



SIOPSA

Society for Industrial and Organisational Psychology of South Africa

2017 SIOPSA ANNUAL REPORT

Executive Committee 2016/2017

MANCO

President.....	Manoko Ratala
Past President.....	Llewellyn van Zyl
President Elect / Strategic Alliances / Sustainability.....	Shirleen Titus
Treasurer / SIOPSA Office.....	William van Aarde
Secretary.....	Alison Felix
Transformation.....	Kim Dowdeswell
Membership Services.....	Candice Booyen
Membership Growth.....	Zunica Ermel
Marketing and Communication.....	Neo Mamathuba
CPD Professional Practice.....	Deon Meiring
External Affairs.....	Andre Westraat
SIOPSA Foundation.....	Carin Bergh
SIOPSA Academy.....	Lourens van Schalkwyk
	Pumla Hako
Conference.....	Anne Buckett

INTEREST GROUPS CHAIRPERSONS

Interest Group Psychological Assessment (PAI).....	David Bischof
Interest Group Coaching & Consulting Psychology (IGCCP).....	Anna-Rosa le Roux
Interest Group of Socio Psychodynamic Organisation (IGSPO).....	Frans Cilliers
Interest Group for Applied Neuroscience (IGANS).....	Dirk Geldenhuys
Interest Group for Positive Organisational Psychology (IGPOP).....	Marieta du Plessis
Chair: Interest Group Psycho – Legal.....	Barbara Donaldson
Chair: Interest Group for Psychometry Professionals.....	Thenjiwe Msomi

REGIONAL CHAIRS

Branch Chair: Pretoria.....	Francois de Wet
Branch Chair: Johannesburg.....	Nompumelelo Shezi
Branch Chair: Western Cape.....	Adrian Parsadh
Branch Chair: Kwazulu-Natal.....	Holly Glaesar
Branch Chair: North West.....	Marissa de Klerk
Branch Chair: Eastern Cape.....	Sharon Munyaka

SIOPSA FELLOW MEMBERS

Prof. Gert Roodt
Late Prof. Johann Scheepers
Late Prof. Deo Strümpfer
Prof. Sebastiaan (Ian) Rothmann, Sir
Prof. Ricky Mauer
Prof. Theo Veldsman
Prof. Aletta Odendaal

SIOPSA HONORARY MEMBERS

Prof. Llewellyn van Zyl
Prof. Frans Cilliers
Prof. Dirk Geldenhuys
Kim Dowdeswell
Fred Guest
Dr. Andrew Johnson
Prof. Hennie Kriek
Dr. Rod le Roux
Prof. Ricky Mauer
Kasthuri Nainaar
Stephen Renecke
Prof. Naas Raubenheimer
Prof. Anton Schlechter
Dries Schreuder
Prof. Hermann Spangenberg
Prof. Marius Stander

Prof. Karel Stanz
Prof. Andrew Thatcher
Prof. Joppie van Graan
Dr. Jopie van Rooyen
Dr. Leon van Vuuren
Nadene Venter
Prof. Leo Vermeulen
Andre Westraat
Dr. Ralph Wortley
Prof. Melinde Coetzee
Andre Lombard
Aletta Odendaal
Prof. Sebastiaan (Ian) Rothmann, Sir
Dries Schreuder
Andre Lombard



Company Background

SIOPSA is a member-based, non-profit organisation established to enhance the Industrial and Organisational Psychology profession in South Africa.

As human behaviour specialists in a workplace, SIOPSA translates the scientific body of industrial and organisational (IO) psychology knowledge into fit-for-purpose practices to promote business objectives, and help employees flourish. To this end, SIOPSA exists to serve its members and strives to create conditions in which IO psychologists will be able to deliver efficient and effective services to the benefit of all in South Africa.

Vision

To establish the benefits of IO Psychology as a profession and SIOPSA as the leading professional society on “people matters” in the workplace.

To create a professional society with which all current and future IO Psychologists in our country want to be associated.

To establish SIOPSA as a self-regulatory body for IO Psychologists in South Africa.

To run SIOPSA based on effective business principles, with services, to its members and other stakeholders.

Mission

Our mission is to help develop a fair and humane work environment, enabling people to reach their full potential and experience a high quality of work life in South Africa. To this end, the Society strives to create conditions in which Industrial and Organisational Psychologists will be able to deliver efficient and effective services to the benefit of all in South Africa.



President's Report

At the beginning of this reporting year, we set out to create growth through collaboration, relevance and inclusivity within our profession. This remained our theme for the year as well as the 19th SIOPSA Conference. It has been a somewhat long and winding road full of challenges and undoubtedly personal and organisational lessons. At most, our belief in the SIOPSA 2020 dreams, our strategic focus as well as our proficiency in our own profession was tested. And, it is with pride that I announce that the SIOPSA Exco team, tasked with the responsibility of implementing the strategy and looking after the wellbeing of the Society, has passed this test.

It is with great pleasure that we present to you the 2016/17 Annual Report of the Society for Industrial Psychologists South Africa. The report is meant to convey, in a concise manner, the numerous programmes, engagements, actions, challenges and accomplishments of the Society during the past twelve months. Considering a rather a significant period is covered it means that what follows is, of necessity, a synopsis of the organisation's activities.

The twelve months to date have been rather eventful for SIOPSA. The Executive and the Presidency in particular have been kept quite busy with various matters often requiring swift and well thought out responses. In this respect the leadership has been very responsive, going beyond the call of duty, working at the oddest hours. It is often not realised that the elected officials work in a voluntary capacity for the Society and are all in full-time employment outside of the Society. In this regard I express my thanks to all who have served the organisation over the past year, and who have helped take SIOPSA forward in very significant strides, boasting substantially increased, stature and influence, as is evident in the pages to follow.

The SIOPSA Exco looks forward to engaging with members on the Annual Report and encourages participation in the general functioning of the Society. As the nationally representative association for IO Psychology professionals, SIOPSA values input, comment and suggestions aimed at enhancing the Society's functioning and service to its members. Of course, in addition to our duty to members, we have a firm commitment to work towards the betterment of the IO profession, our Society and the broader community. On behalf of the SIOPSA Executive, I wish you well in all that you do.



Manoko Ratala
SIOPSA President 2016/2017



From The President - Elect.

Governance

The President-elect is a full member of the Society, and elected by a secret ballot at the Annual General Meeting, from the persons nominated. The President-elect then becomes a member of the Executive Committee, which consists of a President, past President, President-elect, Treasurer, Secretary, Regional Group Chairpersons and Interest Group Chairpersons. The quorum for meetings of the Executive Committee is established through the presence of the President, Past President or President-elect.

The President-elect is also a member of the Management Committee who is selected and empowered by the Executive Committee to initiate and influence the decision-making regarding day-to-day activities of the society. The Management Committee is required to respond to urgent matters and to issue statements on behalf of the Society. Decisions of the Management Committee are achieved by the majority vote principle.

The portfolio of the President-elect includes reviewing the activities and progress of all the different regional branches and interest group committees. This is achieved through planned conversations and evaluating the strengths and opportunities available in each area. Apart from volunteering their time, Branch Chairpersons and Interest Group Chairpersons deal with several barriers and limitations of scarce resources in order to implement activities and host events. My role is to facilitate the support given by the SIOPSA operational team or any other member of the Executive Committee.

Delivery of Strategic Intent

As reinforced by the mandate from our members, one of the main drivers for 2016/17 was to bring alignment and thus to strengthen the collaborative efforts of the branches and interest groups. The alignment and integration focus of events was achieved and directed through the SIOPSA Academy. It is anticipated that the impact of this collaborative approach for the execution of the events will create alignment for delivery of SIOPSA's strategic intent in all regions. By doing this SIOPSA will satisfy their members nationally as they are experiencing and sharing similar learning opportunities and insights into the same topics.

A few challenges during 2016/17 include timing and pace to establish the Executive Committee, mainly as a result of the transient composition of the team. Members of Executive Committee are required to provide full details of the macro-plan for their area within two to three weeks after the Annual Conference. The aim is then to hold formal one-to-one conversations on a quarterly basis and track the branch and interest group activities against agreed plans. This initiative, was introduced in the past year, albeit with a slow uptake in building momentum in planning for the year. The conversations to initiate actions were facilitated in the 1st Exco meeting which was only held in October of 2016. With annual changes in the composition of the Executive Committee, the current aim will continue to be challenging. Despite the constraints, the conversations were fruitful and many of the Executive Members felt inspired by the opportunity for engagement and to give recognition for outcomes achieved.

Sustainability

One of the projects the President-Elect was involved in during this last year was the response to the Office Efficiency project which was proposed at the Annual General Meeting in July 2015. The SIOPSA members mandated the Executive Committee to review the efficiency of the Office as well as the associated operational costs. SIOPSA's financial position, and amongst others the cost of salaries.



From The President - Elect.

The aim of this project was to align the organogram to SIOPSA's strategy, and the outcome resulted in:

- A critical review of the four-existing permanent SIOPSA roles: content, efficiency and alignment to SIOPSA 2020.
- Enhancement of to the Office Manager and Office Administrator roles.
- Review of the outcomes of the COO and Financial Controller roles.
- External benchmarking of salaries to ensure the Society pays market related salaries.

As a direct consequence of this operational review and restructure, the initial incumbent in the position of Office Administrator became redundant. Implementation of the above was done through a fair consultation process in terms of current labour legislation. Much appreciation goes to the support provided by the then Chief Operating Officer, the Treasurer, and Secretary.

SIOPSA continued to review its operational requirements in order to align it better to the SIOPSA strategic and the sustainability objectives. The COO voluntarily resigned in March of 2017, and in light of the dynamics that ensued as well as the financial vulnerability of the Society, the filling of this role was suspended. Exco resolved that need for such a role and its content be reviewed once the financial position improves. The roles that are now remaining within the operational structure of the society are the following: 1) Financial Controller, 2) Head of Marketing, Communications and Events and 3) Customer Support and Administration role.

The key challenge for the role of President-elect is to ensure sufficient time for thorough consultation and mutual agreement at Management Committee level. Making courageous trade-offs when resources are limited is critical, as is creating strategic alignment and focus amongst the Executive Committee members. Going forward and embracing the lessons learnt, there is an opportunity to reframe the dynamics and engagement of the Executive Committee, which engenders trust and offering support to mobilise key national activities and keep progress on-track.

Reflections and Way Forward

The role of our many volunteers is appreciated and gratitude is always expressed for their time and energy for this purpose-driven appeal. Therefore, to have the mindset of 'being in service to others and therefore willingly contributing to the greater good of the society and the wider stakeholder community' helped this role to remain optimistic and resilient in the last financial year.

As professionals, we face immense challenges in our private work spaces and we understand that change is inevitable. It is for this reason that despite the inevitable environment of uncertainty and ambiguity in key decision-making processes, one trusts and knows that the next financial year ahead will continue to show further growth and stability for our people and the society.

Personally, my pledge towards all our members is to see the year 2017/18 through with the same level of focused leadership, courage, commitment and optimism shown. My strong conviction and faith is in knowing what it will take from an Executive Committee to increase the social capital, and as a result increase the organisational effectiveness and societal impact of SIOPSA.

Sincerely,
Shirleen Titus

Treasury Report

Introduction

As with most businesses and NGO's in South Africa, SIOPSA did not escape to economic challenges of the past couple of years. We saw the effect of that in our rather slow growing membership base and moderate attendance of our events. Given the past financial losses SIOPSA incurred in pursuit of the 2020 Vision austerity measures were put in place to cut back on preventable expenses whilst at the same time ensure a sound marketing and administrative platform to operate from in order to strengthen current income streams and find alternative ways to increase revenue, all with the aim to move SIOPSA into a financially stable and profitable situation.

The Financial Plan

In line with the 2016 AGM approval to allow for more accurate financial reporting at the time of the AGM at the yearly July conference, the SIOPSA financial year end has been amended to end on February each year, resulting in the current financial reporting period to be extended to 28 February 2018, covering a reporting period of 19 months. With the possible structural changes to Exco portfolios and SIOPSA Office, tabled for discussion at the upcoming 2017 AGM, it is recommended that the 2018 budget be drawn up only after the 2017 AGM. This report will therefore cover the 2016 Financial Statements and report on the actual financials from 1 August 2016 to 30 June 2017 (11 months) and then project financials to 28 February 2018, based on the 2017 budget.

The 2017 Highlights (excerpts from COO handover report)

Office Efficiency Project

In May 2016, an office efficiency project was commissioned by the then President (Llewellyn van Zyl) and Treasurer (André Lombard). This project was in line with Strategy Goals 2 and 4 and ran from May 2016 to November 2016.

The objectives were to:

- Align the office structure and core functionality to SIOPSA Strategy 2020;
- Build in-house capability on some core functions;
- Optimise efficiency; and
- Reduce the cost base.

Additional options for a lower cost base included:

- Headcount reduction and managing the overflow by outsourcing some functions;
- Salary benchmark for all jobs;
- Salary increase freeze for 2016/2017 or until the situation changes;
- Reduced work week for all roles; and
- Bonus pay-out in terms of time off/additional leave or personal development as opposed to monetary awards such as a 13th cheque. The rationale being that these incentives constitute an indirect cost for SIOPSA and do not affect cash flow.

The SIOPSA Office fulfils shared services across the different portfolios and ensures continuity and consistency. Suitably skilled employees who are enabled and encouraged to participate in the relevant portfolios should add tangible value to the work of the portfolios and help lessen the load. Core functionality of the Office comprises the following elements, as informed by SIOPSA Strategy 2020:

- Knowledge dissemination
- Marketing and communication
- Membership services and growth
- SIOPSA as a CPD Accreditor
- General administrative support and other enabling services
- Finance

In clarifying the expertise and responsibilities necessary to deliver on the strategy, two distinct roles emerged while one role fell away. The two new positions are Head of Marketing, Communications and Events; and Customer Support and Administrator. These expanded positions to respond to SIOPSA Strategy 2020 resulted in the position of Office Administrator becoming redundant.

Four positions emerged – each with a job description that takes ownership of the core functions as follows:

- **Job 1:** Head of Marketing and Events
 - o Marketing and Communications;
 - o Knowledge dissemination via Academy and any other events; and
 - o Annual Conference.
- **Job 2:** Customer support and administration
 - o Membership services and growth: all customer enquiries;
 - o SIOPSA as CPD accreditor;
 - o General administrative support and other enabling services; and
 - o Support to financial administrator.
- **Job 3:** Financial Controller (FC)
 - o As per current job description, but with increased hours – from 20 to 25 hours per week.
- **Job 4:** Chief Operating Officer (COO)
 - o Position currently under review following the resignation of previous incumbent

Cost was incurred to execute the Office Efficiency Project in terms of the retrenchment of one staff member (R32 699.84) and recruitment and assessment costs (R101 574.00). The expected return on investment over the medium term is:

- Improved efficiencies; and
- Market-related salaries.

SIOPSA Academy

As part of SIOPSA Strategy 2020, it was agreed that SIOPSA should continuously strive towards making as many opportunities available for sharing knowledge and expertise to empower its members and the broader business community. Creating a SIOPSA Academy was selected as the mechanism to fulfil this need.

The SIOPSA Academy is a mechanism for knowledge brokering in a virtual, not-for-profit organisation with many diverse members spread across the country. It's aim is to build on existing learning from tertiary institutions, the internship programme and CPD offerings to enhance and elevate IO psychology as a profession by sharing knowledge.

The SIOPSA Academy webpage was built by Flint and went live on the SIOPSA website in September 2016. It was done on a platform – Wordpress – that allows total flexibility regarding the upload of information. The Head of Marketing and Events maintains this section of the website.

CPD

During 2015/2016, SIOPSA applied to the HPCSA for CPD accreditor status in the field of IO Psychology. On 23 November 2015, the HPCSA informed SIOPSA that it had approved the Society's application for recognition as an accreditor of Industrial Psychology CPD activities.

SIOPSA felt that a sufficient motivation existed to expand its CPD activities to also include the category of psychometry. A letter of motivation to this end was sent to the HPCSA at the end of January 2016. A favourable response was received from the HPCSA, enabling the Society to become a CPD accreditor in the field of Psychometry.

The CPD committee commenced with the implementation of the CPD project. Areas of focus include review, judgement as well as compliance.

Office Move

Another endeavour to cut costs (as per SIOPSA's profit improvement plan) without compromising on the professionalism of the office involved moving the SIOPSA offices to a new location. The move to SIOPSA's new offices at Regus Southdowns was completed in January 2017.

PPS

An agreement with the Professional Provident Society (PPS) was signed at the beginning of 2016. This means that all students who become members of PPS (membership is at no cost) will have their SIOPSA membership fees paid by PPS – unconditionally; students are under no obligation whatsoever to buy PPS' products. A sponsorship of R30 000 also followed. The number of student members increased substantially since this agreement. A new agreement was signed in 2017 and the PPS sponsorship was increased to R50 000.

The Challenges

Debt

Debt continues to be actively managed and pursued by the Office as well as a vendor (Credit Intel), with the main focus to collect revenue and to prevent SIOPSA from accumulating a large debtors' book.

Website

Service provider Flint has been responsible for the SIOPSA website since 2012/2013. SIOPSA experienced constraints around the uploading of information and general maintenance of content.

Late in 2015, the service level agreement as per SIOPSA's profit improvement plan was renegotiated, resulting in a reduction in hours from twelve to five hours' work per month spent on hosting costs and general maintenance in terms of security. The agreed upon SLA was signed in February 2016 by then President, Llewellyn van Zyl.

In September 2016, the current President ratified the commencement of a Web redesign project. The two key requirements for the new website are:

- management and maintenance are decentralised, and
- the different systems within SIOPSA are integrated for increased efficiency.

The process towards a new website was agreed to by Exco during the Exco meeting held in February 2017. Two proposed stages prior to appointing a new service provider are:

- The scope of work flow to ensure integration with, among others, the financial function; and
- To obtain three quotes for a new website meeting the SIOPSA requirements

A project lead is still to be identified and the newly appointed Head of Marketing and Events should be closely involved in this project, as well as the Financial Controller.

In pursuit of a being a one-stop service for members, a Web space for professional and regulatory body details/ purpose/contact, should be created. This task will commence once the website has been redesigned.

As agreed at the Exco meeting on 9 February 2017, the design and commission the building of a new website will reach, amongst others, the following goals:

- Enhanced customer experience;
- Integrated systems (database and finances);
- Facilitating 'one-stop-service' functionality; and
- Decentralised upload of content on Web.

Cashflow

Two specific interventions to address cashflow challenges included:

- An early bird conference registration offering, initiated in 2015, where only those who renew their membership before October, receive a reduced conference booking rate; and
- The change of the SIOPSA financial year dates from 1 August – 31 July to 1 March – 28 February.

Going Forward

As per the SIOPSA Operational Plan the following actions will continue to receive attention:

- Develop and implement a three-year rolling financial plan, focusing on:
 - o Growth – a sustainable increase in members and additional revenue streams, grounded in a considered growth plan;
 - o Diversified income ratio to de-risk SIOPSA; and
 - o Profitability – develop and implement a PIP (building on the previous PIPs).
- Develop a pricing strategy to ensure optimal and acceptable pricing.
- Establishment of a Financial Committee.



Financial Position July 2016/17/18

SIOPSA 2016 Annual Financial Statements (Period 1 August 2015 to 31 July 2016)

SIOPSA reported a loss for the financial year ending 31 July 2016 of R491 054 compared to a loss of R115 309 in the prior year. The significant contributor to this increase in loss was the overstated Trade and other Receivables in the prior year due to an oversight of supporting documentation provided to the previous Professional Accounting Firm. The error was only noted by the entity when performing a review of and correction of opening balances for the year ending July 2016, subsequent to the 31 July 2015 Annual Financial Statements being signed and issued on 30 May 2016.

During the prior year period the Pay-As-You-Earn Accrual for the pay period ending July 2015, payable on 07 August 2015 was not accrued for in the Prior Year Annual Financial Statements issued on 30 May 2016. Also, during the prior year period the Bonus Accrual for the pay period ending July 2015, payable by August 2015 was not accrued for in the Prior Year Annual Financial Statements issued on 30 May 2016.

SIOPSA 2017/2018 Financials

For due transparency, below the reported Income Statement figures for the 12 months ending 31 July 2016, actual figures for the 11 month period 1 August 2016 to 30 June 2017 and projected figures for the period ending 28 February 2018.

**Society for Industrial and Organisational Psychology of SA
Financials for the years ending 31 July 2016/2017/2018**

Statement of Comprehensive Income Figures in Rand	Actual Audited Jul'16 12mth	YTD Jun'17 11mth	Flex Budget Feb'18 7 mth
Revenue	3 074 713	2 032 765	1 702 912
Conference and Regional Events	2 388 711	1 190 029	1 071 603
Membership fees	605 733	638 682	479 051
Academy	42 500	149 808	70 614
CPD	7 769	54 246	31 644
Sponsorships	30 000	-	50 000
Cost of sales	1 177 552	379 273	1 068 866
Conference and Regional costs	1 109 279	237 338	983 818
Academy	21 645	111 685	63 048
CPD	14 750	-	-
Journals	31 878	30 250	22 000
Gross Profit / (Loss)	1 897 161	1 653 492	634 046
Other Income			
Dividends received	-	-	-
Interest received	79 536	-	-
	79 536	-	-
Operating expenses	2 467 750	1 821 621	906 783
Accounting Fees	26 892	8 145	800
Admin & Secretarial Fees	-	-	-
Bank Charges	17 428	10 827	7 874
Catering	382	5 213	2 607
Computer Expenses	93 264	84 886	101 053
Consulting Fees	7 281	101 574	-
Cleaning	-	-	-
Depreciation	11 317	-	-
Donations	5 500	15 000	-
Employee Costs	1 834 504	1 353 502	614 543
Entertainment & Refreshments Expenses	5 756	-	-
Insurance	5 131	4 844	3 523
Legal Fees	5 566	-	-
Marketing & Promotions	1 122	15 860	15 000
Office relocation fees	-	1 500	-
Printing & Stationery	538	844	-
Rental - offices	247 264	141 019	128 362
Reviewers remuneration	-	-	-
SARS penalties & Interest	-	-	-
Subscriptions	-	3 335	2 425
Telephone & Fax	23 866	24 781	18 023
Training & Recruitment	-	-	-
Travel & Accommodation	175 939	50 291	12 573
Surplus/Deficit for the year	(491 053)	(168 129)	(272 737)

Budget 2019 and 2018 Outlook

Due to the change in financial year end, now February of each year, the 2019 Budget to be drawn up after the AGM and to continue focusing on Operational Plan priorities.

From a financial viewpoint, current income streams to be continued and strengthened and alternative income streams to be investigated, whilst at the same time reduce costs.

William van Aarde
Treasurer

SECRETARIAL DESK

Membership and Ratification

One of the governance roles fulfilled by the Secretary is the ratification and approval of applications of new members to SIOPSA, as is required by the SIOPSA Constitution. The ratification process involves the confirmation of membership applications in all categories as selected by our new and long-standing members on the online platform. This process has run smoothly throughout the year with minimal membership queries and no contestations by new members of the membership category they had been allocated. All queries have since been resolved timeously and amicably.

A surge of applications for membership were observed in August and October 2016 which can be directly attributed to the special discount for early membership registration and payment of annual membership fees. A similar surge in membership applications and renewals was also observed in late June and July 2017. It is presumed that this surge is related to the registration for the Annual Conference, where members receive a sizable discount. The Secretariat would like to remind all our members that the financial year runs from AGM to AGM, and therefore, late applications/ratifications translate to members limiting their access to the other benefits available to SIOPSA members throughout the year. Nevertheless, a positive impact on the growth of the membership in 2016-2017 was realised.

Below is a summary of members ratified between August 2016 – July 2017.

MEMBERSHIP CATEGORY	2015/2016	2016/2017 PAID	2016/2017 INVOICED
Honorary	24	28	28
Fellow	5	5	5
Full	475	376	497
Associate	123	118	122
Foreign Affiliate	3	1	1
Affiliate	4	5	5
Emerging Psychologist	38	34	34
Student	163	135	135
Total	835	702	827

SIOPSA's Constitution represents the guiding principles for SIOPSA. Society growth, the effective accomplishment of SIOPSA's operating plan objectives and the Society's current economic situation necessitated a comprehensive review of the SIOPSA Constitution to ensure that it remains aligned to the strategy and supports and continues to govern the growth and change initiatives of the Society. The review process involved inputs from EXCO members and the resultant suggested changes were uploaded and published on the SIOPSA website for member comment and further input as per the Constitutional requirement.

The main areas in the SIOPSA constitution which have been reviewed and amended relate to changes in the financial year end, enhancing membership and affiliate categories to reflect the increased membership and interest in the Society demonstrated by Psychometrists and Counsellors, and the composition and procedures of the Executive committee.

Alison Felix-Lodewyk
Secretary

Transformation

Transforming the Society: Driving the Sustainability of the IO Profession

In a country as diverse as South Africa, our profession as a whole and the Society in particular remains challenged with achieving transformation. Transforming SIOPSA is an initiative that the Society has been tackling for a number of years, originally articulated as part of the SIOPSA Dreams. Encouragingly, while the Society still has a lot of work ahead of us in this area, progress has been made and our members are seeing that progress.

For the past two years, work has been underway to investigate and better understand the issue of Transformation within the profession of IO Psychology and the Society. Andre Westraat played an instrumental role in formalizing the Society's approach to the Transformation Initiative, bringing together diverse perspectives and, through consultation with interested parties, formulating a number of short-, medium- and longer-term objectives for the initiative that were shared at last year's conference.

And we learnt an important lesson during the Transformation sessions held at last year's conference: the importance of balancing action with continued consultation. As a result, we have and will continue to consult, to ask our members to share their views of what the Society should be focusing on, while striving to achieve the aspiration of a diverse and inclusive Society.

With the drive for consultation and collaboration in mind, a key milestone achieved this year was the launch of the SIOPSA Transformation Survey. The 2017 survey provided a pulse check on members' perceptions of the current state of play, and is intended to run on an annual basis to track progress. Key findings from the survey include that while members feel that some progress has been made – such as shorter term activities focusing on starting to change the representation of the Society's leadership – still more needs to be done. "Transformation" means many things for our members: Change, Equal Opportunity, Inclusivity, Representative, and Growth, while a transformed SIOPSA is all of those things including a society that is continuously working to evolve the profession and better the world.

The focus of the Society's Transformation Initiative has pertained broadly to the profession of IO Psychology as a whole as well as to SIOPSA as the professional society for IO Psychology in South Africa. The feedback received in the survey supports the discussions held in the Transformation Work Session held with interested parties in May this year, highlighting the importance of broadening the conversation to promoting a diverse and inclusive environment and pursuing a sustainable future for SIOPSA.

The launch of the SIOPSA Interest Group for Transformation at this year's conference is the culmination of these discussions, and for me heralds the launch of what I believe will be an evolution in our approach to the Transformation imperative. The Interest Group's key purpose is defined as "driving sustainability of the profession", and will cover a number of pillars – including Diversity & Inclusion, Technology & Innovation, Building an IO Talent Pipeline and more – with the intention being to help continually transform the Society on many levels to ultimately ensure the sustained relevance of the profession.

EXTERNAL AFFAIRS PORTFOLIO

Portfolio overview and importance of the portfolio

The External Affairs Portfolio is entrusted with facilitating collaboration and the building of relationships with key stakeholders, positioning SIOPSA as a trusted advisor to business or the community on people matters and acting as ambassador for the profession of IO Psychology. To this end, the following subsuming goals are pursued within the portfolio

- Facilitating regular and timely liaison with Academia (Heads of Departments) regarding curriculum matters;
- Influencing the Professional Body / Board composition through interaction via various related portfolios;
- Establishing positive, mutually beneficial relationships with regulatory bodies and strategic government departments
- Creating sustainable partnerships with industries and business communities through SABPP, PsySSa and various MOU's;
- Establishing SIOPSA's status as leaders on people matters in the workplace and
- Educating the broader NGO/NPO community on the role and function of IOP

Portfolio targets and achievements for the reporting year

Targets	Achievements
Conduct regular workshops with Heads of Departments on key strategic imperatives/challenges.	2x HOD meetings hosted.
Lobby with decision makers/key stakeholders to 'market' any other nominations relating to professional bodies where IOP is relevant.	Ongoing / Per request, where inputs are needed.
Meet and lobby with Government Departments and establish a discussion agenda, outcomes/expectations or key touch points per constituent to ensure focussed lobbying.	Will commence once stakeholder matrix is completed.
Invite key stakeholders to participate in annual SIOPSA events	Ongoing.
Leverage current relationships to disseminate value to members Communique to members	Still to be drafted that outline benefits to be derived from current MOU's with various partners
Identify and target related organisations SIOPSA can forge symbiotic relationships of mutual benefit (either MoU or Affiliate Organisation)	2x MOU's to be signed at the SIOPSA 2017 Conference <ul style="list-style-type: none"> • Ethics SA • Botswana Association of Psychologists (BAPsy) Exploratory discussion held with <ul style="list-style-type: none"> • SABPP • JvR

External Affairs portfolio highlights for the 2016/2017 financial year

The Portfolio is proud of the MOU's to be signed at the SIOPSA 2017 Conference, as well as the continued exploration of mutually beneficial relationships to the benefit of the members of SIOPSA.

Areas for improvement and lessons learnt

It is vitally important for the Portfolio to remain closely aligned with the leadership direction provided by EXCO, and in particular MANCO, within which resides the collective institutional “short term memory” of the organisation. To this end, a suggestion is that the portfolio should be managed by the outgoing president who has a sitting on the MANCO, and has 1st hand knowledge of the “inner workings / decision making” in the Society. Many of the issues relate to strategic decisions / plans, and the portfolio holder needs to be “close to the action” to make a meaningful contribution.

Andre Westraat.

ACADEMY

Short portfolio overview

SIOPSA Academy is an Exco portfolio within SIOPSA, serving as a platform for the IOP fraternity to share knowledge and establish and expand the SIOPSA brand in knowledge sharing AND competence building among IOPs, and other interested parties, and to be an income generating stream for SIOPSA.

Importance of the portfolio

- The SIOPSA Academy portfolio is at the centre of SIOPSA's existence, continuous development of Industrial Psychologists to ensure alignment with the latest trends in the field.
- The SIOPSA Academy is also a recognised income stream.
- Value add to SIOPSA members, IOP community, as well as interested non IOP parties to take the 2020 vision forward and aid in emphasizing the IOP profession.

Portfolio targets for the reporting year

- Course – 4-6 events between October 2016 and June 2017.
- Budget income R200 000.
- Offer all SIOPSA events, including branch and interest group events in collaboration with the SIOPSA Academy.

Portfolio's achievements in this reporting year

- Academy has held successful events such as the Industrial Theatre and regional events.
- Income generated R72 000.

The operating environment in the 2016/2017 financial year: including trends in the market

- Financial pressure and economic down turn.
- Budget restraints from employer organisations and individuals.
- Competition with established event service providers.
- Despite the survey results indicating funds available for events, in reality many employers and individuals reported anecdotally a significant reduction in their budgets for training.
- Competitor training companies run as full time businesses, with huge budgets, rather large staff complements and marketing programmes.

What are the portfolio's key highlights for the 2016/2017 financial year?

- The introduction of two new members to the SIOPSA Office introduced a new era in SIOPSA. Under the guidance of the then COO settled rather quick into their new roles.
- Securing an international presented from Australia, and tentatively confirming a repeat of the event in October 2017.
- Presenting a joint event with SABPP.
- Guiding and assisting a new service provider and hosting a first event – Applied Theatre in the Workplace and securing further events in the latter half of 2017.
- A basic contract for SIOPSA Academy events compiled and used with success.
- Testing the profit sharing model successfully in real time.

What are the portfolio's key low-points for the 2016/2017 financial year? What lessons can we pick up from these?

- The untimely departure of the COO reduced the operating capacity of the SIOPSA Office which is paramount to the effectiveness of the SIOPSA Academy.
- Apparent lack of interest from various parties, e.g. branches, interest groups and individuals to understand the importance of the SIOPSA Academy as the avenue through which events should be offered in favour of creating a strong development and knowledge share brand for SIOPSA.
- It has been proposed that this portfolio (SIOPSA Academy) be outsourced to be operated as a development centre for SIOPSA. The facility would be able to generate its own income and also achieve the objective of distinguishing and position SIOPSA in the market of professionals.

What are areas of improvement?

- Understanding and consensus regarding the importance of the SIOPSA Academy in the larger SIOPSA strategy. All events to be offered in collaboration with the SIOPSA Academy.
- Leadership, longer tenure for various portfolios, closer involvement of HODs and elders.
- Full time SIOPSA Academy representative or outsourced SIOPSA Academy.
- Filling the COO position to manage the day to day execution of various functions in SIOPSA, viz. marketing, administration, liaison, etc.

Risks:

- Different role players keep doing what they have done in the old model and not adopting the new strategy and the importance of the SIOPSA Academy.
- Time, focus and capacity to pay more attention to the SIOPSA Academy.
- The SIOPSA Academy remains the key focus of the portfolio holder and not the entire SIOPSA Exco, Manco, HODs and members.

Opportunities:

- Each SIOPSA Exco, Manco and elder member, including the HODs to actively become event offering members through the SIOPSA Academy.
- Collaboration and Joint Ventures with larger institutions.
- Maintain and develop newcomers to the market with their event offerings, e.g. Applied Theatre, etc.

Outlook for the 2017/2018 financial year?

- Economic/Financial pressures will remain.
- In the absence of a COO the daily management and coordination of SIOPSA Academy events will remain constraint.
- Finding and securing new and additional event offerings will even be less effective than the current.

Lourens van Schalkwyk
Chair: SIOPSA Academy Portfolio 2016/2017
Supported by Pumla Hako

CONFERENCE

SIOPSA's annual conference is the pivotal event for both SIOPSA and its members. It is the culmination of the Society's combined efforts and many EXCO portfolio holders use the event to disseminate important information to the members. Therefore, the Conference Portfolio Team needs to be structured, organised, people oriented and committed to producing a consistently high-quality event.

This year SIOPSA welcomes a key member to the team, namely Zandile Mjyako, as Head of Marketing and Communications. Despite a steep learning curve and a substantial, multifaceted portfolio, Zandi has applied her years of skills and experience to shaping this year's conference.

This year we also aim to introduce some new technology and concepts at the conference. The first is the introduction of an Event App called Whova, which is being sponsored by Thomas International. This is part of our ongoing drive to making the conference experience seamless and effortless for everyone. The link to the Event App will be sent out to all confirmed and paid-up delegates. It will allow delegates to view the programme, create their own personalized agendas, connect with fellow colleagues, comment on sessions and upload photos during the event. Our second concept is an Industrial Theatre Production titled 'Earning Potential', which has been sponsored by Integrity International. This production uses theatre as a means to convey some key challenges facing IOP today. We are once again pleased to have a diverse group of keynote speakers as part of the conference. Although the themes are divergent from mainstream IOP, the underlying topics touch on our conference theme of collaboration, diversity and growth.

We have also seen an increase in the number of panel and symposium discussions as part of the programme and, going forward, we would like to encourage future presenters to engage in these formats with colleagues to create a stimulating discourse for our members at the next conference.

One of the challenges for the conference remains the sourcing of keynote speakers. Increasingly, we are seeing that prospective keynote speakers are less willing to give up their time for speaking engagements without compensation. Although we do have budget allocated for this purpose, in some instances, the more sought-after keynote speakers are well out of SIOPSA's price range. To this end, we rely heavily on EXCO and SIOPSA members connections to help source and negotiate fair deals for keynote speakers and SIOPSA.

Anne Buckett
Chair: Conference Portfolio 2016/2017

Marketing Services

The purpose of this portfolio is to help in growing SIOPSA membership, and making sure that our current member in the society get value for their membership subscriptions. As such the main focus for 2016/7 was:

- To make SIOPSA known. This vision stemmed from a lot of times in the media we have voices of unqualified people who comment on behavioral matters in the media spaces and as such potentially creating more harm than good. In SIOPSA we have a pool of very knowledgeable practitioners who are members of the society. These practitioners can be called on to comment or engage on key issues in our country in the media.
- Make SIOPSA relevant in the country by providing answers to some of the key questions and behavioral challenges faced by the country.
- Growing partnership with students. This will make sure we grow our own membership pool from infancy, and when they eventually register as IOP's they are already members of the society.
- Continue to make use of Social media advertising as a tool to reach our current members and future potential members.
- Website – redevelopment.

Achievements

- A permanent Marketing Manager was appointed for the SIOPSA office (Zandile Mjyako)
- A formalized partnership with PPS where students receive a free membership with Siopsa was formed
- A SIOPSA profile was sent out to media houses to let them know about SIOPSA and benefits of using some of our practitioners

SIOPSA president Manoko Ratala has been a regular guest on Motsweding FM, and SABC station with a listenership of 1,3 million where she spoke about careers and how to navigate the workspace.

The SIOPSA president Manoko Ratala conducted University Road Shows where she spoke and educated IO Psychology students and emerging psychologists about SIOPSA and the profession of IO Psychology, and benefits of being part of the society as students.

Re-organization of messages to our current customers to be succinct and effective. The messages included some colourful branded images to have maximum benefit. This was done is sms/email and social media to our members.

Neo Mamathuba

Chair: Marketing Services 2016/2017

Membership Services

The purpose of this portfolio is to grow SIOPSA membership, in the respective categories and identify and new membership categories, as follows:

- Develop and implement an annual customer satisfaction survey.
- Develop and sell value propositions (products and services) per segment.
- Build Interest Groups out by establishing more relevant Groups.
- Register SIOPSA as a CPD Service Provider Annually.
- Champion Emerging Psychologists' Value Proposition.
- Form additional 'current'/relevant Interest Groups to create new and additional value to existing members.
- Leverage current MOU relationships to disseminate value to members.
- Lead Regional Branches and Interest groups.
- Establish support committee and implement succession management process.

A collaborative approach was adopted by the team to achieve the outcomes mentioned below. Weekly teleconference sessions were held to discuss and address the focus areas of the two portfolios and drive the achievement thereof.

Achievements

The following outcomes have been achieved within the Membership Services portfolio.

- The Emerging Psychologist's Value Proposition has been defined and Ambassador programme conceptualized.

The intent and purpose of the ambassador programme is to operationalize the value proposition for emerging psychologists and to provide emerging psychologists to be early adopters of SIOPSA's key objectives.

Phase 1: Achieved.

Create a unique identity for the programme which speak to the emerging psychologists (Gen Y)
Develop memorabilia – Banners, brochures, sign up forms etc.

Phase 2: Implementation: Initiated.

Market the programme at the SIOPSA conference 2017 and going forward during the annual university roadshows.
Launch the ambassador programmes at the various universities and establish the SIOPSA ambassador communities at various campuses.

Phase 3: Continuous Improvement and Recognition

- **University Road Shows were conducted by the SIOPSA President who spoke to and educated IO Psychology students and emerging psychologists about SIOPSA and the profession of IO Psychology.**
- **Continued facilitation of CPD points for in-house SIOPSA events.**

Candice Booysen.

Chair: Membership Services 2016/2017

PROFESSIONAL PRACTICE PORTFOLIO

The professional practice portfolio incorporate three main focus areas namely that of Continuous Development Practice (CPD), Professional Ethics and the Competency Framework of Industrial Organizational Psychologists (Scope of Practice).

Short portfolio overview

The Health Professions Council of South Africa (HPCSA) awarded SIOPSA accreditor status (PSB006) in the field of Industrial and Organizational (IO) Psychology and Psychometry in 2016. The CPD system was fully implemented in July 2016 with the first applications being processed in August 2016 and followed by a number of applications in the 2016/2017 reporting period. SIOPSA also have a seat at the National Accreditors Form (NAF) and all meetings were attended during the reporting period (See information attached).

Professional ethics encompasses the personal and corporate standards of behavior expected of professionals. Ethical behaviors not only protect the professional but that of the profession as a whole. In 2016 the HPCSA invited a representative of SIOPSA to serve on to the Ethics Task Team. The focus of the task team is to review and refine the ethical rules and align them to other national legislation and to develop guidelines to support the ethical rules. A code of professional ethics is to be developed for Industrial and Organizational Psychologists. The first meeting was attended in January 2017 with an ethics task teamwork plan being formulated for 2017/2018 (See information attached).

The Competency Framework for Industrial Organizational Psychologists and Scope of Practice (SOP) activities has been undertaken already in 2010 up to 2016 by SIOPSA. This work is available on SIOPSA website. In the reporting period SIOPSA gave extensive feedback to the Professional Board of Psychology of HPCSA on the scope of practice of psychologists, specifically focusing on Industrial and Organizational Psychology.

Importance of the portfolio

The portfolio is of critical importance to SIOPSA members as it links SIOPSA with the HPCSA. The portfolio informs SIOPSA membership on the latest professional developments in the profession as it relates to the field of Industrial and Organizational Psychology.

Portfolio achievements for the reporting year

As to SIOPSA as an accreditor - CPD accreditation is one of the new income streams for SIOPSA and in the reporting period an income of R 70 000.00 was generated with this activity.

As to Ethics and Scope of Practice - 6 Workshops were presented at each of the SIOPSA branches during April - July 2016. The workshop focused on "Professional Ethics and the Scope of Practice of the Industrial Psychologists in South Africa".

Valuable data were collected on ethical dilemmas that Industrial and Organizational Psychologists face in the work environment. An integrated model on ethical dilemmas will be presented at the 2017 SIOPSA conference – Session 61 "Ethics and Scope of Practice of IOP in South Africa".

As to the scope of practice - The portfolio introduced the new SOP models to SIOPSA members during the workshops at all the SIOPSA branches. Issues were discussed on these models and how it will affect Industrial Organizational Psychologists. A presentation on SIOPSA view on the SOP was given to the Professional Board of Psychology of HPCSA on the 22nd June 2017.

The operating environment in the 2016/2017 financial year: including trends in the market.

As to the operating environment we see constant change and new challenges facing Industrial and Organizational Psychologists in the workplace. SIOPSA need to be engaged with these new developments to inform its membership and to take up a leadership role.

Key low-points and lessons learnt.

- A low point for this portfolio has been the loss of the SIOPSA COO Nadene Venter as she was an integral part of some of the portfolio activities on a strategic level. The new incoming SIOPSA president needs to play an active role in this critical portfolio.
- The SIOPSA website on the CPD section need updating – information is outdated and no support is available to update the site with the latest information on CPD.
- A key risk area is that the portfolio will be vacant and a new successor needs to be identified and mentored into this role. The new person also needs to give continuity to the portfolio activities. There is great opportunity to mentor a new emerging IOP into this portfolio.

Outlook for the 2017/2018 financial year.

New CPD clients need to be identified and marketing needs to be done to enhance SIOPSA's revenue stream. SIOPSA needs to develop the new Code of Ethics document for IOP's based on the inputs of the ethics workshops that was conducted in the reporting period. SIOPSA needs to be a strategic partner of HPCSA in reformulating the scope of practice framework for psychology specifically focusing on the interest of IOP's.

Prof Deon Meiring

Chair: Professional Practice 2016/2017

• INTEREST GROUPS INPUTS

INTEREST GROUP IN THE SYSTEMS PSYCHODYNAMICS OF ORGANISATIONS: IGSPD

Purpose

The purpose of this interest group is to create awareness of the nature, role and importance of studying systemic unconscious and dynamic organisational behaviour and to create opportunities for SIOPSA members and South African organisations to become informed and to gain competence in organisational consulting and coaching below the surface of consciousness. This is important in authorising psychologists as organisational consultants to include working with unconscious behaviour in their practises.

Management Composition

The IGSPD management consisted of the following members: Chair and Director of the Annual SP event, Prof Frans Cilliers; Administrator, Ms Louise Ley; Regional events, Prof Michelle May; Other events, Dr Inette Taylor; Consultants to the system, the above plus Dr Olga Coetzee, Dr Jean Cooper, Prof Mias De Klerk, Mr Neville Goldin, Prof Pieter Koortzen, Mr Adrian Parsadh, Mr Martin Steyn, Dr Henk Struwig.

Performance Achievements

The targets for the past year were to present the annual and regional events and to create awareness about the work at the annual SIOPSA conference. The following has been achieved:

- Our flagship event, the Fourth Annual Systems Psychodynamic Workshop was presented on 8-10 March 2017 at the Saint George Hotel & Conference Centre. This is an intensive 3 day experiential Group Relations (Tavistock method) event. The primary task of the workshop is to provide opportunities for participants to study the systems psychodynamics (SP) of organisations and to optimise their competence in consulting and coaching from this stance. The workshop consultants are chosen from our list of systems psychodynamically informed consultants. This year Frans Cilliers, Aden-Paul Flotman, Michelle May and Louise Ley consulted to the primary task. For the first time the event included another level of staff – three facilitators who have attended previous Annual Events, were authorised to take up the role of facilitators in the review groups. They were Mbali Maseko, Calum McComb and Nontu Shongwe. There were 29 participants, mostly SIOPSA members and psychologists, who reported on their insights into unconscious group dynamics, their learning about consultancy and coaching, as well as their growing competence in consulting from and doing research in this stance.
- At the annual 2016 SIOPSA Conference, a number of systems psychodynamic papers and one Listening Post were presented, which were all well attended.
- We found the operating environment somewhat disappointing during this year. Although our annual event was as successful as in previous years in terms of participation and learning, we found it difficult to convince SIOPSA members and others to attend SP events. Our impression was that potential participants to the events were exhausted and showed less energy than in previous years for attending such learning events. We will have to up our marketing in terms of timing and impact

Prof. Frans Cilliers

Chair: IGSPPO Portfolio 2016/2017

IGSPPO. Interest Group in the Systems Psychodynamics of Organisations

- Regional events.

Unfortunately, no regional events were presented.

We are presently planning such events for the second semester of 2017.

Our future plans are to

- Present the 'Fifth Annual Systems Psychodynamic Workshop' in March 2018.
- Present at least two regional events.
- Optimise the involvement and expertise of our Advisory Committee as systems psychodynamic thought leaders and consultants in our events and workshops.
- Constantly re-look our way of working to be as relevant as possible in serving our purpose, systems psychodynamics in South Africa and the SIOPSA objectives.
- Annual SIOPSA Conference: The IGCCP has invited business executives, practitioners and academia to engage on topics to enable the unlocking of the growth of the IO Psychology profession with specific reference to Coaching and Consulting Psychology. New research, case studies, conceptual ideas and debate(s) will be presented:
 - o Gail Wrogemann (moderator): The state of play in professional coaching in formal organisations
 - o Stefan Botes: Applying insights from systems thinking and strategy development to improve the effectiveness of talent management
 - o Anna-Rosa Le Roux (moderator): Collaboration between, and benchmarking of IOP with other professions
 - o Du Buisson-Narsai, Van Der Walt, Crane-Silber: Foundational drivers of Mental Performance at work – a collaborative brain-based approach
 - o Steven Renecke, Stefan Botes: Building an organisational psychology consulting business (how to thrive as an external consultant)
 - o Rica Viljoen, Anna-Rosa Le Roux: OCD, merging with traditional African wisdom: The scientist practitioner approach that informed people practices in a global organisation
 - o Gail Wrogemann: Demonstrating Impact when consulting in complexity
 - o Steven Breger: Coaching for leadership engagement: A phenomenological approach

Interest Group In Coaching And Consulting Psychology (Igccp)

Purpose

IGCCP aims to add value to our members through encouraging high standards of coaching and consulting, fostering co-operative relations with key stakeholders and influencing the science and practice of the sub-discipline of Psychology.

Performance Achievements

The interest group continued to leverage from its relationship with the International Society for Coaching Psychology (ISCP). The interest group's focus for the reporting period were guided by areas that were identified as key to add value to our members, as well as balancing the continued professional growth of the discipline:

- Continue to collaborate with Interest Groups in Coaching and Consulting Psychology of International Psychology bodies.
- Continue to promote the free Affiliate Membership for SIOPSA's paid-up members with the International Society of Coaching Psychology (ISCP).
- Translate the SIOPSA and IGCCP 'brand', and package online content in a user-friendly way through specifically leveraging digital platforms.
- Focus on building a second tier – a Community of Practice with regional representation.
- Build a bridge between Coaching Psychology and Consulting Psychology.
- Continue to engage with key stakeholders and form collaborative relationships to build the value and brand of Coaching and Consulting Psychology.
- Promote succession planning for the IGCCP Chair, where the current chair will continue to introduce the new chair to the international community at yearly conferences.

The following were achieved:

- Participating in the ISCP Research Hubs: The ISCP has launched an International Centre for Coaching Psychology Research to support international collaboration on different aspects of coaching psychology research including the dissemination of research through publications, meetings, conferences and symposiums. ISCP Research Hubs have been established to bring together members with an interest or passion about research.
- Prof. Aletta Odendaal has been nominated to represent the IGCCP in the Research Centre's International Advisory Board and will be an Honorary Research Fellow of the Research Centre for the duration of her role in the International Advisory Board.
- Code of Practice and List of Practitioners: The IGCCP published a Code of Practice (CoP) for Registered Practitioners (in 2013), to guide the professional development of Coaches in this sub-field of Psychology and has launched the List of Practitioners at the 18th Annual SIOPSA Conference in 2016. This List of Practitioners aims to provide recognition for registered practitioners who practice in the field of Coaching Psychology, and is strongly aligned to the principles and spirit of the updated CoP. The first applications to the List have been received and ratified.
- Leveraging the SIOPSA and IGCCP brand: 2016-2017 has seen momentum on the IGCCP social media platforms with particular reference to its Facebook portal. Regular visits and an increase in traffic speaks to the growing engagement of stakeholders to content that are relevant and actively pushed into various communities.

INTEREST GROUP FOR POSITIVE ORGANISATIONAL PSYCHOLOGY (IGPOP)

Purpose

The establishment of IGPOP was approved by SIOPSA Exco shortly before the 2016 SIOPSA conference, and IGPOP was formally launched at the 2016 SIOPSA conference. The launch was done as part of a symposium of research papers that fall within the Positive Organisational field. Under the leadership of Marieta du Plessis (as first chairperson of IGPOP), the interest group aims were described as follows:

- To foster and propagate POP in organisations as well as academic education and research
- To evaluate and extend the POP knowledge base
- To co-create learning within the field of POP

Performance Achievements

After the launch of the interest group a survey was released asking members for their views and input in for the purpose of IGPOP. The general response (n=12) was positive and respondents indicated their interest in the field. One of our international partners commented that the group is “a really good idea” and “way overdue”. The responses from this survey (although limited in sample size) provided inspiration and motivation to continue with the group. The following were the planned events:

- An event was planned for the end of 2016, but due to the #feesmustfall movement and subsequent closing of some campuses, the event was postponed. Currently the following events are due to take place:
- Appreciative inquiry workshop facilitated by Prof Freddie Crous (Johannesburg)
- Meaning workshop facilitated by Prof Mias de Klerk (Cape Town)

As chairperson I have encountered two main challenges:

- Lack of administrative support. As a new interest group one was unaware of some of the SIOPSA processes. Help was requested, but mindful of the changes in the SIOPSA structure at the beginning of 2017, such help has not been forthcoming.
- Difficulty in establishing a committee. I approached a number of individuals to be part of the steering committee of IGPOP. Their responses ranged from too great a workload, to not being a member of SIOPSA and a lack of interest in volunteering within the SIOPSA structure. Hence, a different approach is needed. Request for volunteers for the steering committee will now be posed on social media and during the 2017 IGPOP AGM at the conference.

Risks

Sustainability – With the Interest Group currently only comprising of a Chairperson, the sustainability of the group would be in question.

Performance – As the aim of IGPOP is not only to present events, the current performance output of 4 events per year may not be met. At current it is important to channel energy into the broad scope of projects undertaken by IGPOP and these may not materialise into events in the near future.

People Assessments In Industry (Pai)

Purpose

People Assessment in Industry (PAI) was established in 1998 to proactively engage various stakeholders interested in psychological assessment in South African industry. Functioning as an interest group of the Society for Industrial and Organisational Psychology in South Africa (SIOPSA), the purpose of PAI is to ensure testing exists in the South African context as a value adding and ethical practice. The group's activities include promoting fair assessments in the workplace, with the primary aim being to be generally recognised as the leading organisation in the continuing promotion of fair assessment in the workplace to which people will automatically refer for assessment expertise and knowledge.

The importance of such an interest group in South Africa is clear with regards to the legislative challenges around testing practices as well as the lack of clear communication and strong working relationships between relevant stakeholders. PAI acts as an independent body, but seeks to build relationships and to collaborate with amongst others, such bodies as the Health Professions Council of South Africa (HPCSA), Association of Test Publishers (ATP), Assessment Centre Study Group of South Africa (ACSG), and the International Test Commission (ITC), who all share similar interests with regards to assessments in the workplace.

Performance Achievements

- The establishment of a new committee.
- The release of an updated position statement through SIOPSA, providing information on the new committee, our mandate and events (involving various stakeholders) to date surrounding the amendments of Section 8 of to the Employment Equity Act No 55 of 1998.
- PAI and the SIOPSA Pretoria Branch, in collaboration with the University of Pretoria (Human Resource Department) held a breakfast and information event entitled 'Psychological Testing at a Cross-Road: A future perspective debate facilitated by People Assessment in Industry'. The breakfast was a sold out event.
- PAI also managed to win interest group of the year at last year's conference.

Based on the outcomes of the breakfast, PAI has engaged in the following activities during 2017:

- The establishment of a task force which includes stakeholders from the HPCSA psychometrics committee, PSysSA, SIOPSA, the ITC and the ATP. This task force has met quarterly to discuss current assessment events as well as the potential establishment of an independent testing accreditation body. The task-force is making good progress and has fostered strong and mutually beneficial communication and relationships building between relevant bodies.
- PAI released an online survey entitled 'South African Psychometric Assessment' during April of 2017. The aim of the survey is to conduct research to understand and explore the assessment testing tools currently being used in industry for recruitment, development and talent management purposes. This includes understanding which of the tests being used are registered with the HPCSA and which are not. Furthermore, the survey also aims to understand how the current assessment community views relevant legislation as well as other related areas.

Survey results will be presented by the PAI chairperson David Bischof at a joint PAI and SIOPSA Pretoria Regional Branch event entitled 'A Perspective on Psychometric Assessment Practices in South Africa: in association with People Assessment in Industry (PAI)'. Information will also be shared at this event on the recent 'Final Judgement of the Court Case Between the Association of Test Publishers (ATP), the President of the Republic of South Africa, the Minister of Labour and the Health Professions Council of South Africa' and the impact of this finding on testing in South Africa.

The survey results will also be presented at the SIOPSA conference. Furthermore, PAI will host a panel discussion involving relevant stakeholders regarding the court case finding and the activities of the task force.

PAI Key risks – remaining independent and objective in the current unstable testing environment;

INTEREST GROUP FOR APPLIED NEUROSCIENCE (IGAN)

Portfolio Overview And Importance Of Portfolio

The purpose of IGAN is to create an awareness of the nature, role and importance of studying and applying neuroscientific research findings to the field of IOP and to create opportunities for SIOPSA members and South African organisations to become informed and to gain competence in this field.

Objectives:

- To act as container and discussion forum of applied neuro-sciences in the field of IOP.
- To provide opportunities for SIOPSA members (and other interested IOP consultants) to study, practice and share research findings in organisational neuroscience.
- To present academic and theoretical conferences, practical workshops and discussion forums toward the development of competence in this field.

Targets For The Reporting Year

The following targets were set:

- Establishment of an executive committee
- Present three breakfast sessions
- Present at the annual SIOPSA conference

Achievements In This Year

- **An executive committee was established:**

Prof Dirk Geldenhuys (Chair)

Ms Jenny Venter (Secretary)

Prof René van Wyk (Treasurer)

Ms Ingra Du Buisson-Narsai (Marketing)

- Only one breakfast session was presented titled Organisational Neuroscience: A case for facilitating basic human needs. A Workshop session also approved for presentation at the 2017 annual SIOPSA conference.

Operating Environment

Applied neuroscience seems to become more interdisciplinary in nature and the popularity in studying and applying neuroscientific principles across disciplines is becoming very popular worldwide. It is for instance applied in fields such as leadership, coaching, economics, marketing, psychotherapy, physiotherapy, education, law, sport performance and religion. Academic positions in this field, especially relating to psychotherapy, is also in demand, with an increase in scientific articles, now even in organizational psychology.

Highlights and low points

The breakfast session was well attended and, by most participants, very highly rated. It seems that a few participants expected more practical application.

The administration regarding the event did not went well. Although we received an up-to-date attendance list before the event, a number of participants complaint about the online registration process. Furthermore, there was also not good communication between SIOPSA and the administration staff at UNISA where the event was hosted, and also between UNISA and the catering services. The refreshments (breakfast) only arrived after the session. Regarding the payment of the refreshments, UNISA is apparently still waiting for a proof of payment from SIOPSA. After the event, some participants complained that they did not receive the material that was supposed to be sent to them. We had to follow up. It should be kept in mind though, that this was the first event for IGAN and, despite the hick-ups that were experienced, the event can be regarded as successful.

Areas of Improvement

The co-ordination between SIOPSA and the presenters could certainly improve in future. Mutual expectations and roles of the different stakeholders could be more clearly clarified and communicated. This will improve the experience of the participants.

Regarding the content of future sessions, more time could be spent on the practical application of neuroscientific principles in relation to theory. Also see comment on outlook for 2017/2018.

Key Risks

There still seems to be confusion between organizational neuroscience and neuropsychology among industrial psychologists. Industrial psychologists not knowing what organizational neuroscience is about, is either not interested or afraid of getting involved due to its “medical” nature.

Another risk is the fast rate of growth and popularity in this field without a sound theoretical base. Practitioners can easily use applied neurosciences as a marketing tool for their products that are not based on sound neuroscientific research.

Outlook For 2017/2018

- In order to satisfy the current need for knowledge and to counter the abovementioned risk, the interest group should “move faster”. Although we became aware of the need for application, care should be taken not to do so at the expense of disseminating knowledge such as through the workshop to be presented at the 2017 conference.
- Two members of the IGON EXCO (Jenny and myself) attended and presented at the International Conference of Neuropsychotherapy in Brisbane. We are in a process of negotiating certified training in neuropsychotherapy (and/or resilience coaching) for SIOPSA members in South Africa in 2018 that could lead to membership of the International Association of Clinical Neuropsychotherapy.
- We are also in a process of identifying and considering linking up with other similar organisations /associations/ institutes in South Africa and abroad such as the Neuroleadership Institute.
- A workshop will be presented at the annual SIOPSA conference in 2018 to further equip IO psychologists in applying neuroscience principles in IOP.

Dirk Geldenhuys

Chair: IGON Portfolio 2016/2017

PSYCHO-LEGAL INTEREST GROUP

Short portfolio overview

The Psycho-Legal Interest Group was established at the 2016 SIOPSA Conference in order to meet the needs of a growing group of Industrial and Organisational Psychologists (IOP) who are either practising in the medico-legal field, or who intend to enter the field. The impetus for the formation of the Interest Group came from a request from the Professional Board of Psychology because of an increasing concern about the calibre and professional behaviour of IOPs in the medico-legal field, more especially new entrants to the field.

Importance of the portfolio

The reputation of IOPs in the medico-legal field has become increasingly tarnished, with a concomitant negative perception of the IOP field as a whole. There is an ongoing need for improvement in the knowledge, skills, professional behaviour and ethics of IOPs involved in medico-legal work as well as training for those planning to enter the field.

Portfolio targets for 2016/2017

The main target for 2016/2017 was to expand the audience for the Training Workshop presented at the 2015 and 2016 SIOPSA Conferences, while highlighting the value of belonging to SIOPSA because of the assistance SIOPSA could provide to novices in the field.

Portfolio's achievements in 2016/2017

Training Workshops were presented under the auspices of the SIOPSA Eastern Cape Chapter in Port Elizabeth in November 2016; under the auspices of the SIOPSA North Western Chapter in Potchefstroom in February 2017; and under the auspices of the SIOPSA Western Cape Chapter in Cape Town in May 2017.

Additionally, shorter presentations were made to the SIOPSA Pretoria and Johannesburg Chapters in January and February 2017 respectively. Queries referred by the SIOPSA Office with respect to psycho-legal matters were also attended to. CPD points were applied for by the organisers of these events, such that the training given could have a direct benefit in terms of CPD credits for those who attended.

With the aim of translating the theory presented in the Training Workshops into practice, a Mock Trial has been organised for 24 July 2017. This is a full day event with the further aim of modelling professional, ethical, expert IOP behaviour in a medico-legal setting, while demonstrating in practice the consequences of attempting to do psycho-legal work without the necessary expertise and/or without adherence to the IOP Scope of Practice and/or without behaving in a professional and ethical manner. Considerable assistance has been forthcoming from the South African Medico Legal Association (SAMLA), with all of the SAMLA members who are participating in the Mock Trial doing so on a pro amico basis.

Operating environment/financial trends

Money has been tight for most IOPs during the 2016/2017 financial year. For this reason, there has been a decision to try to keep the costs of attending the Training Workshops, the shorter presentations and the Mock Trial low. The presenter on each of these occasions has personally borne the cost of travel and accommodation and has presented each event pro amico. This has hopefully enabled the various SIOPSA Chapters and/or the SIOPSA Academy to make a small profit, while continuing to offer affordable ongoing education to SIOPSA and non-SIOPSA members.

Key highlights/low points in 2016/2017

Fortunately, there have been no low points with respect to the Psycho-Legal Interest Group, and all of the achievements have been highlights. This is naturally because it is the Interest Group's first year of operation when enthusiasm for and interest in the offerings of the Interest Group are very high.

Key risks and opportunities going forward

The most important target will be the accreditation of IOPs for the medico-legal field by SIOPSA. To this end, together with the SIOPSA Academy, there will be ongoing training and education of novices entering the field via mini-conferences of a half day nature, as well as similar mini-conferences for those established in the field who require knowledge/training at an advanced level. Should these mini-conferences be held anywhere but in Pretoria or Johannesburg, however, the costs for presenters/attendees could become significant.

The accreditation of IOPs for work in the medico-legal field will take time to achieve. SAMLA in association with UCT@Law is presenting a 6-month Certificate Course geared at introducing aspirant forensic experts to relevant legal, medical, paramedical and psychological concepts and practices. This course will be followed by another two certificate courses which go into considerably more depth in respect of all of these aspects. All of the courses require the passing of examinations in order for the certificates to be achieved. It could make sense for SIOPSA to 'piggyback' on these courses in the sense, perhaps, of insisting that aspirant forensic IOPs complete the courses, after which a SIOPSA Training/Accreditation Committee could set a specific IOP examination, followed by the submission of at least 3 satisfactory psycho-legal reports

Outlook for 2017/2018 financial year

At present, the outlook for the Psycho-Legal Interest Group remains favourable because there is still a considerable amount of work available in the medico-legal field. In the event, however, that the Road Accident Fund (RAF) is transformed into the Road Accident Benefit Scheme (RABS), most of the work will dry up, since Loss of Income will no longer form the largest cash component of personal injury claims, as is currently the case with RAF claims. This will mean that, from the time the RABS comes into operation, work under the previous RAF system will continue for, at most, only another 3 or so years. Given that it would then be inadvisable for IOPs to concentrate on medico-legal work alone, interest in this portfolio could be expected to wane.

REGIONAL BRANCH OFFICES INPUTS

SIOPSA NORTH WEST BRANCH: POTCHEFSTROOM

The committee consists of the following members:

SIOPSA NORTH-WEST Branch committee: Name and surname Position

Marissa de Klerk (NWU)

Branch Chair

Lene Jorgensen (NWU)

Vice Branch Chair

Lizelle Brink (NWU)

Secretary

Laetitia Gustafson (Private Practise)

Marketing

Bouwer Jonker (NWU)

Community service

Melissa Jacobs (NWU)

Treasurer & Strategy

Leon de Beer (NWU)

Social Media

SIOPSA North West aims to provide continuous professional learning and development opportunities to members, students and guests.

Achievements for 2016/ 2017.

During September-November 2016 the main aim for the Potchefstroom SIOPSA branch was to negotiate with the NWU in order to capitalise on the offer to register for 2017 with 2016's fees. The negotiations mainly involved negotiating for the Honours and Masters students' event fees. Successful negotiations were thus made for the honours group (24 students) and Masters Group (15 Students) for payment of their three event fees to be paid by the School for Human Resource Sciences.

The School for Human Resources Sciences personnel as well as the Work Well Research Unit personnel at the North West University was encouraged to renew their membership to SIOPSA (12 members) and also register for the early bird 19th SIOPSA Annual Conference to be held on 25 – 27 July 2017. This will ensure that the personnel also attend the events, and thus become more knowledgeable on the vision and mission of SIOPSA and build networks.

Through social network (e.g. facebook and LinkedIn) as well as the local newspaper (North West Independent 4 August 2016;) a bigger effort was made to network with professionals in the local community (North West) to make them aware and attend SIOPSA events.

- During the first Honours and Masters classes, SIOPSA was introduced to the students to encourage them to register and also participate at events enabling them to gain more exposure to the field and increase their knowledge.
- The NW SIOPSA branch planned four events during the 2016/2017 term (please see below):
- The North West SIOPSA (Society of Industrial and Organisational Psychology of South Africa) Potchefstroom branch hosted their first 2016/ 2017 term event on Monday 19 September 2016 at the North-West University. The 47 delegates were welcomed with coffee and tea before the event started. The topic "Emotional intelligence: Conceptualization, assessment and usefulness for the workplace" was presented by Prof. Johnny Fontaine a cross-cultural psychologist at Ghent university in Belgium and also extraordinary profession at the Workwell research unit for Economic and Management Sciences). The delegates received 3 accredited CPD (continues professional development) points. This event stimulated thinking around on-boarding monitoring in the business world, a mechanism through which new hires acquire the necessary knowledge, skills, and behaviours to become effective organisational members and insiders.

Prof Johnny Fontaine with the SIOPSA Branch committee

- The second event hosted by the North West SIOPSA (Society of Industrial and Organisational Psychology of South Africa) Potchefstroom branch was held on the 24th of February 2017. The topic 'Things I wish I had known as an Emerging Expert Witness: A Medico-Legal Workshop' was presented by Barbara Donaldson. The event was attended by 38 delegates who received 3 accredited CPD (continues professional development) points. The workshop aims to provide delegates with an understanding of the following: Roles and responsibilities of the health professional in the legal context; How to prepare for and present oneself professionally in a court of law Court etiquette; and Navigating the terrain of the legal environment as a health professional.

Barbara Donaldson with the SIOPSA committee members:

- The third North West SIOPSA (Society of Industrial and Organisational Psychology of South Africa) Potchefstroom branch event was held on 26 May 2017. The topic 'Design and implement measuring strategies that adds value to talent decisions' presented by Fred Guest TTS Managing Director and Industrial Psychologist. The event aimed to focus on how practitioners can use the principles of test utility to develop and implement measurement strategies that improve the usefulness of information when making talent decisions in selection, development or succession. The delegates received 3 accredited CPD (continues professional development) points.

Fred Guest with SIOPSA committee members:

- A fourth North West SIOPSA (Society of Industrial and Organisational Psychology of South Africa) Potchefstroom branch event will be held on 19 July 2017 and this event will be on Ethics.

Exiting community initiative projects the branch is busy with, include:

- The Boitshoko Young Achievers (YAA) project: Bouwer Jonker (Community Service portfolio) facilitates the project where the Honours and Masters students provide mentorship, career guidance, knowledge on study methods and life skills to the learners from a local high school. The YAA was founded in 2010 at Boitshoko High School by a group of learners together with Mrs H elanie Jonker as facilitator. These following events was held during 2017

Anxiety and depression workshop – 21 April 2017

- The Young Achievers is an association consisting of a group of Grade 10-12 pupils from Boitshoko High School, Ikageng. These learners wanted to know more about anxiety and depression and the School of Human Resource Sciences of the North West University was approached to conduct a workshop. The workshop was presented by eight I/O honours level students and one intern I/O psychologist. The intervention was supervised by Mr Bouwer Jonker who is a registered I/O psychologist and lecturer at the university.
- The learners indicated that they learned more about what anxiety and depression are and especially appreciated the practical approach the workshop took. A lot of school and youth-related examples were given by the presenters to explain the topics. The main focus was to equip the learners with helpful skills and tips on managing anxiety and depression. The YAs indicated that they realise that there is no shame in experiencing anxiety or depression and that they will be able to manage it better going forward. The learners also received information on where to find professional help should they need it.
- The volunteers felt humbled by the experience of helping the YAs understanding and managing anxiety and depression a little better and thus addressing a need they identified themselves. The I/O students were energised and committed themselves there and then to the next YA workshop that was scheduled for 6 May.

Discover the world of entrepreneurs workshop – 6 May 2017

- A group of 16 YAs attended a workshop entitled Discover the world of entrepreneurs. Many of the YAs indicated that they would like to own their own businesses one day and it is for that reason the workshop was presented. Under the supervision of Bouwer Jonker, a registered I/O psychologist, the workshop was facilitated by I/O psychology students on honours level. The learners were guided to write their own branding statement and identify their individual thinking styles, values and purpose.

- In addition the YAs visited the new Economics literacy centre of the Faculty: Economics and Management Sciences of the North West University. At the centre learners had the opportunity to play interactive games on digital devices whilst at the same time learning about budgeting and left/right brain career opportunities. A short film on the impact of compound interest and saving for retirement led to a discussion in which many YAs indicated that they see bad debt in a new light. All the activities at the Economics literacy centre were also facilitated by I/O students.
- Lastly the YA visited the NWU's open day exhibitions where they had the opportunity to meet staff and current students in order to obtain information on possible careers. The volunteers felt privileged to have assisted the learners throughout the day and to see how much it have meant to them. They cannot wait for the next project planned around the needs identified by the YAs

Youth month project – Trust and communication (Team building)

This event will take place on the 23rd of June 2017 at the Boitshoko High School in Ikageng.

- The NW Branch started the 2016/2017 year with great aspirations in achieving the initial strategic targets of SIOPSA. What is still clear about the NW branch is that the students (emerging psychologists and psychometrists) especially make use of the networking and learning-opportunities provided by the SIOPSA events and CSI. As NW Potchefstroom branch our outlook for 2017/2018 is that we will still be aiming to create new opportunities through events and corporate social responsibility events to equip and develop these students as far as possible.

Marissa De Klerk
Branch Chairperson: North West 2016/2017

SIOPSA WESTERN CAPE 2016/2017

Branch Chairperson, IGSP0 & IGCCP member: Adrian Parsadh

Portfolio and Committee Members:

Treasurer/Marketing and Communications (incl. Social Media)

Annemarie Jordaan

SIOPSA WC Foundation: Linza Eksteen (Project Lead), Sasha Govender

Membership Services & Emerging Psychologists: Linza Eksteen and Wendy Oliver

External Affairs (Stakeholder Relations): Leon Steyn

Performance Achievements:

- **04 October 2016:** Global Leadership Trends by Prof. Dr. Karlheinz Schwuchow
 The event was in collaboration with SIOPSA WC, University of Stellenbosch and IGCCP. Prof Schwuchow shared global insights and perspectives on emerging global trends in Talent and Leadership Development. The University of Stellenbosch Faculty of Industrial Psychology hosted the event and was well attended by both faculty staff, students and SIOPSA members.
- **14 November 2016:** Employee Engagement by Andries Keun (GM Thomas International – Africa) and Stephan Pieterse (Pragma Holdings) SIOPSA WC in partnership with Thomas International hosted an exciting workshop that focused on Employee Engagement. Thomas International, defined employee engagement as a positive experience resulting from the relationships building, The session focused on the value of employee engagement, working experientially on Thomas International employee engagement model. A value-add for delegates was a case study on the real benefits of employee engagement within the workplace and its return on investment by Stephan Pieterse of Pragma Holdings
- **25 November 2016:** SIOPSA WC – Youth Career Guidance /Counselling Project 2016/2017. A significant milestone was achieved by SIOPSA Western Cape in partnership with an NGO- iKamva Youth. A Youth career guidance initiative/project was initiated for 2016/2017. SIOPSA WC committee and Emerging Psychologist interns based in the Western Cape conducted assessments for 26 Grade 11/12 learners. A second group of 36 learners were assessed and feedback held on 11 March 2017. Through this initiative, SIOPSA WC committee created exposure for our emerging psychologists, interns and professionals in furthering continuous professional development.

Phase 1: A first/second assessment of 26 learners (Group 1) was held on 25th November 2016 and feedback workshops conducted on 21st January 2017. A second group of (Group 2) 36 learners were assessed on 11th February 2016 and feedback workshops held on 11th March 2017.

'Giving a little back to make a difference to our Youth and appreciation to Linza Eksteen project lead, Thomas International and the entire SIOPSA WC committee and interns for their dedication and commitment' in making this happen'. Adrian Parsadh Chairperson SIOPSA WC'.

- The SIOPSA WC Breakfast Dialogue on Shaping Organisations for a Sustainable Future: 17th February 2017 with Professor Arnold Smit (University Stellenbosch Business School) and Professor Shirley Zinn (Group Head HR: Woolworths Holdings) dialogue session facilitated by Adrian Parsadh was a huge success. The speaker stories/narratives elicited deep dialogue on the role and contribution of IO Psychologists and fellow professionals in shaping organisations for a sustainable future.
- The Transformation Value Based Leadership (TVBL): 30th March 2017 by Kyle Penning (Woolworths) and Hanlie Annandale (previous Account Manager at Connamara) shared the Woolworths courageous journey of changing the organizational culture-, climate and ways of working. The TVBL intervention focused on people, values and leadership capability to empower the Woolies people (most valuable asset). The Values Based Leadership Journey is a fully-fledged 7-tiered programme, addressing leadership needs across all levels of leadership in the company.
- Medico-Legal Workshop: 20 May 2017 by Barbara Donaldson, Things I wished I have known as an emerging expert witness. The demand and interest in the field of medico-legal work continues to grow. The SIOPSA Western Cape responded and together with the Interest Group Medico-Legal held an inaugural SIOPSA WC event workshop. This was expertly facilitated by Barbara Donaldson. The delegates gained valuable knowledge, skills and ability in the role of the health profession in legal matters especially to testify as an expert witness.
- The SIOPSA President Stakeholder (University) Engagements. 31 May 2017. SIOPSA WC co-ordinated the SIOPSA President visit to Universities of Cape Town; Stellenbosch and Western Cape respectively. Manoko shared insights and perspectives on the role of IO Psychologists in our South African context. In attendance were faculty and postgraduate/masters IOP students. Awareness of SIOPSA and the value proposition of membership were raised.
- The Professional Ethics and Scope of Practice of the IO Psychologist: 06 June 2017 by Prof Deon Meiring (University of Pretoria) and hosted by the University of Stellenbosch (Department Industrial Psychology). Prof Meiring shared the new proposed code of ethical practice; provided an update on the task team work on the code of ethics for the Industrial Psychologist and its implications. Focus group discussions were also held to elicit insights on the scope of practice models and ethical implications.cd Scope of Practice of the Industrial Psychologists in South Africa

SIOPSA Johannesburg Branch Report

The current Johannesburg Branch Chairperson was co-opted into the position around October/November 2016 and subsequently met with the then chairperson for the handover. Unfortunately, it was around the same time that the committee structure collapsed. The meeting which was scheduled around November 2016 for the new chairperson to meet the rest of the committee members was unsuccessful, only the then chairperson and one of the committee members, Danel (who subsequently had to temporarily recuse herself from the committee due to maternity circumstances) were present. Thereafter, the remaining members subsequently left the committee (Zonke who was responsible for CSI projects relocated to Cape Town, and Thenjiwe was co-opted into Psychometry Interest Group). The rest are said to have resigned prior to the current chairperson taking over.

With the aforementioned, the Johannesburg Branch has managed to successfully host three events for the current financial year. The first event was held on February hosting Barbara Donaldson who shared her experiences around role of Industrial Psychologists in Medico-legal fraternity. This was highly successful with some attendees requesting a follow up session of the same nature and some requesting the seminar to be held in a more workshop format. The second event which was held in March, had the seasoned François Wilbers simplifying integrated report writing of competency based assessments. A well-attended last event on Ethics held on 20 June 2017 hosting Leon Van Vuuren and Deon Meiring was the highlight of the current financial year. It was on this day, that the chairperson opened up an opportunity for members who are interested to join the Johannesburg Branch committee. Five interested members forwarded their names through and there has been some communication since, with a plan to meet in August to brainstorm a way forward for the branch.

SIOPSA EASTERN CAPE BRANCH

Short Portfolio Overview

SIOPSA Eastern Cape and thereafter referred to as SIOPSAEC is based in Port Elizabeth and offers support to industrial psychology professionals throughout the Eastern Cape. SIOPSAEC aims to provide platforms where IOP professionals in the province can network and update their knowledge base. It is an opportunity for IOP students to connect with IOP professionals in industry.

SIOPSA EC is comprised of the following portfolios:

Branch Chair: Dr Sharon Munyaka

Secretary and Treasurer: Dr Michelle Nicholls

Marketing and Communication: Mrs Susan McGoldrick

Students and Emerging Psychologists: Mrs Claire Sponeck

SIOPSA Foundation Representative: Mrs Babalwa Desi

Importance of the portfolio

SIOPSAEC provides a professional society for the professionals who form part of the Eastern Cape. It is also aimed at providing a platform for professionals in the EC to network and grow the profession.

SIOPSA EC works closely with the Department of Industrial Psychology at the Nelson Mandela Metropolitan University (NMMU) where their IOP students form part of the feeder pool for the growth of the branch. The NMMU students are very energised and passionate about networking with IOP professionals. They use the platform as an entry point for possible internships and employment opportunities.

Through the relationship with NMMU, SIOPSAEC has a pool of students to draw from each year. The students also have relatively more time available for workshops and help to increase the numbers of people attending the SIOPSAEC sessions.

SIOPSAEC as a brand is useful for emerging psychologists who want an opportunity to ask more seasoned IOP's questions and guidance.

Portfolio targets for 2016/2017

The mandate for SIOPSAEC was to host 4 events and include a SIOPSA Foundation event.

We also aimed to increase our membership numbers across all categories and enhance the relevance of SIOPSAEC to our members and guests.

Portfolio achievements for 2016/2017

To date we have successfully hosted three events and have two other events scheduled before the end of the 2016/2017 years.

- **Event 1:** PPS with focus on sourcing and on-boarding student group on 6th Sept 2016,
 - Students and a few professionals attended to introduce the new SIOPSAEC committee as well as gain information on PPS and its relationship with SIOPSA.
 - **Event 2:** Medico Legal Session facilitated by Barbra Donaldson: on 12th Nov 2016,
 - A half day workshop on a Saturday. A great turnout from professionals across the EC. A great delivery, manual to take away and an opportunity to meet professionals working in medico-legal.
 - **Event 3:** Ethics morning session with Prof Deon Meiring 2 June 2017.
 - Insightful morning shared on updates in the Scope of Practise plus ethics and our role as IOPs. Interactive session and well attended.
 - **Event 4:** Career Counselling Session is scheduled as the 4th event on the 23rd June 2017. Aimed at providing guidance on available training and tools and its role in our work as IOP and the support we can provide.
 - **Event 5:** Foundation Event is planned for 14 July 2017 with Ubuntu Education Trust.
-
- SIOPSAEC will be providing a workplace readiness workshop with unemployed youth mainly from Zwide Township in Port Elizabeth. We will enlist the support of students to support the initiative.

Profit

- From the workshop we have seen significant growth in our coffers. In the medico-legal workshop held in November 2016 (R2 838) and the Ethics workshop held in June 2017 (R2 090), SIOPSAEC has declared a profit of R4 928.
- We have also increased the number of student registrations for SIOPSAEC (SIOPSA head office to provide updated stats on successful registration, forms have been submitted for processing).

Other Initiatives

- We introduced the Networking Breakfast on the 1st Friday of each month. This was marketed to all SIOPSAEC members as well as potential new members.
- The networking breakfast has been particularly successful amongst the NMMU honours and masters' students who have attended on a regular basis and effectively used the opportunity to draw on the experiences of the more senior SIOPSA members. Many students have since registered as SIOPSA members.
- The SIOPSA student presentations presented by SIOPSAEC amongst undergraduate students at NMMU were successful in creating awareness of SIOPSA and the activities it is involved in. These information presentations have created awareness and interest.

The Operating Environment In 2016/2017

- SIOPSAEC is a small branch which has traditionally found it challenging to grow its membership. The limited number of IOP professionals in the EC has made the increase in membership and participation in SIOPSAEC events limited. Slowly, these challenges have been overcome in the 2016/2017 year.
- There has been an increased appetite for SIOPSAEC events, attendance to events has been better and the general energy and commitment of the 2016/2017 committee has been astounding.
- SIOPSAEC has benefitted greatly from the generosity and willingness of speakers and SIOPSA head office. For example for the Medico-legal workshop with Barbra Donaldson, she waived her facilitation fee for the workshop plus her travel and her accommodation. Her generosity enabled SIOPSAEC to get back on the map and regain its position in the EC as a provider of IOP professional workshops and CPD points.
- PPS also generously provided platters for the event we held for our information evening in September 2016.

- The support from SIOPSA Head Office through paying for flights also enabled SIOPSAEC to successfully host the Ethics workshop facilitated by Prof Deon Meiring. Prof Meiring from the initial enquiry workshop was willing and accommodating of our needs as a branch. He was able to come down to present a workshop in a short space of time. He came to Port Elizabeth for a few hours and went back on the same day which enabled savings in terms of accommodation.

As a region, we have had to be creative in terms of the time of our SIOPSA sessions and the structure. We have found that Friday mornings often work better. We tried a Saturday workshop which enabled our out of town colleagues to participate in our sessions. Due to the nature of the workshop we found that participation was across professions which enabled for more engagement throughout the workshop.

The profession is relatively small in the EC and we have had to rely strongly on personal networks to be part of the events. The more people see the value in terms of information being shared and the CPD points being gained, the more people are keen to participate in SIOPSAEC events.

Key highlights for SIOPSAEC 2016/2017

- Our events in the 2016/2017 financial year have seen a great increase in attendance numbers. Attendee feedback has been extremely positive and we have made a profit at each of our events.
- We have increased our membership numbers through targeted and aggressive marketing and approaching individuals and groups
- We have built a good working relationship with the NMMU Industrial Psychology department.
- We have also conducted SIOPSA EC briefing sessions to undergraduate and postgraduate students and this too has greatly assisted us in tapping into and growing our student membership.
- We introduced a monthly professional networking breakfast.
- We introduced a SIOPSA EC Facebook page which has greatly assisted with marketing, communication and creating awareness.
- We introduced a SIOPSA EC Gmail account which has streamlined and enhanced communication with current and prospective members.
- We on-boarded the assistance of a student member to assist with our social media communication.
- We've had a dedicated and driven branch committee and chair and this leadership has ensured that we delivered on our mandate and year plan

Low points for SIOPSAEC

Firstly, the data integrity of the membership database from SIOPSA Head Office has been challenging. The list provided is inaccurate, details outdated, and not branch specific which has made it difficult to have targeted invitation to our events.

We have tried to build up our own EC database and this has not been as effective as we have inadvertently missed some people.

The response rate from SIOPSA head office has been frustrating. We usually wait for a decision to be made which impacts on the pace of delivery of our sessions.

The other delay from SIOPSA Head Office is in the processing of payments to suppliers. For example, SIOPSAEC held the medico-legal workshop and Ibhayi Lodge (the venue) had allowed us access to their facility before payment was actioned.

Attempts to get payment from Head Office were tedious and frustrating and resulted in a very angry supplier. The unintended consequence is that through these delays, service providers are no longer willing to work with SIOPSAEC and our reputation as a branch is negatively affected.

The booking and payment system/process for regional events by participants has been frustrating and has often caused unnecessary delays. Firstly to get timeous and accurate information from Head Office on who has paid has not been forthcoming. It often results in embarrassment when you follow up and people say they had paid already and send you proof of payment as confirmation.

There has often been a mismatch in terms of what we as a branch market to participants about what SIOPSA can do for them. Participant feedback on why they end up not registering with SIOPSA include, the frustrations of booking/ payment system, late response to queries from head office, challenges with registration to become a member, inaccurate information on the database on who has paid and challenges with the website.

Lessons learnt

The lesson is that we get commitment from SIOPSA Head Office in terms of payment prior to the event and processing to begin when workshop is confirmed to avoid unnecessary delays.

Paying for events at the door seems to be more effective. We do however note that this is not always an option.

Head Office needs to streamline its processes so that at branch level we are able to execute as promised.

Clarity from SIOPSA Head Office on who should make a decision will be helpful to avoid the endless stream of unanswered emails. The challenge is that the voluntary work ends becoming a full time job on top of our day to day jobs. SIOPSA head offices to communicate their preferred processes so that expectations can be managed.

Areas of improvement

- Continue with social media and marketing efforts to increase continued and growing interest.
- Continuing with current SIOPSAEC efforts – these have proved fruitful.
- Our Facebook page perhaps could be more regularly updated with an increase in the interest factor – perhaps placing research articles of relevance etc.

SIOPSA's key risks and opportunities for SIOPSAEC

A few risks and opportunities exists for SIOPSAEC going forward:

Opportunities for SIOPSAEC

- We are strategically placed in Port Elizabeth with a wide access to industry and to students.
- We are in the economic hub of the Eastern Cape where we have an opportunity to influence.
- By continuously expressing the benefit of SIOPSA to our members will increase the momentum and the interest.
- Our status as SIOPSAEC is being regained and the value of being a SIOPSA member is being recognised.
- Hosting diverse topics that enable other disciplines in psychology to be part of the conversation.
- Interesting topics that are priced competitively will be an opportunity to grow our numbers.
- Finding topics that are relevant and speak to the needs of our members
- Sustaining our relationship with NMMU is a huge opportunity especially in terms of use of facilities and access to their post graduate students. An added benefit for the Department of Industrial Psychology at NMMU is to provide them with a database of professionals in the EC who are available to come on as guest lecturers or thinking partners as they grow their programme. The relationship between SIOPSAEC and NMMU is also in terms of possibilities for internships for their post graduate students.
- We are also strengthening our relationship with the strong regional HR Forum. Changing the strategy and participating in the HR Forum events has inadvertently created an appetite for our SIOPSAEC events and more willingness to share our events on their platforms.
- Building up and mentoring a new team of leaders who will take over the SIOPSAEC leadership.
- Identify willing volunteers who want to take on the leadership of SIOPSAEC and start involving them in an effort to sustain the momentum built.

Risks

- Sustaining momentum in SIOPSAEC that has been gained in 2016/2017.
- It has taken a lot of time and dedication from a small team to keep the momentum going. There hasn't been a keen interest in taking up from a new group of people who would be keen to take on the leadership of SIOPSAEC.
- Maintaining the database of signed up members of SIOPSA especially where costs are increasing and members are having to decide which membership they want to maintain.

Outlook for the 2017/2018 financial Year

- The outlook for 2017/2018 is to continue to grow the IOP profession in the EC.
- It is also to increase access to our programmes and to become more visible in the EC.
- To forge relationships with departments of Industrial Psychology throughout the EC universities and help these universities to develop their student chapters and help them to be part of SIOPSAEC.

Dr. Sharon Munyaka

Chairperson: Western Cape Regional Branch 2016/2017