

Minutes of the SIOPSA Annual General Meeting

held at the CSIR ICC, PTA – Ruby Room

on the 11th of June 2009 at 17:00

Opening and Welcome

SIOPSA's president, Stephen Renecle welcomed all attendees.

Attendance Register

All attendees were requested to please sign the attendance register. A quorum being present, as per the signed attendance register, the meeting was declared open.

Apologies

Apologies were received from Anton Schlechter, as well as Deo Strümpfer, Theo Veldsman, Dries Schreuder, Linda Stein, Pieter Kemp.

Confirmation of Previous Minutes

The minutes of the previous Annual General Meeting of 22nd May 2008 were accepted.

- PROPOSED: Ruan van der Walt
- SECONDED: Valerie Hammond

Voting procedures

Stephen Renecle explained the voting procedure:

- Motion:
 - Proposed – State name clearly for records
 - Seconded – State name clearly for records
- Amendment to motion
 - Proposed – State name clearly for records
 - Seconded - State name clearly for records
 - Vote on amendment before main motion
- Voting – show of cards
 - For the motion
 - Against the motion
 - Abstain

Members were asked to use the microphones when addressing the Chair so that the proceedings could be recorded, as the minutes were not being taken manually.



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Membership ratification

The list of new members who joined SIOPSA by May 2009, as ratified by the Executive Committee, was accepted by the meeting.

- PROPOSED: Aletta Odendaal
- SECONDED: Ruan van der Walt

Categories	Total of Members at 16 May 2008	Total of Members as at 27 May 2009
Affiliate	5	26
Associate Members	172	224
Fellows	5	5
Honorary Members	9	10
Full	390	452
Student Members	57	69
International Affiliate	0	1
TOTAL	647	787

Over the last year, 148 new memberships were ratified. Over the past two years the Society’s membership base has increased by 78%. We have grown dramatically, which has brought new challenges. This issued will be addressed later in the meeting.

Executive Committee for the year

A lot of work has been completed by the EXCO. Regional branches act across portfolio’s at the regional level.

Executive Committee 2008/2009

- President/Representation: Steve Renecke
- Past President/Future Fit: Fred Guest
- President Elect/Academic Matters: Anton Schlechter
 - Secretary: Simon Shane



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- Treasurer: Kevin Distiller
- Communication: Anja van Aswegen
- Conference Coordination: Marina Grove
- CPD: Nicola Taylor
- Member Growth: Louise Niemand
- Member Services: Esther Venter
- IOP in Context: Dilnaaz Karim
- KZN Branch Chair: Busi Pepu
- Johannesburg Branch Chair: Valerie Hammond
- Pretoria Branch Chair : Anne Bucket
- Western Cape Branch Chair: Andre Westraat
- Consulting in Psychology: Anna-Rosa Le Roux
- PAI/Legal: Aletta Odendaal

Strategic thrusts set for the year

At the beginning of the year the focus was on a number of strategic thrusts – what does the Society need to do for the profession?

1. *Future Fit Initiative* - encapsulates the direction in which the Society needs to move for the sake of the profession. Fred Guest to share feedback later in the meeting
2. *Build the Administrative Infrastructure* - website, invoicing, etc.
3. *Transformation and Social Upliftment* - playing a bigger role in society in terms of transformation of the demographics of the profession, as well as the Society.
4. To reiterate the 2007 strategy - *what is the purpose of the Society* from a membership point of view?
 - Communicate
 - Represent
 - Add Value
 - Grow

Highlights from the Annual Report

A comprehensive annual report and the audited financial statements have been published on SIOPSA's website. A few copies were printed for the meeting.

- Increase in members from previous year, by 22%;
- Significant number of delegates attended the 2008 conference – over 500;
- Branches and interest groups flourishing - over 20 events were held nationally and these were very well attended;
- Positive cash flow, despite demands on costs – the drive this year was to save costs without losing value;



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- Significant progress in key Future Fit domains – Fred Guest to give feedback;
- Social responsibility initiatives were launched. The Society has identified some underprivileged schools in Gauteng and KZN and is working in conjunction with these schools on a project which is intended to bridge the gap between school and tertiary education, as well as to offer career guidance to learners. The vision is to have more members involved and in the process offer the learners insight into IO Psychology as a career.
- SIOPSA was registered as a trademark
- We have built relationships with organised psychology in Australia (APS), the goal being to establish an MOU with them.
- We have established a permanent administration office.
- The website has been updated and the functions have been improved so that we can issue invoices and accept quickly and efficiently.

HIGHLIGHTS: Important Initiatives and activities

Future Fit progress and next steps

- Fred Guest shared some highlights from the various Future Fit Action Domains.
- A decision was made to focus on core areas of the model - Ethics and Scope of Practice.
- Leon van Vuuren is working on a 2-3 year programme, creating a unique ethical model for Industrial Psychology in South Africa.
- Scope of Practice is a little behind schedule. The basic framework of the context, roles, competence areas, knowledge skills for Industrial Psychologists that could become the basis for further work has been set up.
- Future Fit has constituted two committees, namely:
 - Ethics Committee, and the
 - Education and Practice Committee

Representation

- *PsySSA* - Stephen Renecke and Anton Schlechter (President and President-Elect, respectively) met with Psyssa , with the aim of engaging and building relationships. However, PsySSA has terminated discussions. Stephen Renecke expressed his belief to the members that there is nothing to be concerned about.
- *EAWOP* - Karel Stanz suggested that we negotiate a discount for our members who wished to attend the EAWOP congress. This was done and as a result, we were offered a substantial discount (30%).
- *Professional Board* - We have had to face some challenges around CPD and are still awaiting accreditation of events, having already paid the registration fees:
- The Minister of Health is now going to appoint Board members, whereas previously they were elected. The new Board was supposed to have already been elected.
- Fred Guest stated that SIOPSA had nominated two of our members, Leon van Vuuren and Karel Stanz, for election to the Board, and that the Board was presently considering their



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eligibility for appointment.

- Two of our members, Ralph Worley and Nanette Tredoux, are current Board members.
- *Global Convention on Coaching* - Aletta Odendaal thanked members for sponsoring her trip to Dublin last year, giving her the opportunity of Chairing the GCC Working Group, for the purpose of getting together a community of coaches, who would work towards the professionalization and setting of standards for coaching.
 - An output of the Global Convention was to change the name to the Global Community of Coaching (GCC).
 - A declaration was put in place and supported by 124 professional bodies across the world.
 - The next community of practice will be held in Cape Town in 2010.
 - This is an initiative of the GCC, driven by the interest group for Consulting, which is led by Anna-Rosa Le Roux.
 - We are working towards an MOU with COMENSA.
- *SIOPSA is co-hosting the 29th OD World Congress as a joint venture with Kumba Iron Ore.*
- *Professional Indemnity Insurance* – Nicola Taylor informed the AGM that in 2004 a Government Gazette notice had appeared stating that it was mandatory for all registered psychologists/ psychometrists to have professional indemnity insurance.
- *The venue for the 2010 conference* has yet to be confirmed. It will probably be held in Johannesburg.

Administrative Function

Increased Demand

- Membership has grown by approximately 78% over two years.
- There has been an increase in the number of regional and other events.
- SIOPSA has become increasingly involved in the hosting and co-hosting of complex events.
- The management of CPD and the demand for certificates by our members has added to the pressure on the Society's administrative resources.
- There has been an increase in the activities of various EXCO portfolios.
- There has also been an increase in the complexity related to running the administrative systems and procedures (e.g. the introduction of Pastel to help operate the financial system, for example).
- During the last 12 months, figures from the SIOPSA web site indicated that:
 - More than 3,000 invoices have been issued for membership fees and events;
 - There has been an increased demand for CPD certificates

Solutions

- *Appointment of a full time, high-level administrator:* Welcome to Carly Massimiani, who has agreed to contract to SIOPSA, not as a full-time employee, but whose working day is committed only to the Society



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- *Website enhancements*, whereby we are able to accept payments from our members for fees and reservations for events, pay creditors, keep track of CPD points and issue certificates
- *Reduce the high cost of outsourcing to external service providers* – the Society would like to reduce dependency on outside consultants and be able to rely more on support from EXCO members and their administrative infrastructures, if necessary.
- Rely on *tolerance and support from our members*.
- In the medium term the Society needs to *generate more income through events*.
- Generate income via holding conferences with a more practical focus.
- Generate more income in order to one day support the *full-time employment of an admin assistant and/or* the development of a more seamless IT solution

Treasurer's report by Kevin Distiller

(The financial report is available on the website for downloading.)

- Kevin Distiller proposed changing the year-end to July.
- Aletta Odendaal mentioned that changing the financial year-end would require amending the Society's constitution, and that a motion would have to be passed in order to start the process, if the AGM agrees. A vote was held (show of hands) and the motion was accepted, so a proposal will be drawn up.
PROPOSED: Nicola Taylor
SECONDED: Aletta Odendaal
- The meeting was asked to accept the financial statements for 2008.
PROPOSED: Nicola Taylor
ACCEPTED : Aletta Odendaal

New Membership Fees

This year fee's have been increased marginally as;

- Membership fees had increased by over 40% the previous year;
- The financial crunch was being felt by members. The Society felt their current positive cash flow meant that they could keep the increase in membership fees down in order to help ease the pressure on members.
- Stephen Renecke proposed that membership fees should increase annually, guided more or less by the inflation rate, as per the illustrative table below. Assuming inflation is 10%:



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Membership Category	2008 Fees	2009 Fees (% increase from 2008)	Proposed 2009 Fees (assuming 10% inflation)
Full Members	R484.50	R500.00	R550.00
		3%	
Associate Members	R484.50	R500.00	R550.00
		3%	
Student Members	R245.10	R245.10	R270.00
		0%	
Affiliates	R399.00	R399.00	R440.00
		0%	
Foreign Affiliates	US\$140.00	R799.00	R880.00
		0%	

- Stephen Renele motioned that the above formula be accepted in principle and that, should nothing unforeseen happen, we increase membership fees based on inflation CPIX.
- An optional proposal was put forward suggesting that we increase the membership fees based on the inflation CPIX, and then cap it at 10%.
- A vote was taken and it was decided to increase the membership fees based on the inflation CPIX, as published by the Department of Statistics (and not cap the amount).
- Francois du Toit requested that the fees of Foreign Affiliates be reduced. Stephen Renele proposed that we reduce the fees to be in line with other membership fees, depending on their category.

SECONDED: Francois du Toit



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Ratification of formally constituted committees

- In line with the objectives of the Future Fit initiative, two standing committees of the Society were formally constituted namely:
 - The Ethics Committee
 - The Education and Practice Committee
- The meeting was asked to ratify these committees.
PROPOSED: Rita Kellerman
SECONDED: Nadene Venter

Election of President-Elect

- The current President-Elect, Anton Schlecter, assumes the position of President 2009/2010. He has offered apologies for his absence, which is due to the imminent birth of his first child. Anton is based in Cape Town.
- Nadene Venter was nominated President-Elect for 2009/2010.
PROPOSED: Aletta Odendaal
SECONDED: Steve Renecke
- As there was only one nomination, Nadene was elected unopposed.

Election of Executives

- The President thanked the current executive team for their support and dedication to the profession.
- Busi Pepu is standing down as KwaZulu-Natal regional branch chair.
- Valerie Hammond is standing down as Johannesburg regional branch chair, but is available for election to the executive
- Andre Westraat is standing down as Western Cape regional branch chair, but is also available for election to the executive.
- The following members are also unavailable for re-election:
 - Simon Shane
 - Kevin Distiller
 - Anja van Aswegen
- Voting Procedure:
 - Only full and associate members can vote
 - Nominations (Proposer and Seconded)
 - Voting by show of cards
 - Proxies apply
- Nominees for re-election/election:



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- Fred Guest
- Dilnaaz Karim
- Nicola Taylor
- Louise Niemand
- Marina Grove
- Andre Westraat
- Esther Venter
- Valerie Hammond
- Stephen Reneclc proposed that the abovementioned eligible members be re-elected/elected.
PROPOSED: Lizelle Coetzee
SECONDED: Hennie Kriek
- Stephen Reneclc requested permission to elect one new EXCO member. Nicola Taylor proposes Johan Olwagen
SECONDED: Aletta Odendaal
- An additional EXCO member was proposed by Francois du Toit - Nanette Troudoux
SECONDED: Marius Stander
- Stephen Reneclc proposed that the AGM should consider electing both nominees, considering the amount of work that the executives need to accomplish.
PROPOSED: Richard Oxtoby
SECONDED: Aletta Odendaal

Professional Indemnity Insurance

- As an EXCO there has been a lot of debate around the value of having PI Insurance. All psychologists have to take out PI Insurance. The Society has secured a possible agreement with GLA, whereby SIOPSA members can take out PI Insurance at a discounted annual rate of R350 as opposed to R800–R,1000. However the condition is that we accept this agreement as a Society, and all members must subscribe.
Rita Kellerman proposed making the PI option as part of the membership fee.
SECONDED: Richard Oxtoby
- A member was not happy to be ‘bull dozed’ into paying more and never using PI.
- Fred Guest suggested that we find out which members still require this service, as there were some who would already have signed up for PI. Fred was concerned about the additional amount of money this would cost members.
- Stephen Reneclc said that we can’t make a decision on behalf of the members to increase their fees.
- Stephen Reneclc said that we should move forward and that this was not something we needed to make a decision on this evening.



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- Francois Du Toit motioned that we move forward by voting on the principle
- Ralph Wortley noted that, in terms of the law, members are not permitted to practice if they are not insured.
- Nicola Taylor proposed that as a Society we act by informing our members that PI is mandatory and then offer them some information and options as to where they can get this form of cover.
SECONDED: Andre Westraat
- Stephen Renecke proposed the following:
 - We will undertake to educate the Society on what PI Insurance offers, and the different organisations that offer this facility;
 - We will find the best deal that we can for particular numbers – that doesn't say compulsory – if members want to go elsewhere they should be allowed to.
- Aletta Odendaal proposed that the meeting mandates the Executives to make a decision and move forward on this as a matter of urgency.
SECONDED: Ralph Wortley

Annual report

- Fred Guest proposed that the Annual report be accepted, it has been placed on the website.
SECONDED: Simon Shane
- Ralph Wortley reminded the executive that a copy of the Annual Report and Financial Audited figures are sent annually by registered mail to the Registrar. Carly Massimiani to manage this process.

GENERAL

Fred Guest thanked Stephen Renecke for his term of presidency for the Society

Constitutional Amendments

No constitutional amendments were proposed.

Closure

The meeting was closed at 17:59.

