
Employee benefit expenses	6,993,304	5,315,086
Entertainment	102,477	24,763
Fines and penalties	31,163	-
General expenses	158,739	599,483
HR Audit expenses	216,261	43,050
HR Standards	155,071	90,410
ICT system	432,559	690,027
Insurance	2,173	18,488
LQA/Continued Professional Development	141,094	164,258
Marketing	371,942	300,082
Membership expenses	217,634	100,211
Operating lease expense	1,398,787	1,192,799
Postage	-	1,152
Printing and stationery	12,756	3,253
Professional accreditation (SAQA)	48,769	50,274
Training	63,448	75,964
Travel - Local	129,692	7,011
Utilities (water and electricity)	389,967	322,266
VAT corrections	27,603	-
Total other expenses	12,411,518	10,020,615

13. Finance income

Finance income comprises:

Interest received	454,824	234,533
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14. Income tax expense

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

15. Events after the reporting date

The governing body are not aware of any matter or circumstance arising since the end of the financial year to the date of this report that could have a material effect on the financial position of the organisation.

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2022

Notes to the Financial Statements

Figures in Rands	2022	2021
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16. Going concern

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

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

The annual financial statements have been prepared on the going concern basis, since the governing body have every reason to believe that the organisation has adequate resources in place to continue in operation for the foreseeable future.

17. Approval of the annual financial statements

These annual financial statements have been approved for issue by the governing body on 31 March 2023.



i CONTENTS PART F

PART F: SPECIAL RECOGNITION

1. SUPPORTER & PROVIDER AWARDS
2. SABPP MEMBER AWARDS
3. CEO RECOGNITION
4. COMPANIES INTERACTED WITH IN 2022

2022

AWARDS

SUPPORTER &
PROVIDER AWARDSABPP MEMBER
AWARD**Leading organisation supporting good people practices 2022.**

Institute of People Management Swaziland

IPM Swaziland has been a keen supporter of good people practices. Their entire HR Department attended the HR Standards training to help improve the quality of their HR services and their alignment with the business strategy.

**Leading Skills Development Provider 2022**

Leverage Leadership

The Leading SDP 2022 is awarded to the SDP based on participation and learner performance in the National SABPP Final Summative Assessment. The SABPP hosts four National Final Summative Assessments per annum for five qualifications, the Leading Skills Development Provider maintains the top 5 learner performers, for more than one qualification, in three quarters for 2022.

**Leading CPD Provider 2022**

Excel Academy

The Leading CPD Provider is awarded based on the quality and variety of programmes offered to the public, and the total number of delegates that attend each of the programmes offered.

**Leading supporter of digital learning 2022**

Milpark Education

Milpark Education is continuously building their digital learning ecosystem for the management of learning and e-portfolios and the enhancement of learner experience.

**SABPP HR AUDIT - Overall best performing organisation 2022**

Sun International scored the highest of all the organisations audited in 2022. Its overall score is above the minimum 60% required for certification and has achieved above 60% on 11 of the 13 Standards.

**Membership Ambassador for 2022**

Jugnathan Moodley



Jugnathan has consistently proven his commitment to SABPP and his enthusiasm. He continually brings in new people and makes sure everyone in his organisation or around him is registered and is in good standing. He is a true ambassador and is setting a high standard for HR. We appreciate his ongoing assistance and efforts.

National Committee Leadership Award 2022

Rodene Dye



The 2022 NCL is awarded to the MC Committee. The Committee serves to advise and support the Board to put in place programmes that manage career transitions for its members at all stages of its segmentation strategy (from entry level to mid-career transitions and end of career). They undertake initiatives for HR career progression, to advance the status, quality, and visibility of HR professionals, and the achievement of the SABPP's mandate on the professionalisation of HR in general. The Committee further advises the Board on all strategic matters pertaining to mentoring and coaching.

The MCC acts in accordance with the SABPP's People Factor Strategy, 2020-2030 with a strong drive towards segmentation and a focus on member value proposition. Further, exploring and building collaborative partnerships.

Provincial Committee Leadership Award 2022

Thuli Ngonyama-Ndou



Dr Thulile Ngonyama-Ndou has been an ambassador of SABPP in her province in so many ways. She was responsible for launching the TUT Student Chapter, encouraged a lot of HR Professionals to join SABPP and recommended SABPP to form part of Advisory Board.

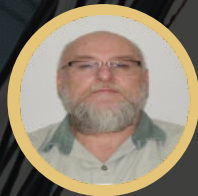
2022 AWARDS

CEO RECOGNITION AWARDS



For extraordinary service and outstanding contribution to the HR Profession

Rhonan Phillipus



For extraordinary service and outstanding contribution to the HR Profession

Advocate Scholim Hirschfield



For extraordinary service and outstanding contribution to the HR Profession

Dayalan Govender



For extraordinary service and outstanding contribution to the HR Profession

Dr Michael Glensor



For outstanding contribution to the advancement of the HR profession.

Thandi Thangke



For extraordinary service and outstanding contribution to the HR Profession

Rachabane Kope Chair of the Mentoring Committee



For extraordinary service and outstanding contribution to the HR Profession

Pauls Gibbons



For extraordinary service and outstanding contribution to the HR Profession

Western Cape Province Chaired by Lindiwe Ncongwane

COMPANIES INTERACTED WITH IN 2022

Name of Company

ABSA CIB Africa

Advent one

Afrisam

Alpha Direct Insurance

Anglo American

Bookboon Learning

British Petroleum

Centlec

Central University of Technology

CFAO

Clicks group

CMAC Eswatini

COGTA

Country bird

Daybreak Farms

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

Doctors Without Borders

Eastern Cape Industrial development Zone

Eastern Cape Liquor board

EC Office of the Premier

Name of Company

ECIC

Eswatini and Standard Banks

Eswatini Revenue Services

Eswatini Water Services

FNB Eswatini

Fuchs Lubricants

Gauteng Enterprise Propeller

Gauteng Enterprise Propeller

Gibela Rail

Heineken

HR Seta Forum

ICASA

Industrial Development Corporation

Institute of Internal Auditors South Africa

IPM Eswatini (affiliated organisations)

Ithala

Ithemba Property

ITR Africa

Juta

KZN Municipality Provincial-

MAN Automotive

Meridian

Mining Qualifications Authority

MTN Eswatini

NARDI Botswana

National Education Collaboration Trust

North Safety

OR Tambo Municipality

Pandora Jewellery

Pikitup

Name of Company

Powerpoint lifestyles

PSET CLOUD

Railway Safety Regulator

Rand Water

Regent Business School

Roche Diagnostics

Royal Bafokeng Holdings

SA Partners

SAMCOR

Santam

SEDA

South African Reserve Bank

State Security Agency

Sun International

Tangos Group

Thasasa

Timrite-

Transnet

Transnet

Transnet (Kimberley)

TUT

UN World Food Programme

UNIVEN

University of Western Cape

University of Fort Hare

University of Pretoria

University of Stellenbosch

Van der Vyver Transport

VDV Transport



i CONTENTS PART G

PART G: SABPP INTERNAL MATTERS

1. OPERATIONS

- A. HUMAN CAPITAL
- B. EQUITY
- C. MEMBERSHIP
- D. MARKETING

1. PRODUCT SOLUTION AND BUSINESS

- A. HR AUDIT
- B. HR STANDARDS
- C. SPECIAL PROJECTS

1. RESEARCH AND ASSURANCE

- A. FACTSHEETS
- B. LQA
- C. UNIVERSITY ACCREDITATION
- D. CPD

i HUMAN CAPITAL

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

ACADEMIC ACHIEVEMENTS

through financial support from SABPP

- Thulani Ndwandwe (NQF Level 5 : Business Administration)
- Bongekile Ndaba (NQF Level 5 : Business Administration)

LEADERSHIP AND CULTURE CONVERSATIONS

Every Wednesday the team led by the CEO engaged in high impact leadership conversations including case studies for at least 90 minutes . These conversations were aimed at current matters as well as future developments in order to assist staff members to excel and brighten their corners and be ready for growth and more responsibilities in the future. Everyone participated, made comments and suggestions every week without exception.

CELEBRATIONS

- Staff celebrated the re-recognition of SABPP as a professional body by SAQA
- Year end function was held to thank staff for working hard in 2022
- Staff celebrated the long serving employees.

MARRIAGE CELEBRATIONS

Our staff member Tshagofatso Rasego Tshidada got married to Mr Tshilidzi Tshidada. We wish them many more years of love, laughter, and happiness in their marriage.

SABPP DONATIONS

- Staff members contributed their personal savings and raised funds to assist those who were affected by the dreadful flooding in KwaZulu Natal. A total of R5000 was raised and SABPP matched the contribution. The money was donated to the following through the support of SABPP KZN provincial committee . Each recipient received R5000 cash.
 - Tobi primary school
 - Imifino community

OUTSTANDING LONG SERVICE AWARDS

- Bongekile Ndaba 10 years
- Zanele Ndiweni 7,5 years
- Lindiwe Nombaca 7,5 years
- Thulani Ndwandwe 5 years

We appreciate their dedication in serving the SABPP throughout the years!

STAFF MOVEMENT

- Malebo resigned after over 8 years at SABPP
- Zodwa , a former intern rejoined SABPP as a specialist
- Sellina , a former employee , previously retrenched , rejoined SABPP as a specialist
- Monique, a former employee, previously retrenched , rejoined SABPP to her former receptionist role.
- Two YES interns Miss Swartz and Mr Zondo were absorbed as Finance Co-ordinator and LQA Co-ordinator respectively.
- Kgomotso rejoined SABPP as a the Head of Product Solution and Business
- Jody Coutts joined SABPP as a Brand Specialist.

i 2022 EQUITY

EMPLOYMENT EQUITY AND DIVERSITY STATISTICS AS AT 31 DECEMBER 2022

SABPP STAFF & MANAGEMENT PROFILE

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
Senior Management	1	1	0	0	1	0	0	0	0	0	3	3	100%	1	33%	1	33%
Junior Management	0	0	0	0	3	0	0	1	0	0	4	3	75%	4	100%	3	75%
Staff and Semi Skilled	2	0	0	0	3	0	2	1	0	0	8	7	88%	6	75%	5	63%
TOTAL	3	1	0	0	7	0	2	2	0	0	15	13	87%	11	73%	9	60%

SABPP BOARD

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
Board Exco	1	1	0	0	0	0	0	1	0	0	3	2	67%	1	33%	0	0%
Board Members incl. Exco	3	1	2	1	3	0	0	2	0	0	12	9	75%	5	42%	3	25%

ASSESSORS AND MODERATORS

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
Assessors	21	5	2	15	31	7	2	66	0	0	166	68	41%	106	64%	40	24%
Moderators	5	2	0	6	6	2	2	26	0	0	91	17	19%	36	40%	10	11%
TOTAL	26	7	2	21	37	9	4	92	0	0	257	85	33%	142	55%	50	19%

SABPP NEW PROFESSIONAL MEMBERSHIP JAN 2022 TO DEC 2022

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
MHRP	1	1	0	0	1	0	0	1	1	0	5	3	60%	2	40%	1	20%
CHRP	3	0	1	1	4	3	1	3	0	0	16	12	75%	11	69%	8	50%
HRP	37	5	6	18	73	17	24	30	0	5	215	162	75%	149	69%	114	53%
HRA	29	1	8	9	58	12	13	13	0	2	145	121	83%	98	68%	83	57%
HRT	30	1	5	6	67	3	20	8	1	1	142	126	89%	99	70%	90	63%
TOTAL	100	8	20	34	203	35	58	55	2	8	523	424	81%	359	69%	296	57%

SABPP NEW PROFESSIONAL MEMBERSHIP (ALL MEMBERSHIP)

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
MHRP	84	16	12	111	75	20	11	83	8	4	424	218	50%	193	46%	106	25%
CHRP	244	31	34	267	286	63	48	250	21	5	1249	706	57%	652	52%	397	32%
HRP	588	59	83	219	948	210	238	517	39	31	2932	2126	73%	1944	66%	1396	48%
HRA	328	23	40	59	636	97	124	195	41	18	1561	1248	80%	1070	69%	857	55%
HRT	137	11	13	29	314	38	52	51	19	14	678	565	83%	469	69%	404	60%
TOTAL	1381	140	182	685	2259	428	473	1095	128	72	6844	4863	71%	4328	63%	3160	46%

SABPP PROVINCIAL COMMITTEES

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
Committee Chairperson	3	0	1	1	5	1	1	1	0	2	15	11	73%	10	67%	7	47%
Western Cape	0	0	2	3	2	0	1	3	0	0	11	5	45%	6	55%	3	27%
KwaZulu-Natal	4	0	0	1	5	4	0	1	0	0	15	13	87%	10	67%	9	60%
Gauteng	2	0	0	1	1	0	0	1	0	0	5	3	60%	2	40%	1	20%
Free State	3	0	1	1	3	1	0	3	0	0	12	8	67%	7	58%	4	33%
Eastern Cape (Mthatha)	5	0	0	0	11	0	0	0	0	0	16	16	100%	11	69%	11	69%
Eastern Cape (PE)	0	0	1	2	1	0	1	2	0	0	7	3	43%	4	57%	2	29%
Eastern Cape (EL)	1	0	0	0	3	0	0	0	0	0	4	4	100%	3	75%	7	75%
Limpopo	1	0	0	3	2	0	0	1	0	0	7	3	43%	3	43%	2	29%
Mpumalanga (Highveld)	6	0	0	1	2	0	0	2	0	0	11	8	73%	4	36%	2	18%
Mpumalanga (Lowveld)	4	0	0	0	6	0	0	0	1	1	12	10	83%	7	58%	6	50%
North West Rustenburg	4	0	0	2	1	0	0	1	0	1	9	5	56%	3	33%	1	11%
North West Mahikeng	11	0	0	0	6	0	0	0	0	0	17	17	100%	6	35%	6	35%
North West Potch	1	0	1	1	1	0	3	2	0	0	9	6	67%	6	67%	4	44%
Northern Cape Kathu	2	0	3	0	2	0	2	0	0	0	9	9	100%	4	44%	4	44%
Northern Cape Kimberly	2	0	1	0	0	0	3	0	0	0	6	6	100%	3	50%	3	50%
TOTAL	49	0	10	16	51	6	11	17	1	4	150	127	85%	89	59%	68	45%

SABPP NATIONAL COMMITTEES

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
Committee Leadership	2	0	1	2	1	2	3	3	0	1	15	9	60%	10	67%	6	40%
Ethics	2	0	2	0	1	0	1	0	0	1	7	6	86%	3	43%	2	29%
IT Governance	1	1	0	1	1	2	0	1	0	1	8	5	63%	5	63%	3	38%
Mentoring	1	0	0	0	5	0	0	2	0	0	8	6	75%	7	88%	5	63%
Professional Registration	3	0	0	2	2	1	0	1	0	1	10	6	60%	5	50%	3	30%
Risk and Audit	1	0	0	0	3	0	0	0	0	0	4	4	100%	3	75%	3	75%
Higher Education	2	0	1	3	4	1	0	7	0	0	18	8	44%	12	67%	5	28%
Continuous Prof Develop	0	0	0	2	3	2	1	3	0	0	11	6	55%	9	82%	6	55%
LQA	0	0	0	0	0	1	0	4	0	0	5	1	20%	5	100%	1	20%
Labour Market	6	1	1	2	2	3	0	0	0	0	15	13	87%	5	33%	5	33%
HR Governance	1	2	0	1	2	0	1	1	0	0	8	6	75%	4	50%	3	38%
HRRI	2	0	2	0	1	1	0	3	0	0	9	6	67%	5	56%	2	22%
Learning and Development	1	1	0	4	4	4	1	6	0	0	21	11	52%	15	71%	9	43%
HR Audit	1	1	0	1	2	1	0	2	0	0	8	5	63%	5	63%	3	38%
HR Citizen	7	1	0	0	2	3	0	4	0	0	17	13	76%	9	53%	5	29%
Change Management	2	0	1	0	3	2	1	2	0	1	12	9	75%	9	75%	6	50%
TOTAL	30	7	7	16	35	21	5	36	0	4	161	105	65%	101	63%	61	30%

SABPP CANDIDATES

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
Candidates	3	0	1	1	4	1	0	1	0	0	11	9	82%	6	55%	5	45%

SABPP STUDENTS

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
Students Jan-31 Dec 2022	14	0	0	8	52	3	4	17	0	0	98	73	74%	76	78%	59	60%
All Student Members	1006	12	43	90	2032	36	200	279	20	17	3735	3329	89%	2564	69%	2268	61%

2022 NEW MEMBER REGISTRATION

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

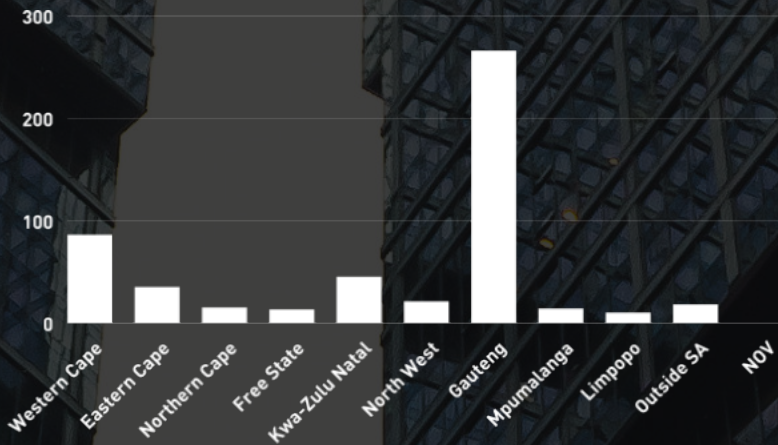
2022 Professional Membership Per Level

Month	MHRP	CHRP	HRP	HRA	HRT	Total
January	1	1	21	11	5	39
February	0	3	28	15	4	50
March	0	0	16	8	6	30
April	0	2	10	12	10	34
May	0	1	14	18	13	46
June	2	2	26	17	23	70
July	0	1	19	13	14	47
August	0	2	22	12	14	50
September	1	1	19	15	16	52
October	1	3	15	13	7	39
November	0	0	22	13	31	66
Total	5	16	212	147	143	523

Overall Professional Registrations for 5 years

Year	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	Grand Total
2022	39	50	30	34	46	70	47	50	52	39	66	523
2021	29	48	63	46	44	66	30	30	39	27	25	447
2020	101	89	65	30	60	54	65	52	55	34	50	655
2019	100	93	96	91	84	89	85	66	64	74	102	944
2018	61	65	55	70	79	80	71	69	41	135	80	806
5 Yr Average												

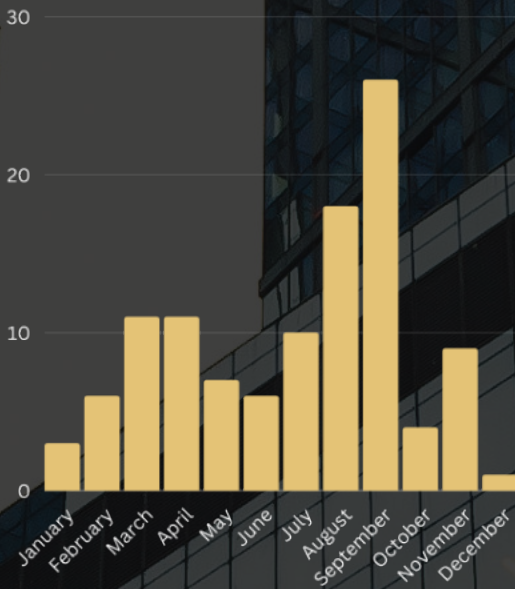
Provincial Stats 2022 (New Registrations)



Province	Total Members
Western Cape	86
Eastern Cape	35
Northern Cape	15
Free State	13
Kwa-Zulu Natal	45
North West	21
Gauteng	266
Mpumalanga	14
Limpopo	10
Outside SA	18
Total	523

Upgrades 2022

The year target of 2022 was met with the following figures: Target – 75



Month	Total Upgrades
January	3
February	6
March	11
April	11
May	7
June	6
July	10
August	18
September	26
October	4
November	9
December	1
Total	112

2022 NEW MEMBERSHIP

BOARD EXAMS

Board Exams were introduced in January 2019 in order to strengthen the HR profession. All new members applying for membership and have obtained their qualifications from a non-SABPP accredited institution are requested to write Board Exams Level 1. Board Exams Level 2 is compulsory for all members applying for CHRP and MHRP. With the new system being in place we have seen members completing board exam 1 and board exam 2.

BUFFET MEMBERSHIP

We have considered ways on how to provide to our members with practical and affordable services. The silver, gold, and platinum categories are among Buffet's three categories. One of the benefits of this is that a member can select which event they would like to attend at any given time , and it encourages the members to enjoy the benefits at a reasonable fee

i MARKETING DEPARTMENT

<p>24 May 2022</p> <p>47</p> <p>ATTENDEES</p> <p>ETHICS & HR GOVERNANCE SEMINAR</p>	<p>21 July 2022</p> <p>107</p> <p>ATTENDEES</p> <p>LEARNING & DEVELOPMENT CONFERENCE</p>
<p>ANNUAL GENERAL MEETING</p> <p>220</p> <p>ATTENDEES</p> <p>NATIONAL</p>	<p>7 & 8 September 2022</p> <p>56</p> <p>ATTENDEES</p> <p>ANNUAL PEOPLE FACTOR CONFERENCE</p>

PROVINCIAL ANNUAL GENERAL MEETING

<p>MPUMALANGA</p> <ul style="list-style-type: none"> Highveld = 10 Lowveld = 12 	<p>KWAZULU NATAL</p> <p>26</p>	<p>GAUTENG</p> <p>8</p>
<p>NOTH WEST</p> <ul style="list-style-type: none"> Mahikeng = 17 Rustenburg = 5 	<p>EASTERN CAPE</p> <ul style="list-style-type: none"> Mthatha = 12 East London = 18 Port Elizabeth = 6 	<p>LIMPOPO</p> <p>7</p>
<p>NOTHERN CAPE</p> <ul style="list-style-type: none"> Kimberley = 8 Kathu = 13 	<p>FREE STATE</p> <p>9</p>	<p>WESTERN CAPE</p> <p>12</p>

<p>SIOPSA IMPLEMENTING TALENT ASSESSMENT</p> <p>54</p> <p>ATTENDEES</p>	<p>KWAZULU-NATAL</p> <ul style="list-style-type: none"> Disability rights webinar Women's Conference
	<p>COMENSA AND SABPP WEBINARS</p> <p>123</p> <p>ATTENDEES</p>
	<p>DEVELOPING AND ALIGNING HR POLICIES TO HR STANDARDS AND A POST-PANDEMIC WORLD OF WORK WORKSHOP</p> <p>33</p> <p>ATTENDEES</p>

WORKSHOPS

<p>ETHICS FOUNDATION WORKSHOPS</p> <p>130</p> <p>ATTENDEES</p>	<p>STRATEGIC HR BUSINESS PARTNER WORKSHOP</p> <p>44</p> <p>ATTENDEES</p>
<p>HR STANDARDS WORKSHOP</p> <p>36</p> <p>ATTENDEES</p>	<p>HR AND ORGANISATIONAL ETHICS</p> <p>82</p> <p>ATTENDEES</p>

The below organisations made use of our website platform and People Factor Magazine for advertisements:



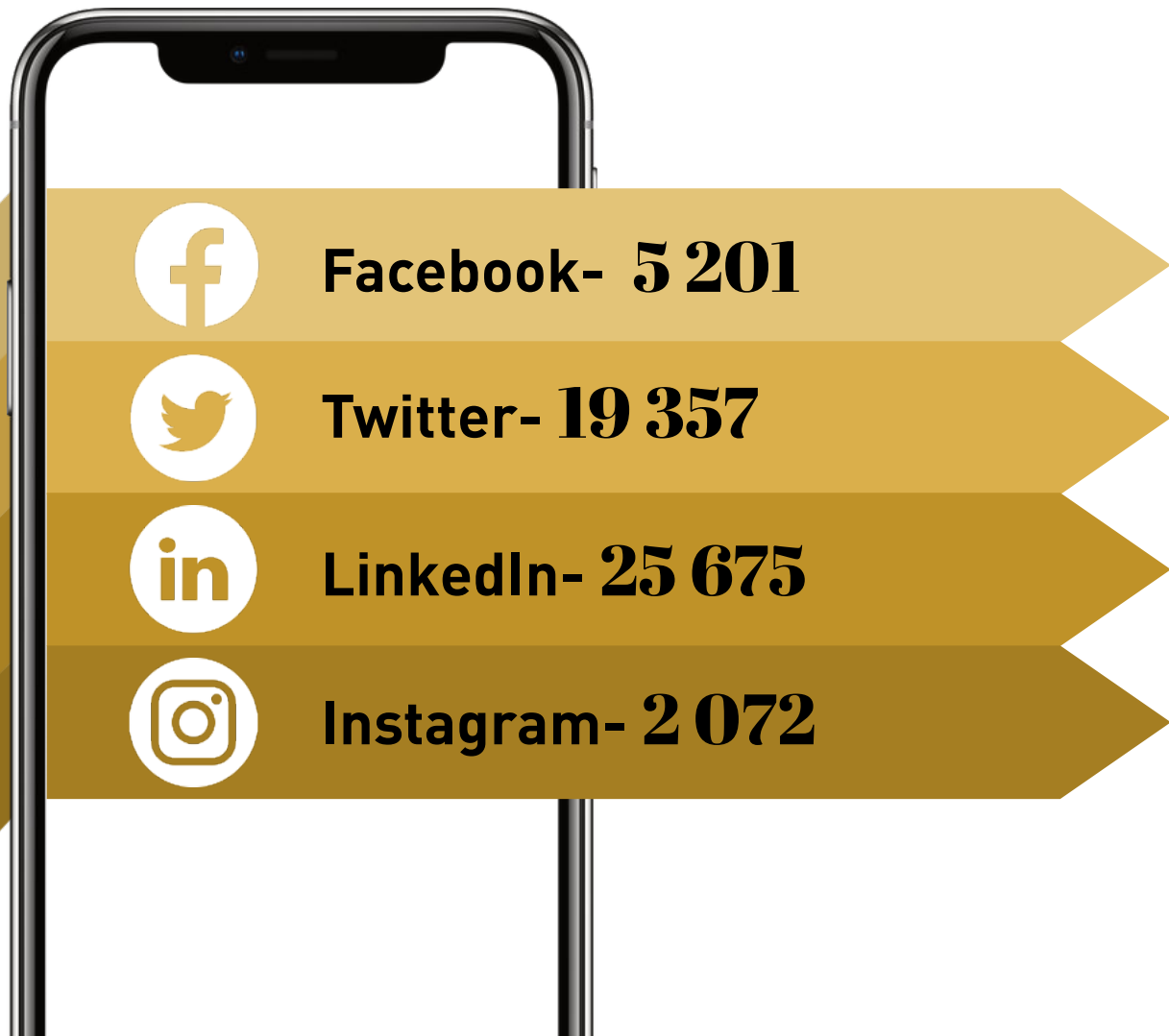
- Lexisnexis South Africa
- University of Pretoria
- Stellenbosch University

This year we started assisting organisations to advertise their vacancies on our website at no cost, these adverts are placed under CEO Corner/ Professional vacancies. The below organisations made use of our website to advertise their HR Job vacancies:



- Golden Arrow Bus Services (Pty) Ltd
- CAPRISA
- The United Nations World Food Programme

Our visibility on our social media platforms as per below.



i PRODUCT SOLUTION & BUSINESS

HR AUDIT

The past two years have posed an immense challenge on the HR Audits Unit leading to hindered progress. However, this year, by following up, following through, and sailing through the challenges, we managed to conduct six HR Audits. Five were conducted in Gauteng and one internationally, in Eswatini. Our visibility continues in other African countries. Organisations successfully audited:



- Msinsi Resorts
- MAN Automotive South Africa
- Sun International
- Gauteng Enterprise Propeller
- Independent Communications Authority of South Africa
- Eswatini Water Services Corporation

We have been approached by several organisations for presentations for better understanding of what the HR Audit entails with the hope of helping them prepare themselves in their development. Furthermore, several organisations are in the pipeline for HR Audits.

HR STANDARDS

We have also conducted several workshops successfully

HR Standards public (online)	51 attendees
HR Standards inhouse (online)	1 organisation
(physical)	7 organisations
Strategic HR Business Partner (online)	58 attendees
Developing & Aligning HR Policies to HR Standards and a post-pandemic world of work	26 attendees

SPECIAL PROJECTS

There was an engagement with various organisations about special projects. Some were unsuccessful due to various reasons, such as non-approval of the budget, by those organisations. However, we anticipate that some of those projects will take place in 2023.

Despite such challenges, we managed to commence with the HR Policies Development project with Daybreak Farms. We anticipate completing it in 2023.

RESEARCH & ASSURANCE

We continued our important work on engendering critical deliberations and debates within the SABPP membership and the broader HR community on people practices in the here-and-now and in the future. These deliberative labours and spaces are critical for keeping the body of knowledge alive, robust, and relevant. And to provoke critical query and imagination on the future. These helped to lay the ground for this year as we revisited and reviewed the core of the SABPP and its professionalisation mission. We began the journey of reviewing the HRM Standards. This was after many deliberations on our approach to, and the process of, the review.

In this journey we were attentive to how the COVID pandemic accelerated future trends we had on our watch lists. And we tracked how our South African and global contexts were evolving. We reflected on these in our various Fact Sheets during the year and therein we also explored how we as a community of practice and profession were evolving. We held many engagements with the SABPP members and broader HR community. We also validated proposals for the strategic alignment Standards and the HR Technology Standard. We also validated the proposals on a HR maturity model and clarifying the HR practitioner roles in people management and as a people champion or steward.

As with the previous years, the Research and Assurance team has been tried and tested and certainly stretched. We continued to manage the many challenges and contingencies that we contended with, but, together, we managed these as best as we could. Our anchor has been our resolve on, and purpose of, objective quality assurance of learning provision and continuous professional development. We continue building on the quality assurance reputation that SABPP has built over the years, including the consistent hosting of the FISAs. We launched a new LMS with the systems changes embarked on by the SABPP and navigated the implementation thereof. All this can only be achieved by a team and one that is committed to the SABPP mission.

The SABPP continues to support research development and dissemination in different ways. This includes the webinars, conferences, and publication of topical Fact Sheets that anticipate people trends and issues as well as the research support provided to academics and learners completing their Masters and Phd degrees. For example, this was support for the following research:

- functioning of human resources management departments at select South African universities
- employability competency model for human resource management (HRM) graduates
- predictors of employees' career agility
- employability of entry-level HR graduates
- women at work
- organisational change models

We thank the SABPP membership for their continuous support to students and their endeavour to contribute to the body of knowledge of the HR profession.

We hosted webinars in collaboration with our alliance partners such as COMENSA and other partners. The webinars included the following themes:

- discover coaching
- contracting for coaching services
- discover mentoring
- crafting a mentoring programme
- implementing talent assessment

The webinars were capped by the quarterly conferences that were hosted, such as the annual L&D conference that explored the new world of L&D. We secured thought leaders from industry and Business Schools who shared their insights and experiences. Similarly, we secured thought leaders to provoke our deliberations on our evolving context and the review of the HRM Standards in the annual People Factor Summit. The SABPP team members also shared thought leadership at the many forums and conferences where the SABPP is asked to present at. Dr Jivan was also a member of the Ministerial Task Team on the Professionalisation of the Public Service and represented the SABPP therein.

SABPP FACT SHEETS

The Fact Sheets remains a core product of the SABPP. These continue to serve as a valuable resource for the HR community including academics, students, and the general public. The new normal, future of work and other major themes were extensively explored in the monthly Fact Sheets, as listed in the table below. This required an expansive approach by the Research department that was managed within a demanding schedule, as the Fact Sheets are meant to advance HR practitioner's professional knowledge and development and provide a pedagogic resource as well as guidance on practice. The Fact Sheets also served as a resource and to create spaces for deliberations on the review of the HRM Standards.

February	Evolving narratives of the new normal: Blended workplaces, metaverse, and Web 3.0
March	Our relationship with time and its management in the new normal
April	Our relationship with space and its management in the new normal
May	New Features of the 2022 Code Of Good Practice on the Prevention And Elimination Of Harassment in the Workplace
June	Prevailing impacts of the COVID pandemic and QE monetary policy
July	Digitalisation – how it changes everything
August	Talent management post pandemic
September	Human-centred technology: South African examples
October	Strategic HRM – understanding our evolving context
November	Future skills for HR professionals
December	HR maturity models

LQA & LEARNING AND QUALITY ASSURANCE

The lag effects of the pandemic were certainly seen in the learning landscape, in terms of learner enrolments and the throughput of learners for example. The team navigated these challenges and others in the regulatory environment. The latter includes the QCTO implementing the revoking SLAs with regard to the delegation of its quality assurance function and the realignment and development of occupational qualifications for the ending historical qualifications. Through all of this the team ensured that sound quality assurance continued to be provided as per the delegated function as a Quality Assurance Partner of the Quality Council of Trades and Occupations (QCTO). The SABPP is engaging the Services SETA on the realignment of the historical qualifications to ensure that there continue to be opportunities for learners at the NQF level 4 and 5. The realignment process has begun this year on two HR related qualifications.

The SABPP team ensured the consistent roll out of the Final Integrated Summative Assessment (FISA). The team continues its commitment to a high standard of customer service while maintaining professionalism, independence, and value for learners through the quality assurance process. The below statistics illustrates the dedication and tireless effort of the team members to quality assurance as the lag effects of the pandemic unfolded. In terms of reporting, the SABPP diligently provides quarterly reports to the QCTO on its role as Quality Assurance Partner and Assessment Quality Partner for the FISA and the Occupational Trainer qualification. The team held the annual SDP event where deliberations were held on industry and learner needs as well as the changing landscape of learning and development.

Final Integrated Summative Assessment	
Qualification	Number of learners
FETC HR NQF Level 4 - SAQA ID 49691	214
National Diploma in HR NQF Level 5 - SAQA ID 49692	335
FETC Business Administration NQF Level 4	42
Generic Management NQF Level 4	22
Generic Management NQF Level 5	264
Total	877

Accreditations	
New provider accreditations	
Qualifications	4
Unit Standards	2
Renewal of provider accreditations	
Qualifications	21
Unit Standards	9
Extension of scope provider applications	
Unit Standards	4
Qualifications	5

Registration of assessor and moderators	
Assessors	34
Moderators	22

Quality assurance of providers	
Annual monitoring	19 training providers
External moderation	35 training providers

University accreditation

We continued our engagement with the institutions of higher learning to further the SABPP mission of professionalising HR. This includes the accreditation of the Departments of Human Resources and Industrial and Organisational Psychology, with the SABPP Higher Education Committee, as a HR professional body recognised by the South African Qualifications Authority (SAQA). The impact of the pandemic was still evident in the many disruptions to the universities' calendars. This impacted the accreditation schedule. However, we noted the stabilisation of the calendars and the uptake in the universities' commitment to accreditation. The accreditation of the University of Limpopo and the three campuses of the North West University was successfully undertaken in the reporting period.

The team continued to explore endorsement with institutions of higher learning for those who did not want to pursue full accreditation as yet. This will help broaden the professionalisation mission and engage institutions such as the Business Schools in the country. Relatedly, as will be discussed below, the Gordon Institute of Business Science (GIBS) continues to be an accredited provider of qualifications within the scope of the SABPP as a Quality Assurance Partner of the Quality Council of Trades and Occupations (QCTO). And the Wits School of Governance continues its CPD accreditation.

PROVIDER CPD

Provider CPD

As the HR professional body, we approve CPD training providers and certification of CPD events and training. Along with the variety of training providers, the SABPP sees Business Schools and Schools of Governance and Public Administration as key partners in furthering CPD and building the bridge between academia and industry.

Approval and certification of providers and events	
Approval of CPD training providers	23
Certification of diversity of CPD events and training	15

& MEMBER CPD

Member CPD

We aim to continuously foster and enable a culture of continuous professional development (CPD) to sustain the professionalism and lifelong learning of HR practitioners. We provide many opportunities for members to earn their CPD points at no cost. This ensures that HR remains relevant and maintains its critical role in the world of work. The SABPP recognises the need for a blend of input or output-based practices for continuous professional development. The SABPP also recognised the need to shift to a more effective and efficient digital system and has begun implementing this. The table below provides the statistics of CPD entries made on the system.

Total CPD entries made by members	Total members uploading CPD entries
10528	681



i CONTENTS PART H

PART H: OUTLOOK

1. FUTURE OUTLOOK
2. SABPP STAFF

i THE OUTLOOK

Despite the achievements outlined in the first pages of this report, it is essential to continue building momentum and ensuring strategic alignment, improvement and focus in moving forward. Over the next year, 2023, several actions will form the basis for leveraging the SABPP People Factor #202030 strategy.

01

Contribute to the sustainability of organisations through hindsight, insight, foresight and oversight ensuring HR credibility. This includes ensuring that we manage and influence HR trends.

02

Continue driving the People Factor Strategy and specifically drive the digital strategy to ensure that we lead in the HR space.

03

Simplify and increase products and services to members based on clear research.

04

Finalise the HR Standards Review and support organisations to implement.

05

Review alliances in the interest of our members and in the interest of advancement.

06

Focus on improved member value including buffet membership models, mentorship, toolkits, member engagement, customisation and appreciation.

08

Revive and increase HR Audit and rebuild, refresh and streamline the auditors and the auditing model.

07

Support and visit at least 100 companies, 10 universities and 10 training providers and revive student chapters.

09

Accredit HR standards-champions based on toolkits.

10

Drive sponsorship to reduce the financial burden on the members and sustainability of products.

i SABPP STAFF



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CEO



Lindiwe Nombaca
Governance Practitioner



Kgomotso Mopalami
HOD Products



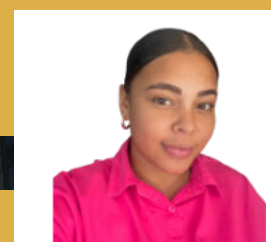
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Membership Specialist



Tamlyn Swarts
Finance Co-ordinator



Zodwa Tshonaphi
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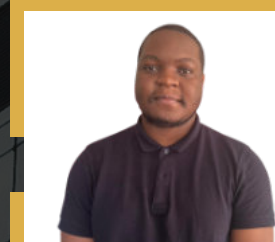
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General Assistant



Bongsi Ndaba
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Lawrence Zondo
LQA Co-ordinator



Tshago Tshidada
Membership Practitioner



Ronel Coetzee
LQA Practitioner



THE 40TH ANNIVERSARY EVENT



40TH ANNIVERSARY EDITION

This Annual Report is brought to you by the SA Board for People Practices (SABPP)
Setting HR Standards

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