

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

A DIVISION OF THE PSYCHOLOGICAL SOCIETY OF SOUTH AFRICA

MINUTES OF THE ANNUAL GENERAL MEETING

held at the CSIR International Convention Centre

Thursday 24 June 2004 at 16:30

The Chair, Aletta Odendaal, welcomed members and others to the meeting. She explained that only full members were allowed to vote on constitutional amendments. They had been provided with a yellow voting card.

The Chair explained that a non-elected person, Judith Williamson, was present to take the minutes, and she asked members to state their names clearly when speaking. Since the minutes were being taped to facilitate minute-taking, members were asked to use the microphones when addressing the Chair.

A quorum being present, as per the signed attendance register, the meeting was declared open.

Apologies were received from Ricky Mauer, Ronel Nienaber, Anneli Appelgryn, Hein Schenk and Hilda Havran.

Minutes of 2003 AGM

These minutes had been published on the SIOPSA website and members had previously been invited to download copies. The minutes were then gone through item by item. There were no matters arising and they were CONFIRMED.

Proposer: Theo Veldsman

Seconded: David Lewis and Brian Sweetlove

Minutes of Special General Meeting held on 6 January 2004

The minutes were gone through item by item. There were no matters arising and they were CONFIRMED.

Proposer: Theo Veldsman

Seconded: Lin Ribton-Turner

Chairman's Report

The Chair presented the report of the Executive Committee for the period June 2003 to June 2004.

Litigation

Litigation had consumed lot of valuable time during the three court cases, in all of which SIOPSA had been successful. The full judgment for the final case

was available on SIOPSA's website. Judge Willis had ordered that the constitution of SIOPSA annexed to the court documents - i.e. the SIOPSA version of its constitution - was the only and valid constitution of SIOPSA. The Court had also ordered PsySSA to pay over membership fees which had been withheld.

This judgement settled the legal status of SIOPSA as a body corporate with its own legal persona.

As a mark of the Court's displeasure at the manner in which PsySSA had conducted the case, costs for the third action were awarded to SIOPSA on the attorney-and-client, or punitive, scale.

After the judgement, PsySSA had filed notice of appeal but the Special General Meeting of PsySSA held on 6 January 2004 had overruled this decision. The appeal was withdrawn on the 25th of February 2004.

On the 14th of June 2004 the bill of R379 204.70 was presented for taxation. The Taxing Master of the High Court, after a series of allowances awarded costs of R184 598.03 to SIOPSA.

Non-profit status

The executive committee had drafted an application for SIOPSA to be registered as a non-profit organisation in accordance with the Non-profit Organisations Act of 1997.

Outstanding membership fees

The last payment of membership fees due to SIOPSA by PsySSA was made in May 2001. PsySSA had made a payment of R54 938.75 on 3 June 2004 in regard of outstanding membership fees for the period May 2001 to May 2004. The payment was accepted without prejudice and subject to verification by auditors.

Conference format

Several valuable suggestions from last year's conference towards improving this year's conference have been implemented in the call for papers. The Chair invited input and feedback to provide an even better conference next year.

The Professional Board for Psychology

Two members of the SIOPSA Executive, Nanette Tredoux and Ralph Wortley had been elected to the Professional Board for Psychology of the Health Professions Council of South Africa. Nanette Tredoux had received the highest number of votes of all candidates.

Assessment in the workplace

The new international validation guidelines for use of assessment procedures in the workplace were recently published and necessitate changes to the 1998 edition. Hennie Kriek, the task group chairman of 1992 and 1998, would head a practitioner's forum at this conference to establish and agree on the method and procedure for updating the existing guidelines.

The Journal of Industrial Psychology

Paid-up SIOPSA members receive three issues of the Journal of Industrial Psychology per year as part of their benefits. The editorial committee had decided in 2003 to dedicate an extra edition of the Journal to a specific topic under the editorship of a guest editor. SIOPSA members received this fourth edition at no extra cost. SIOPSA had sponsored this edition to the value of R15 000.00.

Members could apply for 4 CPD points for subscription to accredited psychology journals, of which the Journal of Industrial Psychology is one.

Branch matters

Rod le Roux, Chair of the KwaZulu-Natal branch reported an active year in which the following eight events, with an average attendance of 17, took place:

- Gideon de Kock, Self Confidence and Success;
- Rob McCann, The CCMA and Industrial Psychology;
- Clive Couperthwaite, The use of the CPP;
- Steve Hobbs, The Palestine Case Study, an Organisational Intervention in the YMCA;
- Wilma Luther, The Mondi Case Study;
- Pumla Magana, Accelerated Development Programme; and
- Hugo Misselhorn, Situational Management.

Their strategic objective for 2004 is to extend regional activities to other regions.

The SIOPSA Advisory Committee

Members of SIOPSA's Advisory Committee, consisting of senior members of the psychology profession, had been very helpful during the year, especially with the regard to the High Court action. The thanks of the Executive Committee were extended to them.

Annual record of industrial psychology staff

UNISA's Department of Industrial and Organisational Psychology under the chairmanship of Prof Frans Cilliers compiled the annual record of staff members of South African University Departments of Industrial Psychology. A new inclusion to the data bank is the internship coordinator of each institution. The data bank is an annual publication of SIOPSA with the postage sponsored by UNISA – thanks were extended to Prof Frans Cilliers for his hard work.

HRCOSA and the S A Board for Personnel Practice

SIOPSA is a founder member of the Human Resources Council of South Africa. This Council stands for the unification and continual improvement of all components of HR and the broader aspects of people management. As a founder member, SIOPSA has two representatives on the Council. Interested members are invited to approach the Executive Committee should they wish to represent the interests of industrial psychology at the HR Council of South Africa.

The South African Board for Personnel Practice (SABPP) has been accredited ETQA status and now has a dual role that of professional body for HR and as quality assurance body. The SABPP is lobbying for statutory recognition of the HR profession through an Act. The draft Act will be available on SIOPSA's website for input.

Motion to adopt Chairman's report.

Proposed: Theo Veldsman

Seconded: Kasthuri Nainaar, Gert Roodt, David Lewis

The motion was passed unanimously.

Gert Roodt suggested that for record purposes the attempt at mediation between PsySSA and SIOPSA members should be added to the report. The Chair responded that an unsuccessful attempt at mediation had occurred before the third court case with an independent mediator, Charles Nupen. The proceedings of the mediation were by agreement confidential and could not be disclosed. However, the fact and dates of the mediation could be published.

The mediation took place between the Exexutive Committee of SIOPSA and members of the Executive of PsySSA, at the Technikon SA on 11 September 2003. The two parties had not been able to come to any agreement, and hence the Executive Committee of SIOPSA had been obliged to continue with the legal actions.

Treasurer's Report

Inette Taylor, Treasurer, presented the treasurer's report. Copies of the balance sheet and income and expenditure account were circulated to members.

A clean bill of health had been received from SIOPSA's Auditors. Surplus of income over expenditure for the year amounted to R384 197.00. SIOPSA had been registered for VAT since 31 July 2003 and was currently undergoing a VAT audit by SARS. Feedback would be given in the next newsletter.

Simon Shane asked for an explanation regarding the item "admin/management fees paid". Dr Taylor explained that this referred to administrative help for the conference, which had been more expensive than anticipated.

David Lewis suggested that the cost of the conference be separately included in future accounts. This was agreed to.

Theo Veldsman suggested that all different sources of income be shown separately.

The Chair responded that SIOPSA's main source income was the conference. Total membership fees went towards publishing the Journal. For the previous year's conference two people had been employed to help with the bookings and registration process. This cost of approximately R70 000.00 had left a profit of R41 000.00. This year SHL had sponsored the booking and registration process.

Thanks were recorded to SHL for this generous gesture.

Gert Roodt would like it to be noted as a decision of this meeting that the membership fees paid over by PsySSA are formally verified. Auditors should be able to verify the list of members registered for SIOPSA membership.

Motion: That SIOPSA's Auditors be required to check all the registration records of PsySSA referring to SIOPSA membership on which the payment from PsySSA to SIOPSA was based and that PsySSA be required, in terms of the judgment, to co-operate in this.

Proposed: David Lewis

Seconded: Doreen Ross and Gert Roodt.

The motion was passed unanimously.

Doreen Ross asked how SIOPSA was registered for VAT. Was it as a non-profit organisation? The Hon Secretary, Ralph Wortley replied that SIOPSA had only now started the process of registration as a non-profit organisation. Constitutional amendments had needed to be made to satisfy the commissioner that SIOPSA was a non-profit organisation.

David Lewis asked whether SIOPSA was not paying VAT on top of VAT. The Executive Committee should ask the Auditors to clarify where the VAT liabilities lay and to supply a detailed breakdown of where the revenue comes from and where it goes.

Motion to adopt treasurer's report.

Proposed: Theo Veldsman

Seconded: Kasthuri Nainaar

The motion was passed unanimously.

Inette Taylor suggested that SIOPSA's membership fees be increased from R120.00 to R300.00 per year.

David Lewis – membership should be discussed under general.

Nanette Tredoux – postpone discussions regarding membership fees until later.

Jon Taylor commented that he had resigned in disgust from PsySSA because of the court cases and asked if it is legally possible to become a member of SIOPSA only. The hon. secretary responded that it is possible to become a member of SIOPSA only, without joining PsySSA, for one year as this was specifically provided for in the PsySSA constitution. If a clause were introduced to become a permanent member of SIOPSA only it would probably mean that SIOPSA would have to become an independent organisation.

The Chair asked if office bearers could be elected after discussions regarding the proposed constitutional changes.

Financial implications for SIOPSA of the legal action against PsySSA combined with the non-endorsement by PsySSA Council of the financial agreement between the Executive Committees of PsySSA and SIOPSA and related correspondence.

The real cost of legal fees had been in excess of R400 000. An independent cost consultant had set the claimable fees at R379 204.70 after which the Taxing Master of the High Court had taxed them down to R184 598.03.

At the Special General Meeting of PsySSA in January it had been decided that the two Executives should get together to negotiate agreements around financial issues. At an inter-Executive meeting on 31 January 2004 a decision had been taken that a financial committee be formed, to consist of two representatives of SIOPSA and two representatives of PsySSA, one of whom must be the treasurer. Terms of reference of the committee were to discuss all financial issues; that all aspects involving the financial records of PsySSA be open and transparent and allowing SIOPSA access to all records. Cost-saving issues such as PsySSA's moving to smaller offices, as well as their negotiating a budget for operating expenses in the presence of both sets of Auditors were discussed.

David Lewis asked if any document regarding the decisions was signed. The Chair responded that no agreement had been signed at that stage because the Executive of PsySSA had decided that the matter must be referred to Council. A Council meeting had been held on the 6th of March 2004 where the agreement made by the PsySSA Executive had been overruled, and a motion had been passed appointing members to a newly formed joint committee consisting of three members of PsySSA and one member of SIOPSA. The Chair mentioned that there was limited time for discussion because of the telephone link.

Theo Veldsman pointed out that according to the constitution of PsySSA, the AGM is the highest decision body of PsySSA and that both the Executive and the Council of PsySSA fell under the authority of the AGM. The AGM in January instructed the appropriate structure of PsySSA, the Executive Committees, to sort out the financial situation. The conclusion of the motions passed at that meeting was firstly that PsySSA continues and secondly that legal action be stopped and that amicable financial arrangement be agreed

around repayment of fees. The spirit of the message from the AGM to the Executives and Council was one of constructive engagement.

Mark Peverett asked if there was anything positive in what PsySSA was trying to achieve. The hon secretary responded that there has been a process of bullying and avoiding the issue on the part of PsySSA. Questions were not answered directly, letters were not replied to.

David Lewis proposed that whatever processes were followed should be procedurally correct, should avoid another court battle and try to avoid a split of the various psychology disciplines.

Theo Veldsman asked that SIOPSA should ensure that the rest of the psychology community, outside PsySSA, should understand why SIOPSA was accepting whatever motions were passed today. The existence of PsySSA was being put at risk by the consequences of the motion that they had passed.

Rod le Roux commented that he is a member of the Executive of both PsySSA and SIOPSA. Psychology needed to stick to the democratic process and vote the people they were criticising out of the positions they were occupying. The next PsySSA AGM was scheduled for September 2004 and members should be encouraged to attend the conference or AGM to exercise their democratic vote. He reminded members that it had been suggested at the Special General Meeting in January that a vote of no confidence be passed in the Executive of PsySSA.

The Chair stated that subsequent to the award of costs, SIOPSA's attorneys had applied for a Warrant of Execution to recover costs.

Theo Veldsman responded that the argument behind the warrant is to legally endorse that the money is owed to SIOPSA. Having served the warrant SIOPSA can then negotiate payment with PsySSA that also becomes legally binding.

Gert Roodt agreed with what Theo Veldsman had said. Since we were dealing with people who lacked integrity the only way was to legally enforce payment and if necessary sequester PsySSA.

David Lewis believed that SIOPSA should be careful of creating more conflict.

The Chair voiced her personal opinion that it is important not to burn bridges and that SIOPSA should endeavour to work together as a psychology community when we go forward. It is important that the Executive have a mandate to negotiate payment.

Mark Peverett asked for the Chair's perspective of the road forward.

The Chair stressed that the Executive had tried the negotiating and talking route.

The Executive had decided that it was necessary to force PsySSA's hand to pay. The spirit had been to move forward and to be open and transparent by opening all records and books. The decision of the members at the AGM was that it is important for organised psychology to continue. Options open for SIOPSA regarding fees were:

- PsySSA to pay the cost in full;
- An arrangement be agreed with SIOPSA as a creditor;
- PsySSA be placed under judicial management by its major creditor SIOPSA;
- PsySSA to be declared insolvent.

The Chair expressed her personal opinion that it was necessary to talk to build relationships. It was important for SIOPSA to move on from continuous conflict and change PsySSA's governance model. Industrial psychology needs to stay part of the psychological community and not break away from PsySSA. The HR arena is moving towards professionalism and statutory recognition and SIOPSA needed to stay firmly within psychology and still remain strong in the HR arena. It was important that organised psychology stays intact and be cleaned from the inside out. The general feeling should be that we wanted to remain members of PsySSA for the benefit that can be received from that membership, not to have to be a member in order to be members of SIOPSA.

Theo Veldsman endorsed the view that organised psychology was necessary for South Africa, but that the leadership needs to be cleared out. He would not like to see PsySSA going under because of current leadership.

David Lewis wanted to know what changes were needed to change the leadership of PsySSA.

Gert Roodt said that it is wishful thinking to try to change the current leadership using the existing democratic process. There was a lack of trust and integrity in the democratic process to get rid of the leadership. We should rather liaise with other divisions that agree with our viewpoint to assist. There are more than 6000 registered psychologists in South Africa and PsySSA's membership consist of only 600, which is the lowest ever in organised psychology history. The Chair indicated that there had been an increase in membership and that the membership are now more than 600.

Motion to serve the warrant of R184 598.03 on PsySSA and demand immediate payment.

Proposed: Theo Veldsman

Seconded: David Lewis

Accepted unanimously.

Motion that action should be taken to obtain support of other divisions of PsySSA who are dissatisfied with the current leadership.

Proposed: Gert Roodt

Seconded: Rod Le Roux

Theo Veldsman proposed that a motion be passed to give the Chair a mandate for negotiation after the warrant is served. David Lewis wanted the members to understand the consequences of serving the warrant.

Nanette Tredoux asked every member to decide for himself/herself what PsySSA is doing for us and whether we could afford PsySSA since we were supporting PsySSA financially.

Motion to mandate the Executive to negotiate a legally binding settlement agreement in the best interests of SIOPSA. The repayment period should not be longer than a year and PsySSA must provide their answer to SIOPSA's letter within 14 days.

Proposed: Prof Gert Roodt

Seconded: David Lewis

Accepted unanimously.

Special General Meeting of PsySSA

It was noted that at the Special General Meeting of PsySSA held on 6 January 2004 it had been agreed that constitutional amendments to the constitution of PsySSA were now mandatory. Nevertheless, no action had yet been taken by PsySSA.

The question of calling a Special General Meeting of PsySSA in order to force such constitutional amendments was then discussed.

Motion That a Special General Meeting of PsySSA be called in terms of the PsySSA constitution, to be held at or near the registered office of PsySSA within 60 days of PsySSA's receiving a requisition from members .

The agenda items should be:

1. A vote of censure or of no confidence in the current leadership of PsySSA; and
2. Constitutional amendments to the constitution of PsySSA.
3. Consequential actions
4. Any other business

Proposer: Theo Veldsman

Seconded: Sunette van der Walt.

Accepted unanimously.

It was agreed that the requisite number of signatures should be collected forthwith.

Motion to ask the Executive Committee in consultation with the Advisory Committee to compile proposed amendments to the constitution of PsySSA by

looking at all the issues noted during the present meeting, such as proxies, a central versus a federal system of government, limitation of powers, etc.

Proposer: David Lewis
Seconded: Rod le Roux

Accepted unanimously.

Different viewpoints regarding whether a newsletter should be addressed to all psychologists or just PsySSA members were discussed.

Motion to inform all psychologists in a newsletter of decisions taken at this meeting.

Proposer: Dries Schreuder
Seconded: Esme Noble

Accepted unanimously.

SIOPSA's Constitutional Changes

The Hon Secretary informed the meeting that it had become necessary to make a number of amendments to the constitution of SIOPSA . These amendments were those consequential on the High Court judgment and those necessary in order to obtain registration as an organisation not for gain.

The changes had been drafted by the Executive and sent to all SIOPSA members by e-mail, fax or fast mail. Approximately 35% of full members had responded and had been unanimously in favour; therefore the constitution had now been accepted by postal vote.

On applying for such registration, it was found that further technical amendments were required by the Commissioner before registration could be granted. These included:

Specific mention in the "objectives" section of the right of SIOPSA to make certain specified investments (laid down in the Act); specific mention of the right to grant bursaries and conference grants; that no individual member of the Society or its officers were entitled to income other than reasonable remuneration for services rendered; that no individual person would be personally responsible for the consequences of actions rendered in a *bona fide* manner; that an accounting officer be appointed annually, etc.

Proposed that the Executive Committee be empowered to make such amendments in the name of SIOPSA.

Proposer: Kasthuri Nainaar
Seconded: Sunette van der Walt

Accepted unanimously.

Note: The Annual General meeting was not closed on 24 June 2004 but adjourned to coincide with the Annual Conference of PsySSA. At this adjourned session of the Annual General Meeting the amendments drafted by the Executive Committee were adopted unanimously.

Election of Office Bearers

The Chair informed the meeting that the present Executive Committee believed that it was important for continuity that its present members should serve for another term to finalise unfinished issues. They therefore offered themselves for re-election.

In terms of the provisions of the revised constitution there would in future be a Chairperson and a Chairperson Elect. The proposals for the Chairperson Elect must go out three months before the next AGM. Therefore the current Chair will serve for the next two years.

David Lewis **proposed** that the Executive Committee be re-elected, and thanked them for the work they had done during the past year. Seconded: Simon Shane

The present members of the Executive Committee were re-elected, as follows:

Aletta Odendaal - Chair
Inette Taylor - Treasurer
Ralph Wortley - Hon Secretary
Funeka Shweni - Additional Member (the position of vice-chair having falling away)
Rodney le Roux - Branch Representative, Kwa-Zulu Natal

The Chair informed the meeting that there were two vacancies on the Executive Committee: one for a conference organiser and the second for a CPD points coordinator.

Theo Veldsman proposed that Fred Guest be nominated, and Kasthuri Nainaar seconded the nomination. Fred Guest accepted the nomination.

Kasthuri Nainaar proposed that Abed Moola be nominated and Sanjana Brijball seconded the nomination. Abed Moola accepted the nomination.

Gert Roodt declined a nomination to the Executive Committee.

There were no further nominations and, as the nominations did not exceed the vacancies, the Chair declared them elected, and welcomed them to the Executive Committee.

CPD Process

Jon Taylor said that the current CPD system was extremely frustrating and unproductive, and that he believed that it should be scrapped until a new system that worked could be implemented.

Motion is passed that the Professional Board be advised of the view of SIOPSA that the current CPD system was unworkable, and that it should be scrapped in favour of a more workable system.

Proposed: ElizeTaylor

Seconded: Dries Schreuder

The Chair was asked to write appropriately to the Professional Board.

Accepted unanimously.

David Lewis pointed out that there was talk that general practitioners had deregistered the CPD process since they do not have the time to administer it.

Nanette Tredoux mentioned that there was a press release on the HPCSA website confirming the continuation of CPD. She suggested that it was of importance to members to keep themselves advised of developments.

Professionalism of HR

The Chair asked the meeting if there was any member living in the Johannesburg area who was willing to represent SIOPSA on the HR Council. Steve Shane volunteered. He was accepted unanimously and would now officially represent SIOPSA at HRCOSA.

The future relationship of SIOPSA and other Divisions with PsySSA

David Lewis asked what was going to be done regarding SIOPSA's future vis-à-vis PsySSA and the other Societies and Divisions. Theo Veldsman pointed out that the constitutional amendments put forward would have to define a governance model, and that whatever governance model was put forward would define the relationship.

The President of PsySSA had asked the Executive to advise SIOPSA members of a letter addressed by him to the Executive of SIOPSA. The Secretary read the letter to the meeting. It was agreed that the content of the letter reinforced the motion taken with regard the Special General Meeting of PsySSA.

Theo Veldsman suggested that it might be necessary to call a special AGM of SIOPSA after the Special General Meeting and AGM of PsySSA.

Membership Fees

The Chair suggested that discussions stand over until after the resumption of the Annual General Meeting.

Adjournment of the Annual General Meeting.

The Hon Secretary suggested that the present meeting should be adjourned until further notice. Theo Veldsman and Gert Roodt supported the motion. All

members present agreed and the Chair declared the meeting adjourned until further notice.

Resumption of adjourned Annual General Meeting on 24 June 2004.

Held at the International Convention Centre, Durban on Wednesday, 22 September 2004, at 17:30.

A quorum being present, as per the signed attendance register, the meeting was declared open. Nine full members (according to PsySSA's membership list supplied 22 June 2004) and nine other people attended the meeting.

The Chair, Ms Aletta Odendaal, welcomed full members and others to the meeting. Funeka Shweni was congratulated for her election as additional member to the Executive of PsySSA.

Apologies were received from Inette Taylor, Fred Guest, Theo Veldsman, Khasturi Ninaar, Simon Shane and Heinz Schenk.

The Chair provided a short summary of the reasons behind the adjournment of the AGM held on 24 June 2004:

- A motion had been passed at SIOPSA's AGM to request a Special General Meeting of PsySSA. The purpose of this meeting would be to discuss proposed changes to PsySSA's constitution, in the light of the lack of progress made in the period between the Special General Meeting in January and the time of the SIOPSA AGM in June.
- On 28 June the President of PsySSA, Prof. Patrick Sibaya had forwarded a circular to all PsySSA members in response to the decisions taken at the SIOPSA AGM. In the circular he had initiated a process of constitutional change.
- Considerable progress had also made with regard the legal costs and the amount as taxed by the Taxation Master had been paid in full.

In the light of these developments the Special General Meeting had not been called for and the Executive had decided to move with the process in a spirit of co-operation. The following conditions were tabled:

- That the constitutional change committee meet in time for proposed changes to be considered at the PsySSA AGM in September
- That all divisions be given the opportunity to contribute proposals for constitutional change and if there is no consensus in the committee, members should be given a choice of motions to vote on.

The Chair advised that a further process of constitutional amendments had been proposed and accepted at PsySSA's AGM held on 21 September. Members had been given the opportunity to respond.

There was no further business to attend to and the Chair opened the meeting for any questions of any other issues affecting SIOPSA.

Prof. Rod Le Roux raised the issue of the voting process at the PsySSA AGM. He indicated that he was concerned that there had been no auditing process with regard the issuing of cards. It was also important that members not registered for the conference also be issued with cards. This had also happened at the 2004 PsySSA AGM, and PsySSA had not yet corrected this anomaly.

There seemed to be a clear perception by PsySSA that if you did not attend the conference you could not attend the AGM. A general discussion followed with regard the issue of voting for Executive members and whether members are indeed given enough time to meet the people nominated and what they stand for.

Motion: PsySSA's AGM be moved to the second day of the conference.

Proposed: Gert Roodt

Seconded: Nanette Tredoux, Funeka Shweni

Everybody present was in agreement with no abstentions. The Chair was to raise the matter at a Council meeting.

Gert Roodt then suggested that SIOPSA should communicate all concerns raised to the PsySSA Executive and that they also look into utilising appropriate technology to facilitate objective recording of votes.

There was agreement from all present that SIOPSA should forward the suggestions to PsySSA.

Jon Taylor asked whether SIOPSA was aware of the HR Act, and what it was considering doing in response. The Chair responded by indicating that SIOPSA was a founder member of HRCOSA and had two official representatives on it, Simon Shane and Aletta Odendaal. She indicated that there is a proposed HR Professions Act as well as a draft HR Code of Good Practice currently out for input and discussion. SIOPSA would work through the documents and indicate areas of concern. These would be circulated to all members for input. The circular would go out in November. The Chair requested cooperation in this regard as all inputs would be integrated to represent the view of the profession and not merely the Executive Committee of SIOPSA. SIOPSA would also forward the documents to the Professional Board for Psychology.

The Chair proposed that SIOPSA should consider holding an Industrial Symposium at PsySSA's next conference to provide Industrial Psychologist attending the conference the opportunity to attend matters of concern to them.

There was a general agreement from all present. The Chair indicated that the content would be determined and communicated to members in a forthcoming Newsletter. She requested members to forward inputs in this regard to the Executive.

The Chair expressed her view that it is now important for SIOPSA to put behind them the differences with PsySSA and to work towards reconciliation and total cooperation in the interest of Psychology as a profession.

The Chair proposed that the next AGM should be held in conjunction with the Conference in 2005. All members present agreed.

Constitutional Amendments

The amendments to the Constitution delegated to the Executive Committee were confirmed. The amended constitution attached to the present minutes represented now the duly accepted constitution of SIOPSA as at 22 September 2004. Any further amendments to this constitution would have to be made in terms of its provisions.

It was agreed that this constitution should be forward to PsySSA for record purposes.

The business of the meeting having been concluded, it was declared closed by the Chair.

READ AND CONFIRMED THIS DAY OF 2005

HON SECRETARY

CHAIR