

SIOPSA

PO Box 577, Fontainebleau, 2032

Tel : 0860 (SIOPSA)

Fax : 086 558 4097

info@siopsa.org.za

www.siopsa.org.za

**SIOPSA**

SOCIETY FOR INDUSTRIAL &
ORGANISATIONAL PSYCHOLOGY OF SA

MINUTES OF THE SIOPSA ANNUAL GENERAL MEETING**ZOOM VIRTUAL MEETING****TIME: 15:00 – 17:30****4TH JULY 2023**

Apologies:

No apologies noted.

Scribe:

Amanda Ngcobo: Non-Elected Representative

Minutes of The Meeting**1. Opening of The Meeting:**

Dr Sharon Munyaka opened the session with a welcome note.

Lungile Langa shared the voting process in terms of clause 5.1 of the SIOPSA constitution:

- Full members, Fellow and Honorary members can vote on amendments to the constitution and the election of the president or similar category.
- Associate members can vote on any matter other than amendments to the constitution and the election of the president.
- In terms of section 5.4 members may vote in person or by proxy.
- Due to the nature of the meeting being held virtually all voting members will vote by a sign of raising their hand, proxies should be clearly indicated.

No matters arising.

Confirmation of minutes:

- Proposer: Natasha Titus
- Seconder: Ruwayne Kock and Sylvia Baloyi

2. Treasures Report presented by Manuella Manolas-Giese

- Thanks to all the SIOPSA members who attended the conference and those that have signed up for memberships, these two items are our biggest revenue

contributors.

Income statement presented is for the period March 2022 till February 2023

- Rendering of services costed R2, 658, 125 million.
- Cost of sales costed R358, 790 thousand.
- Both amounts increased when compared to the previous year of R2,022,853 million on rendering of services and R297,412 thousand on cost of purchases.
- Year-on-year operating expenses have slightly increased when compared to the previous year due to the website development and maintenance fees.
- New on the expense list is printing and stationery and workman compensation cost.
- Our surplus for the year is R942 635 thousand.
- The financial reports indicates that the organisation is in a good financial position.
- Outstanding debts is R152, 524 thousand and is still within the 30-day period, this amount has reduced significantly when compared to previous years.

Sales as of end of May:

- The growth pattern is very similar to the previous year, there is an expected increase in the trend in June towards the conference period.
- Gross profit end of May R775, 156 thousand and most of this amount is from the previous year.
- Income from conference booking is sitting on R416 658 thousand, this amount will go up closer to the conference.

Budget vs Actuals: 2023 -2024 vs actuals 2022 - 2023

- Income from operations and memberships: Budget R2,400,000 million - Actual R2,658,125 million.
- Interest and other Income: Budget R120, 000 thousand - Actual R132,181 thousand.
- Cost of sales: Budget R500,000 thousand - Actual R358,790 thousand.
- Admin expenses: Budget R1, 859, 750 million - Actual R1, 488, 881 million.
- Profit/lost: Budget R160,250 thousand - Actual R942,635 thousand.
- Membership fees increased by 7%

Questions/Statements:

- Happy with the financial governance we haven't seen such figures before.
- Job well-done on the profits.
- There is an income reduction for the 2023-2024 budget, we should be looking at an increase of 6-7%.

- The 10% decrease in the proposed budget is from the sponsorship that was received in the previous year.

Approval of the budget:

- Usually, the budget is accepted in the meeting, in the previous years the budget was signed off at the AGM, if not a special AGM would be scheduled to approve.
- Three things need to be approved at this meeting:
 - Income statement,
 - Budget for next year,
 - Membership fee,

Budget Sign-off

- Proposing: Theo Veldsman accepted the budget as presented and the membership increase.
- Seconded: Nadine Venter, Fred Guest and Andre Westraat.

3. Memberships presented by Kim-Lee

- The purpose of this portfolio is to:
 - Identify initiatives to enable retention of membership growth.
 - Monitor membership and establish effectiveness of the initiatives.
 - Build and promote value proposition for all stakeholders to attract new members.
- Membership growth has increased to 580 members.
- The plan is to capitalise on the peak period to increase membership.
- Some of the plans to drive and increase sign-ups:
 - Membership discounts for conference.
 - Promote early sign ups,
 - Referral give aways,
 - Surveys – to understand member sentiments and experience.

Questions/Statements:

- We have identified a patten growth with membership sign-ups closer to the conference period.
- Suggestion: visit the health professional practice to get the numbers of the community or look at reaching out to a community board of IOPs.
- Start thinking a of our positioning as SIOPSA within the profession, focus on repositioning and giving our members some value, show them why they need to be a part of SIOPSA.
- Corporate memberships: have decreased in its activities, we need to share our value proposition and have a strategy of how we can penetrate this segment.

4. Professional Practice presented by Sylvia Baloyi

- This portfolio is mainly focused on:
 - The professional competency,
 - The improvement in performance,
 - The CPD aspects.

- Currently the team is busy reviving ethics, understanding what is out there and making sure that as an organisation we are aligned with the world.
- Significant work is being done to ensure the improvement of the accreditation process, working on the eCPD process to ensure we are efficient.
- The professional practice body has confirmed that fees will be gazetted moving forward.
- With regards to ethics the guidelines are available however, the challenge is the practical side. As an organisation we want to position ourselves as a supports structure for the practitioner.
- Thought leadership is focused on workplace counselling and forensic psychology.

Way forward:

- Maintain the accreditation status,
- Adhere to guidelines stipulated by the HPCSA,
- Create a structured ethics guide for ethics,
- Increase our market share.

Questions/Statements:

- It's been identified that the number of ethics events hosted are not enough to cover the points needed by the professional board. One of the focus areas for 2023/24 is to host more ethic events.
- How long does the health council give members to rectify their non-compliant status? They give members six (6) months.
- Suggestions: have ethical conversations like clumsy conversations.
- There is a list of activities that IOPs can engage in and earn CPD points.
 - Louise Coetzee to share the list.

5. Transformation presented by Anne Crafford

- Portfolio Focus:
 - Transforming the IOP profession,
 - Promoting diversity in talent development,
 - Fostering an inclusive culture and addressing challenges faced by black IOPs.

- Initiates:
 - The expansion of the internship management programme; the aim of the program is to assist supervisors to have structured internship programmes.
 - Capacity building for authentic conversations; to promote inclusion through in-person workshops organised to facilitate authentic conversations about race.
 - BIOPs interest group; aims to promote interests for Black IOPs

Question/Statements:

- Please share the SWAT analysis once it's been approved by EXCO.
- Does the IOP umbrella include psychometrics? Yes, we need to use a more inclusive language going forward.

6. Internship Management Report presented by Dr Ruwayne Kock.

- We started this work after realising that most unemployed IOP master graduate were Black, and we wanted to create a platform that will open opportunities for IOP graduates to get internships.
- There's organisations that donated towards this program the money was used to appoint a project manager Louise Coetzee.
- Although we are not an internship management host, we facilitate between the host organisation, internes, HPCSA and supervisors so we coordinate all the activities. We are the facilitators connecting the inters with the various organisations.
- In the program we have assisted 10 master graduates, 2 have graduated and 2 are preparing for the board exam.
- There's a group of supervisors that assist with the supervision of the interns.
- Partnerships with SHL, TTS and JvR.
- One of our biggest challenges is funding, we need to explore various options to reach as much people as possible.
- The ultimate goal is to have Black IOPs registered as psychologist.

Questions / Statements:

- What is the actual cost per intern or programme?
 - Louise will provide a report to respond to this.
 - A minimum of R100 000 thousand is needed just to get the programme running.
- Members are encouraged to send through any suggestions on how we can raise more funds for this program.
- Suggestion: honorary members and fellow members can donate what would be

their membership fee to this initiative.

7. President Report presented by Dr Sharon Munyaka

- Core goal and intention was to create one SIOPSA.
- Optimization of the systems: the work done on the website.
- Executing the 2020 - 2025 strategy.

Three focus strategic areas:

- Sustainability Mindset:
 - Increase revenue through events hosted by SIOPSA,
 - Collaborations,
 - Debt recovery: working hard to continuously recover debt,
 - Membership fees: there's an opportunity to increase membership.
 - Sponsorship: the SHL educational trust and individual sponsorships to the internship programme.
- Voice and Visibility
 - Rebuilding and strengthening the SIOPSA brand, ensuring that the brand is known using social media platforms and establish better ways to serve our members.
 - There is a significant increase on our social media engagement and media interviews.
 - The role SIOPSA played with regards to the health professional proposed framework was substantial: coordinating responses of IOPs to the proposed framework. When IOPs reached out to SIOPSA asking that we help them understand what the framework meant for industrial psychologist, it confirmed that our role in the society is vital.
 - Website: we rebuilt the website the intention was to create ease of access and engagement for our members.
- Diversity and inclusive collaboration:
 - The internship management programme,
 - SIOPSA transformation agenda,
 - SIOPSA groups: We have launched our Elders Forum.
- Conference: Advancing the digital agenda:
 - We are closely approaching the conference, we were surprised to see such a huge interest of people registering for the conference, especially with the in-person event.
 - Conference will be held from the 10th – 12th July online and 14th in-person.

- Total CPD points:
 - 10-12 – 16 CPDs and 4 Ethics points,
 - 14th – 4 CPDs and 1 Ethics point,
 - 10 -12 & 14th - 20 CPDs and 5 Ethic points,
 - We wanted to understand what is happening in the world hence the diversity of our speakers.
 - SIOPSA merchandise will be sold on the day, and you can pre-order as we celebrate 25 years of conference.
- 2023 annual report – has been published and is available on the website.
 - **Recognition:**
 - Prof Crystal will be bestowed with the SIOPSA honorary life member.
 - Barbara Donaldson will be bestowed the SIOPSA fellow member.
 - **Announcement of the President-elect presented by Cornè van Dyk.**
 - Nominees: Sylvia Baloyi and Prof Nasima MH Carrim
 - SIOPSA 2023/2024 President-elect: Nasima MH Carrim

8 Incoming President: Dr Ruwayne Kock

- The plan is to continue focusing on the 3 pillars which is sustainability, voice and visibility and diversity and inclusive collaboration with a strong focus on sustainability mantra and impact.
- Looking forward to understanding what our value proposition is, identify gaps and how we can cover those gaps.
- We need to remain relevant for a future fit IOP, use our academy interest group to build a future fit IOP.
- Our strength lies in our collaboration and inclusivity.
- We can position ourselves as leaders and change agents in our society.

9 Closing Remarks by Dr Sharon Munyaka

Signed by:



Dr Sharon Munyaka
SIOPSA President 2022/2023