



SABPP™

SA BOARD FOR
PEOPLE PRACTICES

Setting HR standards

ANNUAL INTEGRATED REPORT

2023 THEME:

Year of Professional Development

SABPP- The Quality Assurance
and HR Professional Body

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2023 23 HIGHLIGHTS



Review of the HRM Standards now named People Practice & Governance Standards.



SABPP House as the new office.



Launch of online learning material system called Koetliso.



25% Increase in new members compared to previous year.



Increase in provincial committee activities.



Youth development and empowerment through student chapters.



Increase in CPD accreditation including international accreditation of AIHR.



Alliances increase and impact.



Increase in company visits.



SABPP 41st birthday.



Successful SAHRUF conference.



2023 conferences including three face-to-face conferences.



Employee development achieving one MBA, and two honours graduates.



Increase in online payments.



Launch of SABPP 16th province i.e. Tshwane.



Green status on NLRD.



Excellence in universities supported through Marius Meyer SABPP excellence awards.



Revival of relationships with professional bodies in Botswana, Swaziland and Lesotho.



QCTO assessment centre.



Buffet membership officially launched.



Relaunch of the HR Audit council.

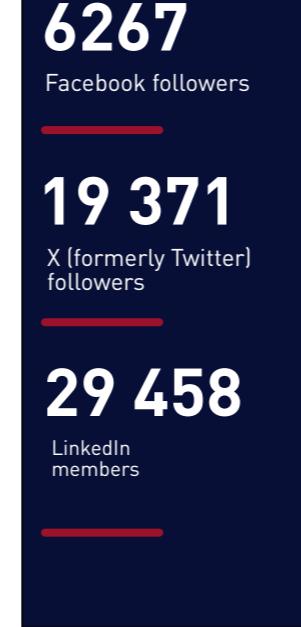


Relaunch of field agents.



MASA, a black female owned company, was appointed as our auditors after 22 years with Ransome Russouw

SABPP IN NUMBERS



SABPP VALUE PROPOSITION

	NON MEMBER	STANDARD MEMBER	BUFFET MEMBER
Commissioner of Oaths	✗	✓	✓
NRD SAQA professional registration	✗	✓	✓
Committee participation	✗	✓	✓
Fact sheets access	✓ Limited Access	✓ Full Access	✓ Full Access
Monthly magazine	✓	✓ Full Access	✓ Full Access
Standard workshops	✓ Paid For	✓ Paid For	✓ Free
Conferences	✓ Paid For	✓ Paid For	✓ Free
HR Audit	✓ Paid For	✓ Discounted	✓ Discounted
Social media	✓	✓	✓
People Practice Standards	✓ Paid For	✓ Paid For	✓ Free
Recognition and Awards	✗	✓	✓
Student bursaries	✗	✓	✓
Company visits	✓	✓	✓ Prioritised
Webinars (national and provincial)	✓ 50% Free	✓ 75% Free	✓ 100% Free
CPD and profile updates	✗	✓	✓
HR job vacancies	✓	✓ Prioritised	✓ Prioritised
Cheese and wine networking sessions	✗	✓	✓
Research opportunity	✗	✓	✓
Opportunity to be assessors & moderators	✗	✓	✓
Opportunity to be auditors	✗	✓ CHRP, MHRP	✓ CHRP, MHRP
Opportunity to be proled	✗	✓ MHRP	✓ MHRP
Opportunity to be a paid facilitator	✗	✓ CHRP, MHRP	✓ CHRP, MHRP
Opportunity to be SME	✗	✓ CHRP, MHRP	✓ CHRP, MHRP

LEADERSHIP REMARKS AND FOREMATTER

REMARKS OF THE CHAIRPERSON

It is with great pleasure that I present to you the Annual Report for the year 2023 of our esteemed South African Board for People Practices (SABPP). In spite of the obstacles we have faced, SABPP has once again displayed tenacity and agility in navigating through the turbulent operating environment. I am pleased to share solid results delivered by our people in collaboration with our committees, members, as well as management's ability to take decisive action in a challenging context.

The past year has been both challenging and rewarding as we navigated through various changes and opportunities in the people landscape. Professional bodies globally were faced with a number of challenges such as adapting to technology, financial sustainability, relevance, differentiation and member engagement and it was no different with the SABPP. Several strategies were put in place to respond to these headwinds placing the best interest of our members at heart.

We themed 2023 as a year of professional development: Our organisation continued to provide high-quality professional development opportunities to our members through workshops, seminars, factsheets and conferences. We focused on upskilling and reskilling our members to adapt to the evolving demands of the people landscape across all sectors. Through our committees across the country, we promoted networking and collaboration. We facilitated networking opportunities for our members to connect, share knowledge, and build relationships within the people community. We also collaborated with other professional bodies and organisations to enhance our collective impact and reach.

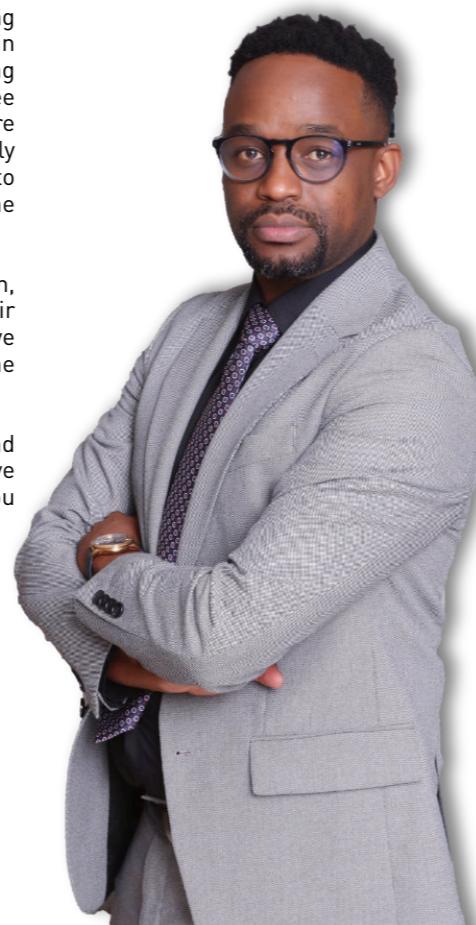
One of the proud moments for the Board was the re-launch of our People Practices and Governance Standards following a review of the 2013 HR Standards. These standards are the mainstay of our people professional. These standards are now available digitally for our members on our new learning management system named Koetliso. Research and publications remain a focus for the SABPP on key HR trends and issues affecting the South African workforce, as we aim to provide valuable information to our members and broader people community.

The 14th Board of the SABPP collectively took a strategic decision to purchase our very own office space (asset). This decision did not come lightly. Numerous options were considered before deciding to spend five million of our fiscal on property. This decision comes with several opportunities and of course with some disadvantages. Applying the cost benefit approach, the scale tilts more on the benefit side. As the Board, we invite all our members to make a turn at the SABPP House at any time, and even consider working from there for the day.

Looking ahead, as we move into the new year, we remain committed to advancing the people profession in South Africa and beyond. In 2024 our theme is investing in the people profession. This focus on investment will be multi-faceted and touching all segments of our different registration levels. In this new year we seek to see more collaboration with other professional bodies in the people space to ensure that our members are equipped to excel in their roles and contribute meaningfully to their organisations. Furthermore, the Board is working with the members to update our SABPP Charter to keep it current and ensure sustainability of the SABPP for many more years to come.

I would like to express my gratitude to the dedicated members of our organisation, the board, management, staff, service providers and all stakeholders for their unwavering commitment and support throughout the year. Together, we have achieved significant milestones and positioned SABPP for continued success in the future.

In closing, I invite all members to actively engage with staff, management and committees and participate in our programme, and contribute to our collective success. Your involvement is crucial to the growth and impact of SABPP. Thank you for your continued support and dedication to our shared mission.



CHAIRMAN OF THE BOARD SABPP
Dr James Ramakau

REMARKS OF THE CEO

2023 marked 10 years since the launch of HR Standards in 2013 and 41 years since SABPP was formed in 1982. This indeed reflects the maturing nature of the professional body as a partner to our three stakeholders i.e. the HR practitioners, HR academics and HR consultants. However, this maturity has now positively touched the regulators, the public as well as the international community. It is now very difficult, if not impossible, to talk about people matters and issues without referencing SABPP.

Elsewhere we show the highlights of 2023 which, inter alia, include the review of HR Standards which we have now appropriately renamed People Practices and Governance Standards. The world has changed, and we continue setting trends through ensuring that we remain world leaders in standards.

The highlights also include the historical decision and action to purchase our own building which we have appropriately named as the SABPP House. This will be a mini campus of the SABPP saving the profession a minimum of R2 million annually that they can be used elsewhere to better the profession. This is going to be the multi centre for offices, conferences, research and more for the SABPP.

Further, the year 2023 was a tough year as it became clearer the global challenge of member retention. Professional bodies world-wide are battling and SABPP is no exception. To counter this trend, SABPP has been deliberate, as shown in 2023, to develop and moderate other income streams to fund the body. Our work is too important to be stopped by financial resources. Therefore in 2023 we managed noncritical expenses and looked beyond the ordinary to ensure that we remain viable and ready to take the professional body beyond 2023.

In January 2023, we declared 2023 as a year of professional development. I hope you grew professionally for you cannot pour from an empty cup. This growth will not only benefit you as an individual but the people around you, your organisation as well as the country as a whole.

A special thank you to the SABPP Board, committees and staff for doing great in 2023. Thank you, members and stakeholders, for sticking with us in 2023 and we look forward to greater success and significance with you in 2024. We cannot succeed without you. Please share your suggestions, questions, advice, comments, and concerns directly to x-factor@sabpp.co.za and let us ensure that tomorrow is far much better than yesterday and today combined.



CEO
Xolani L Mawande

LIST OF ABBREVIATIONS

Abbreviation	Acronyms
ACFE	Association of Fraud Examiners
AFS	Annual Financial Statements
AGM	Annual General Meeting
ASDSA	Association for Skills Development in South Africa
BEE	Black Economic Empowerment
CEO	Chief Executive Officer
CFC	Chief Foresight Champion
CHRP	Chartered HR Professional
CIPD	Chartered Institute of Personnel Development
CMC	Change Management Committee
COGTA	Cooperative Governance and Traditional Affairs
COMENSA	Coaches and Mentors of South Africa
CPD	Continuous Professional Development
EC	Eastern Cape
EE	Employment Equity
ETQA	Education and Training Quality Assurance
FISA	Final Integrated Summative Assessment
FNB	First National Bank
HEC	Higher Education Committee
HOD	Head of Department
HR	Human Resources
HRAC	HR Audit Council
HRA	HR Associate
HRD	Human Resources Development
HRM	Human Resources Management
HRP	HR Professional
HRRI	Human Resources Research Initiative
HRT	HR Technician
IIA	Institute of Internal Auditors
IPM	Institute of People Management
IT	Information Technology
JHB	Johannesburg
KZN	Kwazulu Natal
L&D	Learning and Development
LQA	Learning and Quality Assurance
MHRP	Master HR Professional
MoA	Memorandum of Agreement
MoU	Memorandum of Understanding
MP	Mpumalanga
NC	Northern Cape
NCPD	National Council of & for Persons with Disabilities
NLRP	National Learners Records Database
NPO	Non-Profit Organisation
NQF	National Qualification Framework
NSG	National School of Government
NW	North West
PPC	People Practice Champion
PRC	Professional Registration Committee
PPGS	People Practices & Governance Standards
PSETA	Public Service Sector Education and Training Authority
QCTO	Quality Council for Trade & Occupations
RA	Risk and Audit
RPL	Recognition for Prior Learning
SA	South Africa
SABPP	SA Board for People Practices
SAHRUF	SA Human Resources University Forum
SAIDL	SA Institute of Digital Learning
SALGA	South African Local Government Association
SAPA	South African Payroll Association
SAQA	South African Qualifications Authority (SAQA)
SARA	South African Reward Association
SARS	South African Revenue Services
SDP	Skills Development Providers
SETA	Skills Education Training Authorities
WC	Western Cape



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SABPP ANNUAL REPORT 2023

ANNUAL REPORT

INTRODUCTION AND OVERVIEW

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- 10. STRATEGY**

WHO WE ARE

SABPP is an independent professional body and leading authority on Human Resources and people management practice in South Africa. It is a quality assurance body for training and education providers and an accredited Quality Assurance partner with the Quality Council for Trades and Occupations (QCTO).

The SABPP was established in 1982 and was set up as an autonomous body to be the standards and professional registration body for the HR profession. Over the last 40 years, the SABPP has registered thousands of HR professionals on five different and progressive levels.



OBJECTIVES OF SABPP

- 1** To promote the HR profession and people practices in South Africa.

- 2** To promote the quality and standard of HR education and training and HR providers in the field.

- 3** To quality assure HR providers, to register HR assessors and moderators and to certificate learners in the field of HR practice.

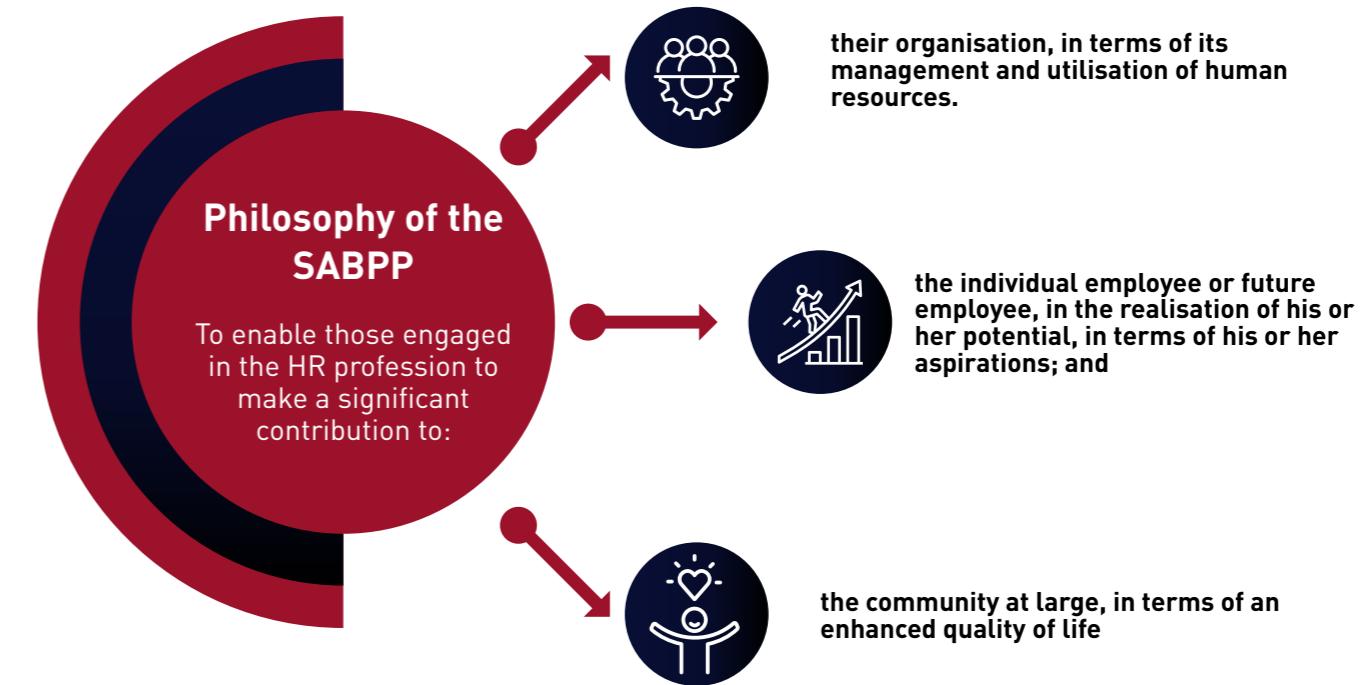
- 4** To promote collaboration in the fields of education and training.

- 5** To advise the relevant Minister(s), or any other party, on any matters falling within the scope of Human Resources and People Management.

- 6** To communicate to the Minister(s), or any other party, information on matters of public or professional importance acquired by the SABPP in the course of the performance of its functions.

- 7** To exercise authority in respect of all matters affecting the standard of professional conduct of persons in HR practice who are voluntarily registered in terms of this Charter.

PHILOSOPHY OF THE SABPP



VISION & MISSION



HOW TO BECOME A MEMBER

The SABPP is the professional body for HR professionals in South Africa. The body professionalises the HR function to ensure that HR becomes an increasingly recognised and respected profession. There are three requirements that need to be met before a professional level is approved.



The Professional Registration Committee assesses the applications and approves of the final levels subject to successful completion of Board Exams, where required:

PROFESSIONAL REGISTRATION



REGISTRATION FEES FOR 2024

Buffet Membership Categories: Renewal			Buffet Membership Categories: New Registration			
Membership level.	Silver [Standard] 2024	Gold 2024	Platinum 2024	Silver [Standard] 2024	Gold 2024	Platinum 2024
MHRP	2360,00	5760,00	7240,00	4,340,00	7740,00	9230,00
CHRP	2020,00	5420,00	6930,00	3,570,00	6980,00	8480,00
HRP	1680,00	5100,00	6600,00	2,760,00	6190,00	7690,00
HRA	1210,00	4660,00	6160,00	1,900,00	5350,00	6850,00
HRT	890,00	4360,00	5860,00	1,800,00	5270,00	6770,00

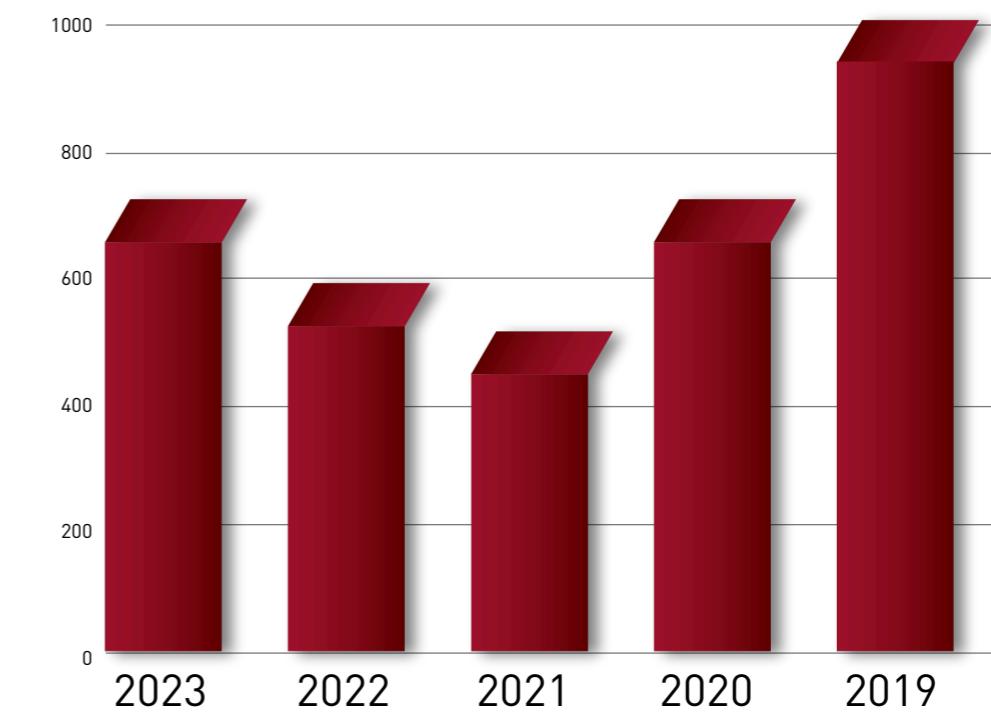
RECOGNITION FOR PRIOR LEARNING -RPL

RPL is a process through which non-formal learning and informal learning are measured, mediated for recognition across different contexts, and certified against the requirements for credit, access, inclusion or advancement in the formal education and training system, or workplace. Learning which has taken place prior to admission to a Professional body or as a requirement towards registration. The learning can be academic or experience.

The SABPP acknowledges that Recognition of Prior Learning (RPL) is an international practice that gives currency and recognition to a person's previous learning, regardless of how and where that learning was acquired. It allows skills and knowledge acquired outside of formal educational institutions to be formally recognised. SABPP has a formal mechanism of registering members via RPL.

OVERALL PROFESSIONAL REGISTRATIONS FOR 5 YEARS

Year	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Grand Total
2023	61	78	59	46	41	106	49	46	57	47	66	656
2022	39	50	30	34	46	70	47	50	52	39	66	523
2021	29	48	63	46	44	66	30	30	39	27	25	447
2020	101	89	65	30	60	54	65	52	55	34	50	655
2019	100	93	96	91	84	89	85	66	64	74	102	944
5 Year Average	66	71.6	62.6	49.4	55	77	55.2	48.8	53.4	44.2	61.8	645



BOARD EXAMS

Board Exams were introduced in January 2019 in order to strengthen the HR profession. All new members applying for membership and have obtained their qualifications from a non-SABPP accredited institution are requested to write Board Exams Level 1. Board Exams Level 2 is compulsory for all members applying for CHRP and MHRP. With the new system being in place we have seen members completing board exam 1, however, board exam 2 is still manual.

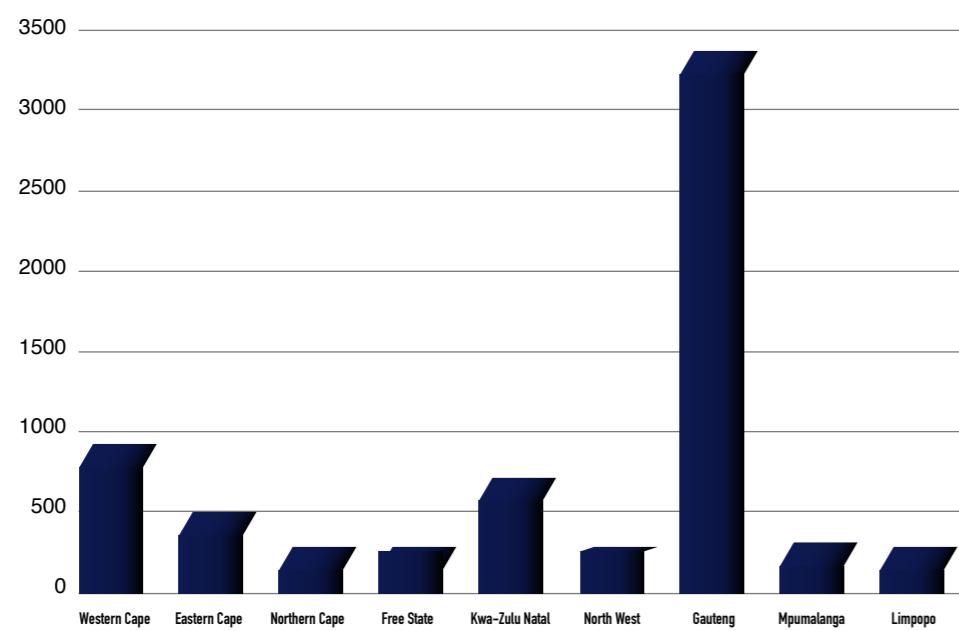
BUFFET MEMBERSHIP

We have considered ways on how to provide our members with practical and affordable services. The silver, gold, and platinum categories are among Buffet's three categories. One of the benefits of this is that a member can select which event they would like to attend at any given time, and it encourages the members to enjoy the benefits at a reasonable fee. On the conclusion of the first year of introducing Buffet membership, a total of 157 members have chosen this option which is 107 over budget.

Our membership footprint below is a breakdown of SABPP membership across all provinces as of 31st December 2023.

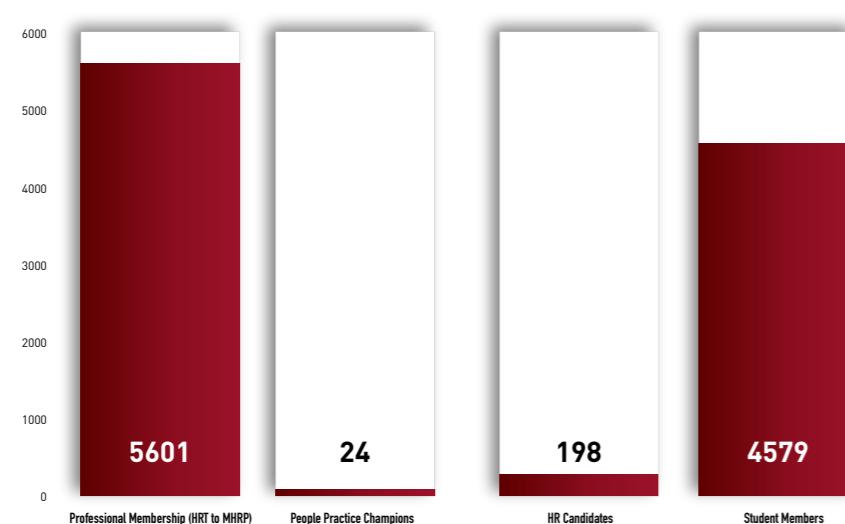
	WC	KZN	EC	NC	FS	LIMP	NW	GP	MP	INT	Total
MHRP	53	31	20	4	6	2	12	217	8	7	360
CHRP	136	88	56	16	25	19	30	561	25	11	967
HRP	361	248	128	68	68	69	61	1343	69	33	2448
HRA	148	110	92	37	30	31	38	668	43	6	1203
HRT	71	77	70	18	21	18	9	310	14	15	623
Total	769	554	366	143	150	139	150	3153	159	72	5601

The numbers above exclude non-professional levels i.e., Professional Practice Champions, HR Candidates and HR Students.



The membership numbers are shown as below:

TOTAL: 10 402



CODE OF PROFESSIONAL CONDUCT

SABPP members are expected to adhere to and display the set standards as per the formulated Code.

SABPP CODE OF CONDUCT

INDIVIDUAL PRACTITIONER COMMITMENTS

As a professional HR practitioner, I commit myself to uphold and be loyal to the SABPP's ethical values and standards. The core values of:

- Responsibility
- Integrity
- Respect
- Competence

I further commit myself to enhance and support the reputation of our HR profession through my personal conduct and my professional behaviour.

I serve society through applying my knowledge and skills in partnering with and serving managers and employees to:

- Make a difference to the communities I touch;
- Develop performance, skills and quality of work life of all employees;
- Support sustainability of the organisation;
- Contribute to the economic and social development of South African society inside and in the external context of my organisation.
- Promote ethical behaviour within organisations

My part in living the four values is further elaborated on the next page.

COMPLAINTS

The 'Policy & Procedure for hearing complaints against members of the SABPP' document is accessible by members when lodging complaints. There were complaints in 2023 which were handled and resolved in line with the terms of reference of the Ethics Sub- Committee (Disciplinary Committee)

RESPONSIBILITY

- I. I accept responsibility for the outcomes of my decisions and actions.
- II. I accept responsibility to think proactively and anticipate positive and negative consequences of my decisions and actions.
- III. I accept responsibility to ensure compliance with the Constitution, laws, regulations, Codes of Good Practice, and my organisation's policies and codes.
- IV. I accept responsibility to work towards achieving SABPP's HR Management Standards thereby living good practice.
- V. I accept my responsibility to assist in building an organisation fully representative of the broader population at all levels and which eliminates institutional racism and other barriers to equality, employment equity.
- VI. I accept responsibility to bring serious breaches of the SABPP's ethical values by other SABPP members to the attention of the SABPP in terms of the complaints procedure.
- VII. I accept responsibility to work towards universal professional registration of people working in HR roles through encouraging colleagues to register with the SABPP.



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OUR VALUES

RESPECT

- I. I commit to upholding human rights as enshrined in the Constitution of my country and to make human rights values part of my everyday life and language by listening, learning, communicating and educating, and by being open minded and impartial.
- II. I commit to treat everyone with dignity, fairness and respect.
- III. I commit to work towards eliminating discrimination of whatever type and to uphold the principles of anti-discrimination and anti-racism in the workplace and in society.
- IV. I commit to work towards achieving equality and diversity and to ensure that prejudice and discrimination do not go unchallenged. I will follow all SABPP professional guidelines and standards promoting diversity in the workplace.
- V. I respect the confidentiality of information that is entrusted to me.
- VI. I respect members of the various work teams of which I am part and ensure that I behave effectively as a team member.

INTEGRITY

- I. I understand that my effectiveness as a credible activist HR practitioner rests on my personal integrity
- II. I commit to build trust in me through acting with:
 - a. Honesty
 - b. Objectivity
 - c. Fairness of judgement
 - d. Consistency of action.
- III. I commit to declare and address actual and potential conflicts of interest as they arise in my professional and personal capacity.
- IV. I commit to ensuring that I meet agreed expectations of the people I serve.

COMPETENCE

- I. I understand and accept that it is our professional duty to integrate and apply sound human resource management principles, policies and practices in accordance with the SABPP's HRM Standards in all aspects of people management and to assess the value that we add.
- II. I commit to ensure that I am competent to perform my professional HR role and that I have a good understanding of the business of my organisation.
- III. I regularly assess myself against the expectations of the profession and the changing requirements of my roles and undertake personal and professional development where I have identified gaps.
- IV. I make sure I keep myself up to date with knowledge in the HR field through continuing professional development.
- V. I ensure that I am aware of the limits of my professional competence and I refer to other professionals where appropriate.
- VI. I commit to supporting my fellow HR practitioners in developing their competence including through role modeling and

SOCIAL AND ENVIRONMENTAL IMPACT

Sponsorship of the national best student under the Marius Meyer SABPP Student Excellence award to the tune of R50 000 with the best student walking away with R20 000 cash

Sponsorship of the best HR student per university R5000 per campus totalling R50 000 in 2023

Offered two bursaries to postgraduate students to the tune of R30 000

The HR Citizen committee continues encouraging members and professionals to donate their time and expertise to support communities.

SABPP ALLIANCES

The Association of Certified Fraud Examiners is a longstanding partner of the SABPP. We will continue to build our collaboration to further good governance and address critical issues such as the protection of whistle blowers.



Ethics is one of the pillars of professionalism for the SABPP. As a professional body, SABPP advocates ethical conduct by individuals, organisations, and society in general. One of the key alliance partners of the SABPP in this regard is The Ethics Institute, whose aligned mission is "enabling and supporting the cultivation of ethical organisations".



The CIPD is the professional body for HR and people development in the UK and globally. For our members, this alliance recognises our standing and quality assurance as SABPP members, as the CHRP and MHRP levels can apply for recognition and registration at the equivalent levels of Chartered and Chartered Fellow with the CIPD.



Two of the strategic objectives of the alliance are the development of the related Standards and competency framework. The aim is to use various interventions with COMENSA to help develop our HR members in their coaching and mentoring skills and provide a pipeline of mentors for our young aspiring future HR leaders as they enter the world of work.



IPM Zimbabwe and IPM Eswatini

Building relations and partnerships with our fellow African peers and professional bodies is one of the strategic priorities of the SABPP. The longstanding alliance with IPM Zimbabwe is one of the initiatives that SABPP had undertaken for our SADC neighbouring country. Another initiative is the alliance with IPM Eswatini on the HRM Standards and HR audits for example.



Botswana

The alliance with the Human Resource Professionals' Society – Botswana is another important alliance with our SADC neighbouring country. Together the professional bodies will explore the advancement of human resource professionalism, including the HR Standards and HR audits.



The National Council of and for Persons with Disabilities (NCPD) is a key partner to help address disability and inclusion. The NCPD contributed towards the development of the Disability Standard.



The alliance with South African Reward Association (SARA) serves to promote sound reward practices.



The alliance with South African Payroll Association serves to promote sound payroll practices.



Skills development is one of the national priorities for South Africa and is critical to answering the many disruptions from the changing world of work, 4IR, and global factors including the COVID pandemic. The alliance with the ASDSA is important for this. The ASDSA represents skills development practitioners.



The National School of Government is a key partner for professionalising HR and help influence the policies and provision of people practices in the public sector of South Africa. The NSG played a key role in developing the National Framework Towards the Professionalisation of The Public Sector which was ratified by Cabinet.



SALGA is an important stakeholder in professionalising the local government workforce and enabling effective service delivery. SALGA is undertaking a number of strategic interventions in planning for and realising the goals of the National Framework Towards the Professionalisation of The Public Sector. SABPP has been supporting SALGA where required in this professionalisation journey.

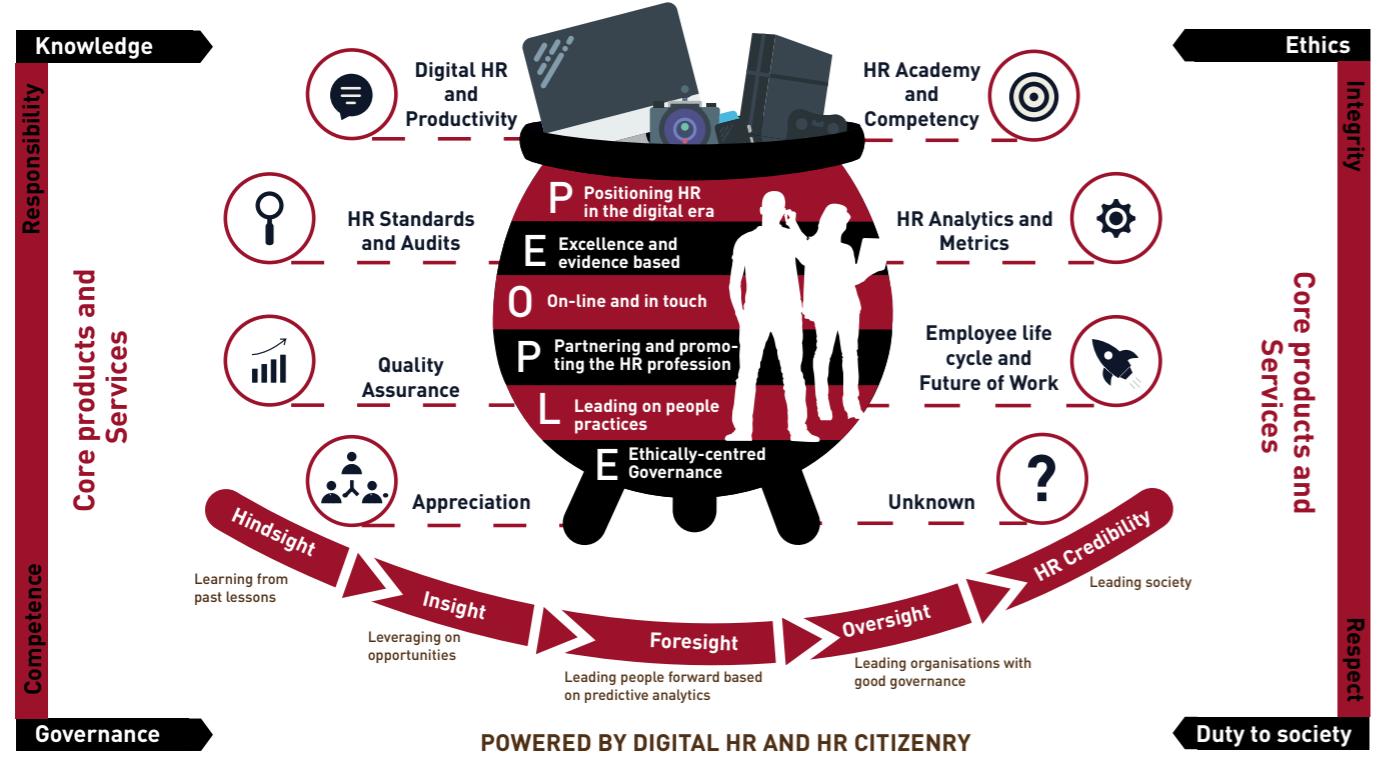


SABPP STRATEGY

The aim of the SABPP strategy is to:

- a. promote, direct and influence the development of the HR profession by setting HR standards.
- b. set HR competency standards for the education, training and conduct of those engaged in the profession.
- c. advise involved parties on developing and attaining those competencies as well as evaluate such attainment against the set HR Standards.
- d. make the technologies "promote the common good", enhance human dignity and protect the environment.

THE PEOPLE FACTOR STRATEGY #HR202030

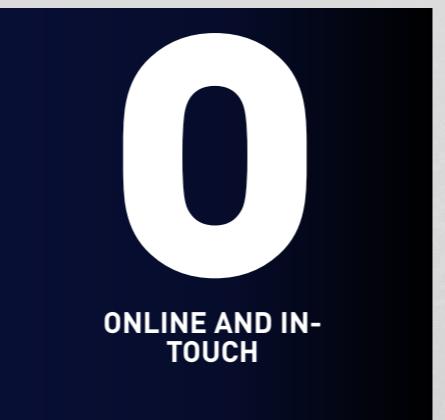




POSITIONING HR IN
THE DIGITAL ERA



EXCELLENCE



ONLINE AND IN-
TOUCH



PARTNERING AND
PROMOTING THE HR
PROFESSION



LEADING ON PEOPLE
PRACTICES



ETHICALLY- CENTRED
GOVERNANCE

- Promote the People Factor Strategy
- Develop the Digital HR series stream
- Support the design of curriculum on Digital HR for universities

- Investigate statutory recognition of HR
- Issue awards to companies & individuals excelling in HR standards, audits and innovation
- Accredit HR learning providers
- Audit companies against HR Standards
- Strengthen Board Exams as a prerequisite for professional registration
- Accredit universities offering HR qualifications and HR modules
- Register and maintain members who are HR professionals
- Develop a system for managing institutional knowledge for internal and external purposes

- Produce publications aligned to strategy
- Orientate HR Directors on professional body
- Create an integrated value proposition for members
- Showcase value for members with clear corporate identity and brand association
- Develop and implement a clear marketing strategy (overall) and plan (per product)
- Present on HR professionalism and standards at public conferences
- Package & make value of individual & corporate registration more visible for members to "feel" the benefits
- Develop & categorise value/ products according to different levels of registration
- Maintain strong representation of SABPP across the country (provincial committees)
- Set up and maintain student chapters at universities
- Support young people in HR through the support of the SABPP HR Youth Council
- Arrange events for HR professionals
- Arrange generic and specific company /client visits
- Implement and refine the new CPD system
- Explore recognition of other professional body events for CPD
- Accredit and showcase CPD providers
- Develop a seamless system for CPD points tracking
- Automate quality assurance processes
- Develop integrated technology solutions for all products (e.g. swipe cards) and processes
- Develop a culture of innovation
- Develop staff and committee capacity to leverage technology in all SABPP work
- Reposition IT as a key strategic priority by utilising the IT Governance Committee
- Develop online evaluation systems/forms
- Deliver a social media content strategy (LinkedIn, Twitter, Facebook and Instagram)

- Develop a quality framework with clear rules for alliances linked to overall strategy
- Create an alliance review system and report to board (green, yellow, red) – ROI
- Build new alliances that will enable SABPP to achieve its objectives both locally and abroad
- Ensure sound governance with MoU and MoAs
- Drive innovation in the industry to leverage on the Future World of work philosophy
- Accredit and market trained consultants as Standard Champions (specific to HR Standard Toolkits)

- Develop & deliver a regular stream of products for HR professionals
- Review HR Standards
- Conduct regular surveys
- Develop an annual State of the HR Industry Trends Report
- Draft a clear research in practice model (e.g. convert dissertations to practice papers)
- Conduct research into trends and products
- Comment on all relevant government and other stakeholder requests for inputs
- Develop a set of national HR metrics
- Make HR Standards accessible to all HR professionals
- Drive competencies in HR functions
- Develop further HR Professional Practice Standards
- Produce regular HR position papers on current topics
- Develop responses to socio-economic issues
- Influence curriculum of higher education institutions.
- Build strong relationships with universities and research houses
- Create a free 'Youth in HR' interaction
- Create an HR calendar for South Africa

- Green movement
- Ensure sound governance of HR audits
- Affordable events and products
- Financial viability
- Manage and comply to regulatory and risks framework eg SAQA, Risk register.
- Leveraging on HR Governance Framework
- AGM and Provincial AGMs and Annual Committee meetings
- Dealing with complaints against unprofessional members



BOARD AND COMMITTEES



SABPP™
SA BOARD FOR
PEOPLE PRACTICES
Setting HR standards

1. BOARD DETAILS
2. SUB-COMMITTEES
3. PROVINCIAL COMMITTEES

THE SABPP BOARD

The SABPP Board consists of ten (10) HR professionals, consultants and academics that are elected by SABPP members every three years. As per King IV requirements, the Board co-opted additional two (2) skills that is legal and finance specialists to ensure that the Board is balanced to fulfill its mandate. The Board members are eligible for re-election or to be co-opted once more for a maximum two (2) terms.

The Board provides effective leadership based on ethical foundation and it is responsible for providing strategic direction that controls SABPP but executed by the CEO/Staff. Our Board consists of the below members that are operating on voluntary basis:

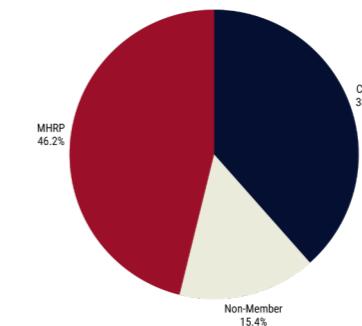


SABPP BOARD

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES Numbers	SA BLACK FEMALES %age		
	A	I	C	W	A	I	C	W	Male	Female									
Board Exco	1	1	0	0	0	0	0	0	0	1	0	0	3	2	67%	1	33%	0	0%
Board Members incl. Exco	3	1	2	1	3	0	0	2	0	0	0	12	9	75%	5	42%	3	25%	

SABPP Registration Levels Chart

SABPP Registration Levels Chart : Excludes non-members Rofhiwa Hildah Muthambi (Legal Specialist) and Kolobe Mashala (financial Specialist) who are co-opted experts



KEY HIGHLIGHTS OF 2023

- HR Standards review (People Practices and Governance Standards)
- SABPP House
- Segmentation journey
- Building key capabilities in support of operational excellence
- Approval of 2022 Annual Financial Statements and Audit report
- Annual General Meeting and Annual Report
- Provincial AGMs and Provincial Business Plans
- Approval of 2024 Budget
- Approval of various matters as per below:
 - Employment Equity Plan Report
 - Various Committee terms of references
 - Quarterly Financials (Management Accounts)
 - Quarterly Accreditation Reports (University and SDP)
 - Quarterly HR Audit Reports
 - Quarterly People Factor - Strategy Review

CHALLENGES OF 2023

- Member engagements and commitments
- Constrained income growth
- Virtual world limiting networking
- Limited staff

PLANS FOR 2024

- Statutory recognition debate
- The future role of SABPP in quality assurance
- National and global partnerships (Alliance)
- Succession Planning
- Income diversification and growth
- Charter review
- Future world of work

BOARD SUB-COMMITTEES

The Board delegates functions to over 30 structured Committees. There are two types of committees at SABPP, National and Provincial Committees.

The National and Provincial Committees consist of academics, consultants and members of industry who are committed to promoting HR professionalism and sustainability in South Africa in all fields impacting HR.

These committees are guided by Terms of References that are aligned to the SABPP Charter. The Committees are elected at the beginning of each Board's term by the CEO. They meet in different times and provide a formal report back to the Board at the end of each quarter.

Despite the unique character of each committee, generic committee governance guidelines have been prepared to ensure a more consistent and comprehensive approach to aligning all committees to overall strategy and governance requirements of SABPP and King IV.

A sincere thank you to our devoted national and provincial committee members for their passion and loyalty seen during the year 2023 within the profession.

Below are key actions taken by the National Committees and summary of activities and decisions taken:

NATIONAL COMMITTEE: LIST OF COMMITTEES AND CHAIRPERSONS

No	Chairperson	Organisation	Committee	Level
1.	Happiness Mukonzo	Entwise Consulting	Ethics	CHRP
2.	Elizabeth Dhlamini- Kumalo	Consultant	HR Governance	MHRP
3.	Dr Rica Viljoen	Centre of Human Emergence: Africa	Learning and Quality Assurance	MHRP
4.	Mariska Smith Beyer	Fraser Alexander	Continuous Professional Development	MHRP
5.	Lyle Markham	University of the Free State (UFS)	Higher Education	MHRP
6.	Dr Mochabo Moerane	University of South Africa (UNISA)	Registration Evaluation	MHRP
7.	Barry Vorster	BDO	IT Governance	MHRP
8.	Dirusha Ganapathy	Beyond Transform	Change Management	CHRP
9.	Gcina Mthembu	Enertrag	HR Citizen	HRP
10.	Francois Sieberhagen	VKB Group	HR Audit Council C	MHRP
11.	Dr Monique Woodborne	The K3Y	HRRI	MHRP
12.	Kolobe Mashala	Agricultural Research Council	Risk and Audit	Chartered Accountant (CA)
13.	Rodene Dye	University of Johannesburg	Mentoring	CHRP
14.	Bhavisha Patel	IRESS	Learning and Development	HRP
15.	Bedelia Theunissen	AECI	Labour Market	MHRP



Kolobe Mashala
(Chairperson)

COMMITTEE MEMBERS:

Thandi Thankge (Vice Chairperson), Nombulelo Lekota, Tshegofatso Maloka and Rofhiwa Muthambi.

RISK AND AUDIT Committee

PURPOSE

To ensure that processes, finances and risks are effectively governed in accordance with relevant and applicable standards, as well as aligning to legislation and the business strategy. Focus on identifying and managing risks and to leverage opportunities for positioning business processes and finances in adding value to the overall SABPP business strategy.

KEY HIGHLIGHTS OF 2023

- Evaluated and supported the Reavaya Project.
- Unqualified Audit Opinion – 2022 Annual Financial Statement.
- Approved the 2024 membership increase fee.
- Appointed new Financial Auditors.
- Approved the 2024 Budget.

CHALLENGES OF 2023

- Lack of adequate skills in the committee.
- Lack of internal audit function.

PLANS FOR 2024

- Risk management – emerging risks.
- Internal audit function – business processes streamlined.
- Recruit new members.



Bhavisha Patel (Chairperson)

COMMITTEE MEMBERS:

Sheree Snyman (1st Vice Chairperson), Prashini Pena (2nd Vice Chairperson), Adi Stephan, Ingrid Letswalo, Rosa Peters, Pieter van Ellewee, Ross Lesser, Nomvula Mhlambi, Tammy van der Kolff, Naren Vassen, Shameen Jamaludeen, Nancy Naidu, Klarinda Meiring, Zani Lombard, Helmut Viljoen, Anthea Saffy, Christopher Gumende and Gizzelle McIntyre.

LEARNING AND DEVELOPMENT Committee

PURPOSE

To guide the L & D community by informing, educating and inspiring L & D professionals. Stay innovative, on top of hot topics that are trending and positively influencing L & D way of work. To develop tools and share freely through the SABPP fact sheet, People factor and social media platforms.



KEY HIGHLIGHTS OF 2023

- The L&D Committee held the 6th Annual L&D Conference in 2023, which was a face-to-face conference with a focus on optimizing and future proofing learning, development, and leadership.
- Three (3) articles published in the PEOPLE Factor magazine among the L&D committee members.



CHALLENGES OF 2023

- Committee attendance and participation.



PLANS FOR 2024

- The Committee will host the 7th Annual L&D Conference.
- Drip feed of L&D information on latest trends published bi-monthly using social media.
- Host short webinars targeted at L&D professionals on topics followed on from the conference.



Dr Rica Viljoen (Chairperson)

COMMITTEE MEMBERS:

Maritsa Grewe (Vice Chairperson), Helen Hadfield, Paula Teigao, Thapedi Mofokeng, Klarinda Meiring, Zodwa Tomile, Elaine Matthee, Michelle Kreutzer, Marika Krieg, Agnes A. O'Neill, Rowena Singh and Gerda Oberholzer.

LEARNING AND QUALITY ASSURANCE Committee

PURPOSE

To provide oversight of the SABPP's quality assurance function as a Quality Assurance Partner with the QCTO. This forms part of SABPP's mission of professionalisation and in setting standards and ensuring quality provision of HR learning. The SABPP has a robust quality assurance framework in place that has been developed and improved on over the years.



KEY HIGHLIGHTS OF 2023

- 2 new qualification accreditations and 12 qualification re-accreditations were reviewed.
- 538 learners had written the Final Integrated Summative Assessment.
- Continuing registration of assessors and moderators.



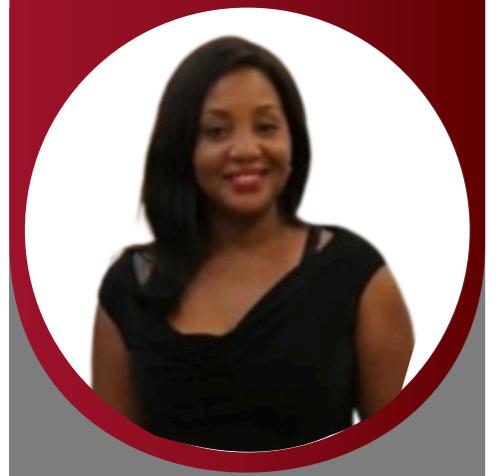
CHALLENGES OF 2023

- Although the Committee has grown, attendance has not been consistent.



PLANS FOR 2024

- Continue to build the Committee.
- Explore opportunities for SABPP quality assurance role.



ETHICS Committee

PURPOSE

To assist in ensuring that members are equipped with required ethics standards as key drivers of HR members in their organisations. The Committee plays a big role introducing various projects in ensuring that SABPP members champion ethically centred governance in their organisations. The Committee manages a tip-offs service that provides the profession across all regions a platform where SABPP members can be reported for unethical behaviour.

**Happiness
Mukonzo**
(Chairperson)

COMMITTEE MEMBERS:

Vusi Mahlangu (1st Vice Chairperson), Patrick Mugumo (2nd Vice Chairperson), Vuyisile Nomvalo, Kamohelo Kode, Mosanku Pholo, Leonora Klein, Charles Gilbert and Jamiel Nassiep.



KEY HIGHLIGHTS OF 2023

- Hosted the annual Ethics and Governance Conference in March 2023 where various ethics experts shared their knowledge about ethics with a purpose of educating and promoting ethics and governance awareness amongst SABPP members.
- Hosted a Commissioner of Oaths webinar for SABPP members.
- Committee members contributed towards writing various articles to the People Factor Magazine.
- Strategy session



CHALLENGES OF 2023

- The committee has succession planning challenge.



PLANS FOR 2024

- Annual Ethics and Governance conference for 2024 on the 14th of March 2024.
- Host webinars every second month.



LABOUR MARKET Committee

PURPOSE

To address the interface of labour market issues, the work of HR professionals and the impact of challenges within the labour market on South African society. An important output of the Committee is to provide the content to support an advocacy role for the SABPP in this regard



KEY HIGHLIGHTS OF 2023

- Successfully held the Labour Market Conference with the theme, Gold Future vs. Cold Future).
- Emit Study shared in the conference, which is a Profit Sharing Case Study (Emit Organisation).
- Ongoing engagement for co-productivity through survey sent.



CHALLENGES OF 2023

- The LMC's core focus is to encourage SABPP members to implement Co-Productivity in their businesses in order to boost the growth of their businesses.
- The end goal of this focus is to reduce substantially South Africa's extremely high and severely debilitating unemployment rate through the growth of business and the resulting ability of businesses to employ many thousands more staff.
- Key challenge is to persuade the SABPP's members to replicate the Co-Productivity system that has so successfully been implemented by the Emit group of companies.



PLANS FOR 2024

- 3-hour workshop on Co-Productivity
- The LMC's annual conference. This would be a 3-hour conference.



Rachabane Kope (Chairperson)

COMMITTEE MEMBERS:

Getty Simelane, Mpuseng
Tlhabane, Tumi Mahlangu,
Phumudzo Maboho, Sandra De
Alcantara and Elaine Mofokeng

MENTORING AND COACHING Committee

PURPOSE

To advise and support the Board to put in place programmes that manage career transitions for its members at all stages of its segmentation strategy (from entry level to mid-career transitions and end of career). The Committee acts in accordance with the SABPP's People Factor Strategy, 2020-2030 with a strong drive towards segmentation and a focus on member value proposition.



KEY HIGHLIGHTS OF 2023

- The crafting and the sign-off of Mentoring and Coaching Committee Strategy 2022-2024 by committee members.
- Engagement and ultimately re-signing the Memorandum of Understanding (MoU) between the SABPP & COMENSA, as the previous had expired.



CHALLENGES OF 2023

- Acquiring and retaining members in the Committee, and this has had adverse effect in the delivery of identified projects and this has to a greater degree hampered continuity.



PLANS FOR 2024

- Focus on projects / solutions aligned with current challenges facing communities in South Africa, i.e., youth unemployment, graduates seeking coaching mentoring and workplace experience and youth (not in employment, education, or training).
- To continue with the SABPP / COMENSA partnership with a view of allowing their members to collaborate and add value to the broader South African community of existing and aspiring professionals and students.



Dr Mochabo Moerane (Chairperson)

COMMITTEE MEMBERS:

Dineo Mathibedi (1st Vice Chairperson), Charles Myburgh (2nd Vice Chairperson), Dr Monique Woodborne, Funmilayo Soluade, Jacobus Van der Wilden, Dr Fathima Mahomed, Sidwell Shikweni, Sello Mphelane, Leroy Moalusi, Boitumelo Letlape, Thantsi Moepi and Siphokazi Dunge.



PROFESSIONAL REGISTRATION Committee

PURPOSE

To evaluate professional membership applications for individuals who desire to register with the SABPP at a level appropriate to their HR competencies, education and level of experience. The committee therefore approves the relevant professional registration level.



KEY HIGHLIGHTS OF 2023

- Successful evaluations on 656 new members and 106 upgrades.
- New committee members joined.
- User friendly evaluation system



CHALLENGES OF 2023

- Not able to reach the New Registration targeted number.



PLANS FOR 2024

- Electing the new chairperson of the committee.
- Investigate how to increase the number of new registrations.



**Dr Monique
Woodborne
(Chairperson)**

**COMMITTEE
MEMBERS:**

Anthea Saffy, Jenny Baijnath and
Lyle Markham

HUMAN RESOURCES RESEARCH INITIATIVE Committee

PURPOSE

To access and/or commission research by partnering with appropriate research institutions, and all other identified stakeholders, to ensure that comprehensive and appropriate data and expert opinions are sourced to provide support to HR professionals on matters of national importance relevant to the HR profession.

KEY HIGHLIGHTS OF 2023

- Identifying the need for increased collaboration. Planning internal stakeholders collaboration workshop.
- Appointment of new membership to increase reach into academia.
- Review and Board approval of the Terms of Reference for on-going relevance.

CHALLENGES OF 2023

- Resignation of vice-chairperson.
- Ensuring consistent attendance of all committee members, the inconsistent attendance hampers flow and ability to deliver.

PLANS FOR 2024

- Increasing the committee's involvement with relevant stakeholders.



**Francois
Sieberhagen
(Chairperson)**

**COMMITTEE
MEMBERS:**

Ms Nokwanda Madondo (1st Vice Chairperson), Sivaan Marie (2nd Vice Chairperson), Meryl Naidoo, Stanley Ngcobo and Dr Thembu Makobela.

HR AUDIT Council

PURPOSE

The focus of the Council is to outline governance principles, requirements and processes of the SABPP Audit Council. The HR Audit Council's mandate is to ensure that there is accountability and oversight of the HR Audit Unit. In addition, the structure will ensure that the HR audit processes, and methodology are continually refined where appropriate.

KEY HIGHLIGHTS OF 2023

- Audit Council Terms of Reference and risk register finalised.
- Four audits completed.
- Audit Council members reviewed audit reports.

CHALLENGES OF 2023

- Resignation of vice-chairperson.
- Ensuring consistent attendance of all committee members, the inconsistent attendance hampers flow and ability to deliver.

PLANS FOR 2024

- Increasing the committee's involvement with relevant stakeholders.



**Elizabeth
Dhlamini-Kumalo
(Chairperson)**

**COMMITTEE
MEMBERS:**

Jenny Jaftha, Sivaan Marie, Getty Simelane, Dr Michael Glensor, Napo Merriman Ponoane and Anthea Saffy.

HR GOVERNANCE Committee

PURPOSE

To serve as a sounding board to the SABPP for the development of products / services on HR Governance. Recommend and/or approve newly developed National HR standards and Professional Practices as well as supporting projects to the SABPP Board. Advise HR Directors / Leaders with a clear HR Governance framework and set of guidelines for sound governance, assurance and integrated reporting in organisations. Position and benchmark HR Governance with leading international and local corporate governance codes and systems.



KEY HIGHLIGHTS OF 2023

- Contribution to the NomCom process for Board consideration.
- Input into the review of Standards to incorporate HR governance.



CHALLENGES OF 2023

- To find ideal/most convenient time to meet as a committee as well as maximise the set times for meetings.



PLANS FOR 2024

- Strengthen collaboration with other bodies with similar interests/ objectives.
- Contribution of articles/thought pieces of publication.



**Lyle Markham
(Chairperson)**

**COMMITTEE
MEMBERS:**

Anita de Bruyn (Vice Chairperson), Thapelo ChaaCha, Dr Ethel Kotelana, Dr Fumani Mabasa, Ms. Debbie Mtshelwane, Prof Chantal Olckers, Ms. Janie Steyn, Dr. Johan van der Westhuizen, Dr Liiza Gie, Dr Kelebogile Paadi, Dr Caren Duffy, Dr Calvin Mabasa, Dr Daphne Pillay Naidoo, Dr Josaih Masoka and Henk De Jager.

HIGHER EDUCATION (HE) Committee

PURPOSE

To ensure and monitor the quality delivery of HR qualifications by evaluating the integration of the SABPP Competency Model and HR Standards within academic curriculum. The committee adopts a developmental approach and advises HEIs on means to improve the quality of their offerings and employability of graduates. Graduates from accredited institutions are exempted from Board Exams when they register as HR Professionals and pipeline students articulate with ease between accredited institutions.



KEY HIGHLIGHTS OF 2023

- Revised the accreditation criteria.
- 3 university accreditations were completed this year and one endorsement application.



CHALLENGES OF 2023

- Some universities did not commit to agreed accreditation dates.



PLANS FOR 2024

- VUT accreditation Q2 2024
- Stadio accreditation Q2 2024
- Accreditation pipeline – tentative schedule: WSU (Q3), UKZN (Q3/Q4), TUT (Q3/Q4), UCT (Q3/Q4), UFS (Q3/Q4)



Barry Vorster
(Chairperson)

**COMMITTEE
MEMBERS:**

Barry Vorster, Xee Wildeng,
Vernon Naidoo,

IT GOVERNANCE Committee

PURPOSE

To provide oversight over the SABPP IT governance



KEY HIGHLIGHTS OF 2023

- Initiated a nationwide dialogue on HR Technology education within Higher Education.
- Presented at SAHRUF on 3 August and engaged in focused discussions with key stakeholders from various institutions.



CHALLENGES OF 2023

- Limited committee members



PLANS FOR 2024

- Set the stage for a comprehensive exploration of AI in HR in the upcoming year.
- Planned discussions, articles, and presentations at SABPP events to delve into the role of AI in reshaping HR practices.
- Planning a series of discussions in the coming year, leading to a colloquium involving HE institutions, private/public organizations, and HR software vendors.



Gcina Mthembu
(Chairperson)

**COMMITTEE
MEMBERS:**

Nomvula Mhlambi, Prashika Murugan, Stanely Ngcobo, Lizo Makele, Siviwe Magidigidi, Nadia Shaik, Thandekile Notununu, Prince Kutama, Lavinia Pillay, Vernon Naidu, Marco Matshoba, Arina Fyfer, Dr. Christa Bonnet, Prithika Williams, Kenneth Khoza, Caswell Magadla, Betty Moganedzi, Mathew Bam and Boy Lebohang Mofokeng.

HR Citizen Committee

PURPOSE

To create meaningful high impact opportunities for HR Professionals to become active citizens in their own profession and society at large.



KEY HIGHLIGHTS OF 2023

- Conducted our first webinar since the relaunch of the committee in 2021 Aug.
- Establishing committee cohesion



CHALLENGES OF 2023

- Achieving consistency with member attendance in meetings



PLANS FOR 2024

- 2 Webinars for the year (Period June and October)
- Career day, targeting Grade 10 – 12s from underprivileged communities.



Mariska Beyer
(Chairperson)

**COMMITTEE
MEMBERS:**

Adina de Vries (Vice Chairperson), Fathima Mahomed, Ivan Horner and Verna Appollis

CPD Committee

PURPOSE

To provide support to individual professionals seeking recognition for ongoing professional development.



KEY HIGHLIGHTS OF 2023

- The committee prioritised the pillars of the CPD framework and created sub working streams that are each responsible for the execution of a pillar.
- Members of the committee are very knowledgeable and committed.



CHALLENGES OF 2023

- All members are quite busy in respective roles, and although very committed, struggling to find the time to convene and move forward on a faster pace.



PLANS FOR 2024

- Commence with actions to implement remaining pillars 3 (Manage membership progress) and 5 (continuous improvement).



**Dirusha
Ganaphathy**
(Chairperson)

**COMMITTEE
MEMBERS:**

Bravo Mphelane (Vice Chairperson), Bedelia Theunissen Dumisani Ntombela, Tebogo Mphamo, Happiness Mukonzo and Dustin Hogg,

CHANGE MANAGEMENT Committee

PURPOSE

To stimulate healthy debate and provide practical guidance and support on the dynamics of managing change in today's turbulent environments to SABPP members. To impact society through education about organisation development and effectively managing change (possible articles, fact sheets, books, lecturing, events, etc.). To function as a Change Management think tank that commits to disruptive innovation in the field of OD and Change Management.



KEY HIGHLIGHTS OF 2023

- Hosted a Webinar on "Change and the Personality Traits Associated with trends – A Review of Who Moved my Cheese".
- Development of Change Facilitation Toolkit.
- Held a Strategy planning session.



CHALLENGES OF 2023

- Members not completing the tasks assigned to them/poor participation.



PLANS FOR 2024

- To have more realistic and manageable plans.
- To recruit more members and work on more projects.

PROVINCIAL COMMITTEES

Below are key actions taken by the Provincial Committees and summary of activities and decisions taken:

LIST OF COMMITTEES AND CHAIRPERSONS

No	Name	Organisation	Province	Level
1.	Dr Michelle Visser	Stellenbosch University	Western Cape	CHRP
2.	Lyle Markham	University of Free State	Free State	CHRP
3.	Danie Swanepoel	Thomas & Swanepoel Inc	Limpopo	CHRP
4.	Bokang Molefe	Durban Municipality	KZN	HRP
5.	Roslyn Lodewyk-Raliphada	North-West University (Potch)	North West (Potch)	HRP
6.	Dr Kelebogile Paadi	North-West University (Mahikeng)	North West (Mahikeng)	CHRP
7	Mosanku Pholo	Onkabetse and Siko Group ta OSG Academy	North West (Rustenburg)	HRP
8	Vusi Mahlangu	Simply HR Solutions	Greater Gauteng	CHRP
9.	Tebogo Maarman	Office of the Premier	Northern Cape (Kimberly)	HRP
10.	Lebogang Majubeke	Assmang- Black Rock Mine	Northern Cape (Kathu)	CHRP
11	Dr Thulile Ngonyama-Ndou	TUT Emalahleni	Mpumalanga (Highveld)	MHRP
12	Dr Christiana Kappo-Abidemi	University of Mpumalanga	Mpumalanga (Lowveld)	HRP
13	Nandipha Sishuba	Nelson Mandela University	Eastern Cape (PE)	MHRP
14	Sindiswa Majova	Walter Sisulu University	Eastern Cape (East London)	HRP
15	Sinoxolo Mjulwa	O.R. Tambo District Municipality	Eastern Cape (Mthatha)	HRP
16	Amos Mthembu	Bushveld Minerals	Tshwane	HRP

EASTERN CAPE: EAST LONDON PROVINCIAL COMMITTEE



SINDISWA MAJOVA
-CHAIRPERSON



KEY HIGHLIGHTS OF 2023

- Presented about SABPP at Mnquma local municipality. The session was well attended and at the session members of Mnquma Municipality were willing to become members of the SABPP, however, the budget was a major constraint.
- Presented to the Department of Education Eastern Cape. In addition, the Department of education are in a process of finalising registration of their staff members this year as to become members of SABPP.

CHALLENGES OF 2023



- Members of the committee that is Ms. Majova as well as Ms. Baqo were sick for a period of six months. This in turn has negatively affected the smooth running of the committee because we did not achieve our intended goals for year 2023.

PLANS FOR 2024



- Organising an annual general meeting.
- Signing MOUs with at least two public sector and two private sector organisations.
- Invite SABPP members in our Institution to inculcate HR mind set to our students.
- Make sure that student chapter is vibrant in our institution.

MPUMALANGA: LOWVELD PROVINCIAL COMMITTEE



DR CHRISTIANA KAPPO-ABIDEMI
-CHAIRPERSON



KEY HIGHLIGHTS OF 2023

- Two presentations at Mpumalanga Provincial Government, namely: HRM Review session on 13-14 April 2023 and Human Resource Development Provincial meeting on the 6 April 2023.
- Social media presence.
- Received approval to launch the UMP student chapter.



CHALLENGES OF 2023

- The committee is struggling to reach out to new and existing members within the province.



PLANS FOR 2024

- Organise few free webinars to announce the presence of the committee within the province.
- Host Breakfast sessions in 2024.

COMMITTEE MEMBERS:

Mr Mpilo Dube (Vice Chairperson), Ms Nosipho Nkosi, Ms Jean Mahlatse Mohlala, Ms Sithembiso, Ms Esther Beauty Mtasa, Mr Sivuyile Shai, Ms Endlani Analina and Ms Eunice Chitema Ndadzibaya.

MPUMALANGA: HIGHVELD PROVINCIAL COMMITTEE



DR THULILE NGONYAMA-NDOU
-CHAIRPERSON



KEY HIGHLIGHTS OF 2023

- Wrote an article "Impact of quiet quitting in the workplace".
- Hosted a webinar "improving HR effectiveness through automation".
- Hosted a webinar "Impact of mental health and wellbeing on quiet quitting".
- Assisted the TUT Student Chapter in hosting a recruitment drive session to market SABPP and recruit student members.



CHALLENGES OF 2023

- Participating and interest by members.



PLANS FOR 2024

- Elect a new Chairperson and restructure the committee.

NORTH WEST: MAHIKENG PROVINCIAL COMMITTEE



DR KELEBOGILE PAADIE
-CHAIRPERSON



KEY HIGHLIGHTS OF 2023

- Guest lecture by Mr. Mmisi Legodi – A work readiness presentation was delivered to our third year, Honours, and Master's students. The lecture was highly informative and gave students a bird's eye view into the world of work and what to expect.
- Guest lecture by Mr. K Mosane on Government Internships. This presentation was very insightful for our students and has assisted most of them in their quest to secure a government internship.
- Annual HR debate - the event was held at the NWU
- SABPP top performers awards – Three 3rd year students who graduated cum laude were recipients of the Marius Meyer Award.

CHALLENGES OF 2023



- Time constraints for meetings
- Two committee members moved to other provinces due to career growth – (Mr. Marosela - second Chair and Mr. Morebodi – secretariat). No volunteers to replace the two committee members due to other work commitments from members.

PLANS FOR 2024

- Establishment and launch of the NWU MC Student Chapter.

COMMITTEE MEMBERS:

Thabang, Alex, Keneilwe, Thatayaone, Desirée, Morebodi, Revelation Mokgele, Aubrey, Marubini, Thabo, Mary, David, Lesego, Gomoletso, Mmabatho, Kenny and Itumeleng.

NORTH WEST: RUSTENBURG PROVINCIAL COMMITTEE



MOSANKU PHOLO
-CHAIRPERSON



KEY HIGHLIGHTS OF 2023

- Successful implementation of monthly online meetings.
- Stable committee of nine committed committee members for the first time

CHALLENGES OF 2023



- Availability of time for physical face to face meetings
- Lack of support for HR to mobilise SABPP within the companies.
- Perception that an organised HR is bad for organisation, especially mining sector.



PLANS FOR 2024

- Social media presence
- Organising quarterly webinars, using both the internal and external speakers. We are already in the process of talking with the first potential speaker for March 2024.
- Recruitment drive for new SABPP members (2 members per quarter)

WESTERN CAPE PROVINCIAL COMMITTEE



DR MICHELLE VISSER
-CHAIRPERSON

COMMITTEE MEMBERS:

Nicci Acker (1st Vice Chairperson),
Rene Grobler (2nd Vice Chairperson), Tumiso Komane,
Lindiwe Nongwane, Hayley Reinecke, Samaai Obaydullah,
Karel van der Molen and Elton Willemse.



KEY HIGHLIGHTS OF 2023

- Social Media drive (activating LinkedIn)
- Capacity building: All committee members were sensitised on the following SABPP products: SABPP (marketing slides), SABPP Standards and SABPP Ethics.
- Breakfast Session: Post Covid 19: The dynamically changing world of work. 6 July 2023, Guest Speaker: Dr Nicky Terblanche.
- Revisited alliances, namely IPM, COMENSA, SALGA, Legal Practice Council, Cape Chamber of Commerce and Industry, Western Cape Premier's Skills Council, Black Management Forum, SASLAW.
- Contacted the following role players in order to market, present and position SABPP to them: TUT, Unisa, Milpark, Lyceum, Cornerstone, CTU (some of these presentations will happen in 2024).
- Two field agents were appointed namely Simon Jantjies and Tseliso Motloheloa.



PLANS FOR 2024

- Increasing our social media visibility:
- Breakfast Sessions:
- General: Revisit the SABPP Western Cape Regional Committee Constitution.

FREE STATE PROVINCIAL COMMITTEE



LYLE MARKHAM
-CHAIRPERSON

COMMITTEE MEMBERS:

Desere Kokt (1ST Vice Chairperson), Saajida Abdulla (2nd Vice Chairperson), Joel Vorster, Esther Palmer, Sally Joubert, Bongani Segesa, Louis Ntuka, Joyce Moroole, Mpho Molemtela, Thato Makatise, Angela Segobo, Stella Molefe and Lerato Marubisi



KEY HIGHLIGHTS OF 2023

- The Committee collaborated with the UFS student chapter and hosted few events including a Women's event in August.



CHALLENGES OF 2023

- Members finding the time to attend FS SABPP meetings due to busy schedules.



PLANS FOR 2024

- SABPP National People Practice and Governance Standards Workshop in Quarter 1.
- Round table discussion with industry partners about a trending topic in Quarter 2.
- Women's event in Q3.
- Leadership Seminar in collaboration with the UFS student chapter in Q4.

TSHWANE PROVINCIAL COMMITTEE



AMOS MTHEMBU
-CHAIRPERSON

KEY HIGHLIGHTS OF 2023

- Friday 18 August 2023- SABPP Tshwane Province was launched.
- On 13 October SABPP CEO shared the SABPP Strategy and on 27 October 2023 Tshwane Committee discussed their draft Strategic Plan.
- Five sub-committees were formed to execute the Tshwane Committee's strategy:
- Universities & Learning Institutions.
- Auditing, Governance & Compliance.
- Social Media and Communication.
- Membership, Retention & Events.
- Alliances & Partnerships

COMMITTEE MEMBERS:

Elmien Solms (1st Vice Chairperson), Magda Grobler, Mbuyelo Rikhotso, Thandekile Notununu, Stephans Mahlangu, Sebaetseng Molema, Sophie Ramaboya, Bridget Teffo-Sebela, Leana Leonard, Teresa Barnard, Elmien Solms, RinaPatnee, Dr Thulile Ngonyama-Ndou, Cajambo Mcianga, Shirley Khumalo, Hlengiwe Tsotetsi, Carika Breyenbach, Hlaphi Montwedi, Khanyisa Tshabalala, Nhlamulo Baloyi and Pontsho Motloung.

CHALLENGES OF 2023

- Due to heavy work during the last quarter of the year, Tshwane Committee members were not as responsive to requests from the Chair as was hoped.
- The sub-committees will engage its members via their WhatsApp groups to plan the execution of the strategic objectives per strategic focus.
- Use technology to reach a very broad base of individuals and institutions.

GAUTENG PROVINCIAL COMMITTEE



VUSI MAHLANGU
-CHAIRPERSON

KEY HIGHLIGHTS OF 2023

- The election of the committee members including the chairperson and the vice chairs.

COMMITTEE MEMBERS:

James Stevens, Patrick Mugumo, Lindsey Gray, Althea More, Costa Sidanda, Maite Masekela, Solani Mhinga, Marsha Pieterse

CHALLENGES OF 2023

- The committee had too few members which negatively impacted on the activities of the committee.
- The former chairperson of the Committee abruptly resigning added to the instability of the committee who had limited members.

PLANS FOR 2024

- Identify and implement the strategic priorities that are low hanging fruits.
- Increase members to the committee through meet and greet sessions.
- Have social media presence.

NORTHERN CAPE: KATHU PROVINCIAL COMMITTEE



LEBOGANG MAJEBEKE
-CHAIRPERSON

COMMITTEE MEMBERS:

Elrise Minnaar, Riaan Babu, Leann Opel, Jurell Rynford, Adri Cloete, Koketso and Michell Besnaar.



CHALLENGES OF 2023

- Deputy Chairperson resignation
- Committee members not participating,



PLANS FOR 2024

- Recruiting and encouraging more HR Professionals in the region to join SABPP.
- Establish a fully functional committee.
- Organise monthly online meeting and one physical meeting every 2 Months.

NORTHERN CAPE: KIMBERLY PROVINCIAL COMMITTEE



TEBOGO MAARMAN
-CHAIRPERSON



KEY HIGHLIGHTS OF 2023

- Presentation to the Inter – departmental Provincial Skills Development Forum on SABPP.
- Increase of members from government departments
- One committee member appointed to serve in the National Change Management Committee



CHALLENGES OF 2023

- Non availability of members for meeting.
- Participation to SABPP activities.



PLANS FOR 2024

- Strengthen the committee.
- Building relationship with other regions to learn best practices.
- Appointment of field agents.
- Launching of Student chapter with Sol Plaatjie University.
- To appoint mentor from Sol Plaatjie University for committee.

EASTERN CAPE: MTHATHA COMMITTEE



SINOXOLO MJULWA
-CHAIRPERSON

KEY HIGHLIGHTS OF 2023

- Election of the new Chairperson and Committee restructure.

CHALLENGES OF 2023

- The three chairpersons agreed to be fair and acknowledge that their busy schedules and other obligations prevented them from being available for SABPP tasks.

PLANS FOR 2024

- Fresh HR Graduate Welcoming.
- Embedding HR in Senior Secondary Schools.

COMMITTEE MEMBERS:

Zuzile Beje- Ncobelwa, Nosiniko Ndlala, Tandie Bangani, Fundiswa Silangwe, Monwabisi Bangani, Nosipho Meji, Wandile Mtebele and Andiswa Mzondana.

EASTERN CAPE: PORT ELIZABETH (PE) PROVINCIAL COMMITTEE



NANDIPHA SISHUBA
-CHAIRPERSON

KEY HIGHLIGHTS OF 2023

- **Empowering Future HR Leaders: The SABPP Student Chapter at Nelson Mandela University**
 - The EC PE Committee hosted a virtual information session for the Nelson Mandela University's 1st to final HR students, attended by over 80 HR students, served as a platform to introduce the SABPP and demonstrate its value in student and career development. As the SABPP student chapter at Nelson Furthermore, the EC PE Secretary provided mentorship to students enrolled in the HR Diploma stream who actively took part in the SABPP SAHRUF 2023 led student competition.
- **II. Publication and Endorsement of members HR Textbook by the SABPP**
 - We celebrate and highlight Trevor Amos and Noel Pierce for achieving such a great acquisition with their 6th Edition of Human Resource Management Textbook.
 - SABPP member academical growth

CHALLENGES OF 2023

- The transition from remote working to a physical presence within the various workplace's has taken effect as more and more companies and organizations emerge from the pandemic restriction. This led to most of the members' availability being a challenge.

PLANS FOR 2024

- More connect sessions, not only hybrid sessions but more in person sessions.
- The committee will reach out to communities and within the membership to give back, contribute to growth and add more value as we emerge from the pandemic state. To continue to evolve as HR Managers and HR Practitioners

NORTH WEST: POTCH PROVINCIAL COMMITTEE



**ROSLYN LODEWYK- RALIPHADA
-CHAIRPERSON**



KEY HIGHLIGHTS OF 2023

- The Committee was successfully formed.



CHALLENGES OF 2023

- Strategy session



PLANS FOR 2024

- The committee is planning to host events in 2024.

COMMITTEE MEMBERS:

Lionel Eksteen, Elroy Gelandt, Faadilah Cassim, Janine De Gama, Mpume Mqina and Carien Moller.

KZN PROVINCIAL COMMITTEE



**BOKANG MOLEFE
-CHAIRPERSON**



KEY HIGHLIGHTS OF 2023

- Wellness Management on Cancer and Lupus Webinar
- Appointment of the SABPP Chairperson, 1st Vice Chairperson, and 2nd Vice Chairperson.
- DUT invitation to talk to their HR Students.



CHALLENGES OF 2023

- To go within KZN Province to market and promote SABPP within.



PLANS FOR 2024

- Calendar months events.
- Collaborating and Partner with other sister professional bodies.

LIMPOPO PROVINCIAL COMMITTEE



DANIE SWANEPOEL
-CHAIRPERSON

COMMITTEE MEMBERS:

Ansie de Kock (1st Vice Chairperson), Reuben Mathoma (2nd Vice Chairperson), Kgabo Hlaisi, Wilco Niemandt, Renier Snyman, Mankoni Khotsa and Prof JE Nel.

KEY HIGHLIGHTS OF 2023

- Launched a student chapter at the University of Venda.
- Engagement with the HR Department of the Greater Letaba Municipality on adoption of the HR Standards by their HR department.

CHALLENGES OF 2023

- The vast geographical area of the Limpopo Province. The committee will consider breaking it up in regions.
- Follow through on leads.

PLANS FOR 2024

- Concentrate on activities that will make the best use of time in relation to successful objectives and outcomes.
- Focus on local municipalities, higher education institutions and student chapters and to expand activities from there.



1. Student Chapters
2. Student activities and events
3. University Awards
4. Marius Meyer Excellence Awards
5. Featured Student Chapter

STUDENT CHAPTERS

SABPP Student chapters aim to provide students with opportunities, professional development, networking, and hands-on experience. The universities that we have launched and re-launched in 2023 are listed below.

UNIVERSITIES THAT LAUNCHED STUDENT CHAPTERS:

University of Venda
Walter-Sisulu University: Ibika Campus
Walter-Sisulu University: Mthatha Campus
Tshwane University of Technology: Polokwane
University of Limpopo
North-West University: Maikeng Campus
North-West University: Potchefstroom Campus
University of Free-State: Bloemfontein Campus
University of Free-State: QwaQwa Campus
Central University of Technology: Bloemfontein
Cape Peninsula University of Technology
Vaal University of Technology
CTI: Pretoria Campus
University of Johannesburg: Soweto Campus
University of Johannesburg: Auckland Park
Mangosuthu University of Technology
Tshwane University of Technology: eMalahleni Campus

STUDENT ACTIVITIES & EVENTS

In the year 2023, we visited 4 institutions: namely Northwest University Potch Campus (NWU) , Cape Peninsula University of Technology (CPUT), University of Venda (UniVen) and Vaal University of Technology. These 4 institutions contributed immensely in the year 2023, with Vaal University of Technology taking everyone by surprise and registered more than 250 students.

Vaal University of Technology committee has stipulated their plans for 2024 which include:

- Development of their social media pages, logo, slogan, vision and mission.
- Aim to inspire new students and motivate continuing students.
- Fundraising.
- Academic support.
- Networking and skill development events.
- Knowledge sharing platforms.
- Guest speakers.
- Offer student and learner support.

UNIVERSITY CHAIRPERSONS



POTCH

CHAIRPERSON:
KGOMOTSO MACHE

1ST CHAIRPERSON:
JOHAN ELS



CHAIRPERSON:
ONGEZIWE JEKE

SECRETARY:
MS MONIQUE LARRY

TREASURER:
MR JARED COULSEN

COMMUNICATIONS & MARKETING OFFICER:
MS THALIA ADAMS

ACADEMIC OFFICER:
MS ASHIKA FLORIS



University of Venda

CHAIRPERSON:
MATUMBA ROTONDWA

1ST CHAIRPERSON:
MATODZI TSHAMUTHU PEACE

2ND CHAIRPERSON:
LEKGANYANE TSHEPO



CHAIRPERSON:
DOLLY MPANZA

1ST CHAIRPERSON:
SINOVUYO GOGOTYA

2ND CHAIRPERSON:
NOMPUMELELO MBELE

UNIVERSITY EXCELLENCE AWARDS

Excellence awards in HR to the tune of R5000 annually per accredited university campus. The following universities claimed the awards.



MARIUS MEYER EXCELLENCE AWARDS

This is the pinnacle of success for students where the national best students are honoured.

Marcia Queenie Swartz (Vaal University of Technology)

- R20 000 cash prize
- SABPP certificate
- Special invitation to the SABPP Main conference

Ashleigh Gray (University of Pretoria)

- R10 000 cash prize
- SABPP certificate

Coert Visser (North-West University):

- R10 000 cash prize
- SABPP certificate



FEATURED STUDENT CHAPTER

The background of this section features a large, stylized grey star graphic on the left and a purple diagonal band on the right. The text is contained within white and purple rectangular boxes.

Meet and Greet:

The inaugural event of the SABPP Student Chapter in 2023 set the stage for an exciting and fruitful year ahead. With an atmosphere abuzz with anticipation, the purpose of the event was clear: to foster meaningful connections and cultivate a sense of camaraderie among members. Led by the Executive Committee, students were warmly welcomed into the fold with a lovely cup of hot chocolate, where they had the invaluable opportunity to familiarise themselves with the key figures steering the chapter's endeavours. Through engaging conversations and insightful discussions, attendees gained profound insights into the roles and responsibilities of each committee member, laying the foundation for a collaborative journey towards excellence.

CV and LinkedIn Training:

Empowering students with the tools necessary to thrive in the competitive landscape of Human Resource Management, Labour Relations Management, and I/O Psychology, the CV and LinkedIn Training event was nothing short of transformative. Aspiring HR professionals gathered to hone their craft, guided by seasoned industry experts and professionals. Through meticulously curated sessions, attendees embarked on a journey of self-discovery, learning the art of crafting compelling CVs that stand out amidst a sea of applicants. Moreover, the immersion into the realm of LinkedIn provided students with invaluable exposure, equipping them with the digital prowess essential for navigating the modern job market. This event not only imparted practical skills but also instilled a newfound confidence in each participant, paving the way for their professional success.

Year-End Picnic:

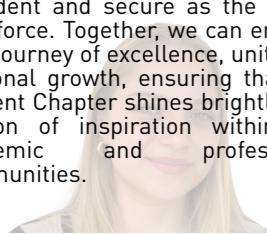
As the sun set on a remarkable year, the SABPP Student Chapter came together to celebrate the culmination of their collective efforts at the Year-End Picnic. Amidst the backdrop of laughter and camaraderie, members reflected on the milestones achieved and the bonds forged throughout the year. Gratitude permeated the air as the Executive Committee extended heartfelt thanks to every individual who contributed to the chapter's success. With the passing of the torch to a new student leadership team, the spirit of continuity and growth prevailed. Moreover, the occasion served as a platform to honour academic excellence, with outstanding students receiving well-deserved accolades for their dedication and hard work.

2024 VISION & GOALS

CHAIRPERSON STATEMENT

-RENÉ VAN HEERDEN

As Chairperson of the committee, my vision is to set a shining example of leadership, inspiring not only the Executive Committee but also all students in the disciplines of HR, LRM, and I/O psychology to feel empowered and supported. I firmly believe that grace and kindness should permeate all our actions, fostering a culture of respect and inclusivity within our Student Chapter. In the year 2024, I am dedicated to elevating our chapter's social and academic standing by cultivating an atmosphere of appreciation and diligence. By instilling a sense of pride in our collective achievements and fostering a spirit of hard work, we will empower ourselves to feel confident and secure as the future workforce. Together, we can embark on a journey of excellence, unity, and personal growth, ensuring that our Student Chapter shines brightly as a beacon of inspiration within our academic and professional communities.



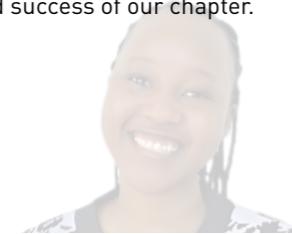
CORPORATE & COMMUNITY PROJECTS

Our aim is to foster a seamless collaboration and exchange of ideas among all chapters, breaking down geographical barriers and creating a vibrant community where members can connect, share insights, and leverage collective expertise. The primary goal is to streamline communication channels for corporate projects while empowering individual chapters to pursue their initiatives autonomously. Through efficient dissemination of information, promoting collaboration on joint projects, and a commitment to continuous improvement based on feedback, the Student Chapter seeks to amplify the impact of collective efforts, driving innovation and excellence in the field of Human Resources.

DEPUTY CHAIR STATEMENT

-KATLEGO MPU

As the Deputy Chairperson of the Student Chapter, my primary focus is on providing unwavering support to our chairperson and collaborating seamlessly with all portfolios to ensure the smooth functioning of our chapter. This entails not only assisting in the completion of tasks but also actively engaging with each portfolio to understand their needs and challenges. Together, we aim to foster a culture of collaboration, efficiency, and excellence, driving forward our shared vision for the year. By working closely with the Chairperson and our dedicated team, I am committed to facilitating cohesion, enabling effective decision-making, and ultimately contributing to the continued growth and success of our chapter.



COMMUNICATIONS

For the SABPP Student Chapter, our collective goal is to elevate the visibility and engagement of our chapter, not only within our university but also within the wider community of HR professionals. Together, we aim to amplify our presence and impact by strategically communicating our initiatives, achievements, and opportunities for collaboration. Through coordinated efforts, we aspire to strengthen connections, foster dialogue, and contribute meaningfully to the advancement of HR practices and knowledge. Our chapter aim to achieve this by implementing a comprehensive communication strategy that leverages various platforms such as social media, newsletters, and events to disseminate relevant information, updates, and opportunities to our members.



SOCIAL MEDIA & MARKETING

Our mission is to expand our platforms and increase awareness not only about the SABPP but also about the dynamic field of Human Resources. Our strategy involves increasing our presence on Instagram and Facebook, leveraging these popular platforms to showcase the impactful work and vibrant community within our chapter. Additionally, we are excited to embark on a new initiative: launching a TikTok account to further enhance engagement and reach a broader audience. Through creative content, strategic messaging, and innovative approaches, we aim to captivate and inspire individuals, sparking their interest in both the SABPP and the multifaceted realm of HR.



ACADEMICS

Our collective goal is to promote awareness among students in their respective fields regarding the benefits of SABPP membership. We aim to inspire students to approach their academic endeavours with a positive mindset and equip them with effective strategies for addressing academic challenges. Furthermore, we are committed to enhancing the effectiveness of academic advising, ensuring that students can apply their newly acquired skills not only within the university setting but also in their future workplaces. By empowering students with the tools and resources they need to succeed academically and professionally, we contribute to their growth and development as future leaders in the field of Human Resources.



EVENT PLANNING FOR 2024



In conclusion, the 2024 vision and goals of the SABPP Student Chapter embody a commitment to excellence, collaboration, and service. Our collective aim is to empower students and enhance their academic and professional journey within the fields of HR, Labour Relations, and I/O Psychology. Through effective communication, community outreach, and strategic initiatives, we aspire to elevate the visibility and impact of our chapter, both within our university and the broader professional community. By fostering a culture of inclusivity, appreciation, and hard work, we aim to inspire confidence and drive among our members, preparing them to excel as the future workforce. The planned events for 2024 reflect our dedication to fostering connections, facilitating learning, and making a positive difference in the community. Together, we will embark on this journey of growth, unity, and excellence, fuelled by a shared vision and unwavering commitment to the Chapter's success.



RENÉ VAN HEERDEN
CHAIRPERSON & MARKETING OFFICER



KATLEGO MPU
DEPUTY CHAIR & SECRETARY



CHANE CALITZ
SOCIAL MEDIA & COMMUNITY PROJECTS
COORDINATOR



ZANELRI LANGENHOVEN
COMMUNICATIONS OFFICER



MEGAN JOOSTE
ACADEMIC OFFICER



ELMINDA VAN DER ALERTE
CORPORATE PROJECTS COORDINATOR



1. SABPP Annual Financial Statements
2. SABPP Governing Body's Report
3. Independent Auditor's Report
4. SABPP Financial Statements

SABPP ANNUAL FINANCIAL STATEMENTS

SA Board For People Practices (Registration Number 117-218 NPO) Financial Statements for the year ended 31 December 2023

Audited Financial Statements
in compliance with the Nonprofit Organisation Act of South Africa
Prepared by: A. Otto CA(SA)

SA Board For People Practices

(Registration Number 117-218 NPO)
Financial Statements for the year ended 31 December 2023

General Information

Country of Incorporation and Domicile	South Africa
Registration Number	117-218 NPO
Nature of Business and Principal Activities	The organisation is a Human Resource Professional Body and Quality Assurance organisation.
Governing Body	Dr. James Ramakau (Chairperson) Mr. Xolani Lemakatso Mawande (CEO) Dr. Rica Viljoen (Vice Chairperson) Dr. Dayalan Govender (Vice Chairperson) Dr. Busisiwe Rita Tshabalala Mr. Kolobe Mashala CA(SA) Ms. Tshepo Yvonne Mosadi Dr. Mochabo Elias Moerane Mr. Francios Sieberhagen Mr. Lyle Grant Markham Ms. Mariska Smith Beyer Ms. Rofhiwa Hildah Muthambi Mr. Dustin Hogg
Registered Office	SABPP House 1495 Setperk Road Ruimsig 1724
Bankers	First National Bank Limited
Level of Assurance	These financial statements have been audited in compliance with the applicable requirements of the Nonprofit Organisation Act of South Africa.
Auditors	MASA Chartered Accountants Incorporated Lincolnwood Office Park Block C, First Floor 6 Woodlands Drive Woodmead
Preparer	Ransome Russouw Advisory (Pty) Ltd 1 Mowbray Road Greenside Johannesburg 2193

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2023

Governing Body's Responsibilities and Approval

The governing body is required by the Nonprofit Organisation Act of South Africa to maintain adequate accounting records and are responsible for the content and integrity of the financial statements and related financial information included in this report. It is their responsibility to ensure that the financial statements satisfy the financial reporting standards with regards to form and content and present fairly the statement of financial position, results of operations and business of the organisation, and explain the transactions and financial position of the business of the organisation at the end of the financial year. The financial statements are prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the International financial requirements of Nonprofit Organisation Act of South Africa and based upon appropriate accounting policies consistently applied throughout the year and supported by reasonable and prudent judgements and estimates.

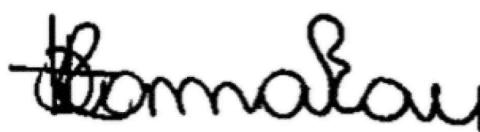
The governing body acknowledge that they are ultimately responsible for the system of internal financial control established by the organisation and place considerable importance on maintaining a strong control environment. To enable the governing body to meet these responsibilities, the governing body set standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the organisation and all employees are required to maintain the highest ethical standards in ensuring the organisation's business is conducted in a manner that in all reasonable circumstances is above reproach.

The focus of risk management in the organisation is on identifying, assessing, managing and monitoring all known forms of risk across the organisation. While operating risk cannot be fully eliminated, the organisation endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The governing body is of the opinion that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss. The going-concern basis has been adopted in preparing the financial statements. Based on forecasts and available cash resources the governing body have no reason to believe that the organisation will not be a going concern in the foreseeable future. The financial statements support the viability of the organisation.

The financial statements have been audited by the independent auditing firm, MASA Chartered Accountants Incorporated, who have been given unrestricted access to all financial records and related data, including minutes of all meetings of the governing body and committees of the governing body. The governing body believe that all representations made to the independent auditor during the audit were valid and appropriate. The external auditors' unqualified audit report is presented on pages 6 to 8.

The financial statements set out on pages 9 to 22, and the supplementary information set out on pages 23 to 24 which have been prepared on the going concern basis, were approved by the governing body and were signed on 27 March 2024 on their behalf by:



Dr. James Ramakau (Chairperson)



Mr. Xolani Lemakatso Mawande (CEO)

SABPP GOVERNING BODY'S REPORT

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2023

Governing Body's Report

The governing body present their report for the year ended 31 December 2023.

1. Review of activities

Main business and operations

The organisation is a Human Resource Professional Body and Quality Assurance organisation. There were no major changes herein during the year.

The operating results and statement of financial position of the organisation are fully set out in the attached financial statements.

2. Going concern

The financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

The governing body is not aware of any new material changes that may adversely impact the organisation. The governing body is also not aware of any material non-compliance with statutory or regulatory requirements or of any pending changes to legislation which may affect the organisation.

The financial statements have been prepared on the going concern basis, since the governing body has every reason to believe that the organisation has adequate resources in place to continue in operation for the foreseeable future.

3. Events after reporting date

The governing body is not aware of any matter or circumstance arising since the end of the financial year to the date of this report that could have a material effect on the financial position of the organisation.

4. Governing Body's interest in contracts

To our knowledge none of the governing body members had any interest in contracts entered into during the year under review.

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2023

Governing Body's Report

5. Governing Body

The governing body of the organisation during the year and up to the date of this report is as follows:

Governing body member

Dr. James Ramakau (Chairperson)
Mr. Xolani Lemakatso Mawande (CEO)
Dr. Rica Viljoen (Vice Chairperson)
Dr. Dayalan Govender (Vice Chairperson)
Dr. Busisiwe Rita Tshabalala
Mr. Kolobe Mashala CA(SA)
Ms. Tshepo Yvonne Mosadi
Dr. Mochabo Elias Moerane
Mr. Francios Sieberhagen
Mr. Lyle Grant Markham
Ms. Mariska Smith Beyer
Ms. Rofhiwa Hildah Muthambi
Mr. Dustin Hogg

Appointment Date

30 November 2018
28 August 2015
30 November 2018
26 November 2021
22 February 2020
26 November 2021
26 November 2021
26 November 2021
26 August 2022
2 December 2022

6. Non-current assets

During the current year under review, the organisation purchased a property from which the operations will be carried out from 2024. The registered address of the property is 1495 Setperk Road, Ruimsig.

7. Independent Auditors

MASA Chartered Accountants Incorporated were the independent auditors for the year under review.

INDEPENDENT AUDITORS REPORT



Tel: +27(0) 10 205 9478
Email: info@masaauditors.co.za
Johannesburg Office: 6 Woodlands Drive, Lincolnwood Office Park, Block C, First floor, Woodmead, 2191
Website: www.masaauditors.co.za

Company Registration No.: 2018/332260/21 | Practice No.: 918640-0000

TO THE GOVERNING BODY FOR SA BOARD FOR PEOPLE PRACTICES NPO

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Opinion

We have audited the financial statements of SA Board for People Practices NPO set out on pages 9 to 22, which comprise the statement of financial position as at 31 December 2023, and the statement of comprehensive income, statement of changes in reserve and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of SA Board for People Practices NPO as at 31 December 2023, and its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards for Small and Medium-sized Entities (IFRS for SME's) and the requirement of the Nonprofit Organisation Act of South Africa.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the organisation in accordance with the Independent Regulatory Board for Auditors' *Code of Professional Conduct for Registered Auditors* (IRBA Code) and other independence requirements applicable to performing audits of financial statements in South Africa.

We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)*. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

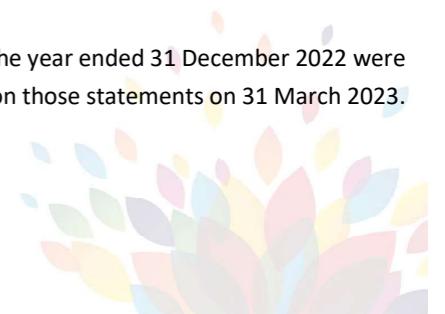
Other Matters

Opening Balances

The financial statements of SA Board for People Practices NPO for the year ended 31 December 2022 were audited by another auditor who expressed an unmodified opinion on those statements on 31 March 2023.



Directors: TE Mashilwane CA(SA), RA, MBA | B Mungofa CA(SA), RA



Other information

The governing body is responsible for the other information. The other information comprises the Governing Body' Report and the supplementary information set out on page 23 - 24. Other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

Based on the work we have performed; we have nothing to report in this regard.

Responsibilities of the Governing body for the Financial Statements

The governing body is responsible for the preparation and fair presentation of the financial statements in accordance with International Financial Reporting Standards for Small and Medium-sized entities and the requirements for the Nonprofit Organisation Act of South Africa, and for such internal control as the management determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the governing body is responsible for assessing the organisation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the organisation either intend to liquidate the organisation or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with International Standards on Auditing (ISAs) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with International Standards on Auditing (ISAs), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organisation's internal controls
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the governing body.
- Conclude on the appropriateness of the governing body' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organisation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organisation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the governing body regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Masa Chartered Accountants Inc.

MASA Chartered Accountants Incorporated

Registered Auditors

Per: Brian Mungofa CA (SA)

Director

Registered Auditor

08 April 2024



Directors: TE Mashilwane CA(SA), RA, MBA | B Mungofa CA(SA), RA



Directors: TE Mashilwane CA(SA), RA, MBA | B Mungofa CA(SA), RA

SABPP FINANCIAL STATEMENTS

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2023

Statement of Financial Position

Figures in Rands	Notes	2023	2022
Assets			
Non-current assets			
Property, plant and equipment	3	<u>6,653,374</u>	<u>333,903</u>
Current assets			
Trade and other receivables	4	<u>505,059</u>	<u>1,387,870</u>
Cash and cash equivalents	5	<u>6,628,275</u>	<u>10,727,531</u>
Total current assets		<u>7,133,334</u>	<u>12,115,401</u>
Total assets		<u>13,786,708</u>	<u>12,449,304</u>
Reserves and liabilities			
Reserves			
Accumulated surplus		<u>10,917,754</u>	<u>9,179,475</u>
Liabilities			
Current liabilities			
Provisions	6	<u>176,976</u>	<u>189,972</u>
Trade and other payables	7	<u>937,595</u>	<u>1,365,027</u>
Income received in advance		<u>1,754,383</u>	<u>1,714,830</u>
Total current liabilities		<u>2,868,954</u>	<u>3,269,829</u>
Total reserves and liabilities		<u>13,786,708</u>	<u>12,449,304</u>

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2023

Statement of Comprehensive Income

Figures in Rands	Notes	2023	2022
Revenue			<u>13,849,327</u>
Other income			<u>380,529</u>
Administrative expenses			<u>(430,478)</u>
Operating expenses			<u>(12,869,685)</u>
Surplus / (deficit) from operating activities	9	<u>929,693</u>	<u>(121,593)</u>
Finance income	10	<u>808,586</u>	<u>454,824</u>
Surplus before tax		<u>1,738,279</u>	<u>333,231</u>
Income tax expense	11	<u>-</u>	<u>-</u>
Surplus for the year		<u>1,738,279</u>	<u>333,231</u>

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2023

SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2023

Detailed Income Statement

Figures in Rands	Notes	2023	2022
Revenue			
Conference and events		1,461,224	923,054
HR Standards		2,038,653	1,869,082
LQA/Continued Professional Development		2,523,189	3,536,886
Marketing		9,861	37,750
Membership Fees		7,791,195	6,031,994
Publications and Product Sales		25,205	32,347
University accreditation		-	105,000
		13,849,327	12,536,113
Other income			
Bad debts recovered		134,562	-
Other non-turnover items		-	380,643
Sundry income		105,967	20,701
University accreditation		140,000	-
		380,529	401,344
Administrative expenses			
Accounting fees		(165,702)	(304,871)
Auditors remuneration - Fees		-	(70,000)
Bank charges		(68,291)	(58,754)
Computer expenses		(107,358)	(119,949)
Subscriptions		(2,893)	(2,783)
Telecommunication		(86,234)	(91,178)
		(430,478)	(647,535)

Detailed Income Statement

Figures in Rands	Notes	2023	2022
Operating expenses			
40th Anniversary			- (274,808)
Bad debts			(372,901) (560,099)
Board and committee expenses			(116,592) (430,054)
Conferences and events			(378,787) (79,125)
Consulting fees			(3,556) (24,450)
Contingency/Discretionary expenses			(14,000) (74,316)
Depreciation - property, plant and equipment			(113,222) (75,227)
Employee costs - salaries			(7,783,906) (6,993,304)
Entertainment			(62,529) (102,477)
Fines and penalties			- (31,163)
General expenses			(43,494) (158,739)
HR Audit expenses			(61,060) (216,261)
HR Standards			(339,603) (155,071)
ICT system			(497,402) (432,559)
Insurance			(1,217) (2,173)
LQA/Continued Professional Development			(150,804) (141,094)
Marketing			(299,495) (371,942)
Membership expenses			(419,792) (217,634)
Operating lease expense			(1,538,666) (1,398,787)
Other expenses			(36,979) -
Printing and stationery			(5,832) (12,756)
Professional accreditation (SAQA)			(35,393) (48,769)
Training			(96,139) (63,448)
Travel - Local			(84,283) (129,692)
Utilities (water and electricity)			(414,033) (389,967)
VAT corrections			- (27,603)
		(12,869,685)	(12,411,518)
Surplus / (deficit) from operating activities	9	929,693	(121,596)
Finance income	10		
Interest received		808,586	454,824
Surplus before tax		1,738,279	333,228
Income tax	11		
Surplus for the year		1,738,279	333,228



W
PART

CELEBRATING EXCELLENCE: SPECIAL RECOGNITION

iii
SABPP™
SA BOARD FOR
PEOPLE PRACTICES
Setting HR standards

1. Supporters and providers
2. SABPP member awards
3. HR Audit Awards
4. Marius Meyer SABPP Excellence Awards
5. CEO Recognition
6. Companies interacted with in 2023

SUPPORTERS & PROVIDERS AWARDS

Leading organisation supporting good people practices 2023

FINALIST

- University of Fort Hare
- FNB Botswana



Leading Skills Development Provider 2023

FINALIST

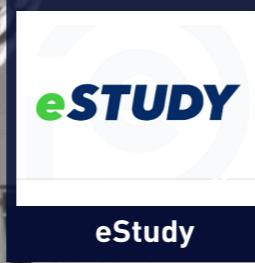
- Milpark Education
- University of Pretoria GIBS
- Leverage Leadership



Leading CPD Provider 2023

FINALIST

- Jungian Coaching School Africa
- FluidRock Governance Academy (Pty) Ltd
- eStudy



Best organisation supporting professional membership 2023

FINALIST

- SA Institute of Chartered Accountants
- State Security Agency
- SA Revenue Service



Best organisation supporting HR Candidate Development Programme 2023

FINALIST

- The Building Company
- Nelson Mandela University



Best Individual Supporter for SABPP activities 2023

FINALIST

- Rachabane Kope
- James Stevens
- Melissa Ticconi



MEMBER AWARDS

Membership Ambassador for 2023

FINALIST

- Sellina Motau
- Reuben Mathoma



WINNER

National Committee Leadership Award 2023

FINALIST

- Kolobe Mashala (Risk and Audit Committee)
- Barry Vorster (IT Governance)
- Dirusha Ganapathy Juta (Change Management)



WINNER

Overall best performing organisation 2023

FINALIST

- First National Bank Botswana
- Independent Communications Authority of South Africa (ICASA)
- Eswatini Water Services



WINNER

MARIUS MEYER EXCELLENCE AWARDS



1st MERCIA QUENNIE SWARTZ -
(VAAL UNIVERSITY OF TECHNOLOGY)



2nd ASHLEIGH GRAY
(UNIVERSITY OF PRETORIA)



3rd COERT VISSER
(NORTH WEST UNIVERSITY)

CEO AWARDS 2023



A MS DEBBIE MTSHELWANE
(NWU POTCH)



B DR REVELATION MOKGELE



C DR AJAY JIVAN
(SABPP)



D MS ZANELE NDIWENI
(SABPP)



COMPANIES INTERACTED WITH IN 2023

Assessment Centre Study Group	Nedbank
Amatola	NHLS
Assmang	Norplats
Cape Peninsula University of Technology	North West University
CCI-SA	NSC
CHDLegal	Public Service Commission
CMAC	Railway safety Regulator
Day Break	Rand Water
DMSA	Rhodes University
DTCB	Roche Diagnostics
EC Office of the Premier	SAISHRA
Ethekwini Municipality	SALGA
Ethekwini Municipality	SIU
FNBB	SIU
ICASA	South African HR University Forum
IPS	South African Local Government Association
IQ Business	Stellenbosch University
JPEC	Surgo
Leakatec	SWP
LRMG	Transnet
Mbuyelo Group	UFH
Meridian	UNIVEN
MHS	University of Free State
MRTT	University of KwaZulu Natal
MSF	University of Limpopo
MTN Eswatini	University of Pretoria
National School of Government	Vaal University of Technology
	Water



- 1. OPERATIONS**
 - A.** Human capital
 - B.** Equity
 - C.** Membership
 - D.** Marketing
- 2. PROFESSIONAL SOLUTIONS AND BUSINESS**
 - A.** HR audit
 - B.** PPGS
 - C.** Special projects
- 3. RESEARCH AND ASSURANCE**
 - A.** Factsheets
 - B.** LQA
 - C.** University accreditation
 - D.** Research

OPERATIONS HUMAN CAPITAL

The strategies of SABPP are operationalised by a full time complement of 16 dedicated staff. This section talks about some of the work done by this team. We continue appreciating all that they do, and we will do everything in our power to retain, develop and motivate them.

ACADEMIC ACHIEVEMENT

The aim is to ensure that every staff member at SABPP should have a minimum of a degree. Yes, SABPP will set the standard.

In 2023, the following staff passed their studies. We note the financial assistance from SABPP.

- Ronel Coetze MBA
- Zanele Ndiweni BCom (Honours) HR
- Lindiwe Nombaca Post Graduate Diploma in Governance

YEAR END FUNCTION

After working hard in 2023, SABPP staff were treated to a year end lunch and were offered presents over and above the annual bonus received.

STAFF MOVEMENT

SABPP participated in YES programme and accepted 2 interns for the year

New hires:

- Sellina accepted a permanent position from a contract position
- Lawrence accepted a permanent position from a contract position

Exits:

- Zodwa Tshonaphi left SABPP to take a psychometric role
- Tamlyn left at the conclusion of her contract.

OPERATIONS EQUITY REPORT

SABPP STAFF & MANAGEMENT PROFILE

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
Senior Management	1	1	0	0	1	0	0	0	0	0	3	3	100%	1	33%	1	33%
Junior Management	0	0	0	0	4	0	0	1	0	0	5	4	80%	5	100%	4	80%
Staff and Semi Skilled	3	0	0	0	3	0	1	1	0	0	8	7	88%	5	63%	4	50%
TOTAL	4	1	0	0	8	0	1	2	0	0	16	14	88%	11	69%	9	56%

SABPP PROFESSIONAL MEMBERSHIP (ALL MEMBERSHIP)

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
MHRP	57	14	13	90	74	18	12	76	3	0	357	188	53%	183	51%	104	29%
CHRP	195	26	24	190	230	58	44	193	10	5	975	577	59%	535	55%	332	34%
HRP	457	41	79	179	783	192	249	453	16	18	2467	1801	73%	1693	69%	1224	50%
HRA	238	16	32	44	532	87	100	167	7	7	1230	1005	82%	893	73%	719	58%
HRT	140	8	15	14	307	37	52	48	5	10	636	559	88%	449	71%	396	62%
TOTAL	1087	105	163	517	1926	392	457	937	41	40	5665	4130	73%	3753	66%	2775	49%

SABPP NEW PROFESSIONAL MEMBERSHIP JAN 2023 TO DEC 2023

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
MHRP	1	0	0	1	1	1	1	0	3	0	7	3	43%	5	71%	2	29%
CHRP	4	0	1	1	7	2	0	1	0	0	16	14	88%	10	63%	9	56%
HRP	44	0	14	12	95	19	42	35	0	0	261	214	82%	191	73%	156	60%
HRA	33	3	5	4	98	10	16	9	1	0	179	165	92%	133	74%	124	69%
HRT	44	1	6	1	98	16	12	15	0	0	193	177	92%	141	73%	126	65%
TOTAL	126	4	26	19	299	48	70	63	1	0	656	573	87%	480	73%	417	64%

SABPP PROVINCIAL COMMITTEES

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
Western Cape	0	0	2	2	2	0	1	3	0	0	10	5	50%	6	60%	3	30%
KwaZulu-Natal	3	0	0	1	11	1	0	1	0	0	17	15	88%	13	76%	12	71%
Gauteng	3	0	0	1	2	0	1	2	0	0	9	6	67%	5	56%	3	33%
Free State	3	0	1	1	5	1	0	3	0	0	14	10	71%	9	64%	6	43%
Eastern Cape: Mthatha	3	0	0	0	6	0	0	0	0	0	9	9	100%	6	67%	6	67%
Eastern Cape: East London	1	0	0	0	2	0	0	0	0	0	3	3	100%	2	67%	2	67%
Eastern Cape: Port Elizabeth	0	0	1	2	1	0	1	2	0	0	4	3	75%	4	100%	2	50%
Limpopo	1	0	0	4	2	0	0	1	0	0	8	3	38%	3	38%	2	25%
Mpumalanga: Witbank	2	0	0	0	5	0	0	0	2	0	9	7	78%	5	56%	5	56%
Mpumalanga: Nelspruit	5	0	0	1	2	0	0	2	0	0	10	7	70%	4	40%	2	20%
North West: Rustenburg	6	0	0	0	2	0	0	1	0	0	9	8	89%	3	33%	2	22%
North West: Potchefstroom	0	0	2	0	1	1											

SABPP NATIONAL COMMITTEES

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
Ethics	5	0	2	0	1	0	1	0	0	0	9	9	100%	2	22%	2	22%
IT Governance	1	1	0	1	0	1	0	1	0	0	5	3	0%	2	0%	1	20%
Mentoring	1	0	0	0	5	0	0	0	1	0	7	6	86%	6	86%	5	71%
Risk and Audit	1	0	0	0	3	0	0	0	0	0	4	4	100%	3	75%	3	75%
Higher Education	6	0	1	2	5	1	1	4	0	0	20	14	70%	11	55%	7	35%
LQA	1	0	0	0	1	1	0	9	0	0	12	3	25%	11	92%	2	17%
HRRI	1	0	1	0	0	1	0	2	0	0	5	3	60%	3	60%	1	20%
Labour Market	0	2	0	1	1	1	0	2	0	0	7	4	57%	4	57%	2	29%
HR Governance	1	2	0	1	2	0	1	1	0	0	8	6	75%	4	50%	3	38%
CPD	1	0	0	2	2	1	0	3	0	0	9	4	44%	6	67%	3	33%
Learning and Development	0	1	0	4	4	2	1	4	0	0	16	8	50%	11	69%	7	44%
Evaluation	4	0	0	2	4	1	0	1	0	1	13	9	69%	7	54%	5	38%
HR Citizen	9	1	0	0	4	4	0	4	0	0	22	18	82%	12	55%	8	36%
Audit Council	1	1	0	1	3	1	0	1	0	0	8	6	75%	5	63%	4	50%
Change Management	5	0	2	0	3	1	2	0	0	0	13	13	100%	6	46%	6	46%
Committee members incl. leadership	26	8	6	14	38	15	6	33	0	1	158	99	63%	93	59%	59	37%

SABPP HR AUDITORS

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
Lead HR Auditors	4	2	0	3	1	1	0	1	0	0	12	8	67%	3	25%	2	17%
Candidate Lead HR Auditors	0	0	0	0	0	0	0	0	0	0	0	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
Certified HR Auditors	7	0	0	9	15	2	1	13	0	1	48	25	52%	32	67%	18	38%
Candidate Auditors	3	2	0	11	11	3	1	15	16	9	79	20	25%	39	49%	15	19%
Associate HR Auditors	4	2	0	3	1	4	0	7	3	5	29	11	38%	17	59%	5	17%
TOTAL	18	6	0	26	28	10	2	36	19	15	158	64	41%	91	58%	40	25%

ASSESSORS AND MODERATORS

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
Assessors	20	3	2	13	15	4	2	51	0	0	110	46	42%	72	65%	21	19%
Moderators	13	3	0	9	7	2	1	33	0	0	68	26	38%	43	63%	10	15%
TOTAL	33	6	2	22	22	6	3	84	0	0	178	72	40%	115	65%	31	17%

SABPP CANDIDATES

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
Candidates	0	0	0	0	1	0	1	0	0	0	2	2	100%	2	100%	2	100%

SABPP STUDENTS

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
	A	I	C	W	A	I	C	W	Male	Female						Numbers	%age
Students Jan-31 Dec 2023	159	0	5	9	358	3	22	13	0	1	570	547	96%	397	70%	383	67%
All Student Members	1198	11	52	156	2381	32	140	334	0	1	4305	3814	89%	2888	67%	2553	59%

SABPP SPEAKERS 2023

Occupational level	Male				Female				Foreign National		Total	AIC numbers	AIC %age	Gender Numbers	Gender %age	SA BLACK FEMALES	
A	I	C	W	A	I	C	W	Male	Female	Numbers</							

OPERATIONS MEMBERSHIP

The year started off at an average pace, however throughout the year registrations have been linear. We have seen a very slow movement in registrations; however, the field agents have contributed to ensuring that the numbers increase. We notice a trend on the month of June on an annual basis where we receive a high volume of registrations due to the mid-year discount. All new applications and upgrades were evaluated remotely using the new system.



of the target was met on new membership. (800)



of the targeted members renewed their membership. (3 292)

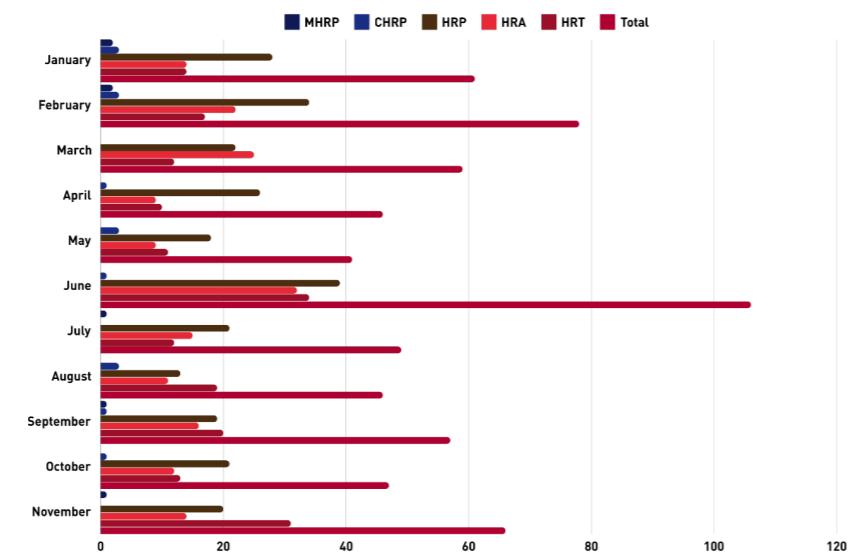
2023 NEW MEMBER REGISTRATION

The monthly professional registrations per level and overall totals are depicted in the table below

2023 Professional Membership Per Level

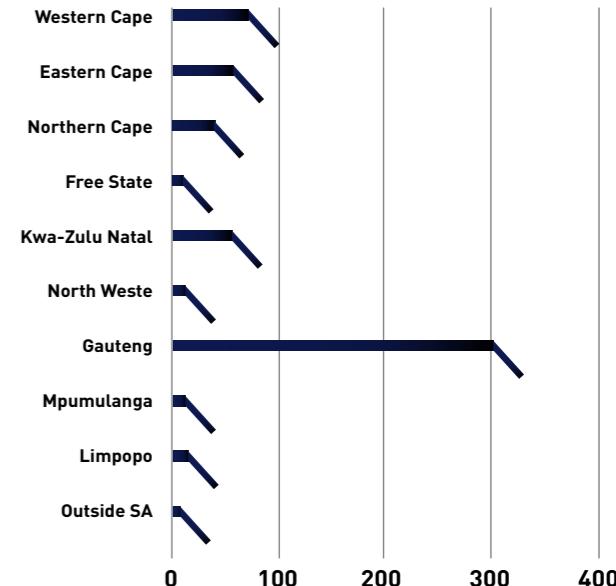
Month	MHRP	CHRP	HRP	HRA	HRT	Total
January	2	3	28	14	14	61
February	2	3	34	22	17	78
March	0	0	22	25	12	59
April	0	1	26	9	10	46
May	0	3	18	9	11	41
June	0	1	39	32	34	106
July	1	0	21	15	12	49
August	0	3	13	11	19	46
September	1	1	19	16	20	57
October	0	1	21	12	13	47
November	1	0	20	14	31	66
Total	7	16	261	179	193	656

2023 Professional Membership Per Level



PROVINCIAL STATS 2023 -NEW REGISTRATIONS

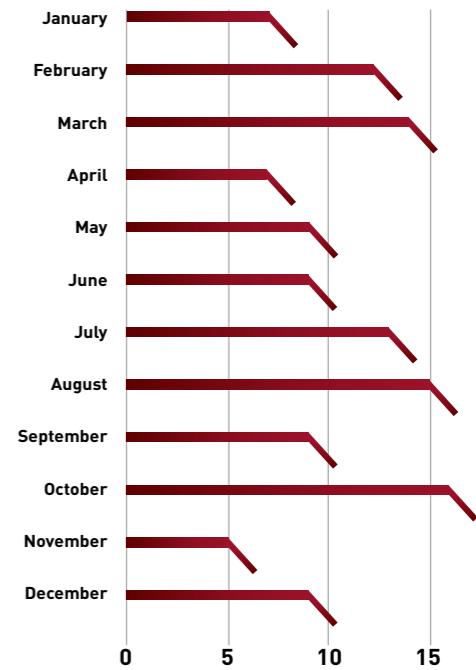
Province	Total Members
Western Cape	90
Eastern Cape	50
Northern Cape	10
Free State	9
Kwa-Zulu Natal	67
North West	15
Gauteng	374
Mpumalanga	14
Limpopo	19
Outside SA	8
Total	656



UPGRADES 2023

The evaluation of upgrade applications target of 2023 was met with the following figures: Target – 70

Month	Total Upgrades
January	7
February	13
March	14
April	7
May	9
June	9
July	13
August	15
September	9
October	16
November	5
December	9
Total	116



BUFFET MEMBERS REGISTERED IN 2023 PER LEVEL

Levels	Gold	Platinum
MHRP	9	5
CHRP	15	32
HRP	29	33
HRA	16	15
HRT	2	1
TOTAL	71	86

OPERATIONS MARKETING

OVERVIEW OF ACTIVITIES FOR THIS REPORTING PERIOD

The Marketing department continued hosting the online workshops and face-to-face conferences successfully.

WE HOSTED THE BELOW CONFERENCES:



Our conferences continue to create spaces for reflexive practice, bringing together rigour and relevance. The annual L&D conference focused on optimising and future proofing learning, development, and leadership. It brought together voices from industry, business schools, academia, and the SETAs. We are grateful to the CHIETA CEO, Mr Yershen Pillay, for sharing insights on the ground-breaking work being done by the SETA to address the digital divide. The annual SABPP Summit focus was on professionalisation and purpose in the new world of work. The Summit marked a decade of the HRM Standards, and we launched the revised HRMS as the People Practices and Governance Standard at the Summit. The Summit was host to the IPM CEO, Mr Sabelo Myeni, who presented on reimaging the employment valued proposition post-COVID.

OTHER EVENTS/ WEBINARS

- Annual General Meeting (20 April 2023)
- KwaZulu Natal Provincial Committee AGM (27 July 2023)
- 4-Day Work Week: Realities and Emerging Data Webinar (23 February 2023)

PROVINCIAL COMMITTEE'S EVENTS

- **KwaZulu-Natal**
 - ◊Focus group and HR Networking
 - ◊The Digital Disruption of the HR Department: Unleashing Efficiencies through Digital Transformation.
 - ◊Cancer and Lupus Awareness
- **Mpumalanga Highveld**
 - ◊Implications of quiet quitting in the Workplace.
 - ◊Western Cape
 - ◊Post-Covid-19: The Dynamically changing world of work.

ETHICS WORKSHOPS

The Marketing department continued hosting the online workshops and face-to-face conferences successfully.

142
ATTENDEES

Ethics Foundation workshops

77
ATTENDEES

HR and Organisational Ethics



In-house

The below organisations made use of our website platform and People Factor Magazine for advertisement:



The below organisations made use of our website and social media platforms to advertise their HR Job vacancies at no cost:



- Change Manager

- Senior HR Business Partner

- Senior Organisational Design & Transformation/ Change Management Expert

- Senior Specialist in Organisational Effectiveness

- Lecture and Professor of HR Management



- HR Officer

- Intern HR Development

- HR Intern

- HR Officer



- External Independent members for Finance Committee
- External Independent members of HR and Remuneration Committee.
- Senior HR Practitioner: Learning and Development

The Marketing department continued hosting the online workshops and face-to-face conferences successfully.



X -
19 371



LinkedIn -
29 458



Instagram -
2 225



Facebook -
2 225

FIELD AGENTS

To help the profession become more visible and keep the SABPP flag flying high, we have seven members in total who are recognised as field agents from the provinces listed below.



CHALLENGES

- Low workshop attendance.
- Cancellations of workshops due to insufficient bookings and postponement from members time and again.
- Low payments.
- Low attendance and less interest for face-to-face workshops.

PROFESSIONAL SOLUTIONS AND BUSINESS

HR AUDIT

The year has not been an easy one for the department, due to several challenges. Such challenges contributed to the department not meeting the set targets for the audits.

A meeting was held with the auditors at the beginning of the year, where robust discussions on challenges and possible solutions took place. It was agreed in this meeting that an Audit Working Committee (AWC) be formed as a special task team.

The aim of the Auditors Working Committee was to provide practical solutions, sound governance and continuous improvement to assist SABPP in positioning the audit unit as a global centre of excellence. The overarching purpose was to explore various ways of expanding the SABPP audit footprint.

The committee was formed, 2 meetings were held, where the governance principles, requirements, and processes of the SABPP Auditors Working Committee were drafted, to ensure that there is improvement, proactiveness and competence in the Audit Unit and the auditors. In addition, the structure aimed to safeguard that the HR audit process and methodology is continually refined.

It is envisaged that in 2024, the department, the Audit Council and the AWC will meet to discuss the issues at hand and have a long-term solution, ensuring long-term sustainability of the PPGS Audits.

As indicated, the targeted 12 audits could not be reached but only four organisations were successfully audited, namely:

- First National Bank Botswana
- University of Fort Hare
- Commission for Mediation Arbitration and Conciliation (CMAC) Eswatini
- Médecins Sans Frontières (Doctors without Borders)

There have been ongoing consultations with organisations, presentations were made and there are currently seven scheduled audits for 2024. We believe that this number will increase, moreover that there were organisations that postponed the audits for the next financial year.

We have been approached by several organisations for presentations for better understanding of what the HR Audit entails with the hope of helping them prepare themselves for their professional development. Furthermore, several organisations are in the pipeline for HR Audits.

PROFESSIONAL SOLUTIONS AND BUSINESS

HR STANDARDS/ PEOPLE PRACTICES AND GOVERNANCE STANDARDS

As the HR professional body, the SABPP continues its mission to professionalise HR and people management. Part of this is the development of Standards of good practices for people practices in organisations. This journey of setting Standards began in 2013 with the launch of the HR Management System Standards Model and the SABPP National HR Management Standard (HRMS). This initiative brought together the HR community to define the body of knowledge of, and standards of good practice for, the profession. The SABPP National HRM Standard (HRMS) was developed to serve as the professional grounding for the HR community and uplift the HRM practices and outcomes in South Africa. It was compiled by our late Marius Meyer and Dr Penny Abbott. In the decade from the launch in 2013, the HRMS has increasingly been adopted in both industry and academia. During this time the world of work has evolved and continues to evolve. For this reason, we identified the need to respond strategically to the significant changes.

We launched the revised HRMS as the People Practices and Governance Standard (PPGS) at our Annual Summit on 6th of September 2023, which was compiled by Dr Penny Abbott and Dr Ajay Jivan. The revised Standards retain the concept of the previous HR Management System Model with revisions. This given the changing context, discourse, practices, and vocabulary. The Standard Elements within the PPGS System Model, although revised, retain the HRMS structure. Each Standard Element comprises a definition, a set of objectives, a process flow, and guiding principles on interpreting and implementing or realising the objectives.

The SABPP HR Audit Methodology developed for the HRMS is still relevant to the PPGS. Specifically, the approach of a performance and certification audit therein remains valid. In fact, we would argue that the audit methodology is critical in the light of our evolving world of work and that we need to consider with the revised Standards:

- the management system and quality of approach within each organisation,
- the extent of application thereof across each organisation,
- and the quality of results achieved within each organisation.

The Standards Toolkits that we will launch in early 2024 brings together the revised Standards and the audit methodology. The Toolkits will help HR teams and organisations to navigate the Standards and implement these within their context and in alignment with their business strategy. In addition, the Toolkits provides a tool for their gap analysis as well as to conduct an internal assessment or prepare for an external audit.

Inhouse and public trainings were held, both face to face and online.

Two organisations were trained on the revised Standards, namely:

- Diamond Trading Company Botswana (DTCB)
- Mbuyelo group.

(The above are scheduled for the audits in the first quarter of 2024).

Budget/ Target summary as at 31 December 2023		Area	Actual YTD (as at November 2023)
40	HR Standards public	18	
225	HR Standards inhouse	82	
40	Strategic HR Business Partner public	39	
40	Strategic HR Business Partner inhouse	25	
40	HR Policies public	32	
45	HR Policies inhouse	46	

PROFESSIONAL SOLUTIONS AND BUSINESS HR CANDIDATE PROGRAMME

The SABPP Candidate Programme was introduced in an endeavor to sustain organisations through inter alia, a continuous supply of competent and highly talented HR professionals; as well as the critical need to ensure a pipeline of HR professionals from which organisations can draw for current and future supply of HR experts.

The purpose of this Programme is to develop the skills of HR Candidates in line with the South African National HR Competency Model.

We currently have a total of 2 active candidates from The Building Company.

We are also pleased to confirm the below Candidate, who successfully completed the HR Development Candidate Programme:

Mrs Kirstin Lackay, employed by The Building Company (Cape Town). Mrs Lackay was initially an HR graduate in the Building Company in 2020. She since completed her graduate programme. She was then appointed as an admin clerk on contract for 6 months, and only did 3 and a half months before she was promoted to the Recruitment and Talent Administrator effective 21 February 2022. She is currently the Learning and Development Officer: e-Learning, effective 1st January 2023. She exceeded the minimum standard and was registered as an HRP.

PROFESSIONAL SOLUTIONS AND BUSINESS SPECIAL PROJECTS

The department engaged with several organisations, where tenders and proposals were submitted. In some instances, we did not get any feedback, particularly for tenders.

There was an engagement with various organisations about special projects. Some were unsuccessful due to various reasons, such as non-approval of the budget. However, we anticipate that some of those projects will take place in 2024.

Despite such challenges, we managed to complete the below special projects:

- MiTek: Strategic Workforce Planning
- Mining Health and Safety Council: Policy review
- PSiRA: Development and implementation of employee value proposition and related employee and employer branding statements; and succession planning process.
- SALGA: Facilitation of performance review of RemPanel's performance on people practices

PROFESSIONAL SOLUTIONS AND BUSINESS COLLABORATIONS

In pursuit of professionalism, we continue to work together with other professional bodies. An MOU was signed with Human Resources Professional Society - Botswana.

PLANS FOR 2024

As the department, we're envisaging more business in the FY 2024. However, we acknowledge that this cannot be achieved without strategies and proper planning in place. We, therefore, have the below plans in place to ensure business sustainability:

Increase SABPP presentations.

- Introduce varying PPGS trainings to accommodate different professional segments.
- Digital communication on HR Audits.
- Superior engagements with the HR Audit Stakeholders (Audit Council, AWC, and Auditors)
- Refresher training for auditors
- Developing customised products.
- Continuing to reach out to the big corporations.
- Communicating through digital platforms.
- Increase company visits and networking opportunities.
- Collaborations with other HR service providers.
- Working closely with the professional bodies, where MOU's have been signed.

RESEARCH AND ASSURANCE RESEARCH

As the HR professional body, we continue our journey to set standards for people practices in organisations and to professionalise HR and people management. As noted, this journey began in 2013 with the launch of the HR Management System Standards Model and the SABPP National HR Management Standard (HRMS). The HRMS addressed the lack of national or regional standards for HRM practices in African countries that speak to our lived realities and contexts. And it addressed the following issues that were identified by the HR community regarding their organisational and local contexts during the roadshows undertaken by the SABPP in 2012 across the country:

- inconsistencies in practices within organisations and across organisations
- many bad and unethical examples of HRM practices
- widespread need to improve the quality of HRM practice and outcomes thereof across organisations
- no clear understanding and measure of what good HR is within the SA HR community
- no shared understanding or clear standards to define the field and profession of HRM within the SA HR community

Given our evolving context and world of work, there was a need to review the System Model and HRMS as well as the continuing importance of setting good people practices. We identified the need to respond strategically to these changes and to ensure that the organisation's duty of care to employees and the broader stakeholders, as per the King Code of good governance for example, is implemented.

To deliberate as the HR community on the many changes to the external and internal contexts of HR work and changes within the HR profession, the review of the HRMS was formally launched in 2022 following approval by the SABPP Board. Consultative workshops and specialist working groups helped review the HRMS approach and the contents of each Standard to determine to what extent good practice had actually changed over the decade and how we should position the Standards in the new world of work. The review addressed the question of how we can understand our evolving context and the new world of work and how we continue to set standards of good people practices for this context and world of work. We developed a framework of people strategy themes to help HR practitioners navigate and make sense of the evolving context and new world of work. The 'centre of gravity' of the framework is being people centred as we embrace the future and consider the purpose, governance, diversity, inclusion, belonging, resilience, and sustainability of our organisations.

The review culminated in the launch of the revised HRMS on 6 September 2023 at the annual SABPP Summit. The HRMS was renamed as the National People Practices and Governance Standard (PPGS) and with it the System Model is renamed as the People Practices System Standard Model. This given the evolving context, discourse, practices, and increasing trend to rename HR as the people function.

With the review and other engagement platforms such as the Fact Sheets, we continue our important work on engendering critical deliberations and debates within the SABPP membership and the broader HR community on people practices in the here-and-now and in the future. As we noted in previous years, these deliberative labours and spaces are critical for keeping the body of knowledge alive, robust, and relevant. And to provoke critical query and imagination on the future.

The Research and Assurance team together with the accredited skills development providers are navigating the trials and tribulations as well as uncertainties related to the ending of the historical qualifications and the transition to the occupational qualifications. We continue to manage the many challenges and contingencies that the transition entails. Our anchor through this transition and ambiguities is our resolve on maintaining objective quality assurance of learning provision and continuous professional development. We continue building on the quality assurance reputation that SABPP has built over the years, including the consistent hosting of the FISAs. We have successfully grown the number of accredited CPD providers.

The SABPP continues to support research development and dissemination in different ways. This includes the webinars, conferences, and publication of topical Fact Sheets that anticipate people trends and issues as well as the research support provided to academics and learners completing their Masters and PhD degrees. For example, this was support for the following research:

- developing a short learning programme to enhance critical competencies for emerging Human Resources practitioners
- study to understand the feelings of impostor phenomenon among human resource professionals in selected South African organisations
- personnel Selection Practice in South Africa
- graduate employability skills framework for human resource management graduates

We thank the SABPP membership for their continuous support to research that contributes to the body of knowledge of the HR profession.

RESEARCH AND ASSURANCE FACT SHEETS

The Fact Sheets remains a core product of the SABPP along with the Standards and related Toolkits. These continue to serve as a valuable resource for the HR community including academics, students, and the general public. The evolving world of work and role of the CHRO, AI and other topical themes were extensively explored in the Fact Sheets, as listed in the table below. As the Fact Sheets are meant to advance HR practitioner's professional knowledge and development as well as provide a pedagogic resource as well as guidance on practice, this required an expansive approach that we continually review.



RESEARCH AND ASSURANCE LQA

We continue to see the lag effects of the pandemic and the impact of the end of the historical qualifications in the learning landscape, in terms of learner enrolments and the throughput of learners. The team continues to engage stakeholders on, and help skills development provider navigate, these challenges and others in the regulatory environment. The SABPP was part of the process of realigning the historical HR qualifications with the Services SETA. Approval thereof is awaited. The SABPP is also exploring with the SETA the possible role as the Assessment Quality Partner (AQP). The SABPP is the AQP for the Occupational Trainer qualification at NQF level 4 (SAQA ID 97154).

The team continues to ensure that sound quality assurance maintained as per the delegated function as a Quality Assurance Partner of the Quality Council of Trades and Occupations (QCTO). The SABPP team ensured the consistent roll out of the Final Integrated Summative Assessment (FISA). The team continues its commitment to a high standard of customer service while maintaining professionalism, independence, and value for learners through the quality assurance process. The below statistics illustrates the dedication and tireless effort of the team members to quality assurance as the lag effects of the pandemic and the difficult socio-economic conditions continue to unfold. In terms of reporting, the SABPP diligently provides quarterly reports to the QCTO on its role as Quality Assurance Partner and Assessment Quality Partner for the FISA and the Occupational Trainer qualification. The SAQA NLRD upload was successfully completed.

Final Integrated Summative Assessment	
Qualification	Number of learners
FETC HR NQF Level 4 - SAQA ID 49691	101
National Diploma in HR NQF Level 5 - SAQA ID 49692	281
FETC Business Administration NQF Level 4	11
Generic Management NQF Level 4	80
Generic Management NQF Level 5	65
Total	538

Accreditations	
New provider accreditations	
Qualifications	2
Unit Standards	-
Renewal of provider accreditations	
Qualifications	12
Unit Standards	2
Extension of scope provider applications	
Unit Standards	-
Qualifications	1
Registration of assessor and moderators	
Assessors	39
Moderators	18

Quality assurance of providers	
Annual monitoring	20 SDP's
External moderation	35 SDP's

RESEARCH AND ASSURANCE UNIVERSITY ACCREDITATION

We continue our engagement and building of relations with the institutions of higher learning to further the mission of professionalising HR. This includes the accreditation of the Departments of Human Resources and Industrial and Organisational Psychology, with the SABPP Higher Education Committee, as a HR professional body recognised by the South African Qualifications Authority (SAQA). The impact of the pandemic was still being felt by the universities in terms of the modes of learning delivery, schedules, and funding. This impacted the accreditation schedule. We are steadily building the pipeline of university accreditations for 2024 wherein we anticipate seven accreditations for the year. In 2023, the accreditations of University of Pretoria and Central University of Technology were completed. The accreditation of Stadio was begun this year and will be completed in 2024. The University of Limpopo received their full accreditation.

RESEARCH AND ASSURANCE CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD)

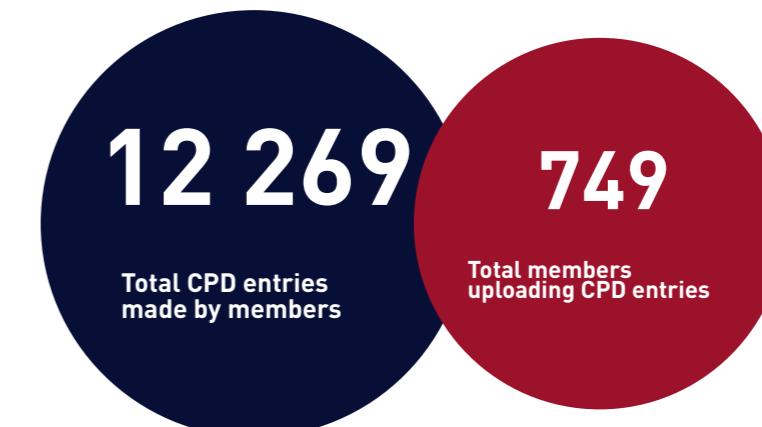
PROVIDER CPD

As the HR professional body, we approve CPD training providers from academia and industry and the certification of CPD events and training.

Approval and certification of providers and events	
Approval of CPD training providers	20
Certification of diversity of CPD events and training	17

MEMBER CPD

A culture of continuous professional development (CPD) is critical to sustain the professionalism and lifelong learning of HR practitioners. We aim to continuously foster and enable this. We provide many opportunities for members to earn their CPD points at no cost. This ensures that HR remains relevant and maintains its critical role in the world of work. The SABPP recognises the need for a blend of input or output-based practises for continuous professional development. The table below provides the statistics of CPD entries made on the system.





Future Outlook

FUTURE OUTLOOK



SABPP™

SA BOARD FOR
PEOPLE PRACTICES

Setting HR standards

1. THE OUTLOOK

2. SABPP STAFF

THE OUTLOOK

2024 is going to be a good year. We will be moving to our new premises in February 2024, and we will need not worry about hygienic factors but concentrate on core business.

SABPP has declared 2024 as the year of investing in the profession. Both SABPP and its members will do their part to ensure that this is achieved. 2024 is also the last year for the 14th Board and I can imagine the Board would like to close it with a bang by ensuring that they achieve all the plans they put in place three years ago.

2024 THEME:

Year of Investing in The Profession

Continue contributing to the sustainability of organisations through hindsight, insight, foresight and oversight ensuring HR credibility.

1

Promote the People Practice and Governance Standards to all stakeholders including our neighbouring countries.

2

Make the Buffet membership centre of membership.

3

Promote active HR citizenry.

4

Recruit high calibre staff to take the organisation to the next level.

5

Continue driving the People Factor Strategy and specifically drive the digital strategy to ensure that we lead in the HR space.

6

Improve member value

7

Support members through company visits.

8

Increase, improve and modify products and services to support professionals.

9

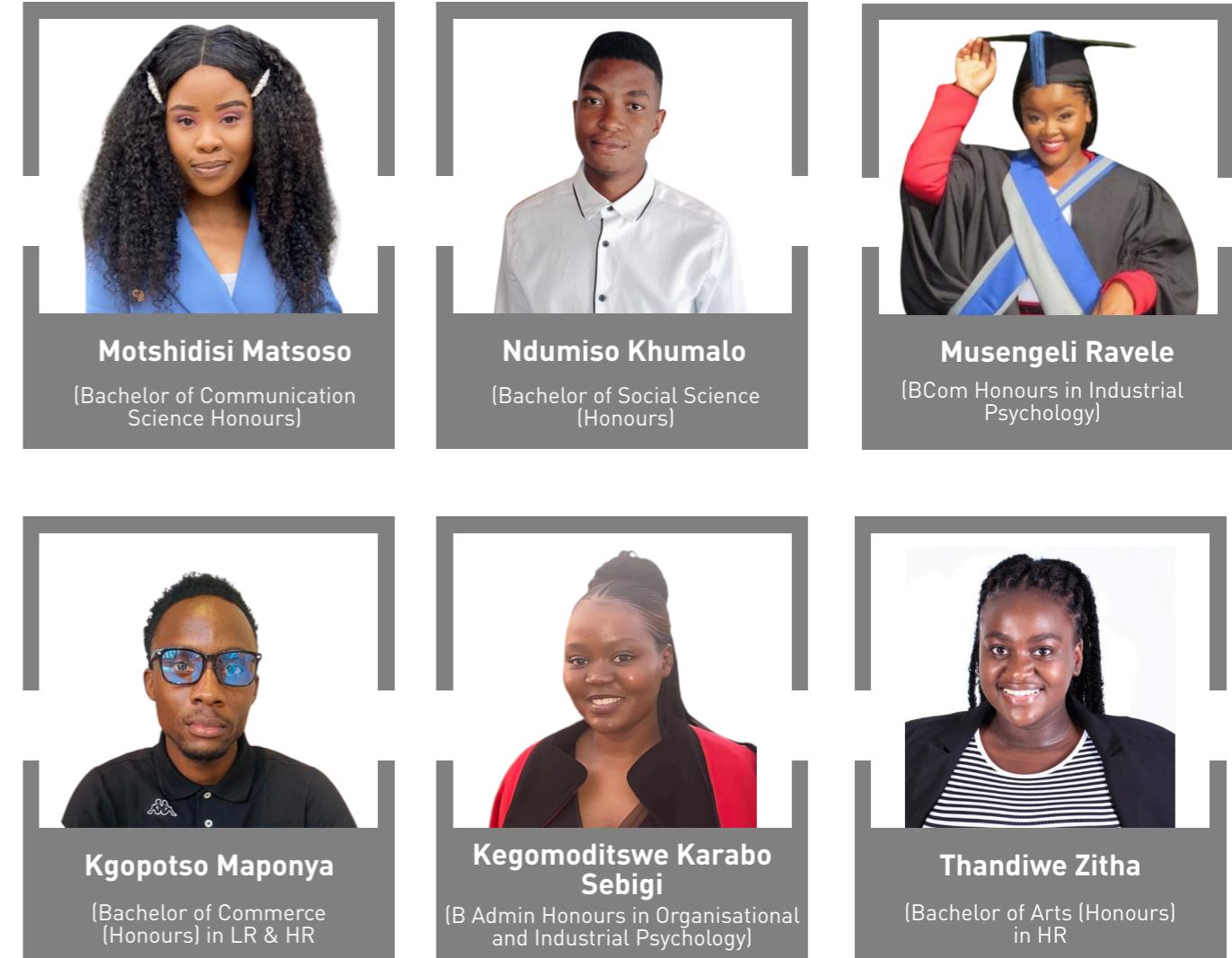
Overhauls the alliance system.

10

THE SABPP STAFF



SABPP INTERNS



This Annual Report is brought to you by the SA Board for People Practices
(SABPP)

Setting HR Standards

A registered professional body with South African Qualifications Authority (SAQA) and a quality assurance body with Quality Council for Trades and Occupations (QCTO)

An NPO 117-218 registered with the Department of Social Development (DSD)

Powered by the People Factor Strategy #202030

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The People Factor