

40 SABPP members celebrate SABPP 40th birthday by reflecting on what SABPP means to them



We offered our members an opportunity to reflect on what SABPP means to them. Here is what members penned down

Alison Visagie (member ID: 42863490: CHRP)

I have been a member of SABPP for a long time and was actively involved in my earlier days as a HR professional. I believe the professionalisation of HR was a key milestone for SABPP and I make it my mission to encourage people to become members and remain professional, as our science is just as important as anyone else's.



Melanie Mulholland (member ID: 42866446: HRP)

I have been a member and supported and advocated for SABPP since 2014. SABPP is special to me because it sets the standard, keep us updated and informed on latest trends, and remain true heroes in the HR space. You've made a difference in our lives for the better.



Thanzila Noor Mahomed (member ID: 66842605: student)

SABPP is truly special for me since my undergraduate years at the University of Pretoria. My lecturer, Mr Sakkie Van Greneun, always made reference to the SABPP in all our lectures. He always emphasised the importance of a professional body such as the SABPP and that we as future organisational leaders should be cognisant of the significance of the SABPP and its impact and moderating effect for the professional working class. The SABPP HR Competency Model is very close to my heart as it defines the competencies required by professionals and serves as a reminder of attaining those competencies. Moreover, SABPP's vision and mission encapsulates how to conduct ourselves professionally and ethically as well as serves as a blueprint and guiding light to attaining organisational success. Failure to incorporate SABPP's competency framework will prove to be detrimental and will yield in organisational collapse.

Furthermore, the core of SABPP highlights clear standards of good governance, quality assurance and professionalism in the field of human resource management and people practices. Ultimately, SABPP assists in contributing to the value and sustainability of organisations such that it will engender optimal productivity and satisfaction in the workplace. Since HR is the heart of all organisations and employees are the assets of all organisations, SABPP is created by the people, for the people. I would like to thank the SABPP for sponsoring the HR Tuks Executive Committee with T-Shirts and I earnestly hope to receive a ticket to the SABPP Turns Forty Gala Event!



Nonkululeko Masinga (member ID: 82110421: HRP)

I am a new SABPP member, and since signing up, my professional profile has attracted more views in the recruitment environment due to my professional registration. Recruiters viewing me as more committed to my personal development and staying abreast with industry trends. I would also like to attend to get better acquainted with SABPP, as a new member.



Mildentia Selala (member ID: 82112013: APPLICATION IN PROCESS)

The reason for attending this Gala would be super special for me because I have just Joined the Anglo-American Group, as a young person I believe I need all the knowledge and experience I can get in order to be fully functional and be an asset to the organisation. The SABPP platform is one the greatest membership platforms one can afford themselves to be in. I love Human Resources because I really do care for working with people, seeing them thrive and being able to do that in a meaningful way which is up to standard.



Sonia Govender (member ID: 55496245: HRP)

SABPP is an important professional body that helps us as human resource professionals to be recognised and respected in the business world as a whole. Our profession is such an important and vital role to the organisations we work in, and on our own we are not able to establish the importance of our existence as Human Resource Professionals. With SABPP behind us and recognising our importance and developing us to our full potential with them varies training courses and articles we are able to change the dynamics in our organisations.



Ziyaad Mahomed (member ID: 59982377: HRP)

SABPP is special to me as it enables my stakeholders understand that I belong to a fraternity that ensures that I practice my profession at a higher standard. I am constantly being updated and informed through the Fact Sheets that SABPP sends out. I am a commissioner of Oaths and how awesome is that.



Kamogelo Modise (member ID: 82110261: HRA)

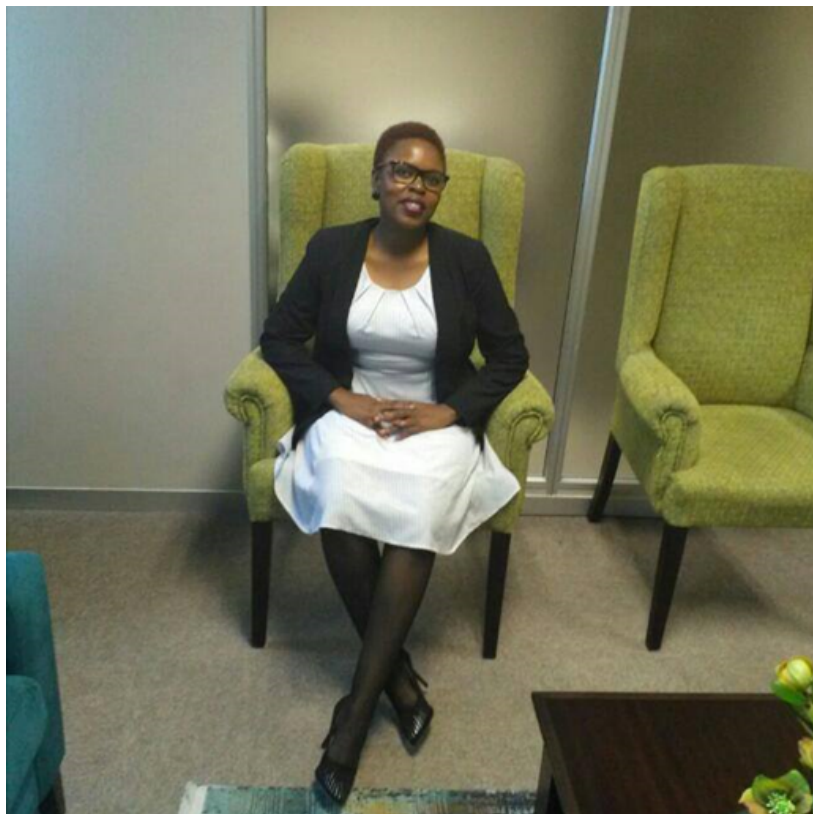
Hereby requesting for a ticket to the Gala Dinner as I am an upcoming HRBP (as I describe myself). Currently hired as a Human Resources Coordinator at Webber Wentzel and my SABPP Certification means the world to me as it got me the recognition my career needed.

I have always been employed on Fixed Term contracts for the past 4 years, and just last week been permanently appointed which SABPP played a major role on and forever grateful for.



Ramasela Langa (member ID: 82110895: HRT)

SABPP is important to me as an HR professional as it will continuously help me to reduce inconsistencies within day-to-day challenges and develop standardised good practices.



Thiresni Naidoo (member ID: 51912034: HRP)

My name is Thiresni Naidoo. I am an HR Associate since 2017. I firmly believe SABPP opened many doors for my career with being associated with the brand. I would love to attend this event. I am an experienced Head and HR Associate with SABPP, with a demonstrated history of working in the human capital industry. Skilled in Training Development, Coaching, Entrepreneurship, Talent and Organizational Development and Strategic Partnerships. BBBEE scorecard compliance for skills spend. Strong professional with a Management Advancement NQF 8 Qualification focused on Business, Management, Marketing, and Related Support Services from the University of the Witwatersrand Business School. I am a seasoned specialist in the training and development landscape with vast skills in talent management, organisational development, programme management, ETQA compliance, content development and designing training solutions for organisations by maximising their BBBEE spend. I am a visionary and strategic leader who is an expert at continually refining and advancing an organisation. I am able to take the helm and drive forward ambitious and feasible strategic growth and sustainability plans. I am highly energetic, forward thinking and a creative individual who possesses an entrepreneurial spirit that is coupled with strong business acumen. My key strengths include an ability to resolve reoccurring problems, effectively supervising staff, helping to define goals and developing opportunities. In addition to this I am politically savvy and an engaging and influential communicator who can build productive relationships with people from all backgrounds.



Johannes Raphasha (member ID: 53655698: HRP)

Membership with SABPP greatly contributes towards keeping me abreast of new developments in human resource management. It further assists with being aligned with the HR Standards and Ethics Code as well as opportunity to network with other HR Professionals. The benefits are immense and provide opportunities to participate in research, development and benchmarking exercises conducted in the human resource space. SABPP promotes participation in discussion forums on social media platforms and discussion on the Fact Sheets which enhances my knowledge of human resource management.



Christina Kunene (member ID: 82109318: CHRP)

SABPP is special to me because it shows me how to take my career seriously, reassuring employers and clients that I am committed to my professional development. When SABPP send me emails I also feel special as I am always kept abreast with the latest knowledge and practices through the Fact Sheets and helps me to stay abreast of current issues and opportunities. My career will not run off and I will not be complacent. The publications keep me going and on my feet. I feel very special as we are now given opportunity to attend the 40th birthday and share moments with SABPP.



Sibusiso Gamede (member ID: 82112860: HRT)

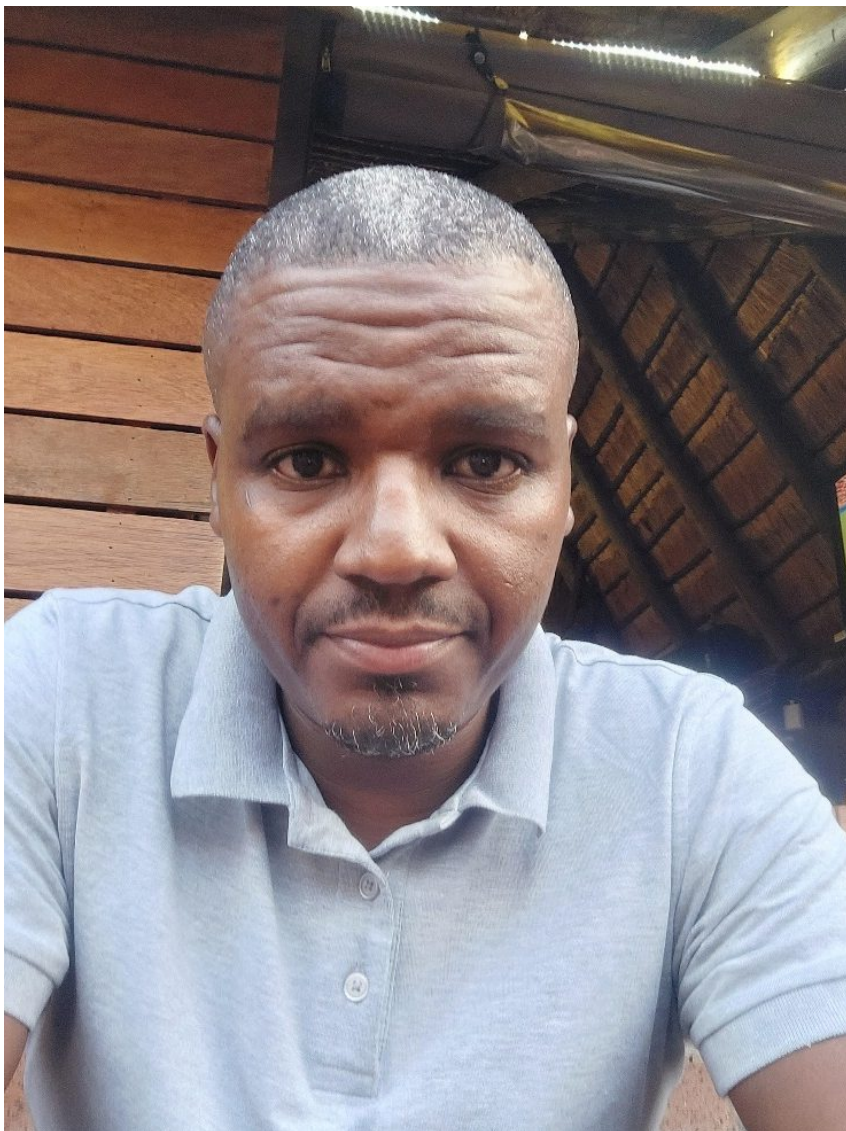
SABPP is special to me because it enables me to be a professional somebody who is well recognised. The SABPP membership has granted me permission by virtue of the registered designation to become a Commissioner of Oaths to be able to certify documents. I really appreciate the membership of SABPP.



George Mtsweni (member ID: 52140932: HRP)

Congratulations to SABPP on achieving 40 years of guiding and setting standards in HR fraternity!

A'sbonge, Danko!



Mala Moodley (member ID 42863514: CHRP)

I have been with SABPP since 2001 (21 years). As a professional body you have contributed so much to my learning and growth throughout these years. At the time I registered with SABPP I was still in my

learning years. Being continually informed with the many valuable publications and Fact Sheets, it helped to build who I am today. The credentials and being registered with SABPP also helped my progress in my employment. I would be honoured to receive a ticket to mark this momentous occasion with SABPP, and congratulations on reaching this huge milestone.



Andrew Butters (member ID: 42863211: CHRP)

The SABPP is special to me as it ensures that professional standards are maintained, and capacity building occurs amongst all our colleagues in this wonderful profession. This is reassuring to me as a mentor and somebody who has been in this profession for a long time. Not only this, but it also leads the way through its tough leadership in justifying that the HR profession is a professional occupation which adds value to organisations and fosters a sense of pride both in me and our professional community.



Unami L.M Butale (member ID: 67288615)

My name is Unami from Botswana, I wish to attend the Gala SABPP Gala dinner in celebration of their 40 years of existence. As a member for the last 3 years, the body has helped me grow and develop through their continuous learning platforms. Not forgetting the committees which we belong to with members always available to guide and have a chat. The institution has assisted me to see HR beyond borders and has assisted me greatly as we expand in the African region. It is with hope that I am selected to represent the institute and my country diligently.



Sibongile Magwagwa (member ID: 42867766: CHRP)

I am a proud SABPP member who developed from a HR Professional to Chartered HR professional during my tenure since 2016. As an HR professional, I advocate for HR being a strategic business partner and not merely an administrative function. SABPP has given me and many other HR professionals a platform to contribute towards the conversations on world class HR practices. My credibility as a strategic partner in my organisation has also been enhanced throughout the years of being a member of SABPP. My leadership capabilities have improved throughout the years because of the learning agility which I adopted through my membership which constantly promotes self-development and continuous improvement. I love SABPP because it has truly professionalised the Human Resources function and continues to make many organisations aware of the value of human capital.



Estelle Rautenbach (member ID: 58916400: HRA)

SABPP is special to me and the whole of South Africa as they take us seriously in providing excellent service in the lives and careers of all who associate with them. Be it a learner, assessor, service provider, colleague, and many more they are there for us always. They are a cut above, okey maybe many cuts above the rest!!!!



Lina Neo Mabaso (member ID: 67643923: HRA)

I would love to be granted the opportunity to attend this prestigious event. SABPP is special to me as I believe that it provides platforms for career development and advancement for HR professionals. We have a platform where we can meet with HR professionals from different industries, it gives us a voice to speak on pressing issues within our profession. I think that is amazing!



Zoliswa Tshetshe (member ID: 42865824: MHRP)

I am honoured to be registered with the SABPP as Master HR Practitioner. Being affiliated with the SABPP has given me the respect I needed to have my career recognised as the profession that it truly is. I have been able to think of what to implement in the organisations I have served just by reflecting on the HR Standards. The regular Fact Sheets present an opportunity to keep abreast of what happens in the HR space and assist me to always remain relevant as a professional.



Nonsikelelo Williams (member ID: 82112536: HRP)

For the longest time, the HR profession has been viewed as administrative and not as value adding to businesses. In fact, some companies still treat HR professionals as “people that hire and fire”. The SABPP gives us HR professionals the respect and recognition we deserve by regulating the profession and outlining what it is we stand for and what value we can add to the business. Professionalisation and regulation of this profession makes sense, having standards that we are evaluated against, which also hold us accountable is what makes the SABPP special to me. Makes one feel like we are in the same league as other professions, and we can claim the respect we deserve as HR Professionals. The workshops and training programmes that are also offered by the Board also helps one keep abreast of developments in the profession to remain relevant, plus, I have met interesting people who are also part of the Board.



Robyn Joan Shapiro (member ID: 42864757: HRP)

I have been a member of SABPP since 2012 and have gained enormous insight into the evolving and ever-changing world of Human Resources, particularly Learning and Development. Work is dynamic and therefore relevance and immediacy are a genuine challenge in order to create real learning by demystifying contexts and building bridges to new concepts and new worlds. The SABPP provides a platform for individual and industry engagement therein empowering the HR community. The SABPP, through continuous and robust research, has provided huge support and guidance on change, flexibility, vigilance in practice and real meaningful knowledge sharing. The Fact Sheets are outstanding and hugely informative.



Maxine Pietersen (member ID: 82109526: HRP)

What makes SABPP special is the fact that you changed the game for HR as a profession, your determination and consistency in putting us on the map equal to chartered accountants, lawyers etc. has reaped its fruit. We are recognised and acknowledged. We are able to confidently navigate organisations knowing that we have the backing from a body that supports ethical corporate governance. I applaud and salute you for the path you've paved.



Nsika Khumalo (member ID: 64129530):

SABPP is special to me because it is a great opportunity for us as the Human Capital fraternity to network and share good practices.



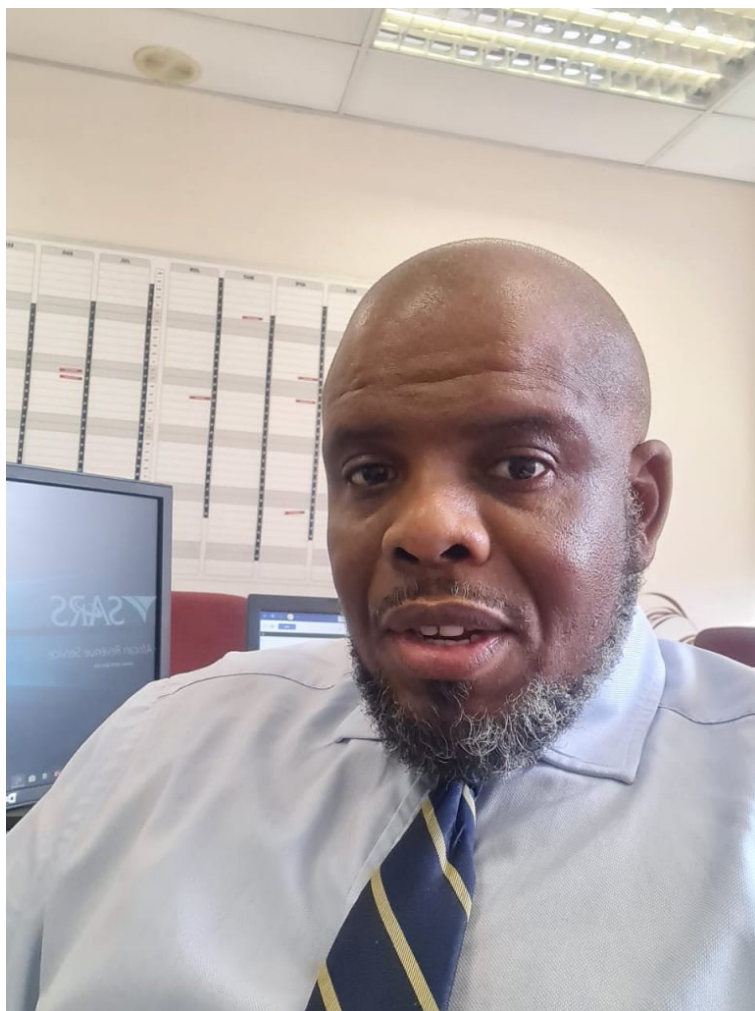
Besa Muthuri (member ID: 42868178: MHRP)

SABPP is special to me because as a professional body it helps me and at the same time challenges me to operate at high professional levels. Every time I go to the website, I focus on latest trends and ensure that my organisation meets the Standards for HR professionals to operate in. I have also ensured that the whole team is part of this professional body because then we all operate at the same level of professionalism expected and are kept up to date with the latest HR trends. Not only is SABPP the largest professional body for Human Resources in South Africa but it's also a trusted tool for those continuously looking for a way to make the workplace better.



Rachabane Kope (member ID: 42867623: CHRP)

To me, SABPP has been more than an organisation that have brought together professionals who specialises in various fields within the Human Capital fraternity. It has become my professional home, wherein I can engage members in a non-intrusive way on matters of interests. Ever since I have been part of this organisation, beside growing professionally, I have been able to establish numerous networks that have bolstered my overall contribution to my organisation, in that people that I serve with in the committee, have become my “Professional Google”. In instances where I’m battling with certain concepts, I would from time to time call upon them for assistance, and they have in numerous occasions risen to the challenge. SABPP is one organisation that lives according to its ethos of ensuring that whatever they carry out, it gets executed with professionalism which is parallel to none. Another aspect that I love about the organisation is the fact that the leadership of the organisation don’t only speak accountability, but they practice and ensure that they are accountable to their members, which is something that it is in short supply in several organisations. This has in turn influenced and shaped my value system.



Preshina Pillay (member ID: 82110375: HRP)

I hereby introduce myself as one of the many fortunate individuals to have a membership and professional designation with the South African Board for People Practices (SABPP). My name is Preshina Pillay, and for the first time in the year 2022 I have been successful in obtaining membership as a Human Resource (HR) Professional (Remuneration) with the SABPP. I was recently awarded with SABPP membership and from inception of this membership I have grown in my career and on a personal level. The continuous professional development such as the Fact Sheets and events offered by the SABPP has been knowledgeable, from HR strategies and women's conferences to ethics. My plan is to grow with the SABPP as I seek assistance with my Honours Research Report and to move to Chartered HR Professional designation. SABPP is important for my career growth, personal growth, and organisational success. My communication skills and confidence has improved since my membership with the SABPP and the additional access to information and resources. I would further like to add that this would be my very first physical HR event in my career and first Gala Dinner. I would be honoured to share an evening with professional individuals in the HR industry and to share the celebrations in SABPP turning 40! This is a milestone that I would not want to miss.



Chantel Bennett (member ID: 82110440: HRP)

I am a big believer that HR is not only the heart, but the conscience of the company, and my morals is what guides me. SABPP helps me stay on the right track with the best advice and guidance's on good practice policies and procedures.



Lerato Boroko (member ID: 60350108: HRA)

I identify deeply with the principles that the organisation has set and continue to develop as people professionals. It provides Standards and a Code of Conduct and this guide us to be in control and know our worth and position in organisations and as a professional. Well done to the milestone achieved!



Thenjiwe Msomi (member ID: 42866040: CHRP)

We remain grateful for all the work of professionalising HR for the greater good of the people who deserve fair treatment. Am proud to be a part of the SABPP community. As an intuitive leader, it is encouraging.



Cheri Foster (member ID: 58315572: HRP)

Being a woman in leadership and one of a few in HR in the hospitality industry, SABPP was a guiding light throughout my career. When I originally stumbled across SABPP, I couldn't believe that there was a board and a corporate ladder to climb and aspire to be taken seriously. I was thrilled!



Revelation Mokgele (member ID: 42867835: CHRP)

The professionalism at SABPP makes me so proud to be its member, and prouder to serve in its committees, ending at one time serving three of them. I continue to be your servant. The SABPP has revolutionised the HR profession from A-Z; from setting standards to auditing. Happy 40th Anniversary!



Raquel White (member ID: 43925824: CHRP)

SABPP will always hold a special place in my heart because, in my opinion, the professional body helped to set the direction of human resources. As you are aware, this profession has largely been marginalised in the commercial world. The platform, being the enabler that it is, has enabled HR specialists to occupy their rightful seat at the table, not just a seat at the table, but also a voice. SABPP acts as an essential network that keeps us updated and provides us with a home in addition to reinventing HR by establishing the much-needed standard. As a change agent, I am thrilled to be a part of this adventure with SABPP.



Thantshi Jacob Moepi (member ID: 42864034: CHRP)

SABPP has been special to me since 2004. After registration I haven't look back and today I have completed my master's degree with some assistance I received from SABPP. Subsequently, today I am a Commissioner of Oaths because of SABPP. As the only Commissioner in the area of my work, I have become more of assistance to people who want to certify their documents or sworn under oath. I became very handy to my organisation through SABPP. If you are a member of SABPP, your inputs are taken serious by your principals especially when you bring forth your argument within the context or framework of HR Standard Model. Recently I have invited SABPP to my workplace to assist and present to my colleagues on how to become a member of SABPP. Currently there is an enormous application to SABPP from our HR practitioners. Finally, SABPP is very special to me because it created a framework on how HR Practitioners should operate and conduct themselves, something we lacked before. Long Live SABPP, long live!!!



Thembane Precious Sibeko (member ID: 42866058: HRP)

For me, SABPP has really positioned the HR profession to centre people in shaping the future, leveraging the technology, and protecting the environment, supporting a fair transition to the future world of work. It made HR Practitioners have the opportunity to take the lead in imagining and developing the workforce of the future for their organisation, reskilling the workforce of the present and making room for new entrants to the workforce.



Leonara Chetty (member ID: 44784683: HRP)

My name is Leonora Chetty and I have been a member of the SABPP for several years now. The SABPP has changed my life in many ways as an HR practitioner, as well as providing collaboration between HR experts and more. I would love to support and celebrate the milestones the SABPP has achieved by attending the gala dinner.



Meladi Paulina Mampane (member ID: 54344676)

SABPP is special to me as it maintains and improves the overall HR standards, not just practical standards, but those of ethics and behaviour in the HR space. It encourages and facilitates continuous professional development (CPD) of HR professionals. HR involves compliance and litigation avoidance, and as our laws are from time to time being amended and new laws being introduced to our field for this reason continuous professional development (CPD) that we get from SABPP is essential. SABPP set standards for the training of intended practitioners and encourages fairer access, whether social, gender or race and discourages discrimination as the SABPP Board controls the professional registration of the HR professionals. The standards set out ensure that we have a common understanding of how we should comply with the laws if we are to do it effectively and efficiently. The standards provide a shared expectation that can give confidence to stakeholders, and they hold practitioners accountable.



Vuledzani Patrick Mugumo (member ID: 42864056: MHRP)

SABPP is very special for me for the advancement of the HR profession. More than this, SABPP plays a significant role in developing positive business culture and improving the professionalism of the HR industry. SABPP has supported me in developing the knowledge and skills within the HR Function and improving my professionalism.



Leonora Klein (member ID: 42867133: CHRP)

SABPP is a Board driven organisation with the high purpose of empowering people. Many organisations throughout the world now recognize the HR profession with dignity and respect. The Human Resources function is at the heart of all organisations, as their most valuable resource is their people. Seeing

inspiring people like the late Dr Marius Meyer and others, helps reassure me of the fundamental purpose of serving the hearts of people. Through SABPP, I met intelligent, purpose-driven and kind people that impacted my life. Voluntary service at SABPP instils pride and purpose above all else. It is an honour to be a part of this organisation. Thank you so much!



James Stevens (membership ID: 68350419: CHRP)

The SABPP is special to me, because it assigns value to the same things I assign value to. I am passionate about people and so is the SABPP. There are so many critical processes and events in a business that involve people. The sustainability of the business relies on people. The SABPP has made it its mission to ensure credibility in the HR voice in business, leading the world in good practice standards. They provide the platform from which we, as HR Professionals, can be successful.

