

SOCIETY FOR INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY OF SOUTH AFRICA

Minutes of the SIOPSA Annual General Meeting
held at The Cape Town International Convention Centre (CTICC)
on the 23rd July 2012 at 18:00

PRESENT

Executive members

Andrew Johnson	President
Nadene Venter	Past President
Karel Stanz	President Elect
Marina Grove	Secretary
Andre Westraat	Treasurer
Nicola Taylor	CPD/eCPD
Fred Guest	Future Fit
Louise Niemand	Membership Ratification
Aletta Odendaal	Legal/ Chair: People Assessment in Industry (PAI)
Ester Kruger	Conference Portfolio
Sylvia Baloyi	Marketing and Communications
Taryn Marcus	Regional chair: Johannesburg
Andre Lombard	Regional chair: Pretoria
Susan Ellison	Regional chair: Durban
Anna-Rosa le Roux	Chair: Interest Group in Coaching and Consulting in Psychology

Members (as per registration list)

Carl Muller	Hennie Kriek	Johan Struwig
Dance Oosthuizen	Dave Bartram	Ceri Neilson
Daniel du Toit	Steven Teasdale	Zeleika Kinnear
Antoni Barnard	Kgope Moglusi	Carin Bergh
Aretha van der Merwe	Barbara Donaldson	Joyce Baloyi
Llewellyn van Zyl	Nisha Harry	Dries Schreuder
Hewbert van der Ohe	Shirleen Titus	Marius Stander
Nirvana Royappen	Jurie Human	Beth Norden
Johann Kritzinger	Sugreen Gulshan	NN Bekwa
Manoko Matlala	Ophillia Ledimo	Frans Maloa
Desiree Zikalala	Gail Wrogemann	Larry Palk
Shamantha Rajaram	Tladinyane Rebecca	Wim Myburgh
Cebile Tebele	Theo Veldsman	Dina Hendler
Simon Hoare	Dieter Veldsman	Adrian Parsadh
Jeremy Mitonga	Gerrit Wallus	Sharon Munyaka
Nivy Moodley	Elrie Botha	
Frans Cilliers	Leena Ungere	
Stanley Ngcebo	Marietjie van der Walt	

Apologies:

Alison Felix
Anton Schlechter

Prof. Gert Roodt

Minute taker: Juliette Erasmus - present as non-elected representative

Note:

These minutes should be read in conjunction with the following source documents:

1. SIOPSA Annual report 2011/2012
2. AGM Presentation, 23 July 2012

Item	Minute
1.	Welcome The President welcomed everyone present to the Annual General Meeting.
2.	Present and Apologies Present and apologies as recorded above were tendered. All members were required to complete the attendance register for attendance at the AGM.
3.	Adoption of Agenda The agenda for the meeting was accepted. Members were asked to speak clearly when addressing the AGM in order for the proceedings to be recorded.
4.	Confirmation of voting procedures Voting procedures were confirmed. The meeting was restricted in terms of 5.1 of the constitution of SIOPSA, to members that are entitled to vote as follows (1) Full/Fellow and Honorary Members can vote on amendments to the constitution as well as election of the president. (2) Associate on any matter other than the above. In terms of 5.4 a proxy forms could be received by fellow colleagues, entitling AGM members to vote on their behalf, members were asked to ensure they knew whether the vote was conditional or unconditional. Voting cards were available for voting procedures for all voting members.
5.	Confirmation to Quorum The number of members required to be present in order to form a quorum was confirmed as sufficient.
6.	Confirmation of Minutes of AGM 27th July 2011 <i>Proposer: Nicola Taylor</i> <i>Seconded: Theo Veldsman</i> The minutes of the AGM held on 27 th July 2011 were accepted as a true and accurate reflection of the meeting.
7.	Matters arising from Minutes of AGM 27th July 2011
7.1	Adopting refined 2020 vision Aspirations stand. Refined down to 4 final 2020 visions. Been communicated in the newsletter and annual report. Important to be adopted as vision statement and strategic plan to frame work of any new executive committee stepping into SIOPSA to build frame. Asking for formal approval.
	Membership fees for 2013 – Asking for approval.
7.2	Constitutional Change – Student Membership – Asking for approval
7.3	Appointment of permanent staff and office set up
7.4	Been successful with permanent Office Manager and moved into Office in Midrand.
	The Oath - Theo Veltsman – Work being done by Leon van Vuuren on Oath. Create opportunity where young psychologists could pledge themselves into profession.
7.5	Extend offer to society to adopt at Annual Conference next year. AJ – We are in principle for the oath. New president and executive will work through practical details. We propose that it gets implemented at SIOPSA's Annual Conference in 2013.

8.	<p>Chairman's Report Refer to circulated Annual Report 2012 and electronic presentation</p> <p>Proposer: Fred Guest Seconded: Ester Kruger</p>
8.2	<p>Matters arising</p> <p>1. SIOPSA 2020 Vision: 4 SIOPSA Visions read out as per powerpoint. Leon Veldsman - Point 3 of Strategic focus – needs more thinking re “regulatory body.” Can't be expert witness and judge. Compliment on strategic focus by Theo Veldsman. Comment on Point 1. Propose an amendment. How do we differentiate ourselves between Workplace vs HO professionals. Proposes that we change it to “Professional society of the psychology of people in the workplace.” Change to Point 3 from Establish SIOPSA as a regulatory body to Establish SIOPSA as a self regulatory body. Proposed: Theo Veldsman Seconded: Leon Veldsman Dina Hendler – Point 3. Does SIOPSA intend to regulate academics? And to what extent do u see SIOPSA liaising with HPCSA and Academic Institutions especially regarding internships. Andrew Johnson: Aspiration not intended to regulate academics but wanting to make impact within academics. We stay closely in touch and executive member of HOD Committee. Nicola Taylor: Scope of Practice and Ethics in Future Fit as form of influence on curriculum at Universities. AJ: A lot of work within Future Fit. Close collaboration with academic institutions and sponsoring students that were busy with projects of relevance to us. FG: Not in conflict with statutory Regulatory but rather self regulation. Needs to be seen as a Self growth strategy. Larry Palk: Second what Veldsman had to say regarding change to Point 1. Wants to formalise it to be looked at by incoming committee. Llewellyn van Zyl: Change the word regulatory body to something softer. To be more inline with what Fred Guest suggested. Word to soften it? Aletta – change to self regulatory body Proposed: Aletta Odendaal Seconded: Nadene Venter Larry Palk – Personal feeling is don't change but define it more closely. Theo Veldsman – Vision is very important to create passion and take history etc into account. Proposed: Theo Veldsman Seconded: Llewellyn van Zyl and Andre Lombard</p> <p>2. Committee based structure: Current structure put forward to AGM as per agreed structure from last year. AJ: Discussion regarding HPCSA and relationship with SIOPSA. Another meeting set for August.</p>

	3. Highlights from year: As per Andrew's slides												
9.	<p>Treasurer's Report Refer to circulated Annual Report 2012 and electronic presentation</p> <p>Proposer: Fred Guest Seconded: Andre Lombard</p>												
9.1	<p>Salient points</p> <ol style="list-style-type: none"> Financial position: It was noted that the net surplus for the Society was R 442,851 compared to R 461,522 in 2010. Professional investment: It was noted that further investment was made in the Future Fit initiative, specifically the research projects in regard to the Ethics project. Future investment: Website to be overhauled: The website is being tackled in a phased approach, with the first phase due at the end of the year. The excess owing on the website has been allocated for the next financial year. <p>4. Membership Fees 2013 The following fee structure for 2013 has been proposed and accepted.</p> <table border="1"> <thead> <tr> <th>Membership Category</th> <th>2013 Fees</th> </tr> </thead> <tbody> <tr> <td>Full Members</td> <td>R860.00</td> </tr> <tr> <td>Associate Members</td> <td>R860.00</td> </tr> <tr> <td>Student Members</td> <td>R110.00</td> </tr> <tr> <td>Affiliates</td> <td>R750.00</td> </tr> <tr> <td>Foreign Affiliates</td> <td>R860.00</td> </tr> </tbody> </table> <p><i>Proposer: Shirleen Titus</i> <i>Seconded: Hennie Kriek</i></p>	Membership Category	2013 Fees	Full Members	R860.00	Associate Members	R860.00	Student Members	R110.00	Affiliates	R750.00	Foreign Affiliates	R860.00
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9.2	<p>Matters arising</p> <ol style="list-style-type: none"> Nadene Venter – 1 day conference to try and offset cost. Only opportunity is month of November. Conference committee getting onto conference for next year 2013 and dates secured. Investment to build relationships and bridging and we feel it was the right decision. Plea to offset some of the costs. Llewellyn – What are we doing to ensure that we gaining more members? We need to capitalise on Student memberships. AJ – Venture to say Student committee definitely made a huge impact on student numbers. Got HPCSA database was only addresses and we did a mail shot. Efforts don't believe we have exhausted them. Feel website if very important communication point. Llewellyn – Regarding website – Building online communities. No way currently for members to communicate. Capitalise on internships. NV – Based on paid up members. Not necessarily discontinued members but members that haven't paid up memberships. Johan Kritzing – When is 2013 membership due? 												

	<p>AW – due by end of January 2013.</p> <p>6. JK – What influence do we have regarding influence on HPCSA regarding fees as they are excessive. AJ – not much influence in that. Theo – Read HPCSA newsletter explains why fees are so hard</p> <p>7. Larry Palk – Reason why we lost members. 1 area where we going to get memberships. PsySSA as example. Value to be added in coaching psychology area of CPD accredited training and keep it accessible to as many members as possible. Significant difference in price between members and non-members giving good motivation to join SIOPSA. AJ – Idea is possibility to raise profile there and being realistic and don't have full infrastructure to drive there.</p> <p>8. Theo Veldsman – Multi-pronged approach to growing membership. We have very active vibrant branches and use them at grass route level. Wants to endorse training.</p>																		
<p>10.</p>	<p>Constitutional Amendments</p> <ul style="list-style-type: none"> To approve an amendment to the constitution to put into effect a proposal by Exco that registered Industrial Psychology Masters students and Interns register as Student Members of SIOPSA. Hence a student member fee would apply <p><i>Proposed: Fred Guest</i> <i>Seconded: Ester Kruger</i></p>																		
<p>11.</p>	<p>Membership ratification Refer to electronic presentation.</p> <p>The current membership of the Society at June 2012 was as follows:</p> <table border="1" data-bbox="292 1279 1334 1637"> <thead> <tr> <th>Categories</th> <th>Members as at June 2012</th> </tr> </thead> <tbody> <tr> <td>Affiliate</td> <td>4</td> </tr> <tr> <td>Associate Members</td> <td>102</td> </tr> <tr> <td>Fellows</td> <td>4</td> </tr> <tr> <td>Full Members</td> <td>296</td> </tr> <tr> <td>Honorary Members</td> <td>15</td> </tr> <tr> <td>Student Members</td> <td>2</td> </tr> <tr> <td>International Affiliate</td> <td>76</td> </tr> <tr> <td>Total</td> <td>499</td> </tr> </tbody> </table> <p><i>Proposer: Shirleen Titus</i> <i>Seconded: Nicola Taylor</i></p>	Categories	Members as at June 2012	Affiliate	4	Associate Members	102	Fellows	4	Full Members	296	Honorary Members	15	Student Members	2	International Affiliate	76	Total	499
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<p>12. 12.1</p>	<p>Matters for discussion Oath Pledging</p> <p>Theo Veldsman suggested pledging ceremony and an oath reading for new members coming into the profession and who have passed the board exam. The aim would be for new members to pledge themselves to certain professional commitments by way of a public show and official ceremony. University Head of Departments already endorsed the motion at a meeting earlier in the day.</p>																		

	<p>Proposer: <i>Theo Veldsman</i> Seconded: <i>Fred Guest</i></p>
13.	<p>Confirmation of Executive structure The President confirmed the executive structure for 2012/2013:</p>
13.1	<p>Confirmation of President Karel Stanz</p>
13.2	<p>Confirmation of Management Committee Andrew Johnson Past President Andre Westraat President Elect Andre Lombard Treasurer Sylvia Baloyi Secretary</p>
13.3	<p>Election of President-Elect Llewellyn van Zyl and Andre Westraat were nominated as President-Elects. Official closed vote was held with 49 votes and 1 spoilt vote. Andre Westraat won the election and is President Elect for 2012/2013.</p> <p>Proposer: <i>Suki Goodman</i> Seconded: <i>Gerhard van der Merwe</i></p>
13.4	<p>Regional structures It was noted that regional chairs will be elected on regional level at their respective AGM's. All four chairs are stepping down, but there has been active marketing in the regions and volunteers have stood up.</p>
13.5	<p>Vacancies As per the committee based structure there are currently 2 vacancies on the executive (1) Marketing and Communications; (2) CPD. The following nominations from the floor were received and accepted:</p> <p>Llewellyn van Zyl Proposer: <i>Marina Grove</i> Seconded: <i>Nadene Venter</i></p> <p>Shirleen Titus Proposer: <i>Marina Grove</i> Seconded: <i>Fred Guest</i></p> <p>Jorn Dannheimer Proposer: <i>Fred Guest</i> Seconded: <i>Aletta Odendaal</i></p>
14.	<p>Closure The next AGM will be held in July 2013. Venue to be confirmed at a later date. The President thanked everyone present for making the time available to attend the Annual General Meeting. The AGM was adjourned at 19:55.</p>
15.	<p>Source documents 1. SIOPSA Annual report 2011/2012 2. AGM Presentation, 23 July 2012</p>

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President: SIOPSA

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Date