

# SOCIETY FOR INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY OF SOUTH AFRICA

## Minutes of the SIOPSA Annual General Meeting

held at the CSIR, Pretoria  
on the 22<sup>nd</sup> of July 2014 at 18:00

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### PRESENT

William van Aarde	Frik Nortje
Talitha Muller	Johan Olwagen
Denise du Toit	Nanette Tredoux
Lynn Ribton-Turner	Deon Meiring
Frans Cilliers	Sharon Munyaka
Shirleen Titus	Roelf van Niekerk
Nadene Venter	Leoni van der Vaart
Anna-Rosa le Roux	Marius Stander
Tinus Voges	Gail Wrogemann
Elrie Botha	Ederick Stander
Lene Jorgensen	Aletta Odendaal
Ceridwen Hongie	Andrew Johnson
Danie Oosthuizen	Karel Stanz
Dirk Geldenhuys	Dieter Veldsman
Lylie King	Alison Felix
Andre Lombard	Aretha van der Merwe
Kim Dowdeswell	Hema Parbhoo
Esther Slabbert	Lourens van Schalkwyk
Carin Bergh	Steven Breger
Llewellyn van Zyl	Andre Westraat
Hennie Kriek	Manoko Matlala
Jorn Dannheimer	Theo Veldsman
Fred Guest	

### Minute takers:

Manoko Matlala – MANCO Secretary.

Juliette Erasmus - Present as non-elected representative.

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**Note:**

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

1. SIOPSA Annual report 2013/2014.
2. AGM Presentation/s, 22 July 2014.

Item	Minute
1.	<p><b>Welcome</b></p> <p>Andre Westraat opened the meeting and welcomed all present. He thanked them for staying for the meeting after a long day of Conference proceedings.</p>
2.	<p><b>Present and Apologies</b></p>
3.	<p><b>Adoption of Agenda</b></p> <p>The Agenda was presented and adopted by the following members.</p> <ul style="list-style-type: none"> <li>• <b><i>Fred Guest</i></b></li> <li>• <b><i>Schalk Lourens</i></b></li> </ul>
4.	<p><b>Confirmation of voting procedures</b></p> <p>Voting procedures were confirmed. The meeting was restricted in terms of section 5.1 of the constitution of SIOPSA, to members that are entitled to vote as follows: -</p> <p>(1) Full/Fellow and Honorary Members can vote on amendments to the constitution as well as election of the president.</p> <p>(2) Associate members can vote on any matter other than the above.</p> <p>(3) In terms of 5.4 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.</p> <p>Voting cards were made available for voting procedures for all voting members.</p>
5.	<p><b>Confirmation to Quorum</b></p> <p>The number of members required to be present in order to form a <b>quorum</b> was confirmed as sufficient.</p>
6.	<p><b>Confirmation of Minutes of the previous AGM held on 23 July 2013</b></p> <p><b>Proposer:</b> <b><i>Aletta Odendaal</i></b></p> <p><b>Seconded:</b> <b><i>Aretha van Der Merwe</i></b></p> <p>The minutes of the AGM held on were accepted as a true and accurate reflection of</p>

	<p>the previous meeting.</p> <p>Members were advised that copies of the previous minutes are available on the SIOPSA website.</p>
<b>7.</b>	<p><b>Matters arising from Minutes of AGM 23 July 2013</b></p>
<b>7.1</b>	<p>Membership Fees</p> <p>This matter will be/was addressed in the Agenda.</p>
<b>8.</b>	<p><b>Chairman's Report</b></p> <p>To be read in conjunction with the Annual Report 2014 as posted on the SIOPSA website.</p> <p><b>8.1 Exco Team</b></p> <p>Andre Westraat extended a word of thanks for the support he received from the SIOPSA Exco during his term. He indicated that he was humbled by the professionalism and effort they demonstrated throughout the year.</p> <p><b>8.2 Strategic Focus</b></p> <p>The outgoing President presented the Aspiration to Implementation Strategy which is aligned to the 4 SIOPSA dreams. He explained the process EXCO undertook in the compilation of this implementation plan whose imperative is to move SIOPSA forward and to help transform the society and enhance delivery to the profession as a whole.</p> <p>TV congratulated EXCO on this initiative and further proposed that they should also consider focussing on capacity building and thought leadership within the profession.</p> <p>AJ also suggested that the AGM should charge EXCO with implementation and no further refinement of the strategy as this was done over 3 presidencies. He suggested that it be noted and confirmed this strategy is the roadmap for SIOPSA going forward.</p> <p>AO also asked for clarity whether mentorship for students includes/implie internships.</p>

	<p>This was confirmed.</p> <p><b>Adoption of the Strategy:</b></p> <p><b>Proposer:</b> <i>Andrew Johnson</i></p> <p><b>Seconded:</b> <i>Lourens van Schalkwyk</i></p>		
<p><b>9.</b></p>	<p><b>Treasurer's Report</b></p> <p>AL presented the report and indicated that the figures stated will refer to the interim statement as at 30 June 2014 as there are currently no audited statements due to the shortened year which came about when SIOPSA resolved to change the financial year cycle.</p> <p><b>Proposer:</b> <i>Theo Veldsman</i></p> <p><b>Seconded:</b> <i>Nadene Venter</i></p>		
<p><b>9.1</b></p>	<p><b>Salient points</b></p> <p><b>9.1.1 Financial position:</b> It was noted that the preliminary net surplus for the Society was R 394 700.</p> <p><b>9.1.2 Interim notes.</b> It was reported that the following factors had an impact on the positive balance.</p> <ul style="list-style-type: none"> <li>- Decrease in expenses, increase in revenue, rigorous debt management, and new technology based payment initiatives as well as the new satisfactory return on the Society's investment at Stanlib.</li> </ul> <p><b>9.1.3 Future Outlook:</b> Members were encouraged to complete evaluation forms suggesting a date for Conference 2015. Feedback from the forms will be used to get a directive on alternative venues.</p> <p>Theo Veldsman Also thanked the Treasurer for carefully handling the Societies fees.</p> <p><b>9.1.4 Membership Fees 2015</b></p> <p>The following fee structure for 2015 was proposed and accepted by the AGM.</p> <table border="1" data-bbox="336 1962 1203 2029"> <thead> <tr> <th data-bbox="336 1962 906 2029">Membership Category</th> <th data-bbox="906 1962 1203 2029">2015 Fees</th> </tr> </thead> </table>	Membership Category	2015 Fees
Membership Category	2015 Fees		

Full Members	R950.00
Associate Members	R950.00
Student Members	R150.00
Affiliates	R850.00
Foreign Affiliates	R950.00

Exco was tasked to further review funds for foreign affiliates and consider cheaper rates for developing countries as well as to pursue corporate membership options.

***Proposer: Johan Olwagen***

***Secunder: Andrew Johnson***

## **9.2 Appointment of Director of Operations for SIOPSA**

AW together with KD presented the rationale for the appointment of a Director of Operations for SIOPSA against the background of the strategic imperative as adopted earlier. This included a focus on key job objectives which include operationalizing strategy, driving and growing the SIOPSA brand as well as governance and day to day operations.

It was suggested that the title of the position be the “Chief Operations Officer”, in line with other similar organisations.

This proposal was accepted and adopted as follows:-

***Proposer : Deon Meiring***

***Secunder: Llewelyn van Zyl***

KD further presented the funding parameters for the role and whether the role should be full or part time. She indicated that these will be explored further to ensure that the most beneficial position is adopted for the Society. Confidence in funding of the role to ensure sustainability without dipping into the investment fund was also

expressed.

It was also reported that a review of SIOPSA's registration/legal status will be undertaken to enable the appointment of office-bearers without adverse implications.

Requested AGM to approve appointment with the aim of the incumbent starting work by 1 November 2014.

Adoption: -

**Proposer: Fred Guest**

**Seconder: Aletta Odendaal**

**10. Annual Report**

**Proposed: Theo Veldsman**

**Seconded: Nadene Venter**

**11. Membership ratification**

Refer to electronic presentation.

The current membership of the Society at June 2014 was as follows:

<b>Categories</b>	<b>Members as at June 2014</b>
Affiliate	4
Associate Members	102
Fellows	4
Full Members	296
Honorary Members	15
Student Members	139
International Affiliate	76
Guests	772
<b>Total</b>	<b>1408</b>

**Proposer: Aleta Odendaal**

**Seconded: Andrew Johnson**

<b>12.</b>	<b>Constitutional Amendments</b>
<b>12.1</b>	<p>It was reported that this process had been held back pending the adoption of the new strategic imperative.</p>
<b>13.3</b>	<p><b>Election of President-Elect</b></p> <p><b>Llewellyn van Zyl</b> was voted in and appointed as the new President-Elect.</p> <p><b>E-CPD/CPD Portfolio</b></p> <p><b>Edrick Stander</b> was nominated for and accepted the EXCO role for the E-CPD/CPD Portfolio.</p> <p><b>Adoptions</b></p> <p><b>Proposer: Steven Breger</b></p> <p><b>Seconded: Aletta Odendaal</b></p> <p>AJ raised a concern regarding transformation within the Society. It was resolved that EXCO should develop a comprehensive plan to address the issue as a matter of urgency. KD committed to take this on as a priority issue.</p> <p>Kim Dowdeswell addressed the meeting as incoming President for 2014/2015. She thanked Andre Westraat for the new energy injected into the Society during his tenure. She implored the new EXCO to be ready to hit the tarmac in line with the new strategic imperative.</p> <p>JO thanked Shirleen Titus for arranging Conference 2014, which was a roaring success.</p>
<b>14.</b>	<p><b>Closure</b></p> <p>The next AGM will be held at the 17<sup>th</sup> Annual Conference in 2015. Venue to be confirmed at a later date.</p> <p>The outgoing President thanked everyone present for making the time available to</p>



	<p>attend the Annual General Meeting.</p> <p>The AGM adjourned at 19:44.</p>
<p><b>15.</b></p>	<p><b>Source Documents</b></p> <p>Annual Report 2014/2014</p> <p>AGM Presentation 22 July 2014</p>

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 President: SIOPSA

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 Date