



Sharing some of the 2019 SABPP Business successes

As we begin the last month of the year, we would like to look back and reflect on some of our 2019 successes from SABPP departments. The year was tough and challenging, but today we choose to look at all the good things that happened this year.

We are grateful at the great work done by our staff, committees and members. Thank you to everyone who contributed to the success of SABPP in 2019. Let's do this again, and even better in 2020!

1) HR and Student Office

Three additional student chapters launched

TUT Polokwane

Mangosuthu University of Technology

NWU Potchefstroom Campus

Four universities took advantage of the SABPP Special Recognition Awards

University of Pretoria,

North west University Mahikeng Campus,

CUT

Vaal University of Technology.

Successful SAHRUF session in Hosted by CPUT. The Forum had their annual meeting in Cape Town hosted by Cape Peninsula University of Technology (CPUT) which was successful and chairperson for 2019-2021 is Prof Logan Naidoo (Mangosutho University of Technology - MUT).

National Top Students announced

Genevieve McGowan Walter Sisulu University Ibika

Michaela Moodalay North West University

Sinazo Dulana Cape Peninsula University of Technology

A total of 837 Students registered for 2019

Successful 2nd edition of the SABPP HR Youth Council.

President- Siphon Manzini University of Johannesburg Soweto Campus

Vice President – Takudzwa Nyamunda University of Free State

A total of 13 universities were visited in 2019

TUT- Polokwane

TUT- Emalahleni

MUT- Umlazi

NWU (Vaal Campus)

NWU Mahikeng

NWU Potch

University of Zululand

UNISA

VUT

University of Venda

NMU

UOFS Bloemfontein

CUT Bloemfontein

Staff Engagements

Internal Health awareness day

birthday celebrations

Staff members welcomed new babies in their families

Siphiwe

Thulani

Graduation celebrations

Tebogo Mahesu – Btech in Public Management from Tshwane University of Technology

Patience Buthelezi – BA in Human Resource Management from University of Johannesburg Auckland Park

Siphiwe Mashoene -National Diploma in Marketing from UNISA

Marriage celebrations

Ronel and partner

Ceanne and partner

Community achievement

Nontokozo had her first play showing on Theatre

702 MTN walk the talk

2) Membership

Membership Renewal: 2019 has been a very challenging year yet SABPP managed to retain more than 95% of the existing members.

26 Group registrations from companies: Almost all the companies that were visited in 2019 registered as professional members.

New membership via CHRO HR Indaba: Partnering with CHRO contributed to a good year end. SABPP had an exhibition table and this brought great exposure. Most of the members who attended the summit are registering as professional members.

Introduction/ implementation of Board Exams Level 1 and 2. As from January SABPP introduced Board Exams in order to strengthen the profession. Most of the members welcomed the new process. Members are writing and SABPP is always there to assist and advise where possible.

100% online evaluation: The department is now functioning on 100% online evaluations. Though the department is functioning 100% online, quarterly meetings to discuss updates, challenges and experiences were held at the SABPP offices.

New PRC committee members: 5 new committee members joined the Professional Registration Committee. This improved the turnaround time and the service of the department.

3) Marketing

The SABPP Marketing journey during 2019 has been very fruitful, exciting and rewarding. We have successfully reached more exposure within all the Provinces.

SABPP attended all major Conferences including but not limited to HR Indaba, LeaderEx, Labour Guide, ODI, NWU HR Human Capital Summit

Rebranding from HR Voice to The People Factor E-mag. Marketing as assisted in changing the look and feel of the magazine and as we are moving with 4IR, this was a great opportunity for us to start.

<http://peoplefactor.co.za/>

SABPP APP

Several workshops and seminars were hosted and attended in various regions which included:

Meet and Greet the 13th Board of SABPP | 21 February 2019

Cheese and Wine Evening | SABPP APP Launch 9 April 2019

SABPP Western Cape Roadshow: Open Day | 4 June 2019

HR Governance Workshop: The Human Face of Governance | 5 June 2019

SABPP CELEBRATES WOMEN'S MONTH | 29 AUGUST 2019

The People Factor Evening Seminar | 4 September 2019

Open Space on Sexual Harassment in the SA Workplace | 3 October 2019

Successful in-house and public Ethics Foundation workshops were organised by marketing, below are the stats:

Gauteng: 7

KwaZulu-Natal: 2

Free State: 1

WC: 2

We have also successfully and organised the second series of the Ethics Foundation workshop, HR and Organisational Ethics. This workshop ran twice in Gauteng at the SABPP Head Office and we anticipate that this workshop will roll out to the Provinces in 2020.

Visibility

A total of 52 companies were visited in 2019. These include:

VKB Group	The Building company	East Coast Municipality
DOL Evander	DOL Braamfontein	DOL Klerksdorp
DPW National	DPW	NHBRC
Department of Health	AIG SA	FNB - Call Centre
Motus Corporation	College of Production	Rand Water
Gauteng Enterprise Propeller (GEP)	Columbus Stainless	AVI
Department of Labour	Wesbank - Fairlands	EOH
Imperial Holdings	First Rand Group	Bowman Gilfillan
Lesedi Power Generation	Mothers to Mothers	Imperial Academy
EOH	Clarendon Transport	Vodacom
SIU Pretoria.	Underwriting	
ATNS	Engen Cape Town	University of Pretoria
Columbus Stainless	Ekangala Municipality	SANPARKS
Road Traffic Management Corporation	SALGA	The Building Company
West Rand DM	Department of Public Works	
City of Ekurhuleni	Shell	
MTN Eswatini- (Re-Audit)	City of Joburg	Rand West City LM
Diamond Trading Company	Midvaal LM	Merafong City LM
Botswana - (Re-Audit)	Sedibeng DM - (Re-Audit)	Universal Leaf (Limbe Leaf)

Media coverage

TV including ENCA

Radio including SAFM, Cape Pulpit,

Print media

Three out Four planned major conferences were held a per below:

Ethics and HR Governance Seminar | 14 March 2019. SABPP hosted a timely conference on Ethics and HR Governance on 14th March 2019 at the Wanderers Club, Illovo in Johannesburg. The conference inspired delegates to drive ethics in their organisations.

Learning and Development Conference | 29 May 2019. We had managed 2nd Learning and Development Conference which was held at Birchwood Conference Centre (East Rand - Gauteng) with

over 120 delegates and 15 speakers. We have also launched L&D Pledge, which was shared by the Chairperson Mr Dustin Hogg (Learning Manager from Columbus Steele - Witbank).

7th Annual HR Standards Summit themed, HR in the Changing Word of Work 20 - 22 August 2019. We received assistance from our Advisory board, and we managed to secure high level speakers. The event was hosted at the Birchwood Hotel and O.R Tambo Conference Centre which occurred over a three-day period involving a workshop on day 1, Workforce Metrics and Analytics facilitated by Mercer, followed by an Awards evening and a two-day conference. The engagement and the feedback from the conference was fantastic. A total of about 160+ delegates attended.

Between the months of October and November 2019, the SABPP Marketing team along with the executive office with assistance from Committee members planned Provincial Annual General Meetings in KwaZulu-Natal, Free State, Eastern Cape which included Port Elizabeth, East London, Mthatha, and Limpopo. The sessions unveiled the new THE PEOPLE FACTOR STRATEGY #HR202030. The Annual General Meetings highlighted the 2018 successes and re-elected provincial committee members to represent the HR Profession.

Provincial relaunches in inactive provinces. These provinces included, Mpumalanga, North West and the Northern Cape. We believe by hosting these sessions, the members elected will represent SABPP in their Province with the support of the Head Office and the Marketing team.

New Chairpersons were elected for the next three years:

Free State: Acting - Lyle Markham

KZN: Reuben Dhlamini

Limpopo: Danie Swanepoel

Western Cape: Lindiwe Ncongwane

Eastern Cape: Nandi Sishuba

Mthatha

East London

Port Elizabeth

Mpumalanga Lowveld: Henry Prinsloo

Mpumalanga Highveld: Thulile Ngonyama

North West Potch Area: Aldi van der Westhuizen

North West Rustenburg: Sannie Kungoan

Northern Cape Kathu: Nteboheng Mothibeli

Northern Cape Kimberley: Tebogo Maarman

GAUTENG: Irvin Horner

Although 2019 encountered many successes, we strive to achieve even more in 2020. Our main goal is to create more visibility, awareness, support the HR Profession and our members as best as possible. We thank all our departments for the support, committee members for their hard work, assistance and commitment and lastly, our members who we always strive to keep happy.

4) HR Standards

National HR Standards, and these have been presented as both public and in-house courses in 3 provinces, namely, Gauteng; Kwazulu-Natal and the Western Cape. We have so far been able to train approximately 225 HR professionals.

In our endeavour to meet our members' and non-members' expectations and requirements, we researched and designed 2 brand new courses earlier this year, as summarised in the table below:

Course.	Rationale
Strategic HR Business Partnering.	HR should focus more on long-term strategic and value-adding activities
Risk Management for HR Practitioners.	Based on recent business scandals and uncertainties, HR should in order to sustain businesses, take the initiative to identify strategic HR risks and put controls in place to mitigate these.

A total of 212 professionals have already been trained on these new courses at various venues in the Eastern Cape; Western Cape; Gauteng and Kwa-Zulu Natal. We envisage that the demand for these two

courses will increase from February 2020 when we start with the new training schedule.

4) HR Audit

HR Auditor Training:

SABPP conducted an HR Auditor training in Botswana, training 8 HR Professionals at Diamond Trading Company Botswana.

2 HR Auditor training took place in Pretoria and Johannesburg where a total of 18 HR professionals were trained.

HR Audit Projects:

The Audit Unit was awarded a Gauteng: CoGTA project to conduct HR Audits in 6 municipalities in the Gauteng region, 4 of the audited municipalities received provisional certification.

Re-Audits: 2 companies were re-audited, and both achieved full certification

CSI: One municipality that was audited last year was awarded a free re-audit this year.

HR Standards and Audit Awards:

SABPP hosted a successful annual awards ceremony. Diamond Trading Company Botswana was the star of the evening where they received a total of 11 awards including the best Private Sector and Overall Achiever for 2019.

MTN Eswatini, City of Ekurhuleni, Sedibeng District Municipality, City of Johannesburg Metro were also amongst the companies who received HR Audit awards that evening.

international HR Audits: In pursuit to reach other African countries, SABPP has secured partial HR Audits in Malawi and Mozambique

Audited companies

West Rand DM

City of Joburg

Rand West City LM

City of Ekurhuleni

Midvaal LM

Merafong City LM

MTN Eswatini- (Re-Audit)

Sedibeng DM - (Re-Audit)

Diamond Trading Company Botswana - (Re-Audit)

Universal Leaf (Limbe Leaf)

4) Research

Study on Statutory Recognition progressing. Due early in 2020

Research assistance

9 Masters students

5 PhD candidates

3 research surveys for academics from USB, VUT & TUT

Factsheet

February: Employee Value Proposition

March: quality Council for Traders and Occupations

April: Recent Trends on Remuneration Governance

May: The Protected Disclosure Act

June: HR Service Delivery Models

July: Creating a Speak up Culture at work

August: Job Profiles

September: Ethics Hotline Management: Best Practice Guide for SA employees

October: Disability and Employment

November: Facing the Fourth Industrial Revolution

Weekly articles for all the 52 weeks of the year

Special articles for HR Calendar

Youth Day

Cancer Day

5) LQA

Piloted e-platform for National Final Integrated Summative Assessments (FISA).

Worked with Service Seta on designing Labour Inspector Qualification and SABPP has received approval from industry and Seta to be recognised partner in managing the External Integrated Summative Assessment (EISA).

Have facilitated 6 new and 31 (renewal and extension of scope) the accreditation application for training providers on both unit standard and non-unit standard based qualifications. We have also rejected 1 application because of non-compliance in terms of documentation submitted.

We had clean Quality Council for Trade and Occupation (QCTO) four quarters monitoring visits.

The National Learner Record Database uploads had been successful.

3 universities accredited

University of Johannesburg including 2 extended sites (Soweto and Bunting Campuses)

University of Southern Africa

Pearson's Institute on Human Resources Management and Industrial Psychology qualification.

Finalised National FISA Policy with the Examination Committee, which will be tabled in 2020.

850 students that wrote the National FISA with pass rate of 85% from private providers with part time learners from the workplace, whilst 45% pass rate from college students (full-time learners).

We have completed 100% monitoring visits on existing and newly listed accredited training providers as per 2019 plan.

We have completed 100% on scheduled external moderation and distributed their reports on time, which will allow some training providers to incorporate remediation towards their next batch of verification.

The 5th Annual Training Provider Forum held at the SABPP Offices on 26th July was attended by 17 providers and 7 students from Mahikeng - learners from DC Dynamic College. The topics covered got audience to see application of Technology and how practical Recognition of Prior Learning (RPL) can be applied.

We have approved 60 Assessors and Moderators which incorporates new, renewal and extension of scope.

We have approved 19 Continuous Professional Development (CPD) training providers. We have issued 4158 CPD Certificates

We have adopted the practice of visiting CPD Training Providers, thus we implemented a checklist for CPD site visit, this was implemented and successfully piloted at a Cape Town site in October 2019.

6) Executive and Governance

Board Training - Governance of NPOs. SABPP strongly believes in having a competent and dedicated governing body to lead the profession. On the 21st February 2019, the 13th Board attended a governance of NPO's training that was facilitated by an NPO Specialist Malcom Boyd of the Institute of Directors in South Africa NPC - IoDSA.

Co-opted 3 additional Board members. According to the SABPP Charter, the composition of the Board has to be balanced therefore, SABPP co-opted a legal and finance specialist to form part of the Board. In addition, the Board saw a need give an additional seat to a HR Audit Chairperson.

Kolobe Mashala: Seat (Board member - Chartered Accountant and Risk & Audit Committee Chairperson)

Brain Matthee: Seat (Board member and HR Audit Council Chairperson)

Stonto Msibi: Seat (Board Member - Lawyer)

Board Strategy Session. In 2019, we saw the HR Voice 2.0 strategy term coming to an end. The SABPP Board conducted a strategy session on the 31st May 2019 in Muldersdrift that was facilitated by Prof Chris Adendorff from Nelson Mandela University. Prof Adendorff is a futurist specialist that played an important role in assisting SABPP to move towards the 4th Industrial revolution path.

Business Plan Session. On the 31st August, SABPP staff conducted a business plan session following the Board strategy session to ensure that the organisation plans are aligned to the new strategy. The session was facilitated by Dr Penny Abbott.

The People Factor Strategy #202030 Unveiled. The new Strategy was unveiled to the members, public and all provinces.



National AGM. The Annual General Meeting took place on the 20th June 2019 at Bryanston Country Club. The event was attended by over 200 stakeholders. At this year's AGM we saw the introduction of the new strategy - The 'PEOPLE Factor" #202030. Speakers of the day engaged delegates with topics that speak to the new strategy. The event was sealed with a Q & A session that was conducted by nine SABPP Board members.

Provincial AGMs. SABPP hosted provincial AGMs in the following places: KZN, Western Cape, Eastern Cape - Mthatha, East London, Port Elizabeth and Free State. It was the end of the terms for all these provincial committees and new committees were elected. SABPP also used these platforms to launch the new "People Factor" Strategy in these provinces.

Annual Report - 2018. King IV recommends transparency on organisations and we are happy to report that SABPP successfully launched a 2018 annual report that provides an overview of what SABPP achieved in the reported year. This report was distributed to members at the Johannesburg - Annual General Meeting as well as all Provincial - Annual General Meetings.

Annual Committee Meeting - ACM. On the 5th December 2019, SABPP will host an annual committee meeting that will be attended by all Chairpersons of National and Provincial. This is another way that SABPP uses to ensure that all committees are aligned to the new strategy that has been recently launched.

Inactive National Committees Relunched. The Chairpersons and vice-chairpersons of these committees were chosen at their first meetings and we are pleased to announce that almost all these committees are fully functioning. These include

CPD

HRI

Labour Market

Change Management

HR Citizenry

IT Governance

Risk and Audit Committee. This Committee was reconstituted after Board elections. The Risk & Audit Committee term came to the end. We are grateful for all the hard work that was done by the committee that was led by Mpolai Liau. A new committee was launched in 2019 and the committee is led by Kolobe Mashala who has an extensive experience in the NPO sector, and we are looking forward to all the work that will be contributed by this committee.

HR Audit Committee. This Committee was reconstituted after board elections. The committee is led by a former Board member Brian Matthee. We are looking forward to the contribution that will be made by this committee where they ensure that the HR Audit processes, and methodology are continually refined where appropriate.

MOA and MOU

Signed with SALGA

Renewed - ACFE, Ethics Institute and IPMZ

SAQA Professional Body Research Report Task Team. SABPP has actively participated in SAQA Professional Body Research Report Task Team influencing certain criteria and practices towards professional body accreditation and practices. The research was entitled: *'Do professional bodies have the capacity to truly protect the interests of the public while remaining sustainable?'*. The research study was presented and discussed at the SAQA Professional Body Forum on 12 March 2019.

Mid-Term Monitoring Site visit by SAQA. The SAQA Professional Bodies Team visited the SABPP for a mid-term monitoring site visit. The purpose of the site visit was to confirm that the documentation submitted to SAQA in terms of the Policy and Criteria exists and to verify the existence of the member information system. The meeting went well and SABPP is waiting for feedback from SAQA.