



SOCIETY FOR INDUSTRIAL & ORGANISATIONAL PSYCHOLOGY of SA

ANNUAL REPORT

Of the Executive of SIOPSA

2007

www.siopsa.org.za



Annual Report '06/'07

14 June 2007

Highlights

- ❖ 27% Increase in members from previous year.
- ❖ First membership survey conducted.
- ❖ Sound financial position.
- ❖ Budget for 2007 approved by Executive.
- ❖ Review of membership fees proposed.
- ❖ UPDATE – SIOPSA Newsletter launched during 2006.
- ❖ New Website with additional member functionality launched during 2007.
- ❖ Creation of a SIOPSA Working Committee on the Scope of Practice of I/O Psychologists proposed.
- ❖ BPS Division for Organisational Psychology Memorandum of Understanding.
- ❖ SIOP and EAWOP relationship starting to become a reality through proposed sponsorships and research projects.
- ❖ Simon Shane elected as deputy-chair of HRCOSA.
- ❖ SIOPSA becomes CPD Service Provider.
- ❖ Significant growth in regional and interest group activities.
- ❖ Pretoria branch established.

Reporting Period

This report highlights the activities and key issues addressed by the Society for Industrial and Organisational Psychology from July 2006 to June 2007.

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APPENDIX A: Audited Financial Reports

1. The Executive

The Executive Committee 2006/7 consisted of:

Chairperson.....	Fred Guest
Past Chair.....	Aletta Odendaal
Secretary.....	Dilnaaz Karim
Treasurer.....	Inette Taylor
Communication.....	Ameetha Garbharran
Value Add, HRCOSA & PII	Simon Shane
Growth.....	Fungi Dlakavu
Growth.....	Robert Moore
Gauteng Branch Chair.....	Hilda Havran
KZN Branch Chair/CPD	Abed Moola
Western Cape Branch Chair	Leez�lle Kotz�
PAI Interest Group.....	Hennie Kriek
Consulting Psychology Interest Group	Anna-Rosa Le Roux
Consumer Psychology Interest Group.....	Pierre Joubert

All members of the Executive, except Abed Moola, have made themselves available for re-election. Chairs of Interest Groups will be elected at the Annual General Meetings of each Interest Group.

On behalf of the Society and its members I wish to thank each and every member of the Executive, regional and interest group committees, as well as working committees for their exceptional efforts in ensuring that we continue to grow as professionals and as a Society.

Meetings

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

- ❖ 21 July 2006 (planning meeting)
- ❖ 18 August 2006
- ❖ 17 November 2006
- ❖ 16 February 2007
- ❖ 18 May 2007

In addition the Management Committee (Chair, Past Chair, Treasurer and Secretary) of the Executive met via telephone conference to address day-to-day management issues on the following dates:

- ❖ 4 August 2006
- ❖ 11 September 2006
- ❖ 13 October 2006
- ❖ 3 November 2006

Chair-Elect 2007/2008

As per the requirements of the constitution, the Executive requested nominations for Chair-Elect 90 days before that Annual General Meeting. Two nominations for Chair-Elect were received:

- ❖ Deon Meiring (Nominated: Ian Rothman, Seconded: Jaco Pienaar)
- ❖ Hilda Havran (Nominated: Aletta Odendaal, Seconded: Fred Guest)

A new Chair-Elect will be elected by closed ballot during the Society's AGM on 14 June 2007.

2. Strategic Focus 2006/2007

In an attempt to give purpose to the mission of the Society, the Executive, as part of a planning session conducted on 21 July 2006, explored and formulated a strategic perspective for 2006/2007.

The following areas were identified as primary focus areas that give purpose to the Executive in our service to members:

- ❖ We are a **membership** based organisation.
- ❖ We facilitate two way **communication** between the Executive, external stakeholders and members.
- ❖ We **represent** members.
- ❖ We **add value** to where members act in their role as Industrial Psychologist and Psychologists working in industry.
- ❖ If we are to continue to exist and fulfil our purpose, we must **grow** our members and profession.

In order to ensure that the Executive continue to act in accordance with this purpose, the following four broad areas or portfolios were introduced:

- ❖ **'Communicate'** - Website, e-mails, newsletter, how do we get information to and from members quickly?
- ❖ **'Represent'** - Stakeholders, HPCSA, Public, 'Find a IOP', Interest/Task Groups, Standing Committees, Regions,
- ❖ **'Add Value'** - Member services, Members Directory, Professional Indemnity Insurance, Interest Groups, Conference, Journal, CareerFinder
- ❖ **'Grow'** -Membership drives, Research, Education, CPD, Internships, Affiliations

In addition the Executive focussed on:

Establishing a sustainable, stable infrastructure for the day-to-day management of the Society by...

- ❖ Creating a Management Committee consisting of the Chair, Secretary, Treasurer and Past-Chair empowered to make decisions on matter affecting the day-to-day functioning of the Society.
- ❖ Negotiated and agreed an annual contract with TimeAfrica for administrative services.
- ❖ Negotiated and agreed a monthly retainer for Accounting Services from Mr Brett François.
- ❖ Selected and contracted Lara Marques as web developer for the Society.
- ❖ Invested in the development of the new SIOPSA website to enhance administration and communication.

Actively empowering the Regions to provide services to members in each region by...

- ❖ Providing a specific budget allocation to each region.
- ❖ Actively building administrative and financial services around regional activities.

Actively ensuring that Interest Groups support regional activities by providing expertise for regional activities through...

- ❖ The funding of regional travel and accommodation for Interest Group representatives presenting topics at regional events.
- ❖ Meeting with Interest Group chairs to discuss their active integration into the activities and administrative infrastructure of SIOPSA.

3. Financial Position and Status

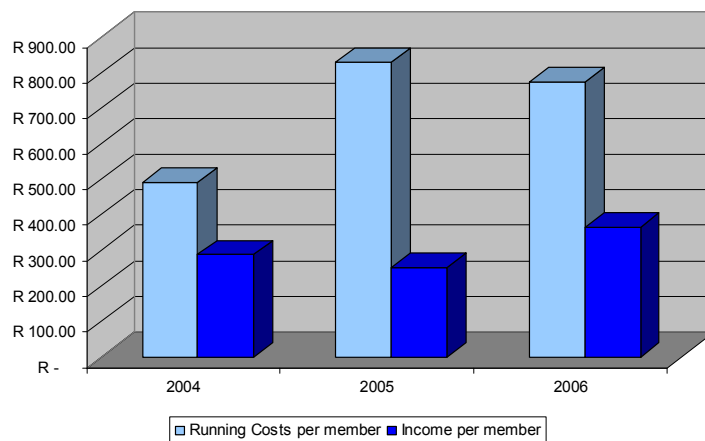
The audited financial statements from the 2006 financial year ending 31 December 2006 is attached to this report and available from the SIOPSA website. The Executive can report that the Society’s financial position continues to be sound.

SIOPSA is registered as a non-profit organisation in terms of the Non-Profit Organisations Act of 1997 with registration number 042-531-NPO. As per requirements, the Society’s 2005 NPO report to the Registrar of non-profit organisations has been submitted on 16 April 2007.

Treasurer’s report

SIOPSA’s financial year runs from January to December, as also reflected in our Annual Financial Statements. This means that any new Executive committee takes over mid-stream from the previous one. Since 2002 SIOPSA’s financial statements have been prepared by Mr Brett Francois (Tax and Accounting Consultant). To streamline monthly financial processes, the Executive acquired Pastel Express for their data administrator Mrs Judith Williamson and after initial technical problems, her system was able to transfer membership related income and expense files directly to Mr Francois offices.

A growing membership at existing membership fees, with existing membership privileges (e.g., Industrial Psychology Journal, Newsletters, Website, Regional and Interest group activities, Grants and bursaries) invariably places a heavier burden on the Society’s administrative costs. As indicated by our financial statements, SIOPSA’s administrative costs had therefore increased substantially in 2006. From the 51 members that the Society administrated on the 31st December 2005 (PsySSA administered an additional 241 members), it had grown to 458 members by the 31st December 2006. The graph below displays the income per member (membership fees and interest) and expenses (administrative and operating expenses, excluding the Journal) over the last three years:



After the June 2006 AGM the new SIOPSA executive agreed to change banks. Our SIOPSA account has been with Standard Bank since October 2006. SIOPSA has three accounts, namely a cheque account, a call account (money market) and a Money Market investment account of R900,000 that has been invested at a 7.75% interest rate. This account will mature at the end of October 2007.

Regional branches were allocated separate budgets of R10,000 each. Processes to ensure good regional governance are being implemented. Regional finances comprise costs incurred for regional meetings and travel expenses associated with attendance of executive meetings. SIOPSA is a non-profit organisation so the aim of regional meetings is not to raise money; mostly we have been able to cover actual expenses at these events.

Budget

The Executive approved a draft budget for 2007 during the Executive meeting of 16 February 2007. The budget will be put to members at the Annual General Meeting for final approval.

4. Membership

Membership Numbers

The following is an analysis of the membership status of the Society on 31 May 2007.

Category	31 May 2006 SIOPSA Independent	31 December 2006	Paid Members : 31 May 2007		Unpaid / Not Renewed 31 May 2007
			Renewed	New	
Affiliate	2	3		1	2
Associate Members	76	94	32	24	59
Fellows	3	3	3	1	
Honorary Life Members	5	5	5	3	
Full Members	247	285	151	37	148
Student Members	69	68	29	19	37
TOTAL	402	458	220	85	246
				551	

The total number of members on the register should all members renew their membership would be 551. This represents a 27% increase in membership numbers over the previous year.

Members are still slow in renewing their membership and paying their membership fees at the beginning of the financial year. Most members tend to only do so just before the conference. The next Executive will have to find appropriate mechanisms to ensure that more members renew at the beginning of every year.

Membership Survey

To understand and respond to the needs of SIOPSA's members, a Member Survey was distributed in October 2006. The survey yielded valuable insights which continue to be used to inform key strategic decisions taken by the SIOPSA Executive Committee for the benefit of our members.

A summary of the results can be found on the SIOPSA website (www.siopsa.org.za).

Membership Fees

Membership fees were not increased since SIOPSA's independence in 2005. Last year the Executive adjusted the conference registration fees such that members could attend the conference and pay their yearly membership fees for the same amount as the cost for conference attendance in 2005.

Current membership fees are as follow:

- ❖ Full Members = R342.00 (R300.00 plus R42.00 VAT)
- ❖ Associate Members = R342.00 (R300.00 plus R42.00 VAT)
- ❖ Interns / Student Members = R171.00 (R150.00 plus R21.00 VAT)
- ❖ Affiliates = R285.00 (R250.00 plus R35.00 VAT)
- ❖ Foreign Affiliates = \$100.00

The significant growth in members, increases in Journal costs, as well as an increase in administrative costs related to membership and CPD administration will require a significant increase in membership fees for the next financial year (2007/2008).

To manage the cost of membership and to encourage members to renew membership, the Executive proposed the following:

- ❖ Reduction in administrative costs through greater use of the website event booking and members CPD functionality;
- ❖ The introduction of an automatic online renewal functionality; and
- ❖ The renegotiation of the costs of the Journal of Industrial Psychology with the Editors.

Honorary Membership

After the prescribed nomination period of 30 days, the Executive has the honour of bestowing Honorary Life Membership to Dr Jopie van Rooyen and Prof Leo Vermeulen for distinguished and meritorious service to Industrial and Organisational Psychology.

Fellowship

No fellows have been nominated this year.

5. Constitutional Matters

Certain further amendments to the constitution of SIOPSA have been proposed by the Executive Committee and members have been informed of these proposed changes 30 days before the Annual General Meeting. More information on these proposed changes can be found on the SIOPSA website (www.siopsa.org.za).

6. Communicate

Newsletter

The launch of SIOPSA's newsletter, Update, in October 2006 was aimed at addressing the need for a consistent channel of communication between SIOPSA and its members. The newsletter aims to provide members with information about current happenings in the field of industrial and organisational psychology, the impact of South African legislation on the profession, international trends and reviews on pertinent topics. Since the inception of the Communication Portfolio, two issues of Update have been circulated.

Our aim in the coming year is to foster more regular communication with our members. To this end, we will strive to distribute Update on a quarterly basis. The Communication Portfolio intends to continue in its striving to share pertinent, timeous and interesting information with members throughout the coming year. We, therefore, plan to explore new and innovative ways to keep members informed of relevant events and issues that are likely to be of interest.

SIOPSA Website

The Executive made a significant investment in the re-design of the SIOPSA website in an attempt to facilitate greater communication with members. The new look-and-feel website now contains updated content, links to external resources and a members section with value added functionality.

The new website allows individuals to:

- ❖ publicise job opportunities to Interns, Psychometrists and Psychologists through the 'CareerFinder' page;
- ❖ book for events online;
- ❖ access the latest news in the profession through the updated news pages; and
- ❖ view upcoming events through the 'Calendar of Events'.

In line with our strategic focus to empower the regions and interest groups, each of these groups has their own page on the website which is regularly updated with new regional and interest group information.

Visit www.siopsa.org.za for more information.

7. Represent

HPCSA and Professional Board Matters

Stakeholder meetings

As part of an initiative from the Board of Psychology to be transparent and consultative, the Board arrange stakeholder meetings the day before the Board meeting to discuss issues of mutual concern, answer questions and advise stakeholders regarding policy developments. These meetings rotate between various centres in the country.

SIOPSA arranged for representatives from regions to attend the following stakeholder meetings:

- ❖ 20 September 2006 – Nelspruit
- ❖ 19 April 2007 – Durban

The Executive would like to propose a more formalised portfolio on the Executive Committee to address representation at these meetings and the Board in general. Potential travel costs will have to be included in the budget of the Society to facilitate the attendance of these meetings.

Test Classification and Guidelines for Computer based Testing

Following a request from the Board for input into a proposed process for the re-classification of psychological tests, SIOPSA submitted comments to the Board in July 2006 indicating a number of recommendations. The comments and recommendations were based on inputs from delegates who participated in a practitioner's forum held on 9 June 2006 at the SIOPSA conference. After extensive discussions the more than hundred participants unanimously expressed that they were dissatisfied with the current test classification system.

Against this background a task group was formed and mandated to:

- ❖ Investigate current international best practices in classifying psychological tests
- ❖ Open up for comment the South African guidelines on computerised testing

The task group, mandated by the members of SIOPSA, reviewed the European Federation of Psychological Association's (EFPA) model for the description and evaluation of psychological tests. There was general consensus that the EFPA model is a better differentiated format for test description and evaluation, and addresses the concerns raised by SIOPSA members. Dr Louise Holman, a task group member, integrated all the concerns raised by SIOPSA members and developed a South African model for the classification of psychological tests. The EFPA review model has been consulted and cross referenced in the proposed model. Both these models as well as the comments submitted by SIOPSA are available on the website.

The task group further solicited opinions from SIOPSA members regarding the guidelines on computerised testing and concluded that the proposed re-classification of tests and the guidelines on computerised assessments should not be address separately, but are interdependent. The one impacts on the other and neither one should be addressed in isolation.

In summary, the following recommendations were made:

- ❖ SIOPSA does not support the current classification process and therefore recommends that the EFPA review model for the description and evaluation of psychological tests or an adaptation of it be considered as an alternative to the current classification system. This process needs to be done in consultation with all stakeholders.
- ❖ The current classification of psychological tests is too narrow and further differentiation within the category of psychological tests be considered.
- ❖ The classification process should differentiate between clinical/diagnostic tests and instruments used in industry.
- ❖ Ratings should be built into the classification system to inform stakeholders of the quality of test(s). Ratings should be applicable when developing a new measure or adapting an existing measure for use in South Africa.
- ❖ The classification framework should leave some room for professional judgment.
- ❖ The current re-classification process be put on hold pending the development of a new, revised classification process that takes into account all concerns raised by Stakeholders.
- ❖ Comments forwarded by stakeholders on the new practice framework, guidelines on computerised assessments as well as the re-classification process be integrated within the new classification framework.

It is our understanding that the different submissions received by the Board was discussed at a meeting of the Psychometric Committee. SIOPSA has however not received any feedback regarding the outcome of the discussions. The Executive tried to obtain copies of the minutes of the said meeting but that was declined based on possible sensitive issues also discussed at the meeting. The issue remains a critical topic and the way forward will be discussed in more detail during the 2007 SIOPSA Conference.

Amendments to the Health Professions Act

The Executive reported in the Annual Report of 2006 on the proposed changes to the Health Professions Act that allows the Minister of Health to appoint all members of the Board without consultation with professions.

In general, the process of consultation and timeframes for commenting on these proposed amendments were poorly communicated to the public and SIOPSA was unable to make a significant contribution in this regard.

The Chair of the Society did however send comment to the Minister indicating our disapproval of both the content of the changes, as well as the insufficient consultation process. No confirmation of receipt was received.

Unethical Business Practices

In response to concerns raised by some of our members with regards the impact of the HPCSA's Policy on Undesirable Business Practices, SIOPSA requested the Undesirable Business Practice Committee of the HPCSA to comment on the application of the policy to Industrial and Organisational Psychologists.

To ensure that we appropriately advise members on the policy, we asked the Council to clarify:

- ❖ The application of the Policy on Undesirable Business Practices for Industrial Psychologists and other registered persons working in industry.
- ❖ How the Council propose registered persons arrange their employment contracts with organisations in which they are employed to ensure that they act within the Policy?
- ❖ How the Council propose registered persons consulting to Industry meet BEE criteria (with regards ownership and management representation) if they are not able to operate within registered companies, as well as what business model the Board propose should be appropriate for registered persons working in Industry that would also meet the requirements of broad based black economic empowerment?
- ❖ How SIOPSA is able to make further representation to the Council on the application of the Policy on Undesirable Business Practices for Industrial Psychologists?
- ❖ How SIOPSA is able to make further representation to the Council on the flexible application of the medical model to Industrial Psychologists?

No confirmation of receipt or comments was received. The issue remains a pertinent topic and the Executive will approach the HPCSA more directly to obtain comment in the next year.

Scope of Practice

The Human Rights, Ethics and Professional Practice committee, under the auspices of the HPCSA, noted that, due to the diverse nature of health care professionals registrable with the Council, it be left to the various professions to determine what would be appropriate for the respective categories of the practitioners. The Professional Board for Psychology is thus revising the current education and training requirements for the profession of psychology.

Following a request from the Board for input into a broad practice framework, SIOPSA submitted comments to the Board on 18 June 2006 indicating a number of concerns with regard the framework.

Further correspondence from the Board advised that the Board again carefully considered the new practice framework for the profession of psychology, taking into consideration the comments received from the stakeholders. The Board approved the proposed practice framework in principle and resolved that the Education Committee be requested to:

- ❖ develop the core competency outcomes, education and training guidelines and scopes of practice for the different registration categories;
- ❖ consider an appropriate registration category for the Bachelors degree in psychology.

The matter will then be referred to the Executive Committee of the Board for finalisation and referral to the HPCSA, Departments of Education and Health for approval. Once the practice framework has been approved by the relevant authorities the necessary regulations will be prepared for publication by the Minister of Health in the Government Gazette for public comment.

It is our current understanding that the Executive of the Board has reviewed the draft document on 8 June 2007 and will distribute the framework for further comment to registered persons soon.

The Executive are proposing the establishment of a working committee consisting of academia, practitioners and the users of I/O Psychology services to assist in the development of a detailed framework and to interact with the Education Committee of the Board in this regard.

The creation of such a committee will be discussed in more detail during the 2007 SIOPSA Conference.

Tariffs

Following significant input from SIOPSA and PsySSA, the Board released Ethical Tariff Guidelines for Psychologists. The ethical tariff guideline does not constitute a ceiling on tariffs but only an ethical guideline. The guidelines recognise that the proposed fees might not apply to all categories of Psychologists (including Industrial Psychologists) and makes proposals with regards the steps to be taken should the fees charged exceed the ethical guidelines. More information can be found on the HPCSA website (www.hpcsa.co.za).

PsySSA Matters

Following the instruction from the Annual and Special General Meetings to seek Affiliate status with PsySSA, the Executive approached the Council of PsySSA with such a request. We were informed that the request will be discussed at the 2006 PsySSA Council meeting and AGM.

In the hope that SIOPSA would be able to motivate its request for affiliation, the Chair requested the permission of the President of PsySSA to attend the AGM. This request was denied and we were informed that the AGM would first have to take a decision with regards the legality of SIOPSA's break-away from PsySSA after which a further decision on the request for affiliation could be taken by the Council of PsySSA.

On 19 March 2007, the Chair received a notification from the President of PsySSA requesting a full and comprehensive report-back on the steps SIOPSA has taken to ensure compliance with the decisions taken at the September 2006 PsySSA AGM in so far as they relate to the SIOPSA and PsySSA structures.

The SIOPSA Executive responded by faxing and e-mailing a letter to the President of PsySSA on 29 March 2007 stating that we have not been a structure of PsySSA since 31 October 2005 and fail to see how a request for information on decisions taken at the PsySSA AGM in September 2006 applies to SIOPSA.

No return of receipt to this letter or further communication on the matter of affiliation was received.

South African Board for Personnel Practice - SABPP

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.

International Recognition – SIOP, EAWOP, BPS

SIOP and EAWOP

During the SIOPSA Conference in 2006, the Society signed Memoranda of Understanding with both the Society of Industrial and Organizational Psychology (USA) and The European Association of Work and Organisational Psychology (EAWOP).

To further strengthen relationships with these organisations, the Chair of SIOPSA attended both the **SIOP** (New York) and **EAWOP** (Stockholm) conferences. Meetings with the Presidents from both organisations resulted in:

- ❖ A formal request to the Executive of SIOP for the sponsorship of at least one student from South Africa to attend the SIOP conference in 2008;
- ❖ A proposed working relationship between researchers, students and organisations in the research area of diversity (SIOP);
- ❖ An agreement with regards administrative support and guidelines towards the development of additional SIOPSA structures (SIOP); and
- ❖ An in principle agreement with a research group sponsored by EAWOP on the development of a global quality of work life assessment instrument.

The Chair wishes to thank the Executive and members of SIOPSA, as well as SHL South Africa, for the opportunity and funding to attend the SIOP and EAWOP conferences respectively.

Division of Organisational Psychology of the British Psychological Society (BPS)

SIOPSA has agreed a Memorandum of Understanding with the executive of the Division of Organisational Psychology of the BPS. This memorandum will be signed by Eugene Burke (Past Chair of the Division) during the 2007 SIOPSA conference.

Human Resource Council of South Africa – HRCOSA

HRCOSA has been less active in the past year. In part this was due to the resignation of the President, who subsequently passed away. The former Deputy President, Dr Pat Naves, was elected President and SIOPSA's representative, Simon Shane, as Deputy President. Aletta Odendaal has been responsible for co-ordinating the revision of the constitution and various compliance matters.

A conference was held early in June 2007 to debate the way forward for organized human resources. The debate at the conference was around efforts to have a Human Resources Bill proposed in parliament. Should the Bill become enacted it would result in human resource practice becoming professionalized. The title of the conference was "Professionalizing Human Resource Management". An opportunity was given to many of the human resources organisations, including SIOPSA, to present their views.

The approach taken by SIOPSA was that statutory recognition should emerge from the efforts which organised human resources has started and only after unity of the various organisations in the field has been achieved.

The major current initiative is establishing the South African Board for Personnel Practice as a registering body and HRCOSA as the voice of Human Resources. Part of HRCOSA's mission states, "to co-ordinate the efforts of organisations in the HR field and to furnish them with a united voice." Naturally, it was stated that only some of what industrial/organisational psychology does overlaps with human resource management.

Global Convention on Coaching (GCC)

Coaching is gradually emerging as a valued intervention in a wide variety of areas. Buyers of coaching are increasingly demanding evidence that its practitioners are well trained and operating according to clear professional standards underpinned by evidence. In response to this need, serious attempts to identify competencies for practice, codes of conduct, standards of training and the knowledge base for a profession are being made by a range of organisations, each representing different stakeholders.

However, these stakeholders have yet to collaborate in any detailed way to establish a commonly accepted knowledge base, training frameworks and standards for professional practice. There is a general perception that the time is right for the key stakeholders to come together to explore the development of shared frameworks capable of supporting a profession of coaching. The objective of GCC is to work towards an international symposium to create a collaborative framework for the practice for coaching.

Key stakeholders include:

- ❖ Coaching providers
- ❖ Coaching buyers and consumers
- ❖ Universities and coach training organisations
- ❖ Coaching industry bodies
- ❖ Professional bodies
- ❖ Parallel professions involved in coaching

The GCC would **not** seek to create one standard imposed on all. Rather, its purpose is to begin to develop frameworks of equivalence and shared interests that have wide stakeholder support.

To ensure its success, a process of world wide dialogue via working parties will lead up to the convention and provide the core material for discussion. As this is a field where members have shown great interest the Executive of SIOPSA decided to enter into dialogue with other international and national stakeholders and to participate in the GCC. Members will be kept informed on the outcomes. Aletta Odendaal will be participating in the GCC as facilitator.

8. Added Value

9th Annual Industrial Psychology Conference

The 9th Annual conference was held at the CSIR International Convention Centre from 7-9 June 2006.

The Conference, attended by 320 delegates, featured:

- ❖ The signing of two Memoranda of Understanding with representatives from SIOP and EAWOP.
- ❖ International Keynote speakers:
 - Lois E Tetrick (George Mason University, Fairfax, USA) representing SIOP; and
 - Nik Chmiel (Queens University Belfast, UK) representing EAWOP
- ❖ South African Keynote speakers:
 - Vincent Maphai, Chairman of BHP Billiton South Africa, and
 - Prof Johann Schepers (University of Johannesburg)
- ❖ Seven pre-conference workshops
- ❖ 54 Presentations and research-based papers
- ❖ Poster presentations
- ❖ The introduction of Professional Indemnity Insurance
- ❖ The introduction of the Dawid Lewis Research Grant
- ❖ 16 Exhibitors

Following the introduction of CPD points for both delegates and presenters, and given the large amount of papers received during the planning for the 10th Annual Conference, the Executive has decided to expand the role of the Abstract Committee. Prof Gert Roodt (University of Johannesburg) has been appointed as the Chair of the committee and will introduce a new model for abstract evaluation as part of the 2007 conference.

In order to further develop the quality of papers at the conference, the Conference committee has introduced the Symposium format for some of the sessions this year.

A number of initiatives to enhance the value of poster presentations will be proposed for the next conference. It is also proposed that the Executive Committee consider adding a day to the conference programme.

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.

The costs of the Journal to SIOPSA have significantly increased during 2006 due to an increase in members, as well as an increase in the price of the Journal. In an effort to manage these costs, while providing members with the benefit of the Journal, the Managing Editor of the Journal has agreed to provide the last edition of the Journal for 2007 to SIOPSA members at no charge.

A number of initiatives are proposed to significantly reduce the costs of the Journal to members which should be implemented during 2008.

SIOPSA Website

The new SIOPSA website is an active part of the way SIOPSA would like to add greater value to members. The new website contains the following functionality that is available to members only:

- ❖ A profile update page that allows members to keep their personal information up to date, decide if other members may view their contact details and update their communication preferences.
- ❖ A member's directory that allows members to search for other members.
- ❖ An online events registration functionality with online invoices.
- ❖ A personal CPD record updated automatically after attending SIOPSA events.
- ❖ Access to archives of previous conference presentations.

In the coming year, members will also be able to add their details to a 'Find a I/O Psychologists' database that will be searchable by the public.

Professional Indemnity Insurance

Our brokers are currently providing indemnity cover to a number of SIOPSA members. From a professional standpoint all members of SIOPSA are advised to obtain the cover appropriate to their needs. The current offering is very well priced and the cost is tax deductible.

The Minister of Health has published draft regulations in terms of which all persons registered in terms of section 17 of the Act will be obliged to carry professional indemnity cover.

9. Growth

Continuous Professional Development (CPD)

The CPD Committee of the Professional Board for Psychology considered SIOPSA's request for accreditation at its recent meeting and resolved that all the Society for Industrial and Organisational Psychology activities for 2007 be approved at 1 CEU per hour for level 1 activities.

SIOPSA submitted a range of national (conference) and regional activities for approval. More information on the CEUs per activity will be published on the SIOPSA website as part of the normal event registration process. The 10th Annual SIOPSA Conference will be the first of the events to be accredited for CEUs.

From July 2007, members will also be able to track the CEUs they accumulate from SIOPSA activities on the personal members profile on the website.

As part of our mission, the Executive would like to ensure that members are able to obtain nearly all the required CEUs for a year from SIOPSA activities.

Bursaries and Research Grants

As reported in the 2006 annual report, the Executive has had serious concerns with regards the way that SIOPSA should provide support to students. The Executive has this year tasked the members responsible for this portfolio to define a more detailed policy on the process and criteria for the allocation of bursaries and research grants. This policy has been approved by the Executive during the last executive meeting and is available on the SIOPSA website.

Two applications for bursaries were received, but none of these were sufficiently qualified to convince the Executive to award a bursary.

Funding for a major research programme was approved and the Executive has received a detailed research programme from the sponsors of the research. The first deliverables from this research should be presented to members during the next SIOPSA conference (2008).

The Executive will launch a specific marketing programme to introduce the bursaries and research grants to academic institutions. The marketing of the Dawid Lewis research grant in particular will receive more attention.

It is also proposed that the Executive investigate the possibility of making the funds, currently allocated to bursaries, available as specific scholarships awarded to meritorious students and researchers nominated by academic institutions.

10. Regions

Kwa-Zulu Natal Branch (KZN Branch)

Chair: Abed Moola

The SIOPSA KZN Branch has an active committee with six committee meetings being held over the past year. Nine members served on the committee last year and, despite a few resignations, this year the committee is still seven members strong. The current committee portfolios are as follows:

- ❖ Chair – Abed Moola
- ❖ Vice Chair – Vacant
- ❖ Treasurer – Jenny Highley
- ❖ Events – Karen Walls
- ❖ Membership and Internships – Craig Sanderson and Emma Caruth
- ❖ CPD – Yvette de Bruin
- ❖ Secretary – Linda Smith

Two of our longest serving members, Rod Le Roux and Ann Turner resigned from the committee this year and we extend our thanks to them for the significant contributions they have made to the KZN branch over the years.

The SIOPSA KZN branch has held a number of events over the past year that have covered a wide range of topics from organisational development subjects such as leadership and implementing change programmes to a case study on Emotional Intelligence.

The vision for the coming year is for the KZN branch to increase its regional membership and to continue to foster debate and interest in the field of Industrial and Organisational Psychology. To this end, the committee has planned a number of events to encourage continued growth in the area of Industrial and Organisational Psychology.

Johannesburg Branch

Chair: Hilda Havran

The Johannesburg branch entered its second year as a fully fledged branch, growing from strength to strength under the guidance and leadership of the regional committee comprised of the chair Hilda Havran and the members of the steering committee; Nicola Taylor (Secretary), Kevin Distiller (treasurer), Lynn Ribton-Turner and its newest member Madelaine De Beer.

Five regional events were held and attendance at these has grown to the extent where greater and bigger premises were required in order to accommodate members. At the last two regional meetings numbers swelled to well in the 80s for each event.

This was the first year that a decision was made to introduce a nominal charge to cover event costs, a move well received by attendees who, in return, were treated to the latest news on developments at SIOPSA, presentations by credible and highly regarded speakers in addition to being able to enjoy the opportunities for networking in comfortable surroundings.

The following events were held:

On the 16th August 2006, Dr Jopie De Beer hosted a presentation on Executive Coaching exploring the context and valuable role that psychologist play in this field by virtue of their training and insights.

On 21 September by Prof Hennie Kriek who addressed the branch on the topic of Unproctored Internet Testing at the Wits East Campus, Hofmeyer House. As the chair of PAI (People Assessment in Industry) an interest group of SIOPSA, he also outlined the aims and purpose of PAI and the current research project on Assessment Practices in SA.

On 29 November 2006, Stephen Renecke of Stephen Renecke and associates gave an insightful talk on, "Organisational Leadership Trends and Practices in Response to a Changing Psychological World."

On 1 February 2007 Dr Greg Barnett an international speaker from Hogan Assessment Systems in the USA spoke on, "The Life-Cycle of Personality Assessments in Talent Management Process". This meeting was the first held at the Bryanston Country Club.

On 25 April 2007, Prof Pieter Koortzen provided an insightful and thought provoking overview of the systems psychodynamic perspective of executive coaching. In addition to Prof Koortzen's talk, Ana Rosa Le Roux from the Consulting Psychology interest group, provided an overview of the group's activities.

It has been a successful year and the Johannesburg Branch hopes to continue serving SIOPSA's members in the same vain for the new year. It aims to provide opportunities for members learn from recognised experts and to meet one another - all in the interests of growing SIOPSA and the profession.

Western Cape Branch

Chair: Leezelle Kotzé

The Western Cape Branch provided numerous opportunities for continuous skills development to its members and interested parties during 2006. Events included evening talks / breakfast sessions on Coaching, Career Psychology, Mental Health as well as On-line Assessments. Our members were afforded the opportunity to engage with highly knowledgeable topic specialists in an accommodating and enabling environment. Thank you very much to the Committee members, André Westraat, Anton Schlechter, Alison Felix and Anja van Aswegen, who contributed greatly to the success of the Western Cape Branch.

Early in 2007 the Western Cape Branch Committee studied the feedback received from the annual Needs Survey commissioned by the National Executive of SIOPSA and planned their forthcoming events accordingly. The Regional Branch launched 2007 with the establishment of the Consulting Psychology Interest Group in March 2007. The event coincided with a presentation by Professors Frans Cilliers and Pieter Koortzen. In May 2007 an evening session was hosted by Dr Jopie de Beer on Executive Coaching and during June 2007, the Branch is looking forward to Dr Hare's talk on how to gear for psychopathology in the workplace versus positive psychology.

The Western Cape Branch managed to attract and retain an average of 30 people per session through our continuous focus on our members' needs. 2007 will further be marked by a concerted effort to market SIOPSA at all the institutions of higher learning in the Western Cape to ensure sustainability of the Branch.

Pretoria Branch

Chair: Anne Buckett

In response to a need expressed by members for representation in Pretoria, SIOPSA is proud to announce that the Pretoria Regional Branch of SIOPSA was formally launched on the 16th May at an inaugural session hosted by UNISA at their campus in Pretoria. Just over 30 attendees came to this first session which had a dual focus. First to establish the committee for the region and second to present a talk by Prof Pieter Koortzen. The regional committee is made up of : Christopher Beukes, Anne Buckett, Tammy Coleman, Hilda Havran and Gerhard Van der Merwe.

11. Interest Groups

People Assessment in Industry (PAI)

Chair: Hennie Kriek

The primary project PAI undertook for 2006/2007 is a research survey to determine the issues facing organisations using assessments in the workplace. UNISA Bureau of Market Research carried out the actual research, launching the project in the last quarter of 2006 and concluding the survey data collection earlier this year. Valuable information concerning the current state of occupational testing in South Africa was obtained, and the findings of the research will be presented at the SIOPSA conference this year. Potential future actions for PAI will be based on the findings, in order to ensure that the Interest Group supports members in their areas of identified need.

Looking to the future, PAI is hosting a symposium on fairness, adverse impact and personnel decisions on 19 October 2007. Dr James Outtz will visit South Africa as guest speaker. Dr Outtz is the CEO of Outtz and Associates, which is located in Washington D.C. His expertise in race discrimination issues, selection system design and extensive work within the public and private sectors makes him a highly sought after legal compliance consultant and testifying expert. His published work on these topics includes contributing to two books and co-editing a third. The focus of the workshop will be to educate fellow industrial psychologists concerning adverse impact in assessments, as well as share information concerning research conducted locally in South Africa.

Consulting Psychology

Chair: Anna-Rosa Le Roux

An effective psychologist is not necessarily an effective consultant! Consulting Psychology has moved beyond the traditional boundaries of clinical/ counselling, industrial/ organisational, community, education and research psychology and is presenting an **applied practice modality**, (Boyce, 2004; Thomas & Naidoo, 2006). The boundaries between psychology fields are being blurred due to the nature of the socio-economic context in SA, necessitating an inclusive psychological approach in the workplace.

The Society of Consulting Psychology APA, Division 13 embraced the following definition of Consulting Psychology:

“The function of applying and extending the special knowledge of a psychologist, through the process of consultation, to problems involving human behaviour in various areas ... a psychologist who provides specialist technical assistance to individuals or organisations in regard to psychological aspects of their context”

In response to the interest expressed at the last SIOPSA Conference, the first SIOPSA Consulting Psychology Interest Group (CPIG) meeting was scheduled late in 2006. The main focus of this meeting was to elect an executive that will guide and lead the group's activities for the next calendar year, as well as to present a high level introduction of the interest group's scope of work. Prof. Pieter Koortzen and Prof. Frans Cilliers were the keynote guests at this meeting and introduced the CIBART model that was utilized to facilitate discussion around the Consulting Psychology within the ambit of SIOPSA. Furthermore Anna-Rosa le Roux (chairperson), Mongezi Makhalima and Monique Greenland were elected as executive at this event.

The SIOPSA CPIG established two key objectives; Firstly, to *introduce, market and sell* the consulting psychology field as an important focus area within Industrial Psychology through differentiating it with already existing disciplines. Secondly, to *equip and develop practitioners* in the field through active knowledge sharing and presentation of thought leadership in the Consulting Psychology field.

To this end, the executive has been involved in a number of exposition meetings at regional level where the interest group has been creating awareness about the field of Consulting Psychology. Meetings were held in Cape Town, Johannesburg, as well as Pretoria, together with Prof. Pieter Koortzen and Prof. Frans Cilliers as keynote speakers at these events. Based on the level of interest and momentum that has been gathered at these meetings, the interest group has identified a need for a detailed 'needs analysis' workshop in order to scope the immediate needs and reap the opportunities that this interest group presents, not only within SIOPSA, but also within the psychology community of practice, as well as a business context as a whole.

The interest group was also involved in the evaluation of conference papers, specifically for the Consulting Psychology leg of the Conference. We are looking forward to the second half of the year in anticipation of growing opportunities to Involve, Inform, Innovate and Inspire the cause of Consulting Psychology.

Consumer Psychology

Chair: Pierre Joubert and Freddie Crous

This interest group was established to engage members of SIOPSA interested in generating applied knowledge to solve specific marketing related problems, as well as those interested in generating basic knowledge to contribute to theoretical and conceptual foundations of consumer psychology. The interest group encourages all members to share their knowledge and contribute to the discipline of consumer psychology as a whole through contributions in conferences, journal articles and book chapters. Interested members will be informed by electronic mail of events planned for next year.

Practitioners and academics engaging in the field of Consumer Psychology are however not only from Industrial and Organisational Psychology but from diverse academic backgrounds, amongst others Psychology, Communication, Marketing, Sociology and Anthropology. It is felt that SIOPSA, through this interest group, should discuss and debate the accommodation of these academics and practitioners.

12. Closing Remarks and Strategic Perspective

The Society has experienced significant growth over the last year. Our independence from PsySSA required that more time, effort and money be spend on ensuring that our internal infrastructure and governance processes are established. Without these sound and efficient processes the organisation would find it very difficult to achieve its mission.

2006/2007 was therefore a year of internal growth and Society building. The implementation of internal controls, the new SIOPSA website, membership drives, establishment of new regions and interest groups, as well as the building of international relationships are testament to a vibrant, growing and healthy Society that endeavours to add significant value to the profession of Industrial and Organisational Psychology and its members.

I hope that members will join me in thanking the almost 40 members of committees and our external partners for their contribution to the Society.

The external landscape within which the Society and our profession 'lives' is undergoing significant changes that pose new and exciting challenges to the ethical, scientific and practical principles on which our profession is built. Questions around transformation, scope of practice, test classification, the role of HR and a new world of information technology requires us all to re-think the way we add value to our clients and stakeholders.

If we wish to grow and make a difference as a profession and Society it is critical that we continue to use our science to find practical answers. Navigating the increasingly complex environment in which we all operate requires a return to the fundamentals of our profession, both in science and in practice.

The I/O Psychologist makes a unique contribution by providing organisations with evidence based frameworks for managing people. Are we still doing this?

SIOPSA can play a significant role in facilitating further discussion and debate with regards this question. I do believe that the year ahead will require from us a renewed awareness of who we are as I/O Psychologists and what value we add (or hope to add) to the lives and well-being of both individuals and organisations.

It will be equally important to ensure that our science and practice finds its way into the transforming, dynamic environment in which we live and work. As a Society we should actively explore ways of ensuring that we influence our environment in positive ways.

2007/2008 – A year for the active renewal of our profession and making a contribution to the lives and work of people.



Fred Guest
Chair: SIOPSA
June 2007

APPENDIX A

Audited Financial Reports of the Society as on 31 December 2006

For the purpose of this electronic copy of the Annual Report, please find this Appendix on the SIOPSA website at www.siopsa.org.za.