

SOCIETY FOR INDUSTRIAL & ORGANISATIONAL PSYCHOLOGY OF SOUTH AFRICA

ANNUAL REPORT OF THE EXECUTIVE 2006

1. REPORTING PERIOD

This report highlights key issues addressed by SIOPSA during the reporting period June 2005 to June 2006.

1.1 Executive meetings

The Executive Committee met six times during the reporting period, on the following dates:

- 15 July 2005
- 9 September 2005
- 27 October 2005 Teleconference
- 18 November 2005
- 3 February 2006
- 12 May 2006

The following members of the Executive are not standing for re-election:

Dr Ralph Wortley

Prof Rod Le Roux

Ms Nanette Tredoux

Ms Hilda Havran for the position of Honorary Secretary; she will however stand for re-election as Chair of the Johannesburg Regional branch.

The Executive members have put a great deal of personal time into SIOPSA's affairs and I want to use this opportunity to thank them for their hard work and absolute dedication over the last five years. I am pleased to announce that they have all agreed to provide their services in appropriate standing committees and/or Interest groups. SIOPSA members are requested to apply their minds and to make proposals for new members to serve on the Executive.

1.2 Special General Meeting: 31 October 2005

The Special General Meeting and a decision for independence

Members will recall that a Special General Meeting was called for and held on 31 October 2005.

At this meeting a short history of the disagreements between SIOPSA and PsySSA was presented to members, after which Adv Guttentag gave an opinion based on the judgment in October 2003 by Willis, J, in SIOPSA vs PsySSA. The proposed amendments to PsySSA's constitution as agreed to by PsySSA's AGM in September 2005 were also presented to members. Adv Guttentag summarised the legal implications for SIOPSA of decisions taken at the PsySSA AGM with regard to:

- the right to self-government,
- limitations to autonomy of Divisions,
- legal status of Divisions,
- membership, and
- financial implications.

Based on an integration of all the facts, it seemed impossible to get agreement between the two Societies on matters which SIOPSA saw as fundamental, and it had therefore been recommended to the members that SIOPSA should withdraw from PsySSA. A unanimous decision was taken by members present as well as those voting by proxy that SIOPSA should withdraw from PsySSA and that all consequential amendments to the Constitution of SIOPSA would be accepted to have immediate force and effect. The meeting passed a second motion mandating the Executive to find and explore all options to collaborate with other Psychologists in the interest of greater Psychology and to immediately enter into negotiations with PsySSA for affiliate membership without in any way compromising its status as an autonomous Society.

As from 31 October 2005 SIOPSA is functioning as an independent society, registered as a non-profit organisation.

2. FINANCIAL POSITION

The audited financial statements for the 2005 financial year, ending 31 December 2005, will be discussed in the Treasurer's report. The Executive can report that our financial position continues to be sound.

Refer to Annexure A for full Audit Report

3. MEMBERSHIP

3.1 Membership Numbers

The following can be seen as an analysis of members in good standing as at 20 October 2005 (before the Special General Meeting) and at 31 May 2006 (after independence):

CATEGORY	20 October 2005 PsySSA	20 October 2005 SIOPSA	31 May 2006 SIOPSA Independent
Full Members	175	32	247
Associate Member	7	7	76
Students & Interns	51	12	69
Affiliates	-	-	2
Honorary Members	5	-	5
Fellows	3	-	3
TOTAL	241	51	402

The Executive launched a comprehensive membership drive among all registered Industrial Psychologists, in January 2006 and I am proud to announce that we have seen an unprecedented increase in membership applications since then.

3.2 Membership fees

The Executive adjusted the registration fees for the conference and a member can now attend the conference and pay their yearly SIOPSA membership fees for the same amount as conference attendance cost in 2005. Members will further notice that students and Interns are extensively subsidised to encourage early professional involvement, to provide the opportunity to receive the Journal of Industrial Psychology, and attend the 2006 Conference at a reduced cost.

3.3 Honorary Membership

Your Executive has bestowed Honorary Membership on Professor Hennie Kriek, Professor Frans Cilliers and Professor Ian Rothman for distinguished and meritorious service to Industrial Psychology.

3.4 Fellowship

I am proud to announce that your Executive has elected Professor Gert Roodt as a Fellow of the Society for a lifetime of outstanding contributions to the science, practice and promotion of Industrial and Organisational Psychology in South Africa.

4. REGISTRATION AS NON-PROFIT ORGANISATION

SIOPSA is registered as a non-profit organisation in terms of the Non-Profit Organisations Act of 1997. The registration number is 042-531-NPO

5. PSYSSA: REQUEST FOR AFFILIATION

The decision of the Special General Meeting had been transmitted to PsySSA, along with a request for affiliate status. The ensuing correspondence with PsySSA's Executive relating to SIOPSA's request for affiliate status by virtue of its disputed independence is to be referred to PsySSA's AGM in September. Your Executive is currently engaging with PsySSA to ensure an amicable working relationship. The matter rests at this point. For the purposes of explaining the implications of SIOPSA's independent status to PsySSA members at large, and to address the probability of obviating the need for unnecessary legalities I will, at our AGM ask for formal authority for the Chair and Past-Chair to attend PsySSA's AGM as representatives of SIOPSA.

6. CONSTITUTIONAL MATTERS

Certain further amendments to the Constitution of SIOPSA have been proposed by your Executive Committee and are before you, and these will be dealt with at the appropriate place on the Agenda.

7. 8TH ANNUAL INDUSTRIAL PSYCHOLOGY CONFERENCE

The 8th Annual conference was held at the CSIR International Convention Centre from 8-10 June 2005.

The Conference, attended by more than 300 delegates, featured:

- A redesigned conference programme and abstract book
- Invitations and the programme to the conference were sent to the contact lists of two of our main sponsors, reaching more than 4000 potential delegates.
- International Keynote speakers: Robert Roe, Professor of Organisational Theory and Behaviour at the University of Maastricht, the Netherlands; and
- Walter Borman, Personnel Decisions Research Institutes, Inc - Chairman and CEO and Professor of Psychology at the University of South Florida, USA
- Nine pre-conference workshops
- 58 Presentations and research-based papers
- Poster presentations
- Three new SIOPSA Interest Groups were established during the conference
- Stakeholder Forums on Tariffs and Ethics and Assessment in Industry
- 13 Exhibitors

Many of the features of last year's conference have been retained for the 9th Annual Conference. In addition, we focused on the following areas for the 2006 conference:

- Inviting representatives, specifically of Society for Industrial and Organisational Psychology (SIOP) and European Association for Work and Organisational Psychology (EAWOP).
- Retaining control over printing all materials for the conference (including the bags). This allows for more equitable management of our sponsorship opportunities.
- Actively encouraging delegates through a marketing process to register as members of SIOPSA. This was done by mailing conference invitations to more than 5,000 psychologists.
- Having a SIOPSA stand at the conference to encourage delegates to become members. Members will also be able to get more information on Professional Indemnity Insurance at the SIOPSA table.
- Preparing the new SIOPSA website for launch at the conference.

8. PROFESSIONAL BOARD MATTERS

8.1 Proposed Amendments to the Health Professions Act

A proposed amendment to the Health Professions Act has now been published which makes several provisions, including two which we find disturbing.

They are -

- 1) “to empower the Minister to appoint members of the professional boards on the basis of nominations as opposed to the costly exercise of election by members of the professions concerned”; and
- 2) “to empower the Minister to make regulations “after” consultation and not ‘in’ consultation with the Council.”

The Health Professions and previously the Medical and Dental Professions have been regulated since at least 1927 by a Council which has both elected and nominated members on it. It is now proposed to do away with this. The ground of “expense” is somewhat spurious, as of course the “cost” of the election and indeed of the whole Council is borne the electors and not by the state. The second provision means that the Minister may consult the Council about regulations but is not obliged to listen to them. This is also a serious departure from the ideals of democracy and transparency which are supposed to be a hallmark of the new South Africa.

The notice was circulated to all members and we require your urgent inputs to collate it into a formal response from SIOPSA.

8.2 Stakeholder meetings of the Professional Board for Psychology

The Board informed SIOPSA that in terms of its mission statement to be transparent and consultative, it had resolved that the meetings of the Board and its Executive Committee be held in three different provinces. All registered persons in the specific province are further invited to meet with the Board in order:

- To discuss issues of mutual concern;
- For the Board to advise their stakeholders regarding policy developments;
- To answer questions put to the Board on issues that require clarification.

SIOPSA responded by stating this was indeed pro-active and we would endeavour to have a formal representative of SIOPSA at each scheduled meeting. We would further circulate such invitations to members of that specific region prior to each scheduled meeting. I want to use this opportunity to encourage members to attend the meetings and to address issues of concern. This is an opportunity to have a direct influence on future directions and regulations that may impact on our profession.

8.3 Re-classification of Psychological tests on the current list of classified tests

SIOPSA received a document for discussion on the re-classification of psychological tests on the current list of classified tests. In order to consult widely we have scheduled a session at the conference to deal with the content and to compile a response. The following issues will receive special attention:

- Reasons for the need to re-classify psychological tests
- Historically classified tests that have never been reviewed and evaluated
- The need to accommodate newly created registration categories
- Ensuring consistency, clarity and legal compliance
- Ensuring that tests are adequately supported and updated
- Proposed process for the re-classification of tests

8.4 Internships and National Board Examination

The issues of Internships and the National Board Exam have been identified as strategically important areas of focus for SIOPSA. A meeting of interested persons was convened at the 2005 Conference. However, due to other priorities and requirements this portfolio has progressed very little.

Never the less, attention has been given to the 'practice framework' and a submission from the Society was made to the Board in this regard. Progress on this matter impacts on the internship and examination issues.

In line with this strategy the Society has decided to establish a 'standing committee' to address the matter with the following objectives:

- Determining the current competencies required in Industrial and Organisational Psychology (Some preliminary work has been done in this respect)
- Consulting with the academic institutions to assist in aligning academic studies with an internship programme
- Determining the content of the internship programme to meet the demands of the 21st century workplace
- Establish a comprehensive Industrial and Organisational Psychology Resource Facility from which information, guidance and advice concerning such internships may be obtained
- Provide guidelines to Industrial and Organisational Psychologists with regard to the National Exam
- Making representation to the Board as necessary

Rod Le Roux from University of KwaZulu-Natal has indicated that he will convene this committee.

9. CODE OF PRACTICE FOR PSYCHOLOGICAL AND OTHER ASSESSMENTS FOR THE WORKPLACE IN SOUTH AFRICA

The first code of practice for psychological assessment in the South African workplace was published by People Assessment in Industry (PAI) in 1998. A project to revise this code commenced in 2005. While the principles covered in the original code are still sound and very much applicable, revisiting the code allowed for a more up-to-date version to be released incorporating developments in legislation as well as in the broader field of assessment methodology. Under the guidance of Prof Hennie Kriek, chairperson of PAI, members of the interest group volunteered input into the revision process, with the 2006 code being finalised and launched at the SIOPSA conference. The objective of the revised code of practice is to continue promoting fair assessment in the workplace through providing practitioners with guidelines for ethical assessment practices in the South African context. We are proud of this publication and want to use this opportunity to congratulate the Executive of PAI and all contributors for the practical document that we highly recommend as an excellent source for setting standards of best practice in assessments.

10. JOURNAL OF INDUSTRIAL PSYCHOLOGY

The Journal of Industrial Psychology is formally endorsed by SIOPSA and all paid-up SIOPSA members receive, as part of their benefits, four issues per year. It is important to emphasise that the endorsement does not compromise the independence of the Editorial Board in any way. A workshop targeting senior academic representatives from Industrial Psychology Departments of all academic institutions was held at the conference. The workshop was aimed at setting new evaluation criteria that would ensure the relevance of South African industrial psychological research. Professor Gert Roodt, Managing Editor of the Journal also presented a paper to guide prospective authors on how to publish in an accredited journal.

11. REGIONAL FEEDBACK

11.1 KwaZulu-Natal Branch (KZN Branch)

Chair: Abed Moola

The SIOPSA KZN Branch began the year with the election of a new Committee and assigning portfolios. The Committee has remained fairly stable over the last year with only one resignation and has been bolstered by the addition of two new members. The portfolio's are as follows:

Chair – Abed Moola

Vice Chair – Ann Turner

Treasurer – Jenny Highley

Events – Yvette de Bruin, John Taylor, Karen Walls

Membership and Internships – Pervashnee Naidoo
Secretary – Linda Smith

Rod Le Roux, our previous Chair, is still on the Committee, although he has been on sabbatical for the first quarter of the year. 2005 was a busy one with six events taking place on various topics that included organisational development, mentoring, leadership and training.

The first event this year was held in March where Deon Meiring from the Assessment Centre Study Group was invited to make a presentation to KZN members. This event has been followed by two more events, one on medico-legal (forensic assessments) and the other on remuneration trends. One of the goals for this year is to increase the number of SIOPSA KZN members as well as attendance at events. To facilitate this, the Committee is aiming to host a variety of events and has planned a full programme for the rest of the year that includes well-known KZN speakers in the Industrial and Organisational Psychology field.

11.2 Johannesburg Branch

Chair: Hilda Havran

The Johannesburg branch held its inaugural meeting in June 2005. The elected Chair, Hilda Havran, and the members of the steering committee Karin Piro, Lynn Ribton-Turner and Zuraida Dada Ramdin decided, as an initial target, to host a branch session every quarter, and the group has successfully kept to this target.

Three successful regional meetings were held in addition to the first meeting.

On 28th September 2005, at the Wits Club on Wits Campus, Steve Hobbs, shared his passion for "Search Conferencing" with the group. Steve an experienced Industrial Psychologist, with many years of experience in the national and international arena has been working closely with the South African Presidency. In addition to his talk, a wine tasting was hosted by Linda Sole and a wonderful selection of wines was on offer.

On the 30 November 2005, Dr Theo Veldsman addressed the branch on the topic "Industrial Psychologists in Business - where do we fit in?" Dr Theo Veldsman, a Fellow of SIOPSA and an expert in People Effectiveness, has been consulting widely over the past 20 years in many fields including leadership, assessment, organisational design, strategy, management development and team building. His vast experience on both the academic and industry front served him well in this insightful and thought provoking talk.

On 16 February 2006, a talk was held at the Assessment Centre Study Group (ACSG) at the SAPS Assessment Centre facility in Pretoria. Deon Meiring gave a short talk on the activities of ACSG, the upcoming conference in March 2006 at Spier and the working of the SAPS assessment centre facility. This was followed by a talk by Anthony Wilson on the health of assessment centres in industry in South Africa. The group was treated to an impromptu talk by Professor Alphonse Van der Vyver from the Tilburgh

University in Netherlands who was visiting South Africa as part of a study to develop a new psychological instrument.

Each meeting has provided attendees a warm, welcoming atmosphere where they can learn not only from the guest speaker but from one another's inputs. Snacks and drink are always provided to make the networking easier and free giveaways and prizes have all contributed interest and professionalism to the meetings. Attendees have all received certificates of attendance.

Unfortunately the steering committee has been reduced to two members but the Johannesburg Branch hopes to go from strength to strength over the following year to continue serving SIOPSA's members by providing opportunities for members to attend talks by recognised experts in their field and to network - all in the interests of growing SIOPSA and the profession.

11.3 Western Cape Branch

Chair: Leezéle Kotze

During 2005 I began talking to a small group of people in Cape Town to start up the Western Cape Branch of SIOPSA. Towards the end of 2005 these behind-the-scenes talks culminated in the launch and first meeting of the branch. This inaugural meeting was well attended by a diverse group of academics, consultants, practitioners and students. During this meeting the new branch committee was nominated and chosen. It consists of Alison Felix, Larry Palk, Anton Schlechter, Taryn Wallace, Chrizelda Walters, Anja van Aswegen and Andre Westraat. Leezéle Kotzé was chosen as the chairperson of this committee.

The Committee then jumped into action and formulated a programme of events for the branch. On the 15th of March 2006 Theo Veldsman presented the first evening talk for the year with the title "The role of the industrial/organisational psychologist and human resources professional in business". This was followed by the first breakfast session on 25 April presented by Wendy Anyster on Leadership Development in organisations. These sessions were both well attended and once again were able to attract a broad spectrum of individuals from academia and industry. The Committee was further able to recruit a significant number of new members during these events, something it has been working hard on, as it is considered to be one of the priorities of the branch. The branch is looking forward to a full programme which has been planned for the rest of the year and believes that the Western Cape Branch will grow from strength to strength.

11.4 Bloemfontein and Mmabatho

Preliminary discussions have been held to establish interest in Mmabatho and Bloemfontein with a view to starting a regional branch.

It is a strategic objective of the Executive to extend the establishment of branches nationally with a view to catering for members' interest and ongoing professional development needs.

12. INTEREST GROUPS

12.1 People Assessment in Industry (PAI)

Originally established to proactively engage various stakeholders in psychological assessment in South African industry, the Psychological Assessment Initiative (PAI), later People Assessment in Industry, was by decision of its Board and Trustees, dissolved as a Section 21 Company in 2005. In its place, People Assessment in Industry has been formed as an interest group of SIOPSA, with the primary aim being to promote fair assessment in the workplace. The Committee of the interest group consists of Anne Buckett, Charmaine Swanevelder, Deon Meiring, Kasthuri Nainaar, Ralph Wortley and Wikus Ehlers, with Hennie Kriek holding the role of chairperson.

PAI maintains the objective of studying, promoting and sharing information regarding assessment practices in the workplace. The first major project undertaken was the revision of the Code of Practice. The PAI group is currently undertaking a research survey to determine the issues facing organisations using assessments in the workplace. This is expected to provide valuable information concerning the current state of occupational testing in South Africa, as well as what organisations need. This will be reported on at the 2007 SIOPSA conference.

12.2 Assessment Centre

There are currently discussion between SIOPSA and the Assessment Centre Study Group (ACSG) towards a closer working relationship. ACSG operates as a totally independent group. An interest group on assessment centres was convened at the 2005 Conference. However, due to other priorities and requirements this has progressed very little. The first meeting of the interest group will be scheduled shortly after the conference. Aletta Odendaal will act as initial co-ordinator until a proper executive can be elected.

12.3 Consulting Psychology

The first meeting of the interest group will be scheduled shortly after the conference. Aletta Odendaal will act as initial co-ordinator until a proper executive can be elected.

12.4 Consumer Psychology

The Executive received a request to form an Interest group for consumer psychology. Consumer Psychology is directed at the consumption of the goods, services and ideas of the work organisation, and the psychological concepts and methods for describing, explaining and predicting consumer behaviour. Members are invited to indicate their interest as 10 or more members will activate the interest group. Freddie Crous will act as the initial co-ordinator until a proper executive can be elected.

13. HUMAN RESOURCE COUNCIL OF SOUTH AFRICA - HRCOSA

As reported in 2005, HRCOSA is the result of an initiative to raise the standing of Human Resources practice within South African society. The process included the human resources landscape, government, business and organised labour, and resulted in the publication of a Bill which proposes the Human Resources Profession Act.

It is with some regret that we have to report that little progress has been made since our last report. It is likely that this has been due to the broad spectrum of parties involved, as a result of which the Council has not been accorded the priority necessary to move the process forward. SIOPSA remains committed to playing a role in HRCOSA and has two representatives on the Council. SIOPSA remains committed both to the notion of the Human Resources Council of South Africa and to protecting the practice of Industrial Psychology in South Africa.

14. SA BOARD FOR PERSONNEL PRACTICE (SABPP)

The SA Board for Personnel Practice has been accredited Education and Training Quality Assurer (ETQA) status and has a dual role, that of Professional Body for Human Resources and that of a Quality Assurance Body. SIOPSA has a close working relationship with the SABPP and all CPD activities provided by SIOPSA are recognised by the SABPP. The SABPP also fully endorsed the Code of practice for psychological and other assessment in the workplace.

15. BURSARIES

Our experience during the past year has led to the SIOPSA Executive seriously reconsidering the way that SIOPSA should provide support to students, and the standing committee on internships will look into utilising the funds for assisting intern psychologists.

Very few applications were received from Masters-level students. Deserving students already receive merit bursaries from their universities, so perhaps that accounts for the lack of applications. One problem with the applications that we received appears to be that when the student is at the stage of applying for funding, their research proposal is still rather vague and they have difficulty articulating the goals and benefits of their research in a way that will make the allocation of funds to the study justifiable. Thus, during the past year, no bursaries were allocated.

Funding for a research program was approved, and funding for an overseas conference by a PhD level researcher was approved. Key to these approvals were well-motivated documents compiled according to the guidelines for funding applications as available on the website.

You are encouraged to peruse SIOPSA's revised criteria on www.siopsa.org.za for information on how to access bursaries and research

awards, and how to make submissions for consideration for the granting of bursaries and research awards and make submissions for consideration. Applications can be forwarded to siopsa@worldonline.co.za

15.1 David Lewis Memorial Bursary

In memory of the late David Lewis and in recognition for his contribution to Industrial Psychology, the Executive decided to provide two grants of R20 000.00 each – one for a disabled person and one for research in the field of disability in the workplace. Permission will be obtained from David Lewis' estate to name the bursaries after him.

16. SIOPSA NEWSLETTER

Members will remember that we asked for nominations for Editor of the Newsletter. The Executive wants to propose that we contract external suppliers for the newsletter to be discussed at the appropriate time in the Agenda. We are currently in the process of obtaining quotations for four newsletters a year. The newsletters will be in the format of a newsflash with the full articles available on the upgraded website.

17. INTERNATIONAL RECOGNITION

As Chair of SIOPSA I attended the 21st Annual SIOP conference in Dallas. I was invited as guest speaker at the opening of the conference and had the opportunity to meet the President, Jeffrey McHenry and President-elect, Lois Tetrick. The main point on my personal agenda was to formalise the relationship between SIOP and SIOPSA. I also had the opportunity to meet Nik Chmiel, the President of EAWOP. I am pleased to announce that SIOPSA now has memorandums of understanding with both SIOP and EAWOP which acknowledge the desire of the different societies to understand, communicate, and work together towards the development of industrial and organisational psychology. It further recognises that we have purposes and values in common, that we believe in mutual understanding and can learn from each other and that through collaboration we have a stronger potential influence over the promotion of our common interests.

Contact was also made with Sheldon Zedeck, the Editor of the Journal of Applied Psychology as well as John Arnold, the Editor of the Journal of Occupational and Organisational Psychology (JOOP). Both Journals placed an advertisement in the conference abstract book to encourage submissions and subscription from SIOPSA members. JOOP has offered a 25% discount for SIOPSA members on an annual subscription.

18. CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

SIOPSA recognises the importance of ongoing learning and will continue to safeguard members' interests in this instance. It will also assist with advice on

the provision of 'certified' events for members. Abed Moola has completed the application of SIOPSA to be an accredited service provider but we have been informed that pending the implementation of a fully operational CPD system the Board will not be accrediting any CPD programmes or providers until further notice. Members should be alerted to the fact that continuing education is both an ethical and professional responsibility of practitioners and the temporary suspension of the monitoring of CPD compliance does not absolve them from this responsibility. Members will be informed of further developments of the CPD regulations.

19. PROFESSIONAL INDEMNITY INSURANCE

The Executive undertook a review of the need for professional indemnity insurance by industrial and organisational psychologists and the options available in the market. It is the understanding of the Executive that all psychologists are or will be statutorily obliged to carry indemnity cover and there is a good argument to conclude that there is an ethical obligation as well.

During the review it emerged that the factors to be considered are cost, level of cover, nature of exclusions or limitations, collection of premium and the standing of the insurance company and underwriters.

The Executive tabled a proposal from General & Professional Liability Acceptances (GPLA), the content of which was discussed on 8 June 2005. Members now need to approve the proposal and it will be dealt with as an Agenda item.

In closing

The content of this report is an indication that Industrial Psychology is vibrant and active. SIOPSA will however not be able to provide all the services to its members without the hard work and absolute dedication of each executive member. It was a privilege to work with each one of you and I thoroughly enjoyed the challenges and rewards over the last six years. I thank you for the opportunity to serve this great society.

ALETTA ODENDAAL
CHAIR: SIOPSA
June 2006

ANNEXURE A

**SOCIETY FOR INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY OF
SOUTH AFRICA**

ANNUAL FINANCIAL STATEMENTS

For the year ended 31 December 2005