

SOCIETY FOR INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY OF SOUTH AFRICA

Minutes of the SIOPSA Annual General Meeting

held at The CSIR, Pretoria – Ruby Auditorium
on the 27th July 2011 at 17:00

PRESENT

Executive members

Nadene Venter	President
Anton Schlechter	Past President
Andrew Johnson	President Elect
Marina Grove	Secretary/Conference Portfolio
Andre Westraat	Treasurer
Nicola Taylor	CPD/eCPD
Fred Guest	Future Fit
Louise Niemand	Membership Ratification
Aletta Odendaal	Legal/ Chair: People Assessment in Industry (PAI)
Karel Stanz	New Executive Member
Steven Breger	Regional chair: Johannesburg
Kim Dowdeswell	Regional chair: Pretoria
Nadine Butler	Regional chair: Western Cape
Anna-Rosa le Roux	Chair: Interest Group in Coaching and Consulting in Psychology

Members (as per registration list)

Adrian Parsadh	Evelyn Aphane	Lani Gregor Martiny
Alison Felix	Francois de Kock	Lynn Ribton-Turner
Anne Newman	Gail Wrogerman	Manoko Matlala
Carin Bergh	Gwendoline Long	Marieta Wasserfall
Carl Muller	Hendrieka Kraehmer	Michael Cloete
Ceri Neilson	Hennie Kriek	Petrus Nel
Danie Oosthuizen	Johan Struwig	Pieter Moller
Deon Meiring	Johann Kritzinger	Simon Shane
Dirk Geldenhuis	Jurie Human	Suki Goodman
Dries Schreuder	Karen Victor	Susan Ellison
Elrie Botha	Kevin Distiller	Theo Veldsman
Erika Maree	Koutas Kassan	Wanda Kalis

Apologies:

Ralph Whortley	Stephen Renecke
Dr Sunette van der Walt	Dr Lucas Fourie
Francois du Toit	Valerie Hammond
Annette Taylor	

Minute taker: Carly Massimiani - present as non-elected representative

Note:

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

1. SIOPSA Annual report 2010/2011
2. AGM Presentation, 27 July 2011

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 use the microphones when addressing the AGM in order for the proceedings to be recorded. Theo Veldsman asked for an opportunity to share a point under 'General' with regard to an Oath Pledging Ceremony Event for all new Psychologists that have been registered.
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 29th July 2010 <i>Proposer: Nicola Taylor</i> <i>Seconded: Fred Guest</i> The minutes of the AGM held on 29 th July 2010 were accepted as a true and accurate reflection of the meeting.
7.	Matters arising from Minutes of AGM 29th July 2010
7.1	Membership fees for student category It was noted that new membership fees proposed and accepted by the AGM in respect of student member fees is in direct opposition of the constitution, as determined in clause 4: Membership and Affiliateship. The President requested this to be addressed later in the meeting under agenda point 8 (Membership Fees 2012).
8.	Chairman's Report Refer to circulated Annual Report 2011 and electronic presentation <i>Proposer: Simon Shane</i> <i>Seconded: Ester Kruger</i>
8.1	Salient points 1. Achievements: Special recognition was given to Aletta Odendaal as convener of

	<p>the interest group for Coaching and Consulting Psychology for hosting the first Southern Hemisphere Coaching Consulting Psychology Congress.</p> <ol style="list-style-type: none"> 2. Regional representation: The regional activity in the Free State under the auspices of Petrus Nel, as well as Port Elizabeth has been noted. The Executive will give more support, to assist in more formal established regions as well as setting up an interest group in Namibia for IO Psychologists. 3. Current membership status: Noted under paragraph 11. 4. Annual SIOPSA conference 2010: It was noted that 461 delegates attended the 2010 conference (368 delegated in 2009). It was noted that 217 delegates attended the pre-conference workshop, a record number of delegates. 5. Interest groups: It was noted that IGCCP in conjunction with SIOPSA hosted the first International Southern Hemisphere Congress of Coaching Psychology strategically partnering with Australia and New Zealand in May 2011. This event was run with great success, having being attended by many international speakers and delegates. A Memorandum of Understanding (MOU) was signed between SIOPSA/IGCCP and the Society for Coaching Psychology. 6. International recognition and collaboration: It was noted that SIOPSA became part of the Alliance for Organisational Psychology, established in May 2011 in Maastricht. 7. Future Fit: The following four key milestones were noted – (1) The establishment of a standing Ethics Committee and ethics helpdesk; (2) Ten completed research papers on ethics in the profession; (3) The publication of an initial scope of practice report highlighting the areas of practice of Industrial Psychologists in South Africa; (4) The sponsorship of one Masters study on the role of psychology in the world of work. The President thanked Prof Leon van Vuuren for his contribution and great work done, the assistance, guidance and wisdom shared. 8. SIOPSA eCPD offering: It was noted that the Board for Psychology has decided to adopt the regulations that have been suggested for all professional boards, and SIOPSA no longer has a separate process. SIOPSA will thus have the same fee structure as all other professional boards. It was noted that this translate into cost savings of about R30 000. It was noted that the eCPD offering currently has 93 registrations.
<p>8.3</p>	<p>Matters arising</p> <ol style="list-style-type: none"> 1. SIOPSA 2020: The President provided an overview of the appreciative inquiry process initiated by the Management team, to create and develop a longer term vision for the Society. The President outlined the process, a four cycle approach, in which cycle one and two have been completed in June 2011, with the outcome being the “ten dreams” which would define the future of the Society. The President requested a mandate from members to take the SIOPSA 2020 vision to the next cycle. <i>Proposer: Kevin Distiller</i> <i>Seconded: Simon Shane</i> 2. Committee based structure: The President indicated that in order to implement these changes and the new structure of the Society, SIOPSA needs move away from the concept of portfolios to a more committee based structure. It was noted that this would be a positive approach to getting more members involved, the right people involved and doing proper succession planning within the Society. The President requested a mandate from members to take the committee based structure forward. <i>Proposer: Theo Veldsman</i>

	<i>Seconded: Pieter Moller</i>												
9.	<p>Treasurer's Report Refer to circulated Annual Report 2011 and electronic presentation</p> <p>Proposer: Suki Goodman Seconded: Kevin Distiller</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 461,522 compared to R 376,341 in 2009. Debt: It was noted that no debt was incurred from the 2010 SIOPSA annual conference. The process around the regional events is being managed more effectively and debt to the Society has been minimized drastically. The Society is working on a Debt Management Policy/financial policy around the Society – nothing formal yet – this will be drafted in the new reporting year. 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: It was noted that although funds have already been expended during 2008 and 2009, the SIOPSA website is still not delivering. In the budget going forward, a radical redevelopment of the site will be undertaken to get maximum performance. Review of Audited Financial Statements 2010: Headline features: <ul style="list-style-type: none"> Revenue increased by 34.66% due to 2009 conference (R 1 244 257 in 2009 to R1 675 535 in 2010) An increase of -44.94% in income due to the move from the CSIR to the forum in 2009 (R 564 421 in 2009 to R 818 064 in 2010) Travel expenses have gone down, and will stay down Membership Fees 2012 The following fee structure for 2012 has been proposed and accepted. <table border="1" data-bbox="336 1361 1206 1688"> <thead> <tr> <th>Membership Category</th> <th>2012 Fees</th> </tr> </thead> <tbody> <tr> <td>Full Members</td> <td>R800.00</td> </tr> <tr> <td>Associate Members</td> <td>R800.00</td> </tr> <tr> <td>Student Members</td> <td>R100.00</td> </tr> <tr> <td>Affiliates</td> <td>R700.00</td> </tr> <tr> <td>Foreign Affiliates</td> <td>R800.00</td> </tr> </tbody> </table> <p><i>Proposer: Theo Veldsman</i> <i>Seconded: Hennie Kriek</i></p>	Membership Category	2012 Fees	Full Members	R800.00	Associate Members	R800.00	Student Members	R100.00	Affiliates	R700.00	Foreign Affiliates	R800.00
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9.2	<p>Matters arising</p> <ol style="list-style-type: none"> Student Membership: The president proposed an interim domestic rule in terms of the constitution clause 7.6 that the Exco obtain a mandate for the Executive to put into the effect the decision that was taken at last year's AGM 2010, so that registered industrial psychology master students as well as interns in industrial psychology will be registered as student members of the society. The context for 												

this was noted in respect of the constitution, clause 4.3 in which interns and master students will fall under the Associate membership category and would thus not be able to qualify for the reduced student membership fee.

Proposer: Lani Martiny
Seconded: Hennie Kriek

2. Establishment of the SIOPSA office structure: The Treasurer shared the discussions held at the Executive Management level, around the proposal for the set up and establishment of a SIOPSA office and organisational structure, with the aim of providing infrastructure and support to realize the potential of the society, and in particular the SIOPSA 2020 vision. It was noted that the proposal envisage SIOPSA occupying a physical space and have it run as a business, with full time employees, including (1) office manager/conference co-ordinator (full day); (2) office administrator (full day); (3) financial clerk/bookkeeper (half day). The president drew the AGM's attention to the fact that the services were already being outsourced, so there are funds currently going to these services and the motion on the table is to be granted a mandate to in-source these services. The Treasurer shared the current and proposed costs with the current model and proposed model. Members questioned the costs presented and proposed that the cost be properly quantified. A proposal was put forward that in principle the Executive go ahead with investigating the proposal further, and to engage with members in terms of their raised concerns so that the matter would not stand over to the next AGM. Member suggested a budget limit to the proposal: i.e. like for like basis with the only addition being the office space.

Proposed: Theo Veldsman
Seconded: Michael Cloete

10. Constitutional Amendments
 No constitutional amendments were put forward. Members were informed that in the next reporting period, keeping in line other international bodies, the Executive would like to look at the titles of the president and president elect to vice president.

11. Membership ratification
 Refer to electronic presentation.

The current membership of the Society at June 2011 was as follows:

Categories	Members as at June 2011
Affiliate	2
Associate Members	169
Fellows	6
Full Members	360
Honorary Members	12
Student Members	72
International Affiliate	4
Total	625

Proposer: Suki Goodman
Seconded: Kevin Distiller

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	note from the above figures (1) How busy the SIOPSA Administration Office was – dealing with roughly 908 individuals (2) The need to promote SIOPSA better, be better at marketing to get the 283 guests as members.								
12. 12.1	<p>Matters for discussion</p> <p>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><i>Proposer: Theo Veldsman</i> <i>Seconded: Fred Guest</i></p>								
12.2	<p>CPD Accrediting Institution</p> <p>The President requested a motion that once there is a CPD committee and office structure that the Executive strongly look into taking up the proposal of being an accreditor for CPD Provider. This could be seen as a positive income stream. The possible conflict of interest was noted, but clarity was provided in the SIOPSA will not accredit its own activities but those of others.</p> <p><i>Proposer: Fred Guest</i> Seconded: Simon Shane</p>								
13.	<p>Confirmation of Executive structure</p> <p>The President confirmed the executive structure for 2011/2012:</p>								
13.1	<p>Confirmation of President</p> <p>Andrew Johnson</p>								
13.2	<p>Confirmation of Management Committee</p> <table> <tr> <td>Nadene Venter</td> <td>Past President</td> </tr> <tr> <td>Karel Stanz</td> <td>President Elect</td> </tr> <tr> <td>Andre Westraat</td> <td>Treasurer</td> </tr> <tr> <td>Marina Grove</td> <td>Secretary</td> </tr> </table>	Nadene Venter	Past President	Karel Stanz	President Elect	Andre Westraat	Treasurer	Marina Grove	Secretary
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13.3	<p>Election of President-Elect</p> <p>Karel Stanz was nominated as President-Elect. No other nominations were circulated; therefore the President requested a condonement from the AGM to have Karel Stanz as the official President Elect.</p> <p><i>Proposer: Suki Goodman</i> <i>Seconded: Gerhard van der Merwe</i></p>								
13.4	<p>Election of the Executive</p> <p>The following nominations for re-election were proposed:</p> <ul style="list-style-type: none"> • Fred Guest • Louise Niemand • Nicola Taylor • Aletta Odendaal • Anton Schlechter <p><i>Proposer: Theo Veldsman</i></p>								

	<i>Seconded: Kevin Distiller</i>
13.5	<p>Election of Ex-Officio Members</p> <p>PAI PAI AGM was meant to be held before the SIOPSA AGM, unfortunately no one arrived – It was proposed that we use the SIOPSA AGM to put a chairperson forward for PAI. Aletta Odendaal shared that all PAI Members are SIOPSA Members and proposes Kim Dowdeswell as Chair of PAI</p> <p>IGCCP The president confirmed Anna-Rosa le Roux as the newly elected IGCCP Chair, who was elected at the IGCCP AGM during the May 2011 conference.</p> <p><i>Proposer: Fred Guest</i> <i>Seconded: Nicola Taylor</i></p>
13.6	<p>Regional structures</p> <p>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>
13.7	<p>Vacancies</p> <p>As per the committee based structure there are currently 2 vacancies on the executive (1) Marketing and Communications; (2) Conference. The following nominations from the floor were received and accepted:</p> <p>Sylvia Baloyi <i>Proposer: Andrew Johnson</i> <i>Seconded: Nicola Taylor</i></p> <p>Ester Kruger <i>Proposer: Marina Grove</i> <i>Seconded: Fred Guest</i></p>
14.	<p>Closure</p> <p>The next AGM will be held in conjunction with the International Congress of Psychology in July 2012 in Cape Town, or alternatively the Executive will hold an AGM more regionally. The President thanked everyone present for making the time available to attend the Annual General Meeting. The AGM was adjourned at 18:55.</p>
15.	<p>Source documents</p> <ol style="list-style-type: none"> 1. SIOPSA Annual report 2010/2011 2. AGM Presentation, 27 July 2011

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President: SIOPSA

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Date