

SABPP has received recognition from the South African Qualifications Authority (SAQA) as a professional body in terms of the NQF Act (Act no 67 of 2008) and has been registering HR professionals since 1982 against strict standards of qualifications and experience. This track record was a founding motivation for the designation of SABPP's HR professionals as Ex-Officio Commissioners of Oaths by the Minister of Justice in 2015

Building on recent successes with the launch of the National HR Standards and the new South African HR Competency Model, the national recognition of SABPP's HR professionals as Commissioners of Oaths has taken the HR profession to a new level of significance, professional status and meaning. The Commissioner of Oaths status further highlights the important role of HR professionals in meeting the HR competency requirement in HR Governance, Risk and Compliance and striving towards achieving the national standard in HR Risk Management.

All SABPP members are bound by a code of professional conduct/ethics. Governance is managed by the Board, elected by the membership every three years. The board has several committees which govern its management including both an Ethics Committee and a Disciplinary Committee

Human Resource Management is all about people and confidentiality. The workplace is generally inundated with requests for certifying documents and administration of oaths. This relates to, inter alia, recruitment documents, file documents, statutory documents, payroll data, and disciplinary hearing information. Where such documents have to be taken to a non-HR Commissioner of Oaths, this can compromise the confidentiality entrusted to the HR professional.

SABPP has undertaken to ensure that the designation of Commissioner of Oaths is conferred only to professionals registered with SABPP and in good standing

We believe that designating HR professionals as ex-officio Commissioners of Oath will, we believe, yield benefits for the country, inter alia the following:

- The workload of current Commissioners of Oath such as police officers and accountants will be reduced
- HR professionals will be able to support the government and law enforcement agencies to combat fraud and corruption in areas where HR can add value, such as identity fraud and forged qualifications certificates.
- HR professionals will be empowered to visibly apply their Code of Conduct and ethics code.
- HR professionals will play a meaningful role in preventing fronting and other unethical practices pertaining to tenders, Black Economic Empowerment and other HR and supply chain practices.
- HR professionals will be positioned as key change agents and champions for ethics, professionalism and nation building as envisaged by the National Development Plan (NDP).
- The role of Commissioner of Oaths also embodies a clear commitment to the Constitution of South Africa and the practice of justice, human rights and sound governance at all spheres of government.
- Moreover, HR professionals are custodians of a multitude of labour and other laws, and therefore like accountants, function as compliance officers in the workplace

Benefits for organisations and HR professionals are that the inconvenience of having to take confidential documents to other departments such as finance or even to police stations is now eliminated.