

SIOPSA

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info@siopsa.org.zawww.siopsa.org.za**MINUTES OF THE SIOPSA ANNUAL GENERAL MEETING****Zoom Virtual Meeting****Time: 15:00 – 17:30****6 July 2022**

Apologies:

No apologies noted

Minute-takers:

Kerrina Naidoo (KN) SIOPSA Secretary 2022

Lungelo Hlela – Non-Elected Representative

Item Minute**1. Opening and Welcome:**

The President of SIOPSA Prof Crystal Hoole opened the meeting at 15:00. She then welcomed everybody to the 2022 AGM and explained the zoom etiquette procedures to be followed during the meeting. The session is recorded for (i) institutional memory, and (ii) contingency plan for load shedding and other unforeseen circumstances. Members in attendance of the assembly (**refer to appendix one**).

Prof Crystal Hoole then highlighted the structure of the meeting as follows:

- Formalities (e.g., minutes)
- Brief overview of the Annual Report
- Treasury report
- Election of President Elect
- Message from Incoming President

2. Notes:

The minutes should be read in conjunction with the following document(s):

- A. SIOPSA Annual Report 2021/2022
- B. SIOPSA Constitution 2020/21
- C. SIOPSA AGM presentations, 2021/2022

Minutes

Confirmation of the previous AGM Meeting held virtually on the zoom platform on 14 July 2021 at 15:00. Minutes were posted on www.siopsa.org.za.

Minutes of the previous meeting were proposed by Dr. Natasha Titus- Winkler and seconded by Dr. Sharon Munyaka.

3. Annual Report

The President thanked each member of EXCO, MANCO, portfolios, and full-time employees for their contributions. She also reminded members of the new structure. She shared that the aim of the society is to provide a space for all members that are: (i) inclusive, (ii) multi-cultural, (iii) professional, and (iv) relevant. The President emphasised the importance of SIOPSA's role in ensuring humane practices that cut across borders and disciplines.

The president reminded members of the SIOPSA Strategy:

- i) Sustainability mindset
- ii) IOP Voice and visibility
- iii) Diverse and inclusive collaboration

In her presidency, the President included the following 4 Strategy Drivers:

- i) Focus
- ii) Acceleration
- iii) Building bridges
- iv) Smart partnerships

Diverse & Inclusive Collaboration

During the 2021/22 period, SIOPSA EXCO has decided to focus on Diverse & Inclusive Collaboration. Specifically, transformation and has therefore embarked on a journey (which included attending the first transformation workshop specifically for the EXCO members, as the conversations have to start at EXCO level). This challenged members to reflect on past injustices and to take up the call to action in transforming their mindsets and actions. These transformation workshops have been rolled out to Gauteng, North-West, and Western Cape thus far with the aim that in the future more of these sessions will be held throughout the country.

Operations Portfolio

This portfolio is essential to the existence of SIOPSA and critical to day-to-day functioning. The Operations portfolio consists of (i) Secretary Portfolio, (ii) Membership and (iii) Marketing & Communications.

- (i) **Secretary Portfolio** – This Portfolio was under strain since the previous Secretary stepped down from her role due to work commitments. Despite the challenges faced several projects have been completed. Among these projects, include the finalization of 2021 CPD certificates and website migration. SIOPSA changed to a new website service provider to improve our website functionality. In 2022/2023, the Past President and Secretary will focus on restoring historical institutional memory information to OneDrive.

- (ii) **Membership** – This is a key source of income, apart from the Annual Conference. Although it has been expected that there would be a decline in membership this year, the membership rate is on par with that of last year. There have been attempts to attract more members through the events held (e.g., Youth Day, Women’s Day etc.).
- (iii) **Marketing & Communications** – This portfolio supports all the other portfolios. The aim was to increase Voice & Visibility. The focus has been on Branding e.g., a new crisp and modern look and feel in media communications.

Special Projects

A key special project included involvement, development, and the launch of the book “Industrial Organisational Psychologists Engaging with the New World of Work”. The book has provided thought leadership and has been well received in universities and the SIOPSA community.

HOD Forum

Universities are viewed as a key stakeholder in the field of Industrial Psychology. SIOPSA acts as a strategic partner between HPCSA, industry and the universities. Two strategic HOD meetings have been held through the year, where important matters and updates were discussed.

Transformation Portfolio

This portfolio experienced a challenging yet rewarding year and the work being done in this portfolio forms part of the Diverse & Inclusive Collaboration Strategy focus area. The aim of the portfolio is to deliver a diverse pool of Industrial – Organisational Psychologists (IOP’s) and an inclusive SIOPSA. As well as a society that is multi-cultural and can serve our diverse communities in South Africa. As mentioned before, one of the key drives of the Transformation portfolio was the role out of the Transformation workshops, and the activities of the Black IOP Caucus group.

Transformation starts within, and the President urges all members to attend these free transformation workshops at SIOPSA’s cost as it is believed to be valuable.

Internship Management Programme

Emerging IOP’s have previously shared their struggles regarding attaining internships, management of the process and writing board exams. Due to a generous donation from a member, SIOPSA has supported eleven (11) interns in 2021 and four (4) interns in 2022. Credit is given to Louise Coetzee & Dr. Ruwayne Kock, for creating the IO programme, gaining approval and matching with supervisors. Funding is still required to continue the IO Programme with the intent to find a permanent solution.

Voice & Visibility

The Black Industrial Organisational Psychologist (BIOP) Caucus launched in 2021. The first two sessions were used as a platform for BIOP’s to discuss the issues and challenges they face in the field. From the sessions work streams were created. As a result of the work done in this space, The BIOP Interest Group was formed. The *Clumsy Conversations* series were also launched.

Diverse & Inclusive (D & I) Portfolio

Highlights include lunchtime “talks” to tackle difficult conversations. These talks include both experts and panelists.

Academy

SIOPSA also launched an academy in 2021, with the main aim of providing training and development to our members. The Academy plays an important part in tackling issues such as the new world of work and changes in how we work. Due to the cost-effective benefits of hosting online as well as the convenience, a hybrid approach is followed for events. This portfolio has a national focus and works across portfolios and the Students Chapter, considers the needs of students. In this space the following has occurred:

- (i) Interviews with subject matter experts
- (ii) Building high performance teams
- (iii) Mentoring sessions
- (iv) Counselling training

Professional Practice Portfolio

The portfolio aims to create awareness within members around HPCSA and legislative matters. The portfolio also provides CPD accreditations to both members and service providers ensuring that both governance and quality assurance are adhered to. To date twenty-six (26) internal and twenty-six (26) external events have taken place.

Interest Groups

- (i) **The Systems Psychodynamics of Organisations (IGSPO)** - provides training to systemic unconscious dynamics of organisational behaviour and provides necessary competencies for consulting, coaching and organisational behaviour.
- (ii) **Applied Organisational Neuroscience (IGAON)** - Highlights include the Annual Neuroscience Conference hosted in partnership with Knowledge Resources. Research to be published contributes to thought leadership.
- (iii) **Coaching & Consulting Psychology (IGCCPSA)** - This interest group created a mentorship programme for university students from undergraduate to postgraduate level. Currently, The University of Johannesburg, University of Pretoria and North West University is involved in the mentorship programme. There is also a memorandum of understanding between SIOPSA & COMENSA and members have access to a host of international partnerships and resources.
- (iv) **People Assessment in Industry (PAI)** - Highlights include the launch of Assessment Standards South Africa (ASSA) an independent non-regulated assessment external evaluation body. This body aims to regulate the development of tests and the quality of tests. This interest group has also hosted “talks” on the needs of psychometrists.
- (v) **Psycho-legal (IGPL)** - This interest group focuses on improving the standards in the field. This is done by improving the quality of work produced by IOP’s in the field. The IGPL has hosted several events in this regard.
- (vi) **Emerging Work Psychologists (IGEWP)** - This interest group is driven by a group of emerging psychologists who care about IOP. IGEWP mobilised students across the

country to tackle issues and challenges relating to internships, networking and board exams. This group has hosted several events.

- (vii) **Student Chapters** – the Student Chapters provide a bridge between academia, industry & society. The student chapters have already built a presence in Eastern Cape, Western Cape & Northwest.

Annual Conference 2022 – Recent themes included “the new world of work” & “people” focus. This year the theme: “Building a better world industrial psychology as a force for good” emphasises the need for IOP’s to have an impact and add value and question what more can be done to make a difference. There is an exciting speaker line-up that includes a Key Note by Dr. Imtiaz Sooliman who is truly an embodiment of service to others.

4. Treasury Report Summary

Overview

Although the financial year being reported on was still within the period affected by the significant impact of the COVID-19 pandemic, the Treasurer, Manuella Manolas is happy to report that the Society generated a profit of R520,559.00. This amount was a substantial increase over the profit of the previous financial year of R21,264.00. This increase in profit was largely owing to two factors: firstly, there was an increase in membership renewals for the year; and secondly, the Annual Conference maximised profits and minimised costs via increased attendance from the previous year and the fully online delivery method. Monthly expenses increased by 1.5% over the course of the year. This increase, however, was offset by the decrease in the cost of sales expenditure. As such, the total expenditure of the Society decreased by 2% over the financial year, even though SIOPSA employees received an inflation-related salary increase and bonuses during the period. The outstanding debt remains a strong focus for the Society to ensure that the amount remains as low as possible. The outstanding debt at the end of the financial year totalled just under R46,000.00. There were three projects earmarked as special projects. The first project, which was completed during the financial year reporting period, involved the collaboration by members of the Society to write the book Industrial-Organisational Psychologists Engaging with the New World of Work. The second project, which involves the running of transformation workshops currently, was partially funded during the reported financial year and will continue to receive funding in the next financial year. The third project, creating a functional website that can support a forward-looking Society, is currently underway.

Cash Flow

Throughout the reporting period, the availability of cash flow remained stable. The main sources of income for SIOPSA were generated through yearly membership renewals and bookings for the Annual Conference. The remaining sources of revenue were generated through mainly online webinars conducted by the different portfolios and regions for the stipulated financial year. At the end of the financial year, the total cash and investment funds that were available amounted to R2,890,580.00. Of this total, R905,683.00 is ring-fenced for the SIOPSA Foundation and special projects.

The Financial Statements

The Financial Statements for the period of March 2021 until February 2022 was presented at the 2022 Annual General Meeting. They are available for review on the SIOPSA website. Furthermore, a clean audit report was received for the financial year.

Budget

The 2022/2023 budget was tabled at the 2022 AGM for approval and has subsequently been approved. Proposer of the report was David Bishoff & the seconder was Ruwa Yvonne Ntuli.

5. Office Bearer 22/23 Elections

As per clause 8.1 of the SIOPSA constitution:

“When the term of office of the President is expected to expire at the Annual General Meeting succeeding the forthcoming Annual General Meeting, the Secretary shall, not less than three months before the last-mentioned meeting, circularize full members requesting nominations for the position of President-elect.”

The voting process progressed online considering the constitutional requirements. The process of voting for the President-Elect was managed and reviewed by SIOPSA’s audit and accounting firm A-O-S. Corne van Wyk was appointed and shared with the participants the process followed. Voting closed on 04 July 2022. Corne proceeded to announce the appointment of Dr. Ruwayne Kock as president-elect for the 2022/23 presidential year.

Fellow nominee(s) was as follows:

- Ingra Du Buisson-Narsai
- Dr Sane Moleko
- Sylvia Baloyi

Dr. Ruwayne Kock proceeded to give a vote of thanks to the attendees of the assembly and expressed his enthusiasm on serving in this role.

6. Honorary Life Membership: Dr Natasha Winkler-Titus

Following the end of Dr Winkler- Titus's Presidential run, she was awarded Honorary Life Membership by the AGM.

She has been a registered industrial psychologist for seventeen (17) years and has earned her Ph.D. Dr. Winkler - Titus gained her consulting experience in HR performance management, change management and organisational development. She is currently a senior lecturer at University of Stellenbosch. She has made several contributions to the Annual Conferences and has spent years serving at SIOPSA most notably in the three years of presidency wherein she negotiated the strategy.

Dr Natasha Winkler-Titus's Honorary Life Membership has been proposed by Shirleen Titus and seconded by Xander van Lill.

7. Handover and Message from Incoming President: Dr Sharon Munyaka

Dr Sharon Munyaka thanked Prof Crystal Hoole and shared that she takes on the responsibility with humility.

Giving recognition to the Eastern Cape where she completed her postgraduate studies in IOP, Dr. Munyaka reflected on the challenges of registering as an IOP when one finds themselves residing in the peripheries of South Africa. Structural challenges as well as the distance from the economic hub in bigger cities were listed as some of the challenges.

Dr Munyaka has been serving in different portfolios within SIOPSA starting with serving in the Eastern Cape committee in 2013. She then took over as Chair of the Eastern Cape and moved onto become Chair of the Psycholegal Interest Group. Thereafter she was nominated for the Presidency.

Dr Munyaka lauded the SIOPSA transformation agenda, and the work being done with the emerging psychologists.

Dr. Munyaka remarked on her commitment to #ONESIOPSA where no one is left behind. She explained that her desire was to lead a SIOPSA where IOPs in their various career stages will find a home within SIOPSA. Her focus areas for her 2022/2023 term are being an enabler of change, rebuilding, and strengthening SIOPSA through aligning processes and systems. Dr Munyaka explained that she would continue with the work of executing the SIOPSA 2020 – 2025 strategy. She states that in our quest for purpose and meaning as individuals, and as a collective we must work towards our common goal. She urges all SIOPSA members to consider the importance of their role in policy making and curriculum. She boldly expressed that as SIOPSA members, we should move from intention to action, and as leaders, we should disrupt policies, practices, workspaces, and academia that no longer serve our needs.

8. Closure

Professor Crystal Hoole closed the meeting and thanked all the members for their attendance.



Signed: _____

Prof Crystal Hoole
SIOPSA President 2021/2022