



**SABPP™**

SA BOARD FOR  
PEOPLE PRACTICES

*Setting HR standards*

# SABPP

## ANNUAL INTEGRATED REPORT 2024

A YEAR OF INVESTMENT IN THE PROFESSION

SABPP - The Quality Assurance  
and HR Professional Body



# HIGHLIGHTS OF 2024

**SABPP turned 42**

**High-level graduate programme as a talent pool based on youth empowerment**

**Bulk 250 new registrations from Eastern Cape Dept of Basic Education**

**Successful face-to-face conferences including sponsorship**

**Zero percent membership fee increase**

**Free access to the People Practice and Governance Standard for all students and members in good standing**

**SABPP House became a reality including staff and wellness centres**

**In house conference centre finalised accommodating over 120 delegates**

**Regional HR Audit exposure particular in Lesotho, Botswana and eSwatini**

**15th Board elections finalised including successful 14th Board handover**

**Increase in provincial and national committee activities**

**Increased activities with alliance partners including SIOPSA, ACFE**



Active  
segmentation  
projects targeting  
MHRPs and CHRP

4 universities  
accredited

Increase in  
company visits and  
presentations

Successful AGM  
with over 200  
members

Uptake of Board Exams  
increased

Audit or endorsement of  
key partners including  
SAICA, SACAP

University of Venda  
became the Best  
Student chapter

Northwest University  
became the Best  
University in PPGS  
alignment

Royal eSwatini Sugar  
became the Best HR  
audited organisation

Groundwork for a  
customised membership  
system

Fact sheets aligned  
to the strategy

Contribution  
to public sector  
professionalisation



SABPP

## IN NUMBERS





# VALUE PROPOSITION

COMMISSIONER OF OATHS	NON MEMBER	STANDARD MEMBER	BUFFET MEMBER
COMMISSIONER OF OATHS	✗	✓	✓
NLRD 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	✓ Paid for
CONFERENCES	✓ Paid for	✓ Paid for	✓ Paid for
HR AUDIT	✓ Paid for	✓ Discounted	✓ Discounted
SOCIAL MEDIA	✓	✓	✓
PEOPLE PRACTICES STANDARDS	✓ Paid for	✓ Free	✓ Free
RECOGNITION AWARDS	✗	✓	✓
STUDENT BURSARIES	✗	✓	✓
COMPANY VISITS	✓	✓	✓ Prioritised
WEBINARS (NATIONAL AND PROVINCIAL)	✓ 50% Free	✓ 75% Free	✓ 100%
CPD AND PROFILE UPDATES	✗	✓	✓
HR JOB VACANCIES	✓	✓ Prioritised	✓ Prioritised
CHEESE AND WINE NETWORKING SESSIONS	✗	✓	✓
RESEARCH OPPORTUNITY	✗	✓	✓
OPPORTUNITY TO BE ASSESSORS AND MODERATORS	✗	✓	✓
OPPORTUNITY TO BE AUDITORS	✗	✓ CHRP, MHRP	✓ CHRP, MHRP
OPPORTUNITY TO BE PROFILED	✗	✓ MHRP	✓ MHRP
OPPORTUNITY TO BE A PAID FACILITATOR	✗	✓ CHRP, MHRP	✓ CHRP, MHRP
OPPORTUNITY TO BE SME	✗	✓ CHRP, MHRP	✓ CHRP, MHRP



## FOREWORD BY THE INCOMING CHAIRPERSON

A NEW ERA OF EXCELLENCE  
IN HR LEADERSHIP

As I assume the mantle of leadership for the South African Board for People Practices (SABPP), I am struck by both the weight of responsibility and the magnitude of opportunity before us. The appointment of our 15th Board marks not just a transition, but a transformation in our journey toward HR excellence.

Our newly constituted Board—independently selected through a rigorous member nomination process—brings together ten distinguished professionals whose credentials and achievements stand as a testament to their capability to shepherd SABPP into its next chapter. Building upon the exemplary foundation laid by Dr James Ramakau and the 14th Board, we are poised to elevate SABPP to unprecedented heights in HR professionalism.

The horizon before us demands nothing less than excellence. In an era where the very nature of work is being redefined, our mandate is clear: we must architect solutions that not only respond to current challenges but anticipate future developments. Our strategic vision for the next three years will be anchored in three core pillars:

### 1. Member-Centric Innovation

We recognise that our members are not just stakeholders—they are the lifeblood of our organisation. Our commitment to delivering exceptional value will be realised through innovative programs, enhanced professional development opportunities, and targeted initiatives that address the evolving needs of HR practitioners.

### 2. Governance Excellence

The Board's upcoming engagement with the Institute of Directors represents our unwavering commitment to exemplary governance. This investment in leadership development will ensure that we not only meet but exceed the highest standards of corporate stewardship.

### 3. Strategic Partnerships

We will forge and strengthen alliances that amplify our impact and expand our reach. These collaborations will be carefully curated to enhance our service offerings and strengthen the HR profession's position in the broader business ecosystem.

Our quality assurance framework, particularly our People Practice and Governance Standards (PPGS) audits, will continue to set the benchmark for excellence in HR practice. Simultaneously, we are implementing a robust succession planning framework to ensure sustainable leadership continuity.

I must acknowledge the outstanding contributions of our CEO, Mr Xolani Mawande, and his exceptional team. Their tireless dedication to serving our members across every region of South Africa exemplifies the professional excellence we seek to promote.

As we embark on this journey, I extend an invitation to our members to engage more deeply with SABPP. Your voice, your expertise, and your participation are essential elements in our shared success story.

The path ahead is clear, and our resolve is unwavering. Together, we will build an SABPP that not only meets the challenges of today but sets the standard for tomorrow's HR profession.

With conviction and commitment,

*Tshepo Yvonne Mosadi*

CHAIRPERSON | SABPP





## REMARKS OF THE OUTGOING CHAIRPERSON

# EMBRACING CHANGE, EMPOWERING PEOPLE

In an era defined by unprecedented transformation, where technological advancement and geopolitical shifts reshape our world daily, one constant remains: people. As I conclude my tenure as Chairperson of the South African Board for People Practices (SABPP), this fundamental truth has never been more apparent.

The critical question facing organisations across all sectors is no longer whether change will come, but how we ensure our people evolve alongside it. The velocity of change we witness today will only accelerate, demanding a new paradigm in human resource management. Our response to this reality; our ability to harness its opportunities while mitigating its risks, will define the future of work.

Our renewed People Practice and Governance Standards, launched in 2024, provide a robust framework for navigation through these transformative times. However, their true value lies not in their conception, but in their implementation. As guardians of the HR profession, we must ensure these principles transcend theory to become embedded practice across all sectors.

The year 2024 marked a pivotal moment in SABPP's 42-year journey. We achieved a historic milestone with the establishment of our first permanent headquarters, creating a physical embodiment of our professional home. This achievement coincided with deepened engagement with our Master Human Resources Practitioners and Chartered Human Resources Practitioners, fostering crucial dialogues about the evolution of our profession.

Throughout my tenure, I have witnessed the power of constructive discourse across our board subcommittees, where accountability and respect served as cornerstones of our decision-

making process. These robust discussions have consistently centred on advancing the interests of our members and the broader HR community. As I pass the torch to the 15th Board, I do so with profound optimism. The foundation we have built—through strategic initiatives, strengthened governance, and enhanced member engagement—positions SABPP for unprecedented growth and impact. Under the capable leadership of incoming Chairperson, Ms Tshepo Yvonne Mosadi, I am confident that SABPP will reach new heights of excellence and influence.

### My deepest gratitude extends to:

- » Our exceptional CEO, Mr Xolani Mawande, and his senior management team
- » My fellow board members and subcommittee members
- » Our dedicated provincial leaders
- » The entire SABPP staff for their unwavering commitment
- » Our members, whose active participation and support continue to strengthen our profession

To the 15th Board: You inherit a robust organisation poised for growth. The confidence placed in you by our members reflects your exceptional capabilities and vision. As you guide SABPP into its next chapter, remember that your leadership will shape not just an organisation, but the future of the HR profession in South Africa and beyond.

The foundations are set. The path forward is clear. The future beckons with promise.

With gratitude and confidence,

*Dr James Ramakau*

**OUTGOING CHAIRPERSON | SABPP**



# FOREMATTER BY THE CEO

## INVESTING IN EXCELLENCE: BUILDING TOMORROW'S HR PROFESSION TODAY CHIEF EXECUTIVE OFFICER'S ANNUAL MESSAGE

In the journey of organisational excellence, true leadership is measured not just by immediate achievements, but by the foundations laid for future success. As I reflect on 2024; our Year of Investment in the Profession, I am proud to report that the South African Board for People Practices (SABPP) has not only met its mandates but has fundamentally transformed our capacity to serve the HR profession for generations to come.

### Strategic Infrastructure Investment

Our most significant achievement has been the realisation of the SABPP House, our new permanent headquarters. This strategic investment, completed in February 2024, represents more than just a physical structure—it embodies our commitment to fiscal responsibility and sustainable growth. The impact is immediate and substantial:

- » Annual cost savings exceeding R2 million in operational expenses
- » A state-of-the-art conference centre generating additional revenue streams
- » Projected annual savings of R1 million in event hosting costs
- » Staff accommodation facilities reducing commuting burden for five team members
- » A dedicated wellness centre promoting staff health and well-being

### Member-Centric Financial Stewardship

Our robust financial management has enabled us to redirect significant resources back to our members:

- » Implementation of a zero-percent increase in membership fees, returning R500,000 to members and their organisations

- » Maintenance of current pricing for services and workshops, providing R250,000 in direct value to our community
- » Revolutionary free access to PPGS standards for all members and students, representing over R3 million in value while ensuring universal access to professional standards

### Digital Transformation Initiative

Understanding that tomorrow's HR profession demands robust technology, we have made substantial investments in digital infrastructure:

- » Implementation of a customised, state-of-the-art membership system
- » Launch of the Koetliso digital learning platform, enhancing accessibility while protecting intellectual property
- » Streamlined digital delivery of course materials, reducing environmental impact while improving efficiency

### Membership Growth and Professional Development

Our commitment to expanding the HR profession has yielded remarkable results:

- » Strategic public sector collaboration leading to the registration of 250+ professionals from the Eastern Cape Provincial Education Department
- » Enhanced audit processes ensuring maintenance of professional standards
- » Strengthened partnerships across private and public sectors



## Financial Performance

Despite significant capital investments, I am pleased to report that SABPP maintains a strong financial position. Our strategic investments have been managed without additional burden on our members, demonstrating our commitment to responsible financial stewardship.

## Acknowledgments

The achievements of 2024 reflect the collaborative efforts of many dedicated individuals:

- » The outgoing 14th Board, under Dr James Ramakau's distinguished leadership
- » The incoming 15th Board, led by Ms Tshepo Yvonne Mosadi
- » Our national and provincial committees for their tireless dedication
- » The SABPP staff for their unwavering commitment and excellence
- » Our members who volunteer their expertise across various committees
- » The broader membership for their continued trust and engagement

## Looking Forward

As we move forward, our focus remains steadfast on creating an enabling environment where HR professionals can excel and make meaningful contributions to organisational sustainability. The investments made in 2024 position us strongly to expand our impact and enhance our service delivery.

## Call to Action

This annual report represents not just a record of our achievements, but an invitation to dialogue. We welcome your analysis, feedback, and suggestions for how we can better serve you and advance the HR profession. Your insights are invaluable in shaping our future initiatives and ensuring we remain aligned with the needs of our members.

Yours in service to the profession,

*Xolani L. Mawande*

**CHIEF FORESIGHT CHAMPION  
SOUTH AFRICAN BOARD FOR PEOPLE PRACTICES | SABPP**





# LIST OF ABBREVIATIONS

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



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SA  
BPP

# INTRODUCTION AND OVERVIEW

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## HISTORIC OVERVIEW

# WHO WE ARE

SABPP is an independent Professional Body and leading authority on Human Resources and people management practice in South Africa. It is an accredited training and education provider and Professional Body for human resources and people management professionals.

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.

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# PHILOSOPHY

## OF THE SABPP

To enable those engaged in the HR profession to make a significant contribution to:

- their organisation, in terms of its management and utilisation of human resources.
- the individual employee or future employee, in the realisation of his or her potential, in terms of his or her aspirations; and
- the community at large, in terms of an enhanced quality of life.

## VISION

To be a worlds-respected HR professional Body, leading the way with people practices standards, professional competence and active citizenry

## MISSION

To lead and give a credible voice to the HR profession based on clear standards of governance, quality assurance and professionalism in human resource management and people practices in the workplace.

Our key focus is on adding value and contributing to the sustainability of organisations.

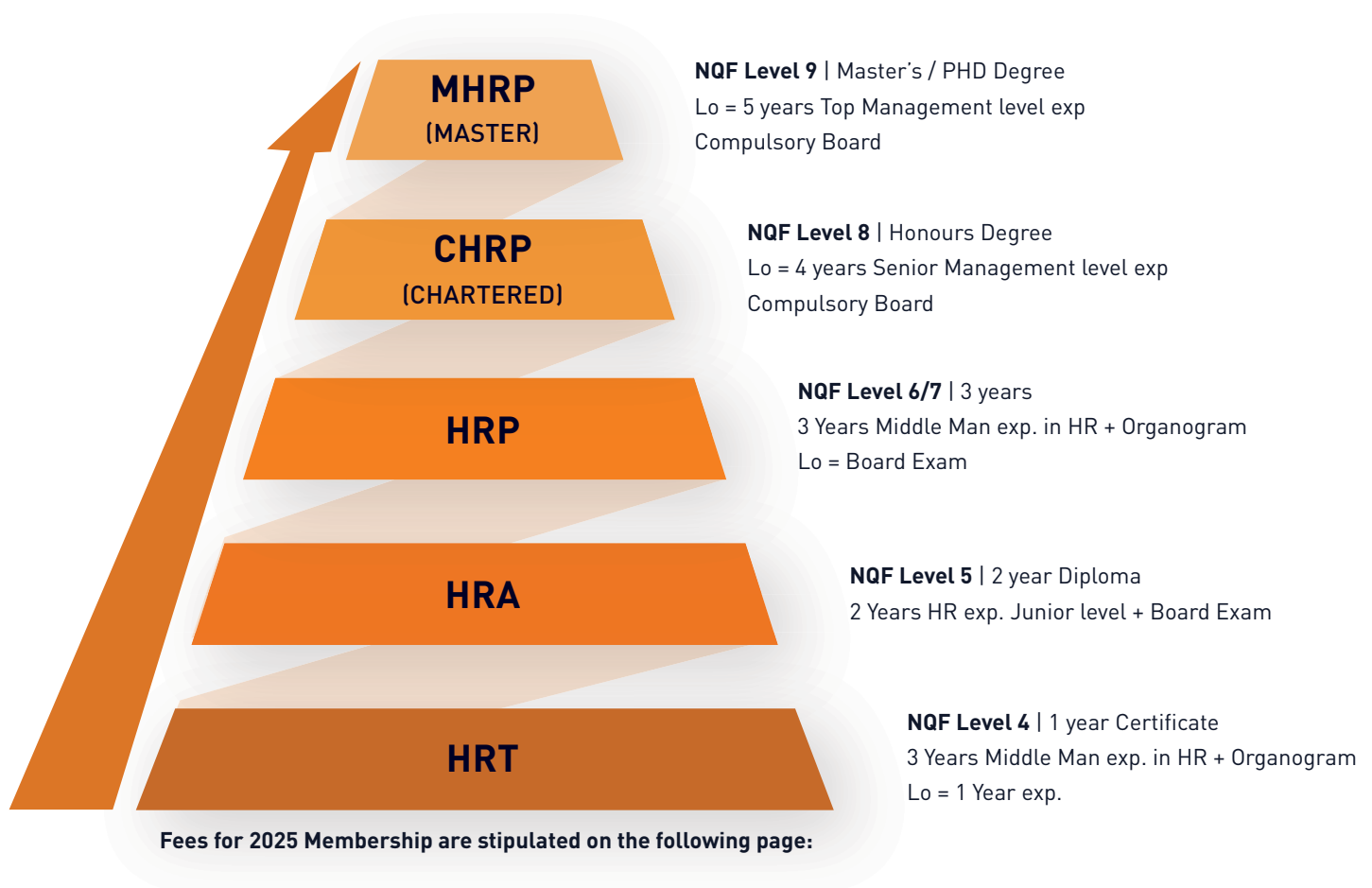
## HOW TO

## 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:





## BUFFET MEMBERSHIP RENEWALS

PROFESSIONAL LEVEL	SILVER 2025 (STANDARD)	PLATINUM 2025
Master HR Professional	R 2 370.00	R 7 250.00
Chartered HR Professional	R 2 030.00	R 6 940.00
HR Professional	R 1 690.00	R 6 620.00
HR Associate	R 1 220.00	R 6 170.00
HR Technician	R 900.00	R 5 870.00

## BUFFET MEMBERSHIP NEW REGISTRATION

PROFESSIONAL LEVEL	SILVER 2025 (STANDARD)	PLATINUM 2025
Master HR Professional	R 4 330.00	R 9 210.00
Chartered HR Professional	R 3 580.00	R 8 490.00
HR Professional	R 2 770.00	R 7 700.00
HR Associate	R 2 240.00	R 7 190.00
HR Technician	R 1 880.00	R 6 850.00

### 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.

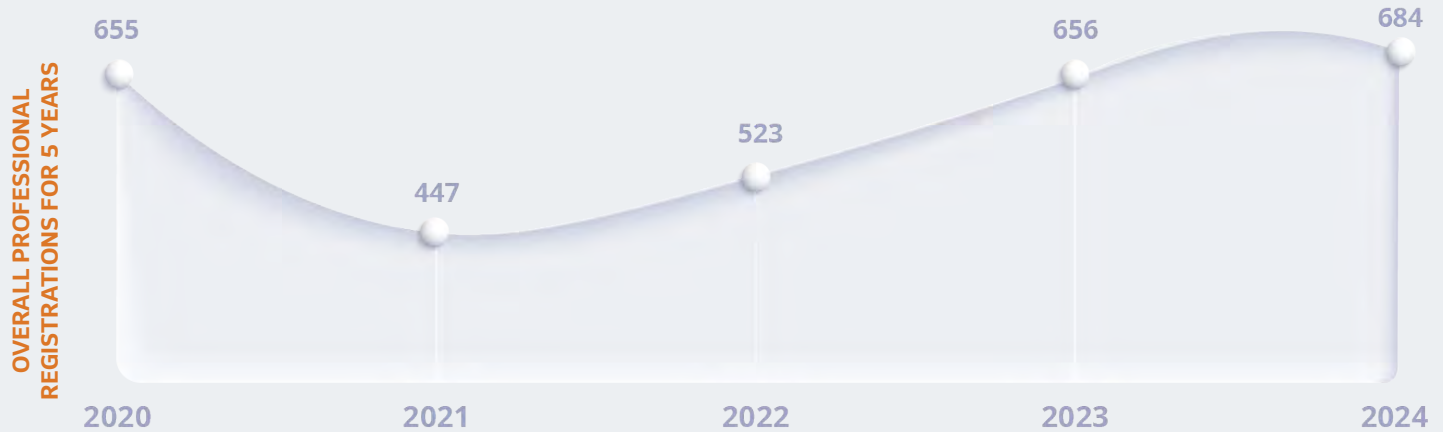
SABPP has a formal mechanism for registering members via RPL. We have registered two (2) members via the RPL process.

## OVERALL PROFESSIONAL REGISTRATIONS FOR 5 YEARS

YEAR	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEP	OCT	NOV	TOTAL
2024	62	45	70	65	61	129	71	50	48	47	39	684
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

Highest in the last 5 years

Lowest in the last 5 years



## Board Exams

In 2019, board exams were introduced to maintain the Professional Body's standards and the credibility of HR professionals. We have SABPP accredited institutions that exempt members from taking board exam 1 while board exam 2 is compulsory for Chartered HR Professionals and Master HR Professionals.

## Buffet Membership

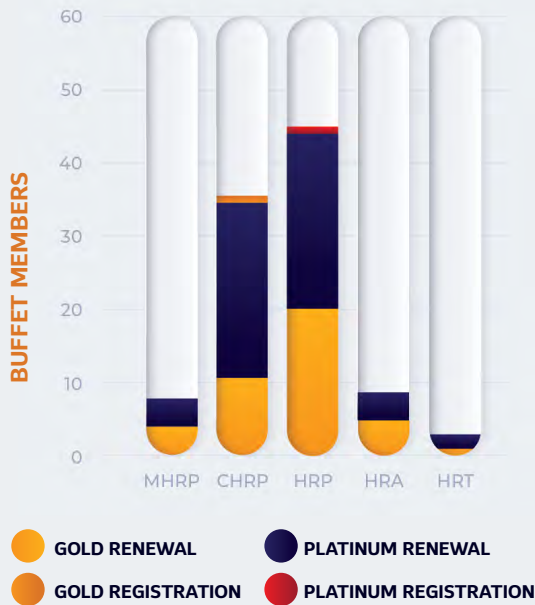
The journey to provide members with flexibility and choice was the order for the day Members have indicated their interest in efficiency and convenience, therefore that is what we have provided. Buffet membership has easily assisted members to pay once and attend all SABPP events. This means that if a member wants to attend our conferences or workshops, they do not need to fork out additional fees. However, on the silver category they were not guaranteed additional access to events and conferences.

## BUFFET MEMBERS

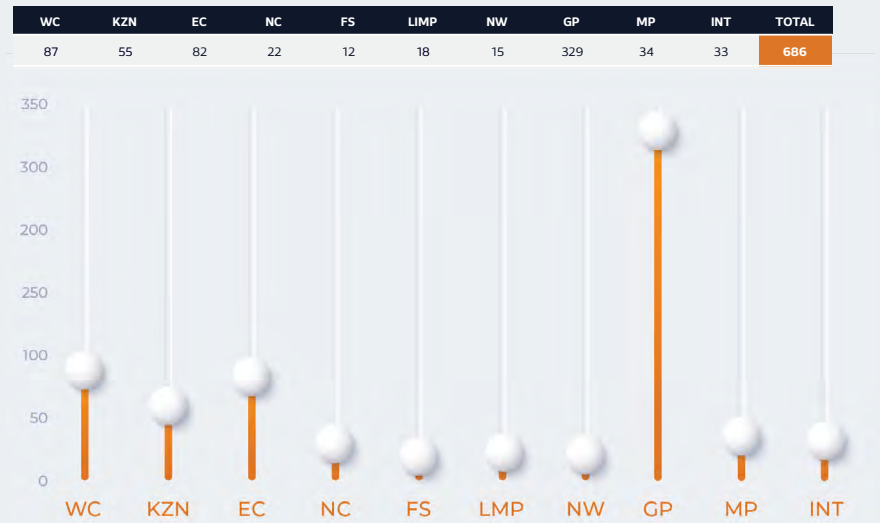
PROFESSIONAL LEVEL	2024 RENEWAL		2024 NEW REGISTRATIONS	
	GOLD	PLATINUM	GOLD	PLATINUM
Master HR Professional	4	4		
Chartered HR Professional	11	22	1	
HR Professional	21	25		1
HR Associate	5	4		
HR Technician	1	2		
HR Technician	42	57	1	1

TOTAL OVERALL : 101



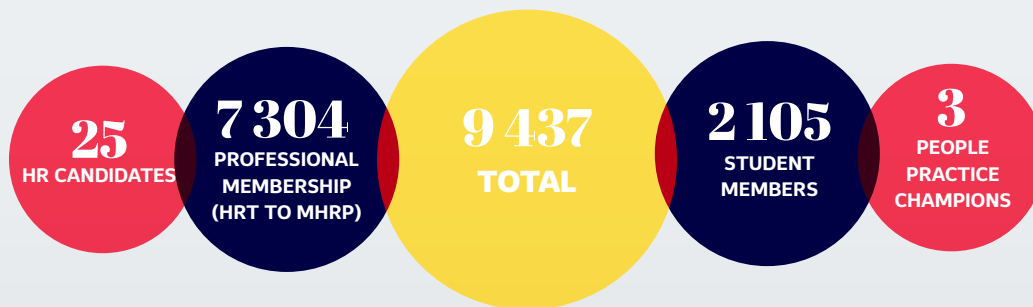


## PROVINCIAL STATS 2024 | NEW REGISTRATIONS

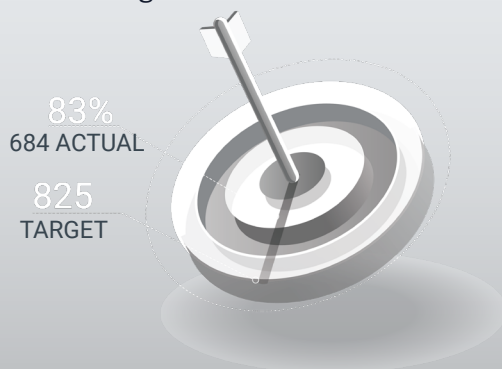


The numbers above exclude non-professional levels i.e., Professional Practice Champions, HR Candidates and HR Students.

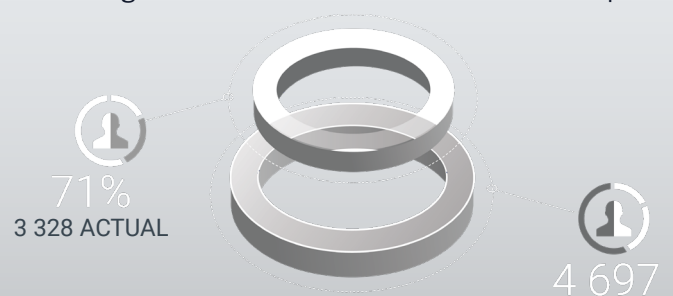
The membership numbers are shown as below:



83% of the target was met on new membership.



71% of the targeted members renewed their membership.



# SABPP

## CODE OF PROFESSIONAL CONDUCT

SABPP has a value-based code of conduct that articulates the behaviour expected and required from members. This code requires a greater degree of self-regulation from members since it's mainly a guiding principle intended to ensure that SABPP members act with honesty and integrity within their organisations, engage in acts that promote a benefit to society. Below is the code:

### INDIVIDUAL PRACTITIONER COMMITMENTS

- 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.



- 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.

## RESPONSIBILITY 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.

- 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.

## INTEGRITY 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 modelling and mentoring.

# SOCIAL AND ENVIRONMENTAL

## IMPACT

Sponsorship of the best HR student per university R5000 per campus totalling R50 000 in 2024

- 6 honours graduates recruited for a 24 months internship aimed at empowering them for the future
- Jointly hosted women events with SIOPSA in order to promote women empowerment during the women's month

The HR Citizen committee continues encouraging members and professionals to donate their time and expertise to promote helping and supporting the communities.

# 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.



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.



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.



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".



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.



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 Payroll Association serves to promote sound payroll practices.



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.



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



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

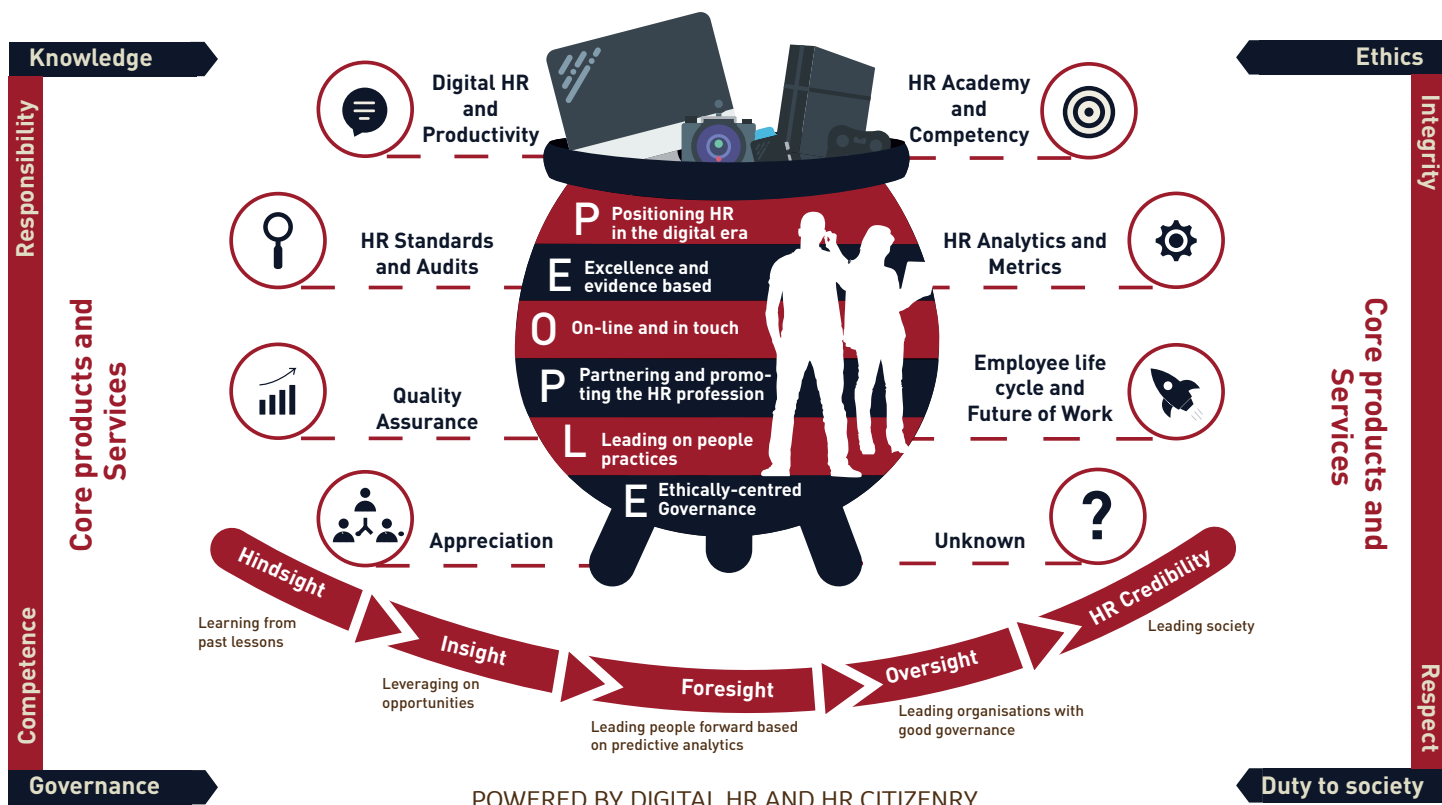
# SABPP STRATEGY

## THE PEOPLE FACTOR #202030

The aim of the SABPP strategy is to:

- 4.1 promote, direct and influence the development of the HR profession by setting HR standards.
- 4.2 set HR competency standards for the education, training and conduct of those engaged in the profession.
- 4.3 advise involved parties on developing and attaining those competencies as well as evaluate such attainment against the set HR Standards.
- 4.4 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

HR professionals must assist their organisations to harness the digital technologies to find new markets, new products and services and new operational processes. They must be able to foresee what new skills their organisations will need to enable man and machine to achieve the best balance. They must be able to find innovative ways to reskill and reassign people so that social injustice through displacement does not endanger society.

This gives the HR profession an exciting opportunity to take the lead and to be imaginative and bold.

The SABPP will support its members through researching and developing products and services to assist members to build their knowledge and skills in this area.

## EXCELLENCE AND EVIDENCE BASED

Excellence must be achieved by all HR professionals in both their transactional work and their transformative work, which will be increasingly technology-based. Skills in making evidence-based decisions in HR functions must be developed, which requires that a good basis of data management be set up and maintained. The SABPP will also research and develop products and services to assist members to achieve excellence.

The SABPP must be also excellent in providing services to its member

## ON-LINE AND IN TOUCH

HR must embrace 'design thinking', which means that all processes and practices must be designed with the user experience in mind. This means that HR professionals must be constantly tuned in to employees' and line managers' needs and must learn how to balance the online technologies with human connection.

The SABPP must reflect this also in how it interacts with its members and other stakeholders. Online CPD and skills development products will also be developed.

Agility and responsiveness are vital in finding the right balance between moving forward to the future and taking people along with us.

## PARTNERING AND PROMOTING THE HR PROFESSION

HR cannot fulfil this challenging role on its own. Partnering with other disciplines both locally and globally is important. The SABPP will continue to identify and maintain appropriate alliance partners to take the profession forward into the Fourth Industrial Revolution. Whilst the SABPP is based in South Africa, it will collaborate across Africa and further afield to ensure that it is in touch with developments and can spread its good work as appropriate.

## LEADING ON PEOPLE PRACTICES

The SABPP will continue with its pioneering work on setting HRM standards and developing people practices which will support the transition to the new world of work. Collaboration with universities and other research institutions will be strengthened to lead the HR research agenda.

The work on the Leadership Standard will be followed up to spread the circle of influence on leadership as a critical people practice.

The SABPP will continue to expand its advocacy role in fair people practices.

## ETHICALLY-CENTRED GOVERNANCE

HR professionals should be champions of ethically-centred governance in their organisations, thereby contributing to the ethical culture determined by the King IV Commission as one of the critical outcomes of governance. SABPP will continue to make its voice known with other important promoters of good governance and will continue to produce products and services to assist HR professionals take on this role and make an impact.

Ethically-centred governance must also, by definition, be environmentally sensitive so that organisations are sustainable in all senses of the word. SABPP will continue to research the role of HR in supporting good environmental practices and will pursue such good practices in its own organisation. The SABPP will continue to practice sound financial management in order to best balance affordability for members with the demands to extend products and services to members.



**SABPP™**

SA BOARD FOR  
PEOPLE PRACTICES

*Setting HR standards*

# BOARD AND COMMITTEES

*BOARD*

*BOARD SUB-COMMITTEES*

*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 fulfil 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:

The 14th Board term ended on the 29th of November 2024 and on the same day the 15th board took the reins. Four of the 14th Board members as well as the 2 co-opted members continued to the 15th board ensuring continuity.

## 14th Board Appreciation

The 14th board chaired by Dr James Ramakau did an excellent job over the three years. We highlight 25 of the many successes below

### 14th Board Key decisions/highlights Dec 2021 to Nov 2024 (in no particular order)

1. Approval of the strategy beef up (People Factor Strategy)
2. Commencement and final Approval of the reviewed SABPP PPGS
3. Approval of the Reavaya project giving us the SABPP House including the conference centre
4. Launch of the online learning material system ie Koetliso
5. Groundbreaking agreement with CIPD (UK) allowing members to register with both organisations
6. Free access to standards for all students and members in good standing
7. Launch of Buffet membership
8. Excellence awards
9. Approval of annual budgets and AFS
10. Zero percent membership fee increase
11. Charter review process started
12. Professionalisation of the Public service
13. Bulk membership project with EC DOBE (250 members)
14. Launch of the focussed 2-year graduate programme to create high level talent pool
15. Surplus reported for all the years and higher reserves
16. 40th birthday celebration
17. Appointment of the first black female owned Auditors
18. Re-recognition and accreditation of SABPP by SAQA for five years
19. Activation of all 16 provinces including a new province in Tshwane
20. Launch of HR vacancy portal
21. Renaming the student awards to Marius Meyer SABPP Excellence Awards
22. Green status on the NLRD achieved
23. Increase in new membership over the three years after Covid
24. Committee terms of reference
25. VUT became the biggest student chapter hub with over 300 students

*On behalf of all members, committee and staff we say thank you once again for their commitment to the profession.*

THE 14<sup>TH</sup>

## BOARD

NOVEMBER 2022 - NOVEMBER 2024



*CHRP*

**Dr James Ramakau**  
Board Chairperson  
*Consultant*



*MHRP*

**Dr Dayalan Govender**  
Board 1st Vice Chairperson  
*PwC*



*MHRP*

**Dr Rica Viljoen**  
Board 2nd Vice Chairperson &  
LQA Committee Chairperson  
*Centre of Human Emergence: Africa*



*MHRP*

**Mariska Smith Beyer**  
CPD Committee Chairperson  
*Fraser Alexander*



*MHRP*

**Lyle Markham**  
HE Committee Chairperson  
*University of the Free State (UFS)*



*MHRP*

**Dr Mochabo Moerane**  
Registration Committee  
Chairperson  
*University of South Africa (UNISA)*



*MHRP*

**Dr Busisiwe Tshabalala**  
*African Rainbow Minerals (ARM)*



*MHRP*

**Dustin Hogg**  
Change Management Chairperson  
*Columbus*



*Attorney/  
Conveyancer*

**Rofhiwa Hildah Muthambi**  
Risk and Audit Committee  
Member  
*RH Muthambi Attorneys*



*MHRP*

**Francois Sieberhagen**  
HR Audit Council Chairperson  
*VKB Group*



*MHRP*

**Yvonne Tshepo Mosadi**  
*Daybreak*



*CA(SA)*

**Kolobe Mashala**  
Risk and Audit Committee  
*Agricultural Research Council*



*MHRP*

**Xolani L. Mawande**  
Chief Executive Officer  
Chief Foresight Champion



**Lindiwe Nombaca**  
Governance Practitioner and  
Board Secretary  
*SABPP Supporting Staff*

# THE 15<sup>TH</sup> BOARD

NOVEMBER 2024 - NOVEMBER 2027



DAYBREAK FOODS

**TSHEPO YVONNE MOSADI**

Board Chairperson  
CHRP



ALPHA PACKING

**DUSTIN HOGG**

Board 1<sup>st</sup> Vice Chairperson  
MHRP



UNIVERSITY OF FREE STATE; BLOEMFONTEIN

**LYLE GRANT MARKHAM**

Board 2nd Vice Chairperson and  
HE Committee Chairperson  
CHRP



NAIDU CONSULTING

**DR MICHELLE STRICKLAND**

HR Audit Council Chairperson  
MHRP



MILPARK EDUCATION

**DR MARITSA GREWE**

Chair of Learning and Quality  
Assurance  
MHRP



GORDON INSTITUTE OF BUSINESS SCIENCE (GIBS)

**LERATO MAHLASELA**

Chair of professional registration  
(Evaluation)  
CHRP



SASOL ENERGY

**JUSTICE NKOSI**

Board Member  
CHRP



FRASER ALEXANDER

**MARISKA SMITH BEYER**

Board Member  
CHRP



UNIVERSITY OF PRETORIA

**PROF DR NASIMA M.H CARRIM**

Board Member  
MHRP



PLACEHOLDER

**LEROY MOALUSI**

Board Member  
CHRP



RH MUTHAMBI ATTORNEYS

**ROFHIWA HILDAH MUTHAMBI**

Risk and Audit Committee  
Member and Legal Specialist  
Attorney / Conveyancer



AGRICULTURAL RESEARCH COUNCIL

**KOLOBE MASHALA**

Chair of Risk and Audit  
Committee and Finance Specialist  
CA(SA)



**Xolani L. Mawande**

Chief Executive Officer  
Chief Foresight Champion  
MHRP



SABPP SUPPORTING STAFF

**Sellina Tshaba**

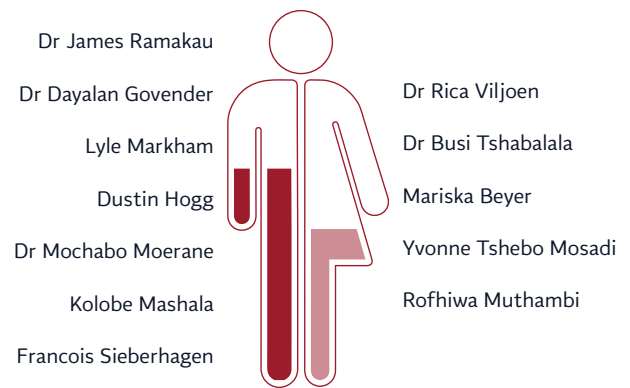
Governance Practitioner and  
Board Secretary



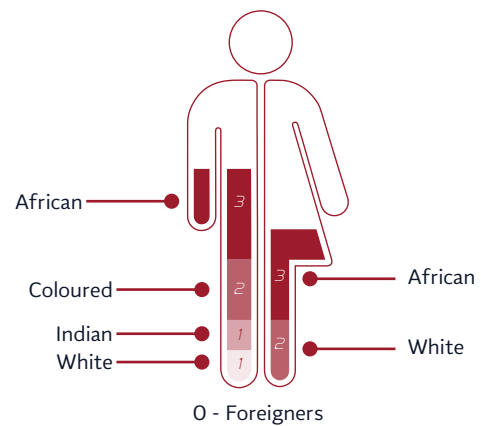
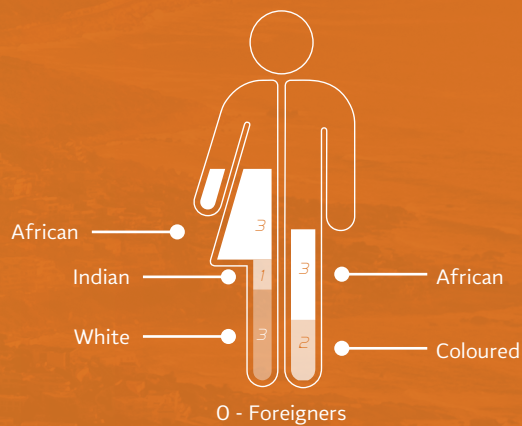
# 15TH BOARD

# 14TH BOARD

## COMPOSITION BREAKDOWN



## GENDER SPLIT CHART



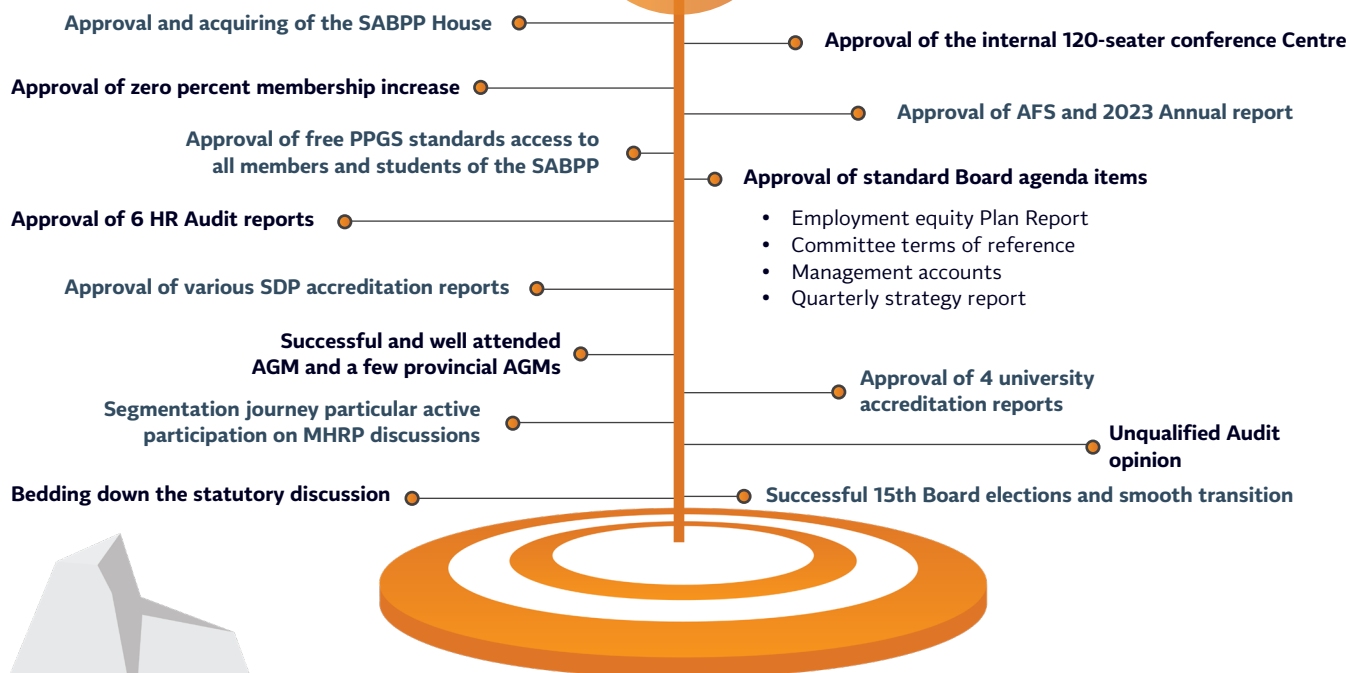
## SABPP REGISTRATION LEVELS



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

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

## KEY DECISIONS OR RESOLUTIONS AND BOARD HIGHLIGHTS IN 2024



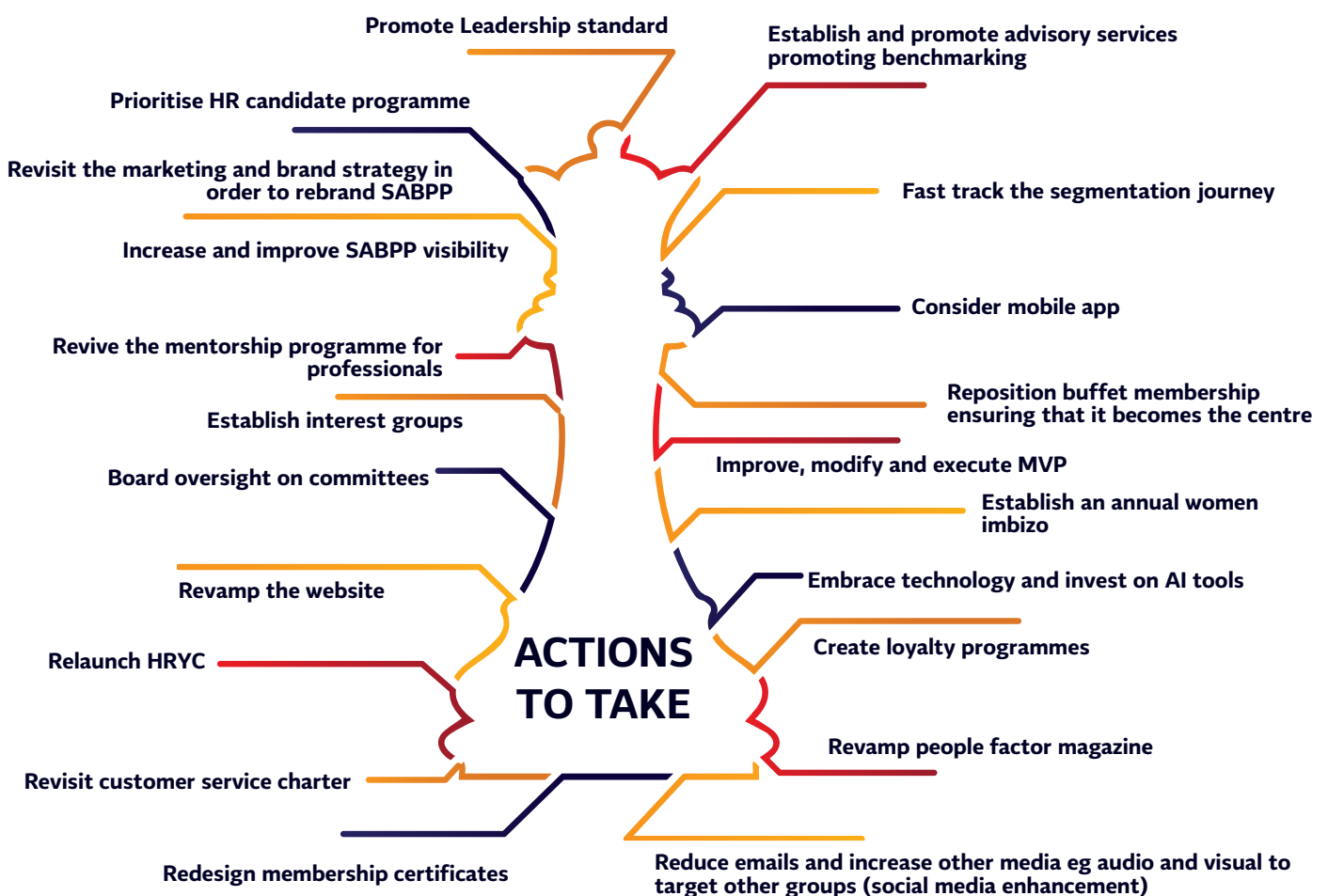
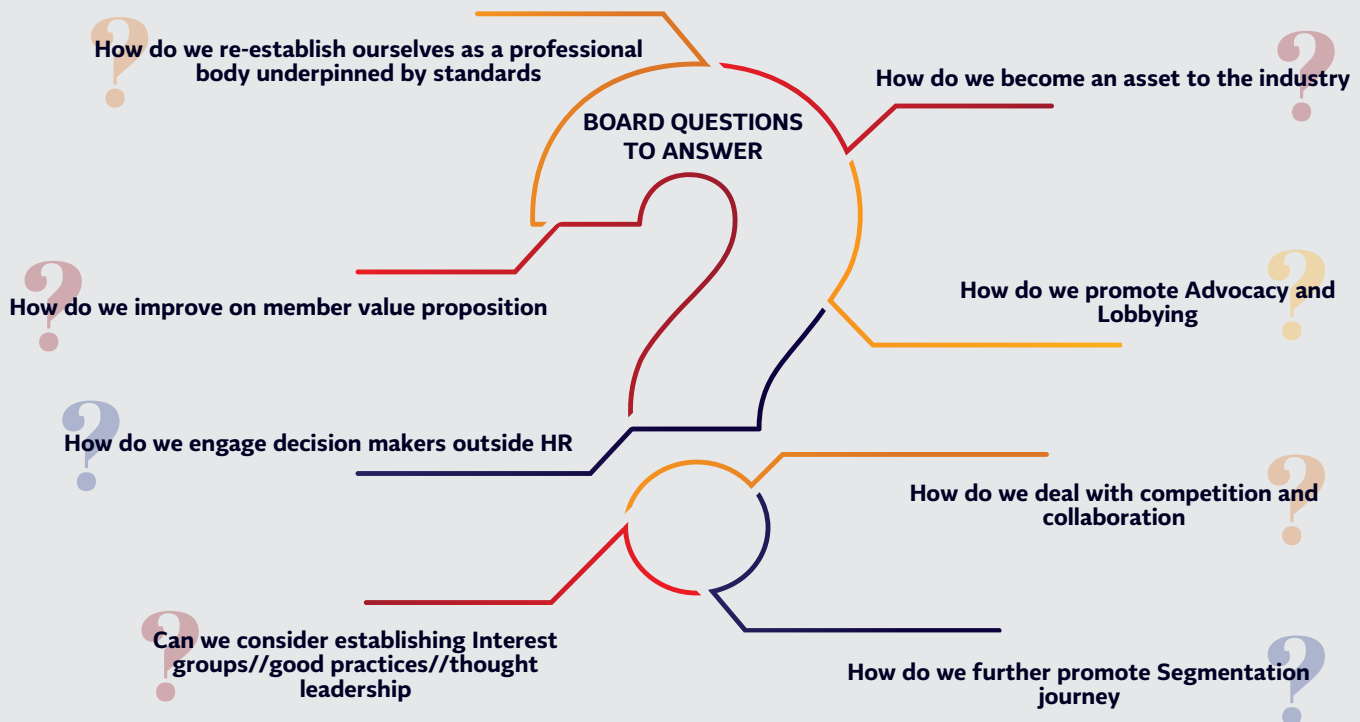
## BOARD CHALLENGES OF 2024



- 1 Low income streams particular from diversified treads
- 2 Incomplete charter review
- 3 Low number of HR Audits: Repackage the value and the great story to tell, recognise more the successful companies
- 4 Limited products: Research and create more products and/or partner with service providers to serve members
- 5 Digitise/Audio visuals of SABPP offerings
- 6 Slow pace in influencing. The government as well as low impact on professionalisation of the public sector
- 7 Repositioning the value of SABPP

## PLANS CARRIED OVER TO 2025 (FROM 14TH BOARD TO 15TH BOARD)

- » 14th Board handover to 15th Board
- » Streamlining committees as board sub committees
- » Charter review
- » COO Appointment (Succession Cover)
- » Resources to Deliver value
- » 18th October as South African National People Practices day to be launched in 2025
- » Diversifying income streams journey to continue until membership contributes only 40% of the income
- » Increase Mainstream Media Partnerships
- » SABPP going Online Project
- » Segmentation Strategy enhancement – Portfolio lead for each segment





# THE SABPP 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 at 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.

National Committee: List of Committees and Chairpersons



**EC**

**CHAIRPERSON**  
**Happiness Mukonzo**  
CHRP

Entwise Consulting

**ETHICS COMMITTEE**

To promote ethical conduct through diverse channels that support, encourage and develop the knowledge and understanding among HR professionals.



**HRG**

**CHAIRPERSON**  
**Elizabeth Dhlamini-Kumalo**  
MHRP

Consultant

**HR GOVERNANCE**

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.



**CPD**

**CHAIRPERSON**  
**Mariska Smith Beyer**  
MHRP

Fraser Alexander

**CONTINUOUS PROFESSIONAL DEVELOPMENT**

The committee is the custodian of the SABPP CPD Policy which provides support to individual professionals seeking recognition for ongoing professional development and providers offering learning events for ongoing professional development.




**LQA**

**CHAIRPERSON**  
**Dr Rica Viljoen**  
MHRP

Centre of Human Emergence: Africa

**LEARNING AND QUALITY ASSURANCE**

To oversee the ETQA function of SABPP by approving quality assurance of learning providers



**HE**

**CHAIRPERSON**  
**Lyle Markham**  
MHRP

University of the Free State (UFS)

**HIGHER EDUCATION**

The purpose is 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.



**PROC**

**CHAIRPERSON**  
**Dr Mochabo Moerane**  
MHRP

University of South Africa (UNISA)

**PROFESSIONAL REGISTRATION**

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.



**ITG**

**CHAIRPERSON**  
**Barry Vorster**  
CHRP

BDO

## IT GOVERNANCE

To provide oversight over the SABPP IT governance.



**CM**

**CHAIRPERSON**  
**Dirusha Ganapathy**  
CHRP

Beyond Transform

## CHANGE MANAGEMENT

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.



**HRC**

**CHAIRPERSON**  
**Gcina Mthembu**  
HRP

ENERTRAG South Africa (Pty) Ltd

## HR CITIZEN

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



**HRA**

**CHAIRPERSON**  
**Francois Sieberhagen**  
MHRP

VKB Group

## HR AUDIT COUNCIL

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.



**HRRI**

**CHAIRPERSON**  
**Dr Monique Woodborne**  
MHRP

## HUMAN RESOURCES RESEARCH INITIATIVE

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



**R&A**

**CHAIRPERSON**  
**Kolobe Mashala**  
N/A Co-opted Financial Specialist

Agricultural Research Council

## RISK AND AUDIT

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.



**MC**

**CHAIRPERSON**  
**Rachabane Kope**  
CHRP

SARS

## MENTORING

To govern the SABPP Mentoring Programme. This Committee is comprised of dedicated volunteer HR professionals who undertake initiatives for HR career progression and mentoring in order to advance the status, quality and visibility of HR professionals in particular, and the achievement of the SABPP's mandate on the professionalisation of HR in general. The committee further advises the Board on all strategic matters pertaining to mentoring and coaching.



**L&D**

**CHAIRPERSON**  
**Prashini Pena**  
HRP

IRESS

## LEARNING AND DEVELOPMENT

To guide the L&D fraternity on hot topics that are trending and influencing L&D's way of work. To develop tools and share freely through SABPP fact sheets, People factor, and social media platforms.



**LM**

**CHAIRPERSON**  
**Bedelia Theunissen**  
MHRP

AECI

## LABOUR MARKET

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.

**L&D**



# LEARNING AND DEVELOPMENT COMMITTEE

## COMMITTEE MEMBERS

### CHAIRPERSON

Prashini Pena

### VICE CHAIRPERSON

Sheree Snyman

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

Gizzelle McIntyre

## KEY HIGHLIGHTS OF 2024

- » The L&D Committee held the 7th Annual L&D Conference in 2024, which was a face-to-face conference with a focus on optimizing and future proofing learning, development, and leadership.

## KEY CHALLENGES OF 2024

- » Committee attendance and participation.

## PLANS FOR 2025

- » L&D Conference 2025.
- » Adopt a proactive approach to collaborate with other committees.
- » L&D Initiatives.
- » Revisiting terms of reference regarding attendance expectations.



LQA



# LEARNING AND QUALITY ASSURANCE COMMITTEE

## COMMITTEE MEMBERS

### CHAIRPERSON

Dr Rica Viljoen

### VICE CHAIRPERSON

Maritsa Grewe

Helen Hadfield

Paula Teigao

Thapedi Mofokeng

Klarinda Meiring

Zodwa Tomile

Elaine Matthee

Michelle Kreutzer

Marika Krieg

Agnes A. O'Neill

Roweena Singh

Gerda Oberholzer

### KEY HIGHLIGHTS OF 2024

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

### KEY CHALLENGES OF 2024

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

### PLANS FOR 2025

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

EC



## ETHICS COMMITTEE

### COMMITTEE MEMBERS

#### CHAIRPERSON

Happiness Mukonzo

#### 1<sup>ST</sup> VICE CHAIRPERSON

Vusi Mahlangu

#### 2<sup>ND</sup> VICE CHAIRPERSON

Patrick Mugumo

Vuyisile Nomvalo

Kamohelo Kode

Mosanku Pholo

Leonora Klein

Charles Gilbert

Jamiel Nassiep

### KEY HIGHLIGHTS OF 2024

- » **Ethics Conference**
  - ◇ 82 members attended, insightful discussions, and networking opportunities
- » **Ethics Webinar**
  - ◇ 32 members participated, exploring ethical awareness & ethical dilemmas in HR
- » **New Members**
  - ◇ Welcomed professionals with strong HR experience to our committee

### KEY CHALLENGES OF 2024

- » **Onboarding**
  - ◇ Ensuring new members are well-prepared to take on leadership roles
- » **Opportunity**
  - ◇ New perspectives and insights from a diverse membership

### PLANS FOR 2025

- » **Shaping the Future**
  - ◇ Host the annual conference: "Shaping the Future of HR in the Digital Age" on March 13th
- » **Engaging Webinars**
  - ◇ Quarterly webinars to explore current ethical challenges and best practices

LMC



# LABOUR MARKET COMMITTEE

## COMMITTEE MEMBERS

### CHAIRPERSON

Ms Bedelia Theunissen

### VICE CHAIRPERSON

Ivan Israelstam

Tebogo Mphamo

Nadia Shaik

Prince Kutama

Lavinia Pillay

Zain Mohamed

Julian Daniels

### KEY HIGHLIGHTS OF 2024

- » Successfully held the Labour Market Conference on the theme, Coproductivity.
- » Insights from the Emit case study was shared in the conference on a profit-sharing organisation.
- » Ongoing interest in further developing the conference.

### KEY CHALLENGES OF 2024

- » The LMC continues to attempt to re-build the committee membership.
- » The LMC's core focus continues to be 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.

### PLANS FOR 2025

- » Further develop the LMC annual conference.



MC



# MENTORING AND COACHING COMMITTEE

## COMMITTEE MEMBERS

### CHAIRPERSON

Rachabane Kope

Getty Simelane

Mpuseng Tlhabane

Tumi Mahlangu

Phumudzo Maboho

Sandra De Alcantara

Elaine Mofokeng

## KEY HIGHLIGHTS OF 2024

- » The drive to recruit more members did yield positive results, as we had a number of new members joining the committee. This will put the committee in good stead, as this will ensure that identified projects are given maximum attention, and we are able to deliver on our mandate.
- » SABPP HR Candidate Programme was introduced in an endeavour 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 for current and future supply of HR experts. To this effect we were able to co-opt most committee members to be part of the HR Candidate Programme, by playing an active role in being Supervisors for the HR Candidate enrolled in the programme.
- » The crafting and the sign-off of Mentoring and Coaching Committee Strategy and approval by the SABPP Board.

## KEY CHALLENGES OF 2024

- » Sustenance of member's interest in the committee, and this has had adverse effect in the delivery of identified projects, and this has to a greater degree hampered.
- » continuity.
- » Co-creation and co-existing with other committee, which is key in ensuring that we deliver on the SABPP mandate.

## PLANS FOR 2025

- » Review the MMC Strategy as 2024 is the final year for 2022 – 2024 MCC Strategy.
- » In line with the SABPP segmentation strategy, as a committee, we are going frame the HR Candidate programme, which is one of our flagship programmes, in such a way that those members that join the programme can be mentored and coached together with the HR Technician (members with less than 1 year HR experience) or HR related qualification).
- » 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.

PR



# PROFESSIONAL REGISTRATION COMMITTEE

## COMMITTEE MEMBERS

### CHAIRPERSON

Dr Mochabo Moerane

### 1<sup>ST</sup> VICE CHAIRPERSON

Dineo Mathibedi

### 2<sup>ND</sup> VICE CHAIRPERSON

Charles Myburgh

Dr Monique Woodborne

Funmilayo Soluade

Jacobus Van der Wilden

Dr Fathima Mahomed

Sidwell Shikweni

Sello Mphelane

Leroy Moalusi

Boitumelo Letlape

Thantsi Moepi

Siphokazi Dunge

### KEY HIGHLIGHTS OF 2024

- » Enhancement of the robustness of the evaluation methodology resulting in two evaluators per application.
- » An increase in the number of evaluators from 8 to 14.
- » Draft framework for the unemployed HR graduates with no work experience.

### KEY CHALLENGES OF 2024

- » Lack of a framework to accommodate unemployed graduates with no work experience.

### PLANS FOR 2025

- » Finalise the framework for unemployed graduates to enhance their professional development as well as employability.
- » Enhance engagements with other committees to ensure alignment and collaboration for impact in support of the SABPP strategy.

**HRR**

# HUMAN RESOURCES RESEARCH INITIATIVE COMMITTEE

## COMMITTEE MEMBERS

### CHAIRPERSON

Dr Monique Woodborne

Anthea Saffy

Jenny Baijnath

Lyle Markham

### KEY HIGHLIGHTS OF 2024

- » Identified an engagement model with academic and industry stakeholders.
- » Identified collaboration opportunity with the IT Governance Committee regarding HR Technology in university curriculum.
- » Continue to review the Terms of Reference for on-going relevance.

### KEY CHALLENGES OF 2024

- » Identifying tangible opportunities to contribute to the SABPP so that members can feel that their involvement in the committee brings about impactful contribution to the realisation of the SABPP strategy.
- » Rebuilding the committee's membership given the past resignations from the Committee.
- » Ensuring consistent attendance of all committee members, the inconsistent attendance hampers flow and ability to deliver.
- » Increasing the committee's involvement with relevant stakeholders.

### PLANS FOR 2025

- » Collaboration with IT Governance Committee who have similar engagement model with stakeholders.
- » Re-build the Committee.



HRA



# HR AUDIT COUNCIL COMMITTEE

## COMMITTEE MEMBERS

### CHAIRPERSON

Francois Sieberhagen

### 1<sup>ST</sup> VICE CHAIRPERSON

Ms Nokwanda Madondo

### 2<sup>ND</sup> VICE CHAIRPERSON

Sivaan Marie

Meryil Naidoo

Stanley Ngcobo

Dr Thembi Makobela

## KEY HIGHLIGHTS OF 2024

- » Updated 'terms of reference' approved by the SABPP 14th board.
- » HR Audit Council managed to shorten the audit report approval turnaround time by making the process more streamlined.
- » Regular interaction between the members of the HR audit council, auditors and lead auditors in 2024 has ensured that there is better alignment, improved relationships, and the latter will certainly play a major role in future success.

## KEY CHALLENGES OF 2024

- » As we improve and mature, the naming convention and standardisation to align with the Auditing profession may be necessary and alleviate a fear of audit.
- » Regrettably, attendance by members of the committee was not good in 2024, thus putting a lot of pressure on the success of the committee.

## PLANS FOR 2025

- » Re-visit the methodology to suit the new world of working.
- » Ensure a balance between Audit Professionals, Academics and Senior HR Professionals from the Corporate- and Public Sectors.
- » Committed, qualified and experienced auditors will be of critical importance to ensure that the reputation of the SABPP remains intact and that the organisation delivers to ensure integration of world-class HR practices and external quality assurance through HR Audits.
- » Develop a committed and engaged HR Audit Committee.
- » Continue to foster relationships with the identified alliances.

HRGOV



# HR GOVERNANCE COMMITTEE

## COMMITTEE MEMBERS

### CHAIRPERSON

Elizabeth Dhlamini-Kumalo

Jenny Jaftha

Sivaan Marie

Getty Simelane

Dr Michael Glensor

Napo Merriman Ponoane

Anthea Saffy

## KEY HIGHLIGHTS OF 2024

- » The Committee sees the Board's directive to renew and evolve our current charter as one of the significant highlights.
- » This year, the committee engaged in several instances of clear, timely and constructive interactions with key stakeholders, including the Ethics Committee as well as the SABPP Board. These engagements at the Board level allowed us to discuss governance issues with senior leadership, focusing on key governance risks.
- » The discussions with the SABPP leadership enabled the Professional Body, the SABPP to address several significant issues freely and robustly, particularly during our participation in the Charter amendment discussions.
- » As we conclude 2024, we are grateful for the continued interest in the HR Governance Committee membership.

## KEY CHALLENGES OF 2024

- » The evolving competitive landscape, with its economic and social environment, in particular the digital transition poses a challenge that leads to us sacrificing quality human interactions. Most of our meetings were virtual, we hope we will change this and have more human contact.
- » We also look forward to the participation of the new members who still require full onboarding and ensuring they understand their role.
- » The committee is still grappling with the challenge to address the complexities of the digital world, the evolving and shifting players in the field of HR, and the impact that they may have, on our ability to remain relevant in this rapidly changing world of work.

## PLANS FOR 2025

- » We anticipate the review of the Charter taking a chunk of our first half of the year.
- » We also look forward to engaging with our provincial committees in 2025, where we shall support them with thought leadership on governance, so that we continue to grow our HR field of expertise.

HE



# HIGHER EDUCATION COMMITTEE

## COMMITTEE MEMBERS

### CHAIRPERSON

Lyle Markham

### VICE CHAIRPERSON

Anita de Bruyn

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

Henk De Jager

### KEY HIGHLIGHTS OF 2024

- » The committee is growing as accreditations build-up post-COVID.
- » Revised the accreditation criteria.
- » 4 university accreditations and three qualifications endorsements were completed.

### KEY CHALLENGES OF 2024

- » Deferral of accreditations by some universities given various contingencies.

### PLANS FOR 2025

- » Accreditation pipeline: NMU, TUT, UKZN, UNIVEN.
- » University Accreditation Workshop in Q2 of 2025.
- » Host the SAHRUF Conference at SABPP House in Q3 of 2025.



CPD



# CONTINUED PROFESSIONAL DEVELOPMENT COMMITTEE

## COMMITTEE MEMBERS

### CHAIRPERSON

Mariska Beyer

### VICE CHAIRPERSON

Adina de Vries

Fathima Mahomed

Ivan Horner

Verna Appollis

### KEY HIGHLIGHTS OF 2024

- » Terms of reference approved at the SABPP Board.
- » Exceptional commitment from committee members.
- » Progress made in terms of the CPD Framework.

### KEY CHALLENGES OF 2024

Misalignment between CPD framework and deliverables and those of SABPP Management.

### PLANS FOR 2025

- » Supporting the SABPP National Strategy.
- » To ensure alignment between the expectations from SABPP and the committees' deliverables.

**CMC**

# CHANGE MANAGEMENT

## COMMITTEE

### COMMITTEE MEMBERS

#### CHAIRPERSON

Dirusha Ganaphathy

#### VICE CHAIRPERSON

Bravo Mphelane

Bedelia Theunissen

Dumisani Ntombela

Tebogo Mphamo

Happiness Mukonzo

Dustin Hogg

#### KEY HIGHLIGHTS OF 2024

- » Held a strategy planning session to rebuild and refocus the committee membership.
- » Published topical articles in the People Factor magazine.

#### KEY CHALLENGES OF 2024

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

#### PLANS FOR 2025

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

R&A



# RISK AND AUDIT COMMITTEE

## COMMITTEE MEMBERS

### CHAIRPERSON

Kolobe Mashala

### VICE CHAIRPERSON

Thandi Thankge

Nombulelo Lekota

Tshegofatso Maloka

Rofhiwa Muthambi

### KEY HIGHLIGHTS OF 2024

- » Evaluated and supported the Rea Vaya project.
- » Unqualified Audit Opinion – 2024 AFS.
- » Approved the 2024 membership increase fee.
- » Appointed new auditors.
- » Approved the 2024 Budget.
- » Evaluation of the expertise of the finance function (Effective) – appointed external company.

### KEY CHALLENGES OF 2024

- » Lack of adequate skills in the committee.
- » Lack of internal audit function.
- » Resignation of members (2)

### PLANS FOR 2025

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

# PROVINCIAL COMMITTEES

## LIST OF COMMITTEES AND CHAIRPERSONS

	PROFESSIONAL LEVEL	ORGANISATION	PROVINCE	LEVEL
WC	Dr Michelle Visser	Stellenbosch University	Western Cape	CHRP-Yes
FS	Lyle Markham	University of Free State	Free State	CHRP-Yes
LIMP	Danie Swanepoel	Thomas & Swanepoel Inc	Limpopo	CHRP-Yes
KZN	Bokang Molefe	Durban Municipality	KwaZulu-Natal	HRP-Yes
NW	Roslyn Lodewyk-Raliphada	North-West University (Potch)	North West (Potch)	HRP
	Dr Kelebogile Paadi	North-West University (Mahikeng)	North West (Mahikeng)	CHRP
	Mosanku Pholo	Onkabetse and Siko Group ta OSG Academy	North West (Rustenburg)	HRP-Yes
GAU	Vusi Mahlangu	Simply HR Solutions	Greater Gauteng	CHRP
	Amos Mthembu	Bushveld Minerals	Tshwane	HRP-Yes
NC	Tebogo Maarman	Office of the Premier	Northern Cape (Kimberly)	HRP
	Lebogang Majebeke	Assmang- Black Rock Mine	Northern Cape (Kathu)	CHRP
MP	Jessica Papenfus	DJRK Placements	Mpumalanga (Highveld)	MHRP
	Dr Christiana Kappo- Abidemi	University of Mpumalanga	Mpumalanga (Lowveld)	HRP
EC	Nandipha Sishuba	Nelson Mandela University	Eastern Cape (PE)	MHRP-Yes
	Sindiswa Majova	Walter Sisulu University	Eastern Cape (East London)	HRP
	Sinoxolo Mjulwa	O.R. Tambo District Municipality	Eastern Cape (Mthatha)	CHRP



# WESTERN CAPE

## PROVINCIAL COMMITTEE

### COMMITTEE MEMBERS

#### CHAIRPERSON

Dr Michelle Visser

#### 1<sup>ST</sup> VICE CHAIRPERSON

Nicci Acker

#### 2<sup>ND</sup> VICE CHAIRPERSON

Rene Grobler

Tumiso Komane

Lindiwe Ncongwane

Hayley Reinecke

Samaai Obaydullah

Karel van der Molen

Elton Willemse

### KEY HIGHLIGHTS OF 2024

#### » 3 Breakfast sessions were held:

- ◇ "Harmonize Your Workplace" by Dr. Liezl Byliefeldt (24 May, Stellenbosch Business School).
- ◇ "Neuro-inclusion in the Workplace: Why Diversity Matters" by Ms. Kate Wardle (12 September, webinar).
- ◇ "Deploying a Framework for Introducing an Employee Experience Journey in Africa" by Mr. Deon de Swardt (31 October, webinar).

- » Assisted with SABPP accreditation at UCT Assisted on 24-25 October- Panel members: Ms. Haley Reinecke, Mr. Joseph Baleni, Ms. Nicci Acker, Dr. Hein Brand, and Dr. Johan Groenewald.

- » UWC Radio Talk Show: Dr. Johan Groenewald marketed SABPP to students on 21 August 2024.

#### » Social Media

- ◇ The LinkedIn page has steadily grown its audience:
- ◇ 103 direct connections and
- ◇ 162 followers to date.
- ◇ Content engagement is promising
- ◇ 678 impressions per post
- ◇ Standout performance from the Chairperson introduction post, which garnered 1,981 impressions.
- ◇ This highlights the importance of leadership-focused updates in driving engagement.

### KEY CHALLENGES OF 2024

- » Field Agent Report – Simon Jantjies
- » Presentation Slots: Simon faced challenges securing slots due to postponements and unavailability of contacts or senior staff. He struggled to reach TVET and affiliate colleges in the Garden Route District and received minimal support from HQ. Personal difficulties also impacted his efforts.
- » Rheinmetall Denel Munition (Somerset West, Cape Town, 19 July 2024): Poor attendance with only four people, including the GH HR. The GM promised feedback to the CPO at HQ, but none was received despite Simon's follow-ups.
- » EDF Renewables (SA) (Newlands, Cape Town, 18 September 2024): Good attendance with several managers, but no feedback on new memberships.
- » Recommendation: The committee should request membership numbers from HQ to assess the impact of Field Agents. This should include how new members learned about SABPP in the province.

**PLANS FOR 2025**» **Increasing Social Media Visibility:**

- ◊ Post about all engagements (internal and external meetings).
- ◊ Weekly encouragement posts to enhance impressions and profile views.
- ◊ Market to potential clients.

» **Breakfast Sessions:**

- ◊ March 2025: "The New World of Work" with Caricka Breedt (HR Director, FNB).
- ◊ October 2025: Topic and guest speaker to be confirmed.
- ◊ One to two online breakfast sessions: Topics and dates to be finalized.



# FREE STATE

## PROVINCIAL COMMITTEE

**COMMITTEE MEMBERS****CHAIRPERSON**

Lyle Markham

**1<sup>ST</sup> VICE CHAIRPERSON**

Desere Kokt

**2<sup>ND</sup> VICE CHAIRPERSON**

Saajida Abdulla

Joel Vorster Mpho Molemela

Esther Palmer Thato Makatise

Sally Joubert Angela Segobo

Bongani Segesa Stella Molefe

Louis Ntuka Lerato Marubisi

Joyce Moroole

**KEY HIGHLIGHTS OF 2024**

- » Members of the committee participated in the CUT Accreditation
- » The chairperson was involved with the handover of the CUT Accreditation Certificate

**KEY CHALLENGES OF 2024**

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

**PLANS FOR 2025**

- » Revive the Free State Committee
- » Revive UFS and CUT Student chapters
- » SABPP National People Practice and Governance Standards Workshop in Q1
- » 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

# LIMPOPO

## PROVINCIAL COMMITTEE

### COMMITTEE MEMBERS

#### CHAIRPERSON

Danie Swanepoel

#### 1<sup>ST</sup> VICE CHAIRPERSON

Ansie de Kock

#### 2<sup>ND</sup> VICE CHAIRPERSON

Reuben Mathoma

Kgabo Hlasi

Wilco Niemandt

Renier Snyman

Mankoni Khotsa

Prof JE Nel

### KEY HIGHLIGHTS OF 2024

- » Received invitation and made presentation to the Provincial Human Resources Forum hosted by the Limpopo premier. Attended by HR practitioners and other stakeholders from all departments across the Limpopo province.
- » Joint Fun Sport Day. Presentation made to the University of Venda student chapter. 70 new students recruited
- » Webinar University of Venda: Guest speaker from SABPP on Topic Networking Strategies for graduates, CV building and interview building.
- » Presentation to SALGA: Human resources work groups.
- » Presentation to University of Limpopo students postponed by them to next year at their request. Envisage to establish student chapter.
- » Mr Reuben Mathoma one of our committee members received award for best field agent 2024.

### KEY CHALLENGES OF 2024

- » The vast geographical area of the Limpopo Province. We may have to consider breaking it up in regions.
- » Follow through on leads. We will have to continue to work out a follow up modus operandi with head office.

### PLANS FOR 2025

- » We will concentrate on activities that will make the best use of time in relations to successful objectives and outcomes.
- » We have found that the best recipe is to focus on local municipalities, higher education institutions and student chapters and to expand activities from there.
- » Continued membership growth.

# KWAZULU- NATAL

## PROVINCIAL COMMITTEE

### COMMITTEE MEMBERS

#### CHAIRPERSON

Bokang Molefe

#### 1<sup>ST</sup> VICE CHAIRPERSON

Graig Roodt

#### 2<sup>ND</sup> VICE CHAIRPERSON

Samke Mtolu

Terry Taylor

Aphiwe Sihlahla

Maureen Mkhize

Lungile Dlamini

Pamela Pillay

Zoleka Shangase

Anele Ngubane

Reuben Dlamini

Polani Shabalala

Hlengiwe Mhlongo

Stanley Ngcobo

Zanele

Ziningi Ntombela

Ntombenhle Ntuli

### KEY HIGHLIGHTS OF 2024

- » We had engagement with the 2 Institution of Higher Learning(DUT & MUT).
- » MUT Students Awards with regards to their performance.
- » Engagement with DUT Students as well as recruitment of DUT Lecturers.

### KEY CHALLENGES OF 2024

- » The face-to-face meeting with SABPP members & KZN SABPP Committee.

### PLANS FOR 2025

- » Launching of the DUT Student Chapter & also recruitment of corporate membership for DUT Lecturers.
- » Company to company engagement & collaborative initiative.



# NORTH WEST

## PROVINCIAL COMMITTEE

### COMMITTEE MEMBERS

#### CHAIRPERSON

Mosanku Pholo

#### 1<sup>ST</sup> VICE CHAIRPERSON

Daniel Machai

Andrew Pheto

Reabetswe Thom

Sonwabiso Anda Gcilitshana

Ambusise Noqhamza

Joseph Modise

Zach Motsumi

Jessica Stoltz

## RUSTENBURG

### KEY HIGHLIGHTS OF 2024

- » Member recruitment by members x 3.
- » With face-to-face meetings being difficult, started the virtual meetings in the evenings.

### KEY CHALLENGES OF 2024

- » Rustenburg is predominantly a Mining area and Disciplines that are linked to production are given more priority. HR is still regarded as a support discipline, not a Strategic Partner it is.
- » Member availability for meetings and engagements.

### PLANS FOR 2025

- » Stakeholder engagements with Municipalities and Mine HR Executives to increase membership.

## MAHIKENG

## POTCH

### COMMITTEE MEMBERS

#### CHAIRPERSON

Dr Kelebogile Paadie

Thabang  
Alex  
Keneilwe  
Thatayaone  
Desiree  
Morebodi

Revelation  
Mokgele  
Aubrey  
Marubini  
Thabo  
Mary

David  
Lesego  
Gomolemo  
Mmabatho  
Kenny  
Itumeleng

### COMMITTEE MEMBERS

#### CHAIRPERSON

Roslyn Lodewyk- Raliphada

Lionel Eksteen  
Elroy Gelandt  
Faadilah Cassim  
Janine De Gama  
Mpume Mqina,

Carien Moller

# GAUTENG

## PROVINCIAL COMMITTEE

### COMMITTEE MEMBERS

#### CHAIRPERSON

Amos Mthembu

#### 1<sup>ST</sup> VICE CHAIRPERSON

Elmien Solms

Magda Grobler	Rina Patnee
Mbuyelo Rikhotso	Dr Thulile Ngonyama-Ndou
Thandekile Notununu	Cajambo Mcianga
Stephans Mahlangu	Shirley Khumalo
Sebaetseng Molema	Hlengiwe Tsotetsi
Sophie Ramaboya	Carika Breyenbach
Bridget Teffo-Sebela	Hlaphi Montwedi
Leana Leonard	Khanyisa Tshabalala
Teresa Barnard	Nhlamulo Baloyi
Elmien Solms	Pontsho Motlounge

## TSHWANE

### KEY HIGHLIGHTS OF 2024

- » A Student Outreach for Educational Institutions took place on 24 October, 6:00 p.m. 20 students attended. An Intern of SABPP did a presentation. The information was well received. The student-membership fee of R200 as a once-off amount for the duration of studies was shared. The benefits of being part of a network of experienced HR professional people were discussed with the students.
- » The Committee assisted with the Unisa SABPP accreditation review process. It went well. For the members of this committee, it was a good experience and a good learning opportunity.
- » A Tshwane Committee representative visited the Northwest University's Vaal campus during April 2024 to promote SABPP standards and practices and share the benefits of a Student Chapter. There was a lot of interest and potential to start a student chapter at the Vaal campus.

### KEY CHALLENGES OF 2024

- » Member commitment & dedication due to time constraints.

### PLANS FOR 2025

- » Follow a more structured approach by booking all the 2025 meetings already in January in the Tshwane Committee's annual calendar.
- » Be proactive by meeting the sub-committees before the kick-off meeting in January, to re-align each sub-committee's strategic objectives to the National SABPP's strategies, i.e., a Director's Breakfast.

## GAUTENG GREATER

### COMMITTEE MEMBERS

Elrise Minnaar  
Riaan Babu

Leann Opel  
Jurell Rynford

Adri Cloete  
Koketso

### CHAIRPERSON

Lebogang Majebeke

Michell Besnaar

# MPUMALANGA

## PROVINCIAL COMMITTEE

### COMMITTEE MEMBERS

#### CHAIRPERSON

Dr Christiana Kappo-Abidemi

#### 1<sup>ST</sup> VICE CHAIRPERSON

Mr Mpilo Dube

Ms Nosipho Nkosi

Ms Jean Mahlatse Mohlala

Ms Sithembiso

Ms Esther Beauty Mtasa

Mr Sivuyile Shai

Ms Endlani Analina

Ms Eunice Chitema Ndadzibaya

## LOWVELD

### KEY HIGHLIGHTS OF 2024

- » Invited by the provincial HR Committee to join their forum and also do the SABPP presentation.
- » Social media presence.
- » Received approval to launch the UMP student chapter.

### KEY CHALLENGES OF 2024

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

### PLANS FOR 2025

- » Reach out to members outside Nelspruit by doing an HR Expo.



# HIGHVELD

## COMMITTEE ACTIVE MEMBERS

### COMMITTEE MEMBERS

#### CHAIRPERSON

Jessica Paperbus

Sara Kekana

Sivuyile Ntshingana

Stanley Lebelo

Mandla Motau

Sarina Greyling

T Nkosi

T Skosana and Lesser

#### » Currently:

- ≈ 6 Active Members
- ≈ 3 Interns (HR Company)
- ≈ 3 Mentorship (HR 4th year Students)
- ≈ 2 Student Chapter (TUT Witbank)

#### » Meetings Held: Quarterly

#### » Movement:

- ◇ Chairperson moved to Pretoria First Quarter (Dr Thuli)
- ◇ Member moved to JHB (Sarina)

#### » Future: Member moving to Pretoria 2025

## KEY HIGHLIGHTS OF 2024

- » 2024 Focus on Visibility
- » Second Quarter
- » Meet and Greet
- » Third Quarter
- » Webinar (Two-Pot System)
- » Fourth Quarter
- » Guest Lecturing (TUT Witbank) HR Global
- » Social Media
- » Facebook Page 57 Followers

## KEY CHALLENGES OF 2024

- » Committee Members Commitment
- » Getting HR colleagues excited to join SABPP

## PLANS FOR 2025

- » Visibility- (look into new strategies for 2025/ January on our first meeting).
- » Recruitment
- » Artificial Intelligence in HR (1st event of 2025 February-March).



# EASTERN CAPE

## PROVINCIAL COMMITTEE

### COMMITTEE MEMBERS

#### CHAIRPERSON

Nandipha Sishuba

Adriaan Andrew

Celeste Dorfling

Bridgette Simon

Trevor Amos

Marthenus

## PORT ELIZABETH

### KEY HIGHLIGHTS OF 2024

- » Membership recruitment.
  - ◊ Supported the accreditation of Walter Sisulu University as member of advisory board.
  - ◊ Webinar.
  - ◊ 2025 SABPP Board nomination committee.

### KEY CHALLENGES OF 2024

- » Member Attendance

### PLANS FOR 2025

- » Four events
- » Collaboration of SABPP and SIOPSA

## EAST LONDON

## MTHATHA

### COMMITTEE MEMBERS

Mziyanda Yibana

Zukelwa Baqo

#### CHAIRPERSON

Sindiswa Majova

### COMMITTEE MEMBERS

#### 1<sup>ST</sup> VICE CHAIRPERSON

Mr Mpilo Dube

Nosiniko Ndlala

Tandie Bangani

Fundiswa Silangwe

Monwabisi Bangani

Nosipho Meji

Wandile Mtebele

#### CHAIRPERSON

Sinoxolo Mjulwa

Andiswa Mzondana

# NORTHERN CAPE

PROVINCIAL  
COMMITTEE

## KATHU

### COMMITTEE MEMBERS

#### CHAIRPERSON

Lebogang Majebeke

Elrise Minnaar

Riaan Babu

Leann Opel

Jurell Rynford

Adri Cloete

Koketso

Michell Besnaar

## KIMBERLEY

### COMMITTEE MEMBERS

#### CHAIRPERSON

Tebogo Maarman

#### 1<sup>ST</sup> VICE CHAIRPERSON

Nkululeko Kheshiwe

Tohira Limburgh



**SABPP™**

SA BOARD FOR  
PEOPLE PRACTICES

*Setting HR standards*

# Part C

## YOUTH MATTERS

*STUDENT CHAPTERS*


*STUDENT ACTIVITIES AND EVENTS*

*UNIVERSITY AWARDS*

SABPP

# STUDENT CHAPTERS

SABPP Student chapters aim to provide students with opportunities, professional development, networking, and hands-on experience. No student chapter launched in 2024 we however had the below active student chapters.





**UNIVERSITY OF VENDA**

**CHAIRPERSON**  
Maumba Rotondwa

**1<sup>ST</sup> VICE CHAIRPERSON**  
Matodzi Tshamuthu Peace

**2<sup>ND</sup> VICE CHAIRPERSON**  
Lekganyane Tshepo





**CAPE PENINSULA UNIVERSITY OF TECHNOLOGY**


**CHAIRPERSON**  
Ongeziwe Jeke


**SECRETARY**  
Ms Monique Larry

**TREASURER**  
Mr Jared Coulsen

**COMMUNICATIONS & MARKETING OFFICER**  
Ms Thalia Adams

**ACADEMIC OFFICER**  
Ms Ashika Floris



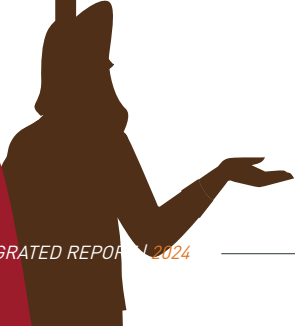



**VAAK UNIVERSITY OF TECHNOLOGY**

**CHAIRPERSON**  
Dolly Mpanza

**1<sup>ST</sup> VICE CHAIRPERSON**  
Sinovuyo Gogotya

**2<sup>ND</sup> VICE CHAIRPERSON**  
Nompumelelo Mbele





**NORTH-WEST UNIVERSITY (POTCH)**


**CHAIRPERSON**  
Katlego Mpu

**1<sup>ST</sup> VICE CHAIRPERSON**  
Zoë Robertson

**SECRETARY**  
Promise Masuku

**COMMUNICATIONS OFFICER**  
Sukoluhle Portia Bekiswayo

**ACADEMIC OFFICER**  
Amogelang Morabeng





## ACTIVIES AND EVENTS

### UNIVERSITY OF VENDA | UNIVEN

- » Faculty of Management, Commerce & Law
- » SABPP UNIVEN & Department of Human resource Management and labour relations orientation
- » Worker's day
- » Mass meeting / HR Themed treasure hunt & trivia quizzes & guest lecture event
- » SABPP Fun Sports Day
- » HR/IPS Synergy Webinar
- » HR/IPS Debate
- » Heritage Day
- » Pitch deck series entrepreneurship exhibition
- » SABPP membership drive
- » SABPP UNIVEN Web

### VAAL UNIVERSITY OF TECHNOLOGY | VUT

- » Orientation event- VUT'S SABPP relaunch Student chapter was introduced to HRM students during Management Science Orientation Event that took place 1st semester February 2024. In this event, the committee briefly explained their function, objectives and action plan.
- » Conference event- This event was hosted on the 19th of September 2024 at VUT Quest. The event's main purpose was to emphasize the opportunities and pathways available to students interested in pursuing a career in HR.

### NORTH-WEST UNIVERSITY | NWU

- » SABPP NWU Student Chapter's spectacular year-end picnic

### CAPE PENINSULA UNIVERSITY OF TECHNOLOGY | CPUT

- » Presented during the orientation day on February 15th, 2024
- » They did SABPP recruitment drive on the 10th of May 2024
- » One of student chapter committee represented the committee open day on 11 May 2024
- » On May 17, 2024, the student chapter committee presented before the HR Board meeting in Bellville
- » On October 30th, the SABPP Student Chapter did their final presentation at the District Six HR Board Meeting for the year 2024



# 2025

## VISION AND GOALS

To invite industry professionals and alumni to speak about career paths, emerging trends, and job opportunities per month in a HR seminar.

Hosting events that will connect students with professionals in the industry, including job fairs or alumni mixers.

To encourage members to conduct research on current HR issues, with opportunities to present findings at conferences.

To organise activities like retreats, social gatherings, or team-building exercises to foster a sense of community within the chapter.

To offer workshops on crafting HR-specific resumes and preparing for interviews, possibly with mock interview sessions.



## CHALLENGES

Students paid by the respective universities do not go through with completing their online applications, so the system cannot recognise them as registered students for 2024.

We faced challenges in launching and relaunching university student chapters as most universities do not consider group registration to enable SABPP to form a student chapter as well as the lack of effective presentations.

## CHALLENGES RAISED

### RAISED BY STUDENT CHAPTER CHAIRPERSONS

A major concern among the Chairpersons was the lack of a thorough induction process. They indicated that they did not have enough information about the SABPP, its services, the role of student chapters in universities, or the expectations SABPP has for these chapters.

# EXCELLENCE

## AWARDS

### UNIVERSITY OF PRETORIA | UP | R7 500

- » Natasha De Ravel De L'argentiére
- » Zakiyya Gani

### CAPE PENINSULA UNIVERSITY OF TECHNOLOGY | CPUT | R7 500

- » Ashika Allie
- » Saadiqah Lee

### VAAL UNIVERSITY OF TECHNOLOGY | CPUT | R7 500

- » Buhle Nkosing'phile Charity Msiza
- » Rialivhuwa RL Mutheiwana

### UNIVERSITY OF CAPE TOWN | UCT | R5 000

- » Olivia Langford
- » Shreya Nathwani

### NORTH-WEST UNIVERSITY | NWU

- » Ciska Raubenheimer
- » Kirsten Willemse
- » Carla Bouwer
- » Ngoajane Maikgosho
- » Heike van Rooyen
- » Ashlene mc Guire
- » Marlo Coetzee
- » Nalankanyezi Zondo
- » Kobie Theron
- » Cath-Lee Steenkamp
- » Steven van der Merwe
- » Chereigh Beukes





**SABPP™**

SA BOARD FOR  
PEOPLE PRACTICES

*Setting HR standards*

# FINANCIAL REPORT

*ANNUAL FINANCIAL STATEMENTS*

*GOVERNING BODY'S REPORT*

*INDEPENDENT AUDITOR'S REPORT*

## **SA Board For People Practices**

(Registration Number 117-218 NPO)

**Financial Statements**

**for the year ended 31 December 2024**

### **Audited Financial Statements**

in compliance with the Nonprofit Organisation Act of South Africa

Prepared by: A. Otto CA(SA)

Date published: 28 March 2025



## SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2024

### General Information

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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	Mr. Xolani Lemakatso Mawande (CEO) Ms. Tshepo Yvonne Mosadi (Chairperson) Mr. Dustin Hogg (Vice Chairperson) Mr. Lyle Grant Markham (Vice Chairperson) Ms. Mariska Smith Beyer Ms. Rofhiwa Hildah Muthambi Mr. Kolobe Mashala CA(SA) Dr. Michelle Strickland (Appointed 1 November 2024) Dr. Maritsa Grewe (Appointed 1 November 2024) Ms. Lerato Mahlasela (Appointed 1 November 2024) Mr. Justice Nkosi (Appointed 1 November 2024) Prof. Nasima Carrim (Appointed 1 November 2024) Mr. Leroy Moalusi (Appointed 1 November 2024) Dr. James Ramakau (Resigned 1 November 2024) Dr. Rica Viljoen (Resigned 1 November 2024) Mr. Dayalan Govender (Resigned 1 November 2024) Ms. Busisiwe Rita Mashiane (Resigned 1 November 2024) Dr. Mochabo Elias Moerane (Resigned 1 November 2024) Mr. Francios Sieberhagen (Resigned 1 November 2024)
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 Building 11, Ground Floor Country Club Estate, Woodlands Dr Woodmead, Johannesburg 2191
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 2024

### Governing Body's Responsibilities and Approval

The governing body are 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. These financial statements have been prepared in accordance with the IFRS for SMEs® Accounting Standard as issued by the International Accounting Standards Board (IASB®) and 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 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 are 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, 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 auditor's 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 28 March 2025 on their behalf by:



Mr. Xolani Lemakatso Mawande  
(CEO)



Ms. Tshepo Yvonne Mosadi  
(Chairperson)

# SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2024

## Governing Body's Report

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The governing body present their report for the year ended 31 December 2024.

### 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 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.



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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 set out on pages 9 - 22, which comprise the statement of financial position as at 31 December 2024, 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 as at 31 December 2024, 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 information

The governing body is responsible for the other information. The other information comprises the governing body's 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.



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

## SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2024

### Statement of Financial Position

Figures in Rands

	Notes	2024	2023
<b>Assets</b>			
<b>Non-current assets</b>			
Property, plant and equipment	3	9,177,023	6,653,374
<b>Current assets</b>			
Trade and other receivables	4	823,280	505,059
Cash and cash equivalents	5	6,892,529	6,628,275
<b>Total current assets</b>		<b>7,715,809</b>	<b>7,133,334</b>
<b>Total assets</b>		<b>16,892,832</b>	<b>13,786,708</b>
<b>Reserves and liabilities</b>			
<b>Reserves</b>			
Accumulated surplus		11,981,897	10,917,754
<b>Liabilities</b>			
<b>Current liabilities</b>			
Trade and other payables	6	1,604,078	1,114,571
Income received in advance	7	3,306,857	1,754,383
<b>Total current liabilities</b>		<b>4,910,935</b>	<b>2,868,954</b>
<b>Total reserves and liabilities</b>		<b>16,892,832</b>	<b>13,786,708</b>



## SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2024

### Statement of Comprehensive Income

Figures in Rands

	Notes	2024	2023
Revenue		13,946,377	13,970,931
Other income		147,794	258,925
Administrative expenses		(443,460)	(430,478)
Operating expenses		(13,141,556)	(12,869,685)
Other losses	9	(15,834)	-
<b>Surplus from operating activities</b>	10	<b>493,321</b>	<b>929,693</b>
Finance income	11	570,822	808,586
<b>Surplus before tax</b>		<b>1,064,143</b>	<b>1,738,279</b>
Income tax expense	12	-	-
<b>Surplus for the year</b>		<b>1,064,143</b>	<b>1,738,279</b>

### Detailed Income Statement

Figures in Rands

	Notes	2024	2023
<b>Revenue</b>			
Marketing, Conferences and Events		1,679,149	2,426,329
Membership Fees		7,866,447	7,415,843
Professional Solutions and Business		1,055,931	1,465,744
Research and Assurance		3,344,850	2,663,015
		<b>13,946,377</b>	<b>13,970,931</b>
<b>Other income</b>			
Bad debts recovered		-	134,562
Recoveries		7,085	-
Rent received		45,000	-
Sundry income		95,709	124,363
		<b>147,794</b>	<b>258,925</b>
<b>Administrative expenses</b>			
Accounting fees		(201,726)	(165,702)
Auditors remuneration - Fees		(67,043)	-
Bank charges		(52,832)	(68,289)
Computer expenses		(71,117)	(107,358)
Subscriptions		(500)	(2,893)
Telecommunication		(50,242)	(86,234)
		<b>(443,460)</b>	<b>(430,476)</b>

## SA Board For People Practices

(Registration Number 117-218 NPO)

Financial Statements for the year ended 31 December 2024

### Detailed Income Statement

Figures in Rands

	Notes	2024	2023
<b>Operating expenses</b>			
Bad debts		-	(372,901)
Board and committee expenses		(100,667)	(116,592)
Conferences and events		(425,967)	(378,787)
Consulting fees		(2,310)	(3,556)
Contingency/Discretionary expenses		(3,415)	(14,000)
Depreciation - property, plant and equipment		(515,157)	(113,222)
Employee costs - salaries		(9,076,439)	(7,783,906)
Entertainment		(113,360)	(62,529)
General expenses		(33,108)	(43,494)
HR Audit expenses		(243,850)	(61,060)
HR Standards		(139,644)	(339,603)
ICT system		(768,214)	(497,402)
Insurance		(12,675)	(1,217)
Legal expense		(17,000)	-
LQA/Continued Professional Development		(286,706)	(150,804)
Marketing		(265,558)	(299,495)
Membership expenses		(336,092)	(419,792)
Operating lease expense		(117,225)	(1,538,666)
Other expenses		-	(36,979)
Printing and stationery		(19,865)	(5,832)
Professional accreditation (SAQA)		(79,030)	(35,393)
Repairs and maintenance		(95,334)	-
Security		(8,250)	-
Training		(157,811)	(96,139)
Travel - Local		(74,596)	(84,283)
Utilities (water and electricity)		(249,283)	(414,033)
		<b>(13,141,556)</b>	<b>(12,869,685)</b>
<b>Other gains and losses</b>	9		
Loss on disposal - property, plant and equip.		(15,834)	-
<b>Surplus from operating activities</b>	10	<b>493,321</b>	<b>929,695</b>
<b>Finance income</b>	11		
Interest received (Bank)		570,822	808,586
<b>Surplus before tax</b>		<b>1,064,143</b>	<b>1,738,281</b>
<b>Income tax</b>	12	-	-
<b>Surplus for the year</b>		<b>1,064,143</b>	<b>1,738,281</b>



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*Setting HR standards*

SA  
BOARD

# CELEBRATING EXCELLENCE

## SPECIAL RECOGNITION

*SUPPORTERS AND PROVIDERS*

*SABPP MEMBER AWARDS*

*HR AUDIT AWARDS*

*COMMITTEE LEADERSHIP AWARDS*

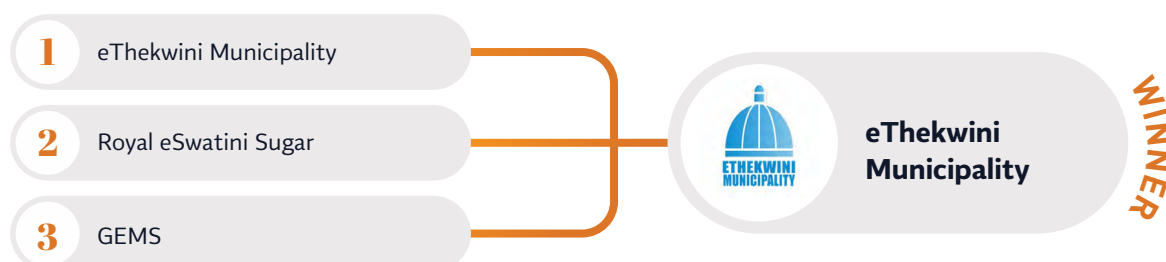
*CEO RECOGNITION*

*COMPANIES INTERACTED WITH IN  
2024*

# SUPPORTERS AND PROVIDERS

## 1 LEADING ORGANISATION SUPPORTING GOOD PEOPLE PRACTICES 2024

FINALISTS



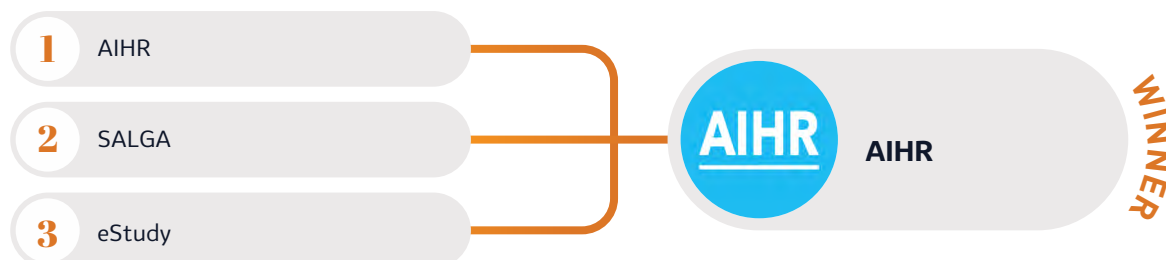
## 2 LEADING SKILLS DEVELOPMENT PROVIDER 2024

FINALISTS



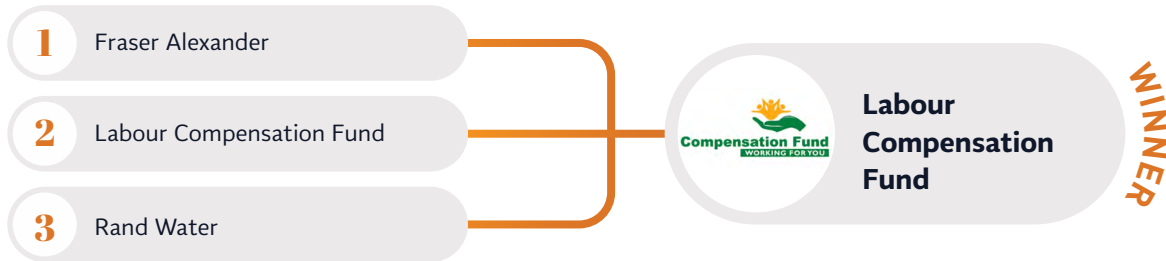
## 3 LEADING CPD PROVIDER 2024

FINALISTS



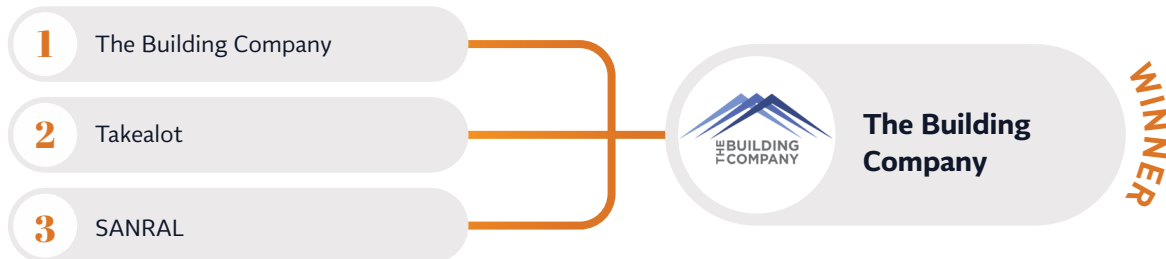
## 4 BEST ORGANISATION THAT HAS RENEWED EMPLOYEE'S MEMBERSHIP IN THE PAST 5 YEARS

### FINALISTS



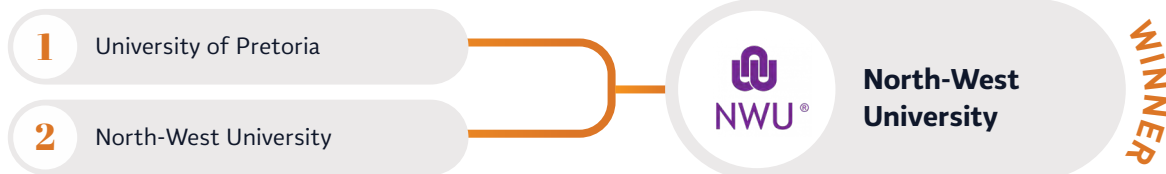
## 5 BEST ORGANISATION SUPPORTING HR CANDIDATE DEVELOPMENT PROGRAMME 2024

### FINALISTS



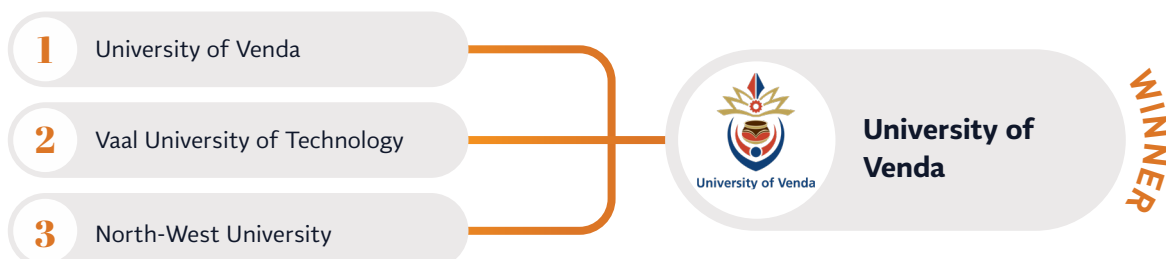
## 6 BEST UNIVERSITY IN PPGS ALIGNMENT

### FINALISTS



## 7 BEST STUDENT CHAPTER FOR 2024

### FINALISTS





# MEMBER AWARDS


## 1 MEMBERSHIP AMBASSADOR FOR 2024

FINALISTS

1 Mmaletswai Phahlamohlaka

2 Dr. Fathima Mahomed

3 Nkateko Sithole



**Dr. Fathima Mahomed**

WINNER


## 2 BEST LECTURER SUPPORTING STUDENTS AND STUDENT CHAPTERS

FINALISTS

1 Debbie Mtshelwane

2 Doreen Morukhu

3 Dr. Fathima Mahomed



**Doreen Morukhu**

WINNER

## 3 HOD (HEAD OF DEPARTMENT) OF NOTE

FINALISTS

1 Vaal University of Technology

2 University of Pretoria

3 Durban University of Technology PMB



**University of Pretoria**  
**Prof. Jan Alewyn Nel**

WINNER


## 4 BEST FIELD AGENT FOR 2024

FINALISTS

1 Simon Jantjies

2 Reuben Mathoma

3 Sindiswa Majoza



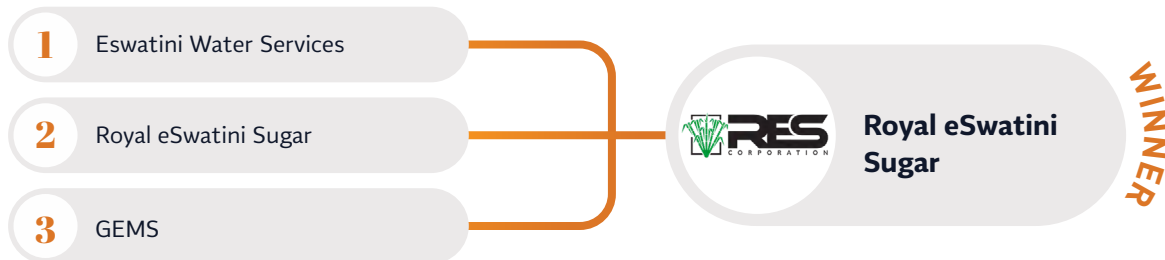
**Reuben Mathoma**

WINNER

# HR AUDIT

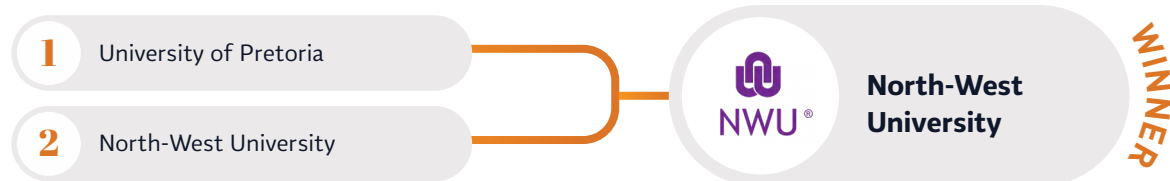
## 1 OVERALL BEST PERFORMING ORGANISATION IN 2024

FINALISTS



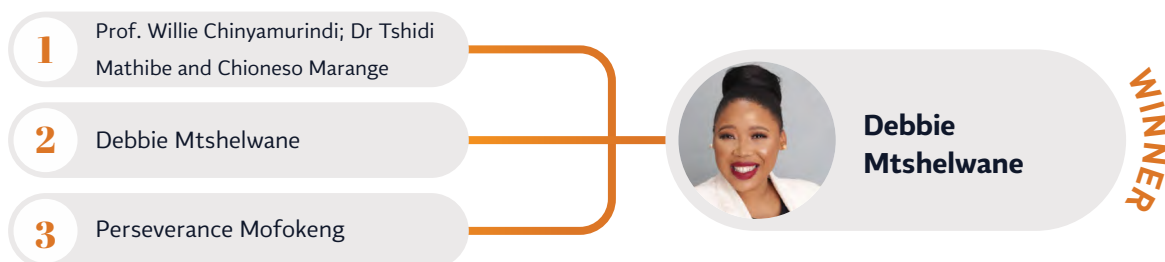
## 2 BEST UNIVERSITY IN PPG STANDARDS ALIGNMENT

FINALISTS



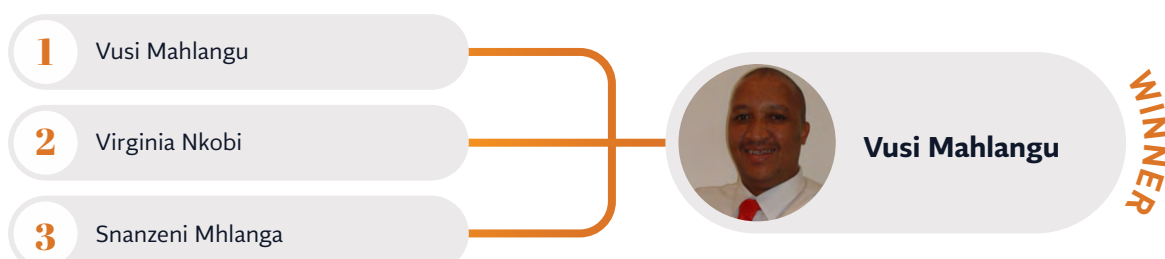
## 3 BEST STANDARDS RESEARCH PAPER/DISSERTATION

FINALISTS



## 4 BEST LEAD AUDITOR

FINALISTS



# CEO AWARDS 2024



**Happiness Mukonzo**



**Dustin Hogg**



**Sindiswa Majova**



**Bongekile Ndaba (SABPP)**



**Thulani Ndwandwe (SABPP)**

# COMPANIES INTERACTED WITH IN 2024

- » RES Corporation
- » MVA Fund
- » BOIVAC
- » South African Institute of Chartered Accountants (SAICA)
- » Ushaka Marine
- » PSiRA
- » Ntiyiso
- » Eastern Cape Office of the Premier
- » Makhosi
- » The Construction Co.
- » City Parks
- » SALGA
- » Mbuyelo Group
- » SANC
- » MVA
- » CCL- SA
- » Eskom
- » SIU
- » MTNeSwatini
- » CMAC
- » SIU
- » Ethekwini Municipality
- » SASSA
- » SWP
- » Mangosuthu University of Technology (MUT)
- » Government Employees Medical Scheme (GEMS)
- » Eswatini Water Services Corporation (EWSC)
- » RoyaleSwatini Sugar Corporation Limited (RES Corp)
- » East London Industrial Development Zone (ELIDZ)
- » Public Servants Association
- » Diamond Trading Company Botswana
- » Nelson Mandela University (NMU)
- » Lqhobong
- » Amatola Water
- » Defence Technical Information Center -DTIC
- » Tronox
- » Reidmitchell
- » Department of Public works (DPW)
- » Daybreak
- » Boland College
- » University of South Africa (UNISA)
- » Northwest University (NWU)
- » Central University of Technology (CUT)
- » University of Cape Town (UCT)
- » Walter Sisulu University (WSU)
- » Vaal University of Technology (VUT)
- » University of Free State (UFS)
- » University of KwaZulu Natal (UKZN)
- » Durban University of Technology (DUT)
- » University of Venda (UNIVEN)
- » Services SETA
- » JET Education Services



**SABPP™**

SA BOARD FOR  
PEOPLE PRACTICES

*Setting HR standards*

INTERNAL  
MATTERS

**OPERATIONS**

*HUMAN CAPITAL*

*EQUITY*

*MEMBERSHIP*

*MARKETING*

**PRODUCT SOLUTION AND  
BUSINESS**

*HR AUDIT*

*PPG STANDARDS*

*HR CANDIDATE PROGRAMME*

**RESEARCH AND ASSURANCE**

*FACT SHEETS*

*LQA*

*UNIVERSITY ACCREDITATION*





# ONE OPERATIONS

human  
capital

equity

membership

marketing



## STAFF MOVEMENT

- » Six interns joined SABPP on a one-year contract, which was later extended for an additional year.
- » We are pleased to share that one of the interns Thandiwe Zitha secured a permanent position as a Retention Specialist.
- » Additionally, Sellina Tshaba was promoted from Retention Specialist to Executive Assistant, and Lawrence Zondo was appointed as a Marketing Coordinator.
- » On a bittersweet note, we bid farewell to our Receptionist, Monique, whose contact had come to an end. We wish her all the best in her future endeavours.

## BURSARIES

The following staff obtained SABPP bursaries

- » Thulani Ndwandwe: Currently studying BCom General
- » Lindiwe Nombaca: Postgraduate Diploma in Corporate Governance. completed
- » Kgomotso Mopalami: PhD in Human Resources Management. Completed waiting for final results

## OUTSTANDING LONG SERVICE AWARD

- » SABPP Celebrated Ronel Coetzee for her 7.5 years of service and dedication in the organisation.

## CELEBRATIONS

- » SABPP hosted a braai to celebrate the new SABPP office (SABPP House) and employees' birthdays.
- » The CEO hosted a welcome lunch for interns.
- » SABPP staff celebrated SABPPs 42nd birthday.
- » SABPP celebrated Zanele for completing her BCom Honours in Business Management and Lindiwe for achieving her Postgraduate Diploma in Corporate Governance.
- » A year-end function was held to appreciate staff for their hard work in 2024.



### SABPP Staff and 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	4	0	0	0	5	0	0	0	0	0	9	9	100%	5	56%	5	56%
<b>TOTAL</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>16</b>	<b>94%</b>	<b>11</b>	<b>65%</b>	<b>10</b>	<b>59%</b>

### SABPP Board

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
Board Exco	0	0	2	0	1	0	0	0	0	0	3	3	100%	1	33%	1	33%
Board Members incl Exco	3	0	2	0	3	1	0	3	0	0	12	9	75%	7	58%	4	33%

### 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	1	1	0	2	0	1	0	0	1	11	10	91%	4	36%	3	27%
IT Governance	0	1	0	1	0	0	0	1	0	0	3	1	0%	1	0%	0	0%
Mentoring	1	1	0	0	10	0	0	1	0	0	13	12	92%	11	85%	10	77%
Risk and Audit	1	0	0	0	3	0	0	0	0	0	4	4	100%	3	75%	3	75%
Higher Education	7	0	1	1	6	1	1	5	0	0	22	16	73%	13	59%	8	36%
LQA	1	0	0	0	1	1	0	9	0	0	12	3	25%	11	92%	2	17%
HRRI	0	0	1	0	0	1	0	2	0	0	4	2	50%	3	75%	1	25%
Labour Market	0	0	0	1	0	1	1	0	0	0	3	2	67%	2	67%	2	67%
HR Governance	1	2	0	1	3	0	1	1	0	0	9	7	78%	5	56%	4	44%
CPD	0	0	0	3	2	1	1	3	0	0	10	4	40%	7	70%	4	40%
Learning and Development	2	0	0	3	2	2	1	4	0	0	14	7	50%	9	64%	5	36%
Evaluation	4	0	1	2	3	1	0	1	0	1	13	9	69%	6	46%	4	31%
HR Citizen	4	1	0	0	3	0	1	0	0	0	9	9	100%	4	44%	4	44%
Audit Council	1	1	0	1	2	1	0	1	0	0	7	5	71%	4	57%	3	43%
Change Management	3	0	1	0	1	1	1	2	0	1	10	7	70%	6	60%	3	30%
<b>Committee members incl leadership</b>	<b>25</b>	<b>7</b>	<b>5</b>	<b>13</b>	<b>38</b>	<b>10</b>	<b>8</b>	<b>30</b>	<b>0</b>	<b>3</b>	<b>144</b>	<b>93</b>	<b>65%</b>	<b>89</b>	<b>62%</b>	<b>56</b>	<b>39%</b>

### 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
Western Cape	1	0	2	3	1	0	1	4	0	0	12	5	42%	6	50%	2	17%
KwaZulu-Natal	4	1	0	1	10	1	0	1	0	0	18	16	89%	12	67%	11	61%
Gauteng	3	0	0	1	3	0	1	1	0	0	9	7	78%	5	56%	4	44%
Free State	3	0	1	1	7	0	2	2	0	0	16	13	81%	11	69%	9	56%
Eastern Cape: Mthatha	3	0	0	0	7	0	0	0	0	0	10	10	100%	7	70%	7	70%
Eastern Cape: East London	2	0	0	0	2	0	0	0	0	0	4	4	100%	2	50%	2	50%
Eastern Cape: Port Elizabeth	0	0	1	2	1	0	3	1	0	0	8	5	63%	5	63%	4	50%
Limpopo	1	0	0	3	2	0	0	1	0	0	7	3	43%	3	43%	2	29%
Mpumalanga: Witbank	2	0	0	1	1	0	0	1	0	0	5	3	60%	2	40%	1	20%
Mpumalanga: Nelspruit	2	0	0	0	3	0	0	0	0	1	6	5	83%	4	67%	3	50%
North West: Rustenburg	4	0	0	0	3	0	0	1	0	0	8	7	88%	4	50%	3	38%
North West: Potchefstroom	0	0	2	0	0	1	2	1	0	0	6	5	83%	4	67%	3	50%
North West: Mahikeng	2	0	0	0	2	0	0	0	0	0	4	4	100%	2	50%	2	50%
Northern Cape: Khatu	1	0	3	0	1	0	3	0	0	0	8	8	100%	4	50%	4	50%
Northern Cape: Kimberley	2	0	1	0	0	0	1	0	0	0	4	4	100%	1	25%	1	25%
Tshwane	6	0	0	0	10	1	0	5	0	0	22	17	77%	16	73%	11	50%
<b>Committee members incl leadership</b>	<b>43</b>	<b>0</b>	<b>11</b>	<b>13</b>	<b>57</b>	<b>3</b>	<b>14</b>	<b>19</b>	<b>0</b>	<b>2</b>	<b>147</b>	<b>128</b>	<b>87%</b>	<b>95</b>	<b>65%</b>	<b>74</b>	<b>50%</b>



## 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	3	1	0	2	2	0	0	0	0	0	8	6	75%	2	25%	2	25%
Candidate Lead HR Auditors	0	0	0	0	0	0	0	0	0	0	0	0	0%	0	0%	0	0%
Certified HR Auditors	1	0	0	3	4	0	0	7	0	1	16	5	31%	12	75%	4	25%
Candidate Auditors	0	1	0	0	1	0	0	0	0	1	3	2	67%	2	67%	1	33%
Associate HR Auditors	4	2	0	3	1	4	0	7	3	5	29	11	38%	17	59%	5	17%
<b>TOTAL</b>	<b>18</b>	<b>6</b>	<b>0</b>	<b>26</b>	<b>28</b>	<b>10</b>	<b>2</b>	<b>36</b>	<b>19</b>	<b>15</b>	<b>158</b>	<b>64</b>	<b>41%</b>	<b>91</b>	<b>58%</b>	<b>40</b>	<b>25%</b>

## 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	22	3	2	15	16	4	3	53	0	0	118	50	42%	76	64%	23	19%
Moderators	14	3	0	11	7	2	1	34	0	0	72	27	38%	44	61%	10	14%
<b>TOTAL</b>	<b>36</b>	<b>6</b>	<b>2</b>	<b>26</b>	<b>23</b>	<b>6</b>	<b>3</b>	<b>87</b>	<b>0</b>	<b>0</b>	<b>190</b>	<b>76</b>	<b>40%</b>	<b>119</b>	<b>63%</b>	<b>32</b>	<b>17%</b>

## SABPP New Professional Membership Jan 2024 to Dec 2024

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	1	0	0	1	1	0	0	0	4	4	100%	2	50%	2	50%
CHRP	2	0	1	0	4	6	2	2	0	2	19	15	79%	14	74%	12	63%
HRP	64	7	8	8	132	11	26	31	1	4	292	248	85%	201	69%	169	58%
HRA	48	1	6	6	116	7	18	16	3	8	229	196	86%	160	70%	141	62%
HRT	26	1	6	4	64	11	11	4	6	7	140	119	85%	96	69%	86	61%
<b>TOTAL</b>	<b>141</b>	<b>9</b>	<b>22</b>	<b>18</b>	<b>316</b>	<b>36</b>	<b>58</b>	<b>53</b>	<b>10</b>	<b>21</b>	<b>684</b>	<b>582</b>	<b>85%</b>	<b>473</b>	<b>69%</b>	<b>410</b>	<b>60%</b>

## 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	77	15	13	108	73	23	13	82	7	5	416	214	51%	198	48%	109	26%
CHRP	234	27	36	243	279	64	51	234	22	11	1201	691	58%	650	54%	394	33%
HRP	602	61	94	224	1031	221	275	536	57	40	3141	2284	73%	2120	67%	1527	49%
HRA	331	21	44	64	725	113	144	198	42	31	1713	1378	80%	1222	71%	982	57%
HRT	158	10	21	27	394	50	64	59	27	23	833	697	84%	594	71%	508	61%
<b>TOTAL</b>	<b>1402</b>	<b>134</b>	<b>208</b>	<b>666</b>	<b>2502</b>	<b>471</b>	<b>547</b>	<b>1109</b>	<b>155</b>	<b>110</b>	<b>7304</b>	<b>5264</b>	<b>72%</b>	<b>4784</b>	<b>65%</b>	<b>3520</b>	<b>48%</b>

## 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	1	0	0	0	18	2	0	1	1	1	24	21	88%	22	92%	20	83%

## 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 2024	54	0	4	6	144	4	9	17	3	1	242	215	89%	175	72%	157	65%
ALL Student Members	536	6	30	32	1230	27	96	105	16	27	2105	1925	91%	1485	71%	1353	64%

## SABPP Speakers

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
People Factor Conference	4	0	1	3	3	0	1	0	0	2	14	9	64%	6	43%	4	29%
Ethics and HR Governance Conference	5	0	1	2	1	0	0	3	0	0	12	7	58%	4	33%	1	8%
Learning and Development Conference	0	1	0	2	3	1	0	0	0	0	7	5	27%	4	57%	4	57%
Labour Market Conference	0	1	0	3	0	2	0	0	0	0	6	3	27%	2	33%	2	33%
<b>TOTAL</b>	<b>9</b>	<b>2</b>	<b>2</b>	<b>10</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>39</b>	<b>24</b>	<b>62%</b>	<b>16</b>	<b>41%</b>	<b>11</b>	<b>28%</b>

## 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	3	1	0	1	0	0	0	1	0	0	6	4	67%	1	17%	0	0%

# membership

New Registrations started off at an average pace however the month of June we have seen an increase in applications due to the discount offered. Although we have seen an interest on new registration from the beginning of the year, we had hoped that we would reach the desired target before year end. There is not much difference in new registrations from the previous year to current even though there was a payment for 250 members received from Eastern Cape Department of Education. We have only registered 43 members from the 250 and the committee had supported the office with evaluations.

The committee met quarterly to discuss any challenges regarding applications and have noticed that there was a high rise of graduates who are unemployed applying for professional membership.

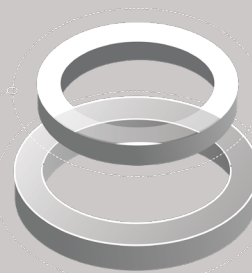
83% of the target was met on new membership.

83%  
684 ACTUAL  
825  
TARGET



71% of the targeted members renewed their membership.

71%  
3 328 ACTUAL



4 697  
TARGET





# 2024 NEW MEMBER REGISTRATION

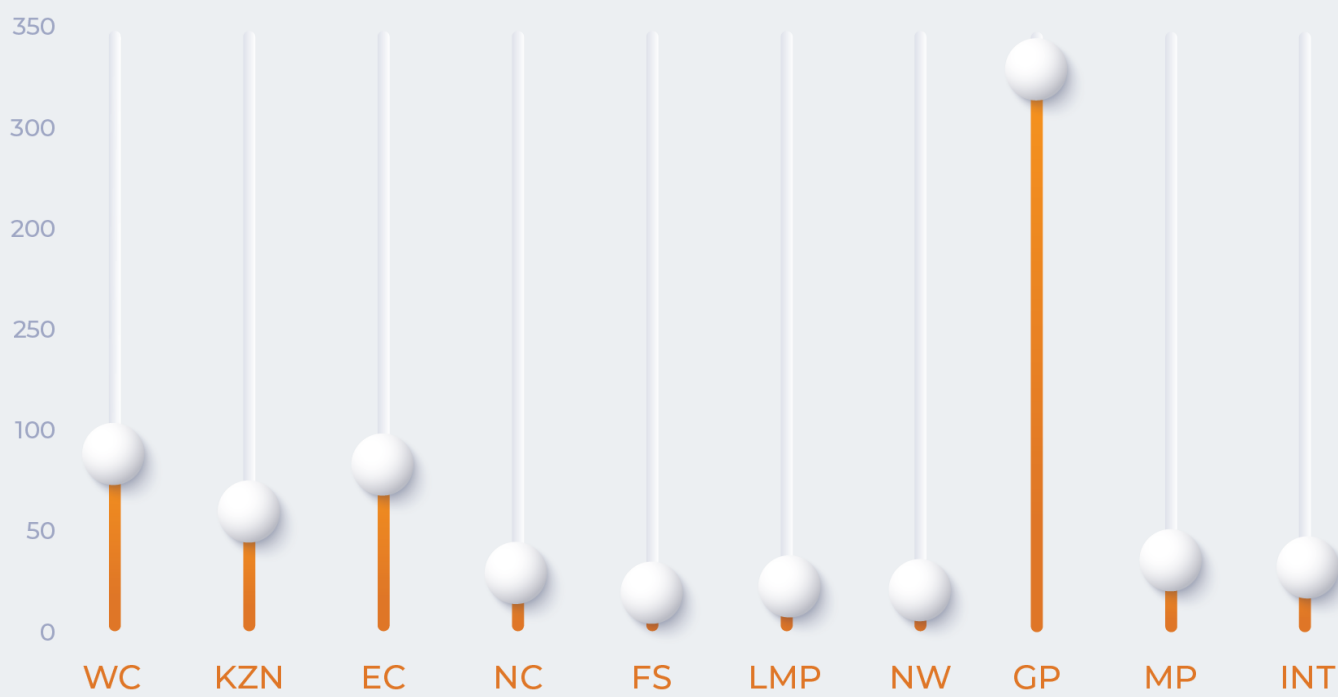
The monthly professional registrations per level and overall totals are depicted in the table below

2024 PROFESSIONAL MEMBERSHIP PER LEVEL

YEAR	MHRP	CHRP	HRP	HRA	HRT	TOTAL
Jan	0	1	22	22	16	61
Feb	1	1	21	15	7	45
March	2	3	28	18	19	70
Apr	0	4	30	19	12	65
May	0	3	26	17	14	60
June	0	4	58	40	27	129
July	0	0	34	29	8	71
August	0	0	27	12	11	50
September	1	1	16	22	7	47
October	0	2	14	20	11	47
November	0	0	16	15	8	39
Total	4	19	292	229	140	684

# PROVINCIAL STATS 2024 | NEW REGISTRATIONS

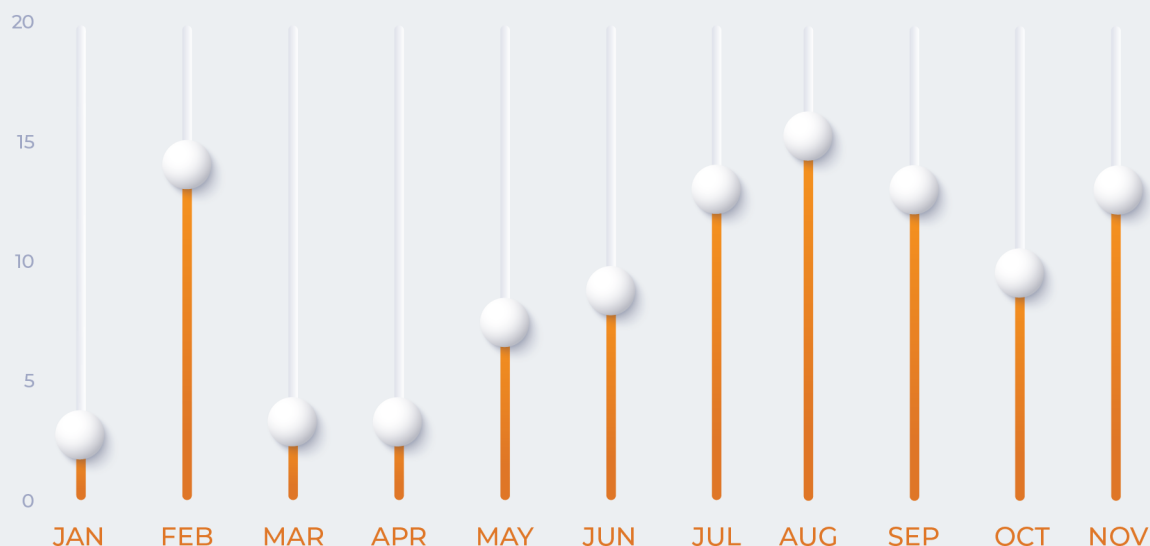
WC	KZN	EC	NC	FS	LIMP	NW	GP	MP	INT	TOTAL
86	55	83	21	12	18	14	328	34	33	684



## UPGRADES 2024

The Chair of the Committee evaluates the upgrade applications. The year target for 2024 is not met with the following figures:  
Target – 150

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	TOTAL
2	14	3	3	7	9	13	15	13	10	13	102



## BUFFET MEMBERSHIP 2024

PROFESSIONAL LEVEL	2024 RENEWAL		2024 NEW REGISTRATIONS	
	GOLD	PLATINUM	GOLD	PLATINUM
Master HR Professional	4	4		
Chartered HR Professional	11	22	1	
HR Professional	21	25		1
HR Associate	5	4		
HR Technician	1	2		
HR Technician	42	57	1	1
<b>TOTAL OVERALL : 101</b>				



## 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

- » Ethics and HR Governance Conference (14 March 2024 – 80 Attendees)
- » Learning and Development Conference (13 June 2024 – 77 Attendees)
- » Annual People Factor Conference (4 September 2024 – 104 Attendees)
- » Labour Market Conference (30 October 2024 – 21 Attendees)

### OTHER EVENTS/WEBINARS

- » Annual General Meeting (19 April 2024)



### WORKSHOPS

- » Ethics Foundation Workshop
- » HR & Organisational Ethics Workshop
- » People Practices & Governance Standards Workshop
- » HR Policies Workshop
- » Strategic HR Business Partner Workshop

# PROVINCIAL COMMITTEE'S EVENTS

## WEBINARS

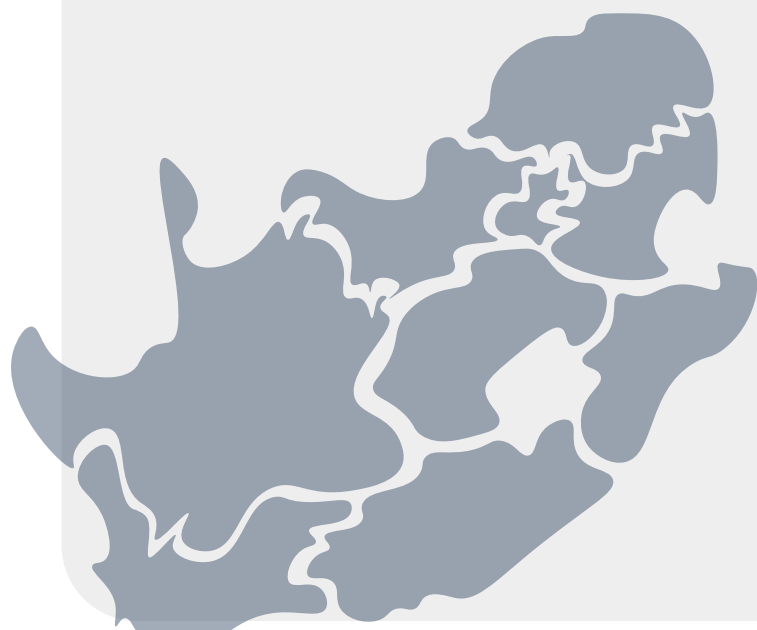
- » **KwaZulu-Natal**
  - ◊ Leadership Webinar
  - ◊ Women in Leadership Webinar
  - ◊ The Critical Role of Auditing in Human Resources
- » **Mpumalanga (Highveld)**
  - ◊ Two-Pot System Webinar
  - ◊ Meet and Greet
- » **Mpumalanga (Lowveld)**
  - ◊ DINE & UNWIND.
- » **Western Cape**
  - ◊ Neuro-Inclusion in the Workplace: Why Diversity matter Webinar
  - ◊ Breakfast Event | Harmonise Your Workspace: Strategies for success. Venue: Rooibos Room, Stellenbosch Business School, Bellville Park Campus Carl Cronje Drive, Bellville
- » **Gauteng- Tshwane Provincial**
  - ◊ Committee | Student Webinar
- » **Eastern Cape**
  - ◊ The impact of AI in HR and the workplace: Webinar.

## NATIONAL COMMITTEES

- » SABPP HR Citizen Committee | Mental Health Among HR Professionals Webinar x 46 Attendees
- » SABPP Ethics Committee | Ethics Webinar x37 attendees
- » The below organisations made use of our website platform and People Factor Magazine for advertisement:
  - ◊ Public Officers Defined Contribution Pension Fund (In the 2nd & 3rd quarter)
  - ◊ Careers Pathing (In the 1st & 2nd quarter)
  - ◊ Bioss SA
  - ◊ Labour Law Management Consulting
- » **University of the Free State**
  - ◊ Senior Lecturer/Associate Professor/Professor (2 positions)
  - ◊ Lecturer/Senior Lecturer
- » **VKB Group**
  - ◊ Recruitment Specialist – VKB Human Capital, Head Office Reitz (or Hybrid)
  - ◊ Talent Development Specialist (TDS)
- » **Mintek**
  - ◊ Executive Manager Human Resources
- » **Stellenbosch**
  - ◊ HR Director: Organisational Development and Effectiveness
  - ◊ HR Director: Client Partnering
  - ◊ HR Director: Governance, Strategy, Policy and Projects
  - ◊ HR Director: Client Partnering- Faculty of Medicine and Health Sciences
- » **University of Johannesburg**
  - ◊ Lecturer (College of Business & Economics: Department of Industrial Psychology & People Management)

Our visibility on our social media platforms is as below.

- » Twitter – 119 299
- » LinkedIn – 33 521
- » Instagram – 2 311
- » Facebook – 6 411



## 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.

- » Gauteng = 3 members
- » Mpumalanga = 1 member
- » Limpopo = 1 member
- » Western Cape = 2 members



## 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.







# TWO PROFESSIONAL SOLUTIONS AND BUSINESS

hr audit

ppg standards

hr candidate  
programme



The department has tried to secure few HR Audits, though we didn't meet the target, however, we have made some progress on the company HR Audits compared to the year 2023.

The HR Auditors attend the refresher PPG Standards training, to ensure that they conduct audits in accordance with the reviewed Standards.

Two PPG Standards Train the Trainer sessions were conducted this year.

We have successfully audited 5 organisations, reaudited 1 organisation and 2 subsequent audits (8 audits combined). These are the first organisations audited on the reviewed standards now referred to as The People Practices and Governance Standards.

## AUDITED ORGANISATIONS

- » Government Employees Medical Scheme (GEMS)
- » Royale eSwatini Sugar Corporation Limited (RES Corp)
- » South African Institute of Chartered Accountants (SAICA)
- » Mangosuthu University of Technology (MUT)
- » East London Industrial Development Zone (ELIDZ)
- » MTNeSwatini
- » Diamond Trading Company Botswana (DTCB)
- » Eswatini Water Services Corporation (EWSC)

The following organisations attended the HR Audit Preparation Workshop:

- » Government Employees Medical Scheme (GEMS)
- » South African Institute of Chartered Accountants (SAICA)
- » Mangosuthu University of Technology (MUT)
- » East London Industrial Development Zone (ELIDZ)
- » MTNeSwatini
- » Eswatini Water Services Corporation (EWSC)



# people practices and governance standards

A very low number of members attended the PPG Standards public workshop, which is a total of 22. Eight (8) organisations trained their HR team on the PPG Standards which gave us a total number of 111 HR Practitioners in attendance.

- » eThekweni Municipality
- » Government Employees Medical Scheme (GEMS)
- » RoyaleSwatini Sugar Corporation Limited (RES Corp)
- » South African Institute of Chartered Accountants (SAICA)
- » Mangosuthu University of Technology (MUT)
- » East London Industrial Development Zone (ELIDZ)
- » MTNeSwatini
- » Eswatini Water Services Corporation (EWSC)







# hr candidate programme

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

It is recognised that each Candidate's development needs will be unique and that the programme needs to ensure both the ability to apply knowledge, and the inherent emotional maturity required of an HR practitioner at all levels.

The Building Company has supported the programme by ensuring all their HR Interns go through the programme until completion. They won an award in the category "Best Organisation supporting HR Candidate Development Programme". Yet again this year, they have a candidate Chad Koeberg who completed the HR Candidate Programme and has successfully registered as the HR Professional member.

The interest in organisations to have their HR Interns enrolling in the HR Candidate Programme has increased. We registered 25 HR graduates on the HR Candidate Programme from various organisations:

- » SANRAL = 4
- » Dairy group = 1
- » Takealot = 9
- » Umgeni – uThukela Water = 1
- » NAMDOCK = 3
- » Overlooked group = 3
- » The Building Company = 2
- » CEF Group of Companies = 2

## PLANS FOR 2025

- » Refresher training for HR Auditors who couldn't attend this year.
- » HR Auditor training to increase auditor's database.
- » Increase awareness of the HR Candidate Programme to various organisations.
- » Encourage previously audited organisations to be audited on the reviewed PPG Standards.
- » Continuous company visits and networking opportunities.



# THREE RESEARCH AND ASSURANCE

Factsheets

university  
accreditation

lqa



# research

We continue to consolidate our journey to research and set standards for people practices in organisations and to professionalise HR and people management. This journey ensures the continued relevance and mission of the professional body and ensures a sound body of knowledge of good practices. This journey began in 2013 with the launch of the HR Management System Standards Model and the SABPP National HR Management Standard (HRMS) and continued with the revision of the HRMS and related System Model in 2022/3. We identified the need to respond strategically to the evolving world of work through the many Fact Sheets across the years, particularly during and post the COVID pandemic, which helped to frame this need. And we sought 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. 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 National People Practices and Governance Standard (PPGS) and the People Practices Standard System Model in 2023. This given the evolving context, discourse, practices, and increasing trend to rename HR as the people function.

As we reviewed the trends and topical issues through the year 2024, we find these continue to affirm the validity, relevance, and applicability of the framework of people strategy themes and the PPGS. As noted, the Fact Sheets served as one of the vehicles for reviewing the trends and topical issues and identifying the framework of people strategy themes. The Fact Sheets 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. The Fact Sheets serve as reflexive spaces and are critical for keeping the body of knowledge alive, robust, and relevant. And to provoke critical query on, and imagination of, the future. The Fact Sheets, then, help to ensure that HR practitioners and the broader community of learning practitioners in occupational and higher education spaces are not ensnared in chasing the latest 'fad', 'shiny object', or the rehashing of lists of 'best practices'. The Fact Sheets, as with the PPGS, focus on good and ethical people practices, which is aligned with the mission of the professional body. These can serve as the meta framework or 'scaffolding' for the HR community to critically engage with trends, fads, and topical issues. Here we can note that in addition to the reviewed trends and topical issues through 2024, our engagements with various stakeholders and organisations in the year also affirmed the validity, relevance, and applicability of the framework and PPGS.

The Research and Assurance (R&A) team continue to work through the trials and tribulations related to the ending of the historical qualifications and the transition to the occupational qualifications and related uncertainties. We are actively engaging various stakeholders – from the QCTO, SETAs, and other professional bodies – to manage the contingencies and many challenges that the transition entails. We continue to affirm our resolve on maintaining objective quality assurance of learning provision and continuous professional development. We continue building on our quality assurance reputation, including the consistent hosting of the Final Integrated Summative Assessments (FISAs). We have successfully grown the number of learners completing the FISAs and the number of accredited CPD providers.

We continue to support research development and dissemination in different ways. This includes the webinars, conferences, and the 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:

- » neuro-inclusivity and on perceived employer brand and organisation attraction
- » relationship between transformational leadership, organisational culture, and organisational success in a post-pandemic workplace
- » relationship between positive management practices, trust, psychological safety, employee engagement, and intention to stay
- » graduate employability
- » sustainable employability of Industrial Psychology and Human Resource Management practitioners
- » framework for curriculum design for developing employability proficiency of Human Resource Management (HRM) graduates in South Africa
- » developing a short learning programme to enhance critical competencies for emerging Human Resources practitioners
- » a neuroscience-based organisational change management model

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

The team members shared thought leadership at various forums and conferences where the SABPP was asked to present at. For example, Dr Ajay Jivan has presented at South African and continent-wide conferences and forums as well as at the University of Free State's Research Day, North West University, Central University of Technology, University of KwaZulu Natal, Durban University of Technology, and University of Venda.

# fact sheets

The Fact Sheets remains one of the core resources of the SABPP along with the PPGS and related Toolkits. Based on the positive feedback received, the Fact Sheets do continue to serve as a valuable and critical resource for the HR community including academics, students, and the general public. Navigating HR priorities, the future shape of HR professionals, the micro credential ecosystem, the use of AI and neuroscience in learning, work-integrated learning, and the right to disconnect were the focus of the 2024 Fact Sheets. The Fact Sheets try to balance the advancement of HR practitioner's professional knowledge and development as well as the provision of an applied learning resource as well as guidance on practice.



# 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). We continue to reinforce and build the pipeline of university accreditations. In 2024 we successfully completed the accreditations of Walter Sisulu University, Vaal University of Technology, University of Cape Town, and University of South Africa.



We continue to see the lag effects of the end of the historical qualifications in the learning landscape, in terms of new learner enrolments. However, we continue to see growth in the throughput of learners in the pipeline as the learners complete their qualifications, which includes where applicable the Final Integrated Summative Assessment (FISA). This can be clearly seen in the strong financial performance of the R&A department. The team continues to engage stakeholders on, and help skills development provider navigate the throughput of learners, the various challenges including in the regulatory environment. The SABPP was part of the process of realigning the historical HR qualifications with the Services SETA. These have been approved and ready for uptake by learners. The SABPP is also exploring with the SETA and QCTO on the possible roles of professional bodies, specifically SABPP's role as an Assessment Quality Partner (AQP) given its expertise.

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 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 and its lean capacity. 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.

## FINAL INTEGRATED SUMMATIVE ASSESSMENT

QUALIFICATION	NUMBER OF LEARNERS
FETC HR NQF Level 4 - SAQA ID 49691	158
National Diploma in HR NQF Level 5 - SAQA ID 49692	276
FETC Business Administration NQF Level 4	104
Generic Management NQF Level 4	64
Generic Management NQF Level 5	17
<b>Total</b>	<b>619</b>

## ACCREDITATIONS

### NEW PROVIDER ACCREDITATIONS

Qualifications

Unit Standards

### NEW PROVIDER ACCREDITATIONS

Qualifications

Unit Standards

### EXTENSION OF SCOPE PROVIDER APPLICATIONS

Qualifications

Unit Standards

-

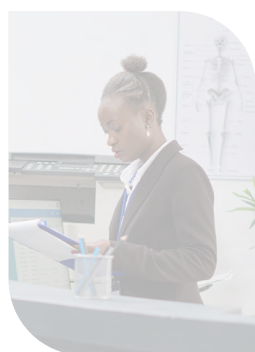
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### REGISTRATION OF ASSESSOR AND MODERATORS

Assessors

Moderators

21

14

### QUALITY ASSURANCE OF PROVIDERS

Annual monitoring

External moderation

26 SDP's

30 SDP's



# 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.

### ACCREDITATIONS

APPROVAL AND CERTIFICATION OF PROVIDERS AND EVENTS	
Approval of CPD training providers	69
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.

TOTAL CPD ENTRIES MADE BY MEMBERS	TOTAL MEMBERS UPLOADING CPD ENTRIES
13495	707







**SABPP™**

SA BOARD FOR  
PEOPLE PRACTICES

*Setting HR standards*

# PART 1

## FUTURE OUTLOOK

*OUTLOOK*

*SABPP STAFF*



**Xolani L. Mawande**  
Chief Executive Officer  
Chief Foresight Champion

## SABPP STAFF



**Sellina Tshaba**  
Executive Assistance and  
Governance Practitioner



**Kgomotso Mopalami**  
Head Professional Solutions  
and Business



**Dr. Ajay Jivan**  
Head Research and Assurance



**Zanele Ndiweni**  
Finance and Membership  
Manager



**Lindiwe Nombaca**  
Marketing Manager



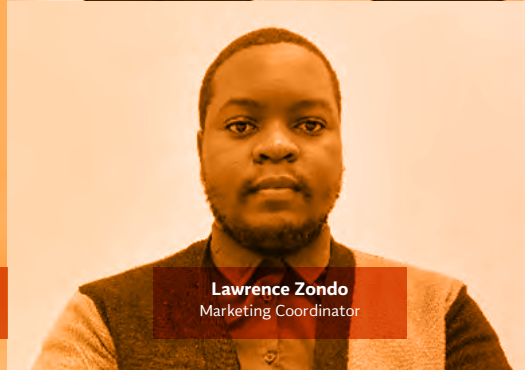
**Ronel Coetzee**  
Academy and CPD Practitioner



**Tshogofatso Tshidada**  
Membership Practitioner



**Thandiwe Zitha**  
Membership Specialist



**Lawrence Zondo**  
Marketing Coordinator



**Bongekile Ndaba**  
Events Coordinator

## SABPP GRADUATE INTERNS



**Thulani Ndwandwe**  
General Assistant



**Ndimiso Khmalo**  
Graduate Intern



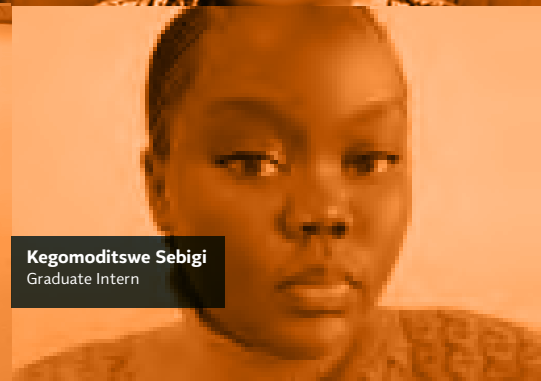
**Musengeli Ravele**  
Graduate Intern



**Motshidisi Matsoso**  
Graduate Intern



**Kgopotso Maps Maponya**  
Graduate Intern



**Kegomoditswe Sebigi**  
Graduate Intern



# THE OUTLOOK

2024 is done and dusted. We came and we conquered. We cannot overstay our welcome. It is time to focus on 2025. We carry lessons more than anything else from 2024

SABPP declared 2025 the year of Appreciation. Indeed, it is a year of gratitude and possibility

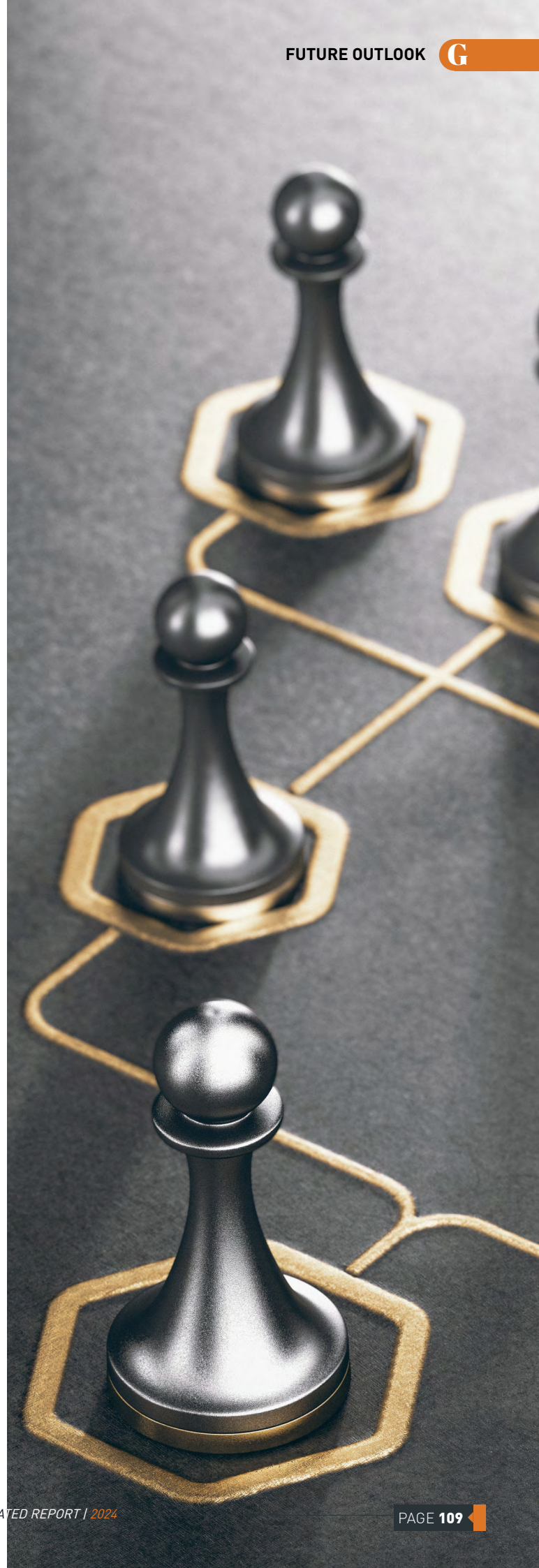
In recent times, we have often been overly critical of ourselves, our teams, our leaders, and even our nation. In 2025, we challenge you to shift the narrative. Let's recognise the hard work, sacrifices, and resilience of the people around us. Let us appreciate the small acts of kindness and the monumental efforts that often go unnoticed. Appreciation is more than a gesture; it is a mindset. As a people-focused profession, we must learn to plant seeds of gratitude and nurture them into a rich harvest of connection, collaboration, and progress. This is the year to say, "thank you" and mean it. To look colleagues, clients, and stakeholders in the eye and express genuine gratitude.

The Year of Appreciation is not just a theme; it is a strategic pillar of our 202030 Vision. Our goals for 2025 are ambitious and aligned with the principles of growth, inclusion, and innovation.

On the next page, we outline our roadmap for what we aim to achieve in 2025.

The 15th board will guide us in 2025 through a Board strategic session we will be able to add or subtract priority points and we cannot wait to shine in 2025.

Come with us!





# THE OUTLOOK

## WHAT WE AIM TO ACHIEVE IN 2025

### 1 DRIVING THE APPRECIATION STRATEGY

We will amplify stories of excellence through a Show-and-Tell initiative, culminating in a 2025 awards ceremony that celebrates remarkable contributions across the HR profession.

### 2 DEEPENING PROFESSIONAL SEGMENTATION

We will expand our segmentation strategy, bringing HR Practitioners, HR Associates, and HR Technicians into the fold.

### 3 REBRANDING THE PROFESSION

Through a dynamic campaign, we will refresh the SABPP brand and elevate the appeal of HR as a cutting-edge, impactful profession.

### 4 MAXIMISING SABPP'S RESOURCES

We will leverage the SABPP House to drive income, strengthen relationships, and enhance visibility.

### 5 BUILDING KEY RELATIONSHIPS

This year, we commit to connecting with 365 organisations, including academic institutions, nonprofits, state-owned enterprises, private entities, and other professional bodies.

### 6 HOSTING AFFORDABLE, HIGH-IMPACT EVENTS

By organising accessible conferences and workshops, we aim to engage no fewer than 1,000 delegates while addressing critical industry challenges.

### 7 INVESTING IN INSIGHTFUL CONTENT

We will create and share forward-thinking content that not only addresses current industry questions but also anticipates future challenges.

### 8 ENHANCING THE PROFESSION'S STATUS

SABPP will lead efforts to set, research, and elucidate industry trends, ensuring the HR profession remains relevant and forward-looking.

### 9 PROMOTING BUFFET MEMBERSHIP

As the future of SABPP membership, Buffet Membership will receive dedicated investment to provide maximum value to our members.

### 10 EMPOWERING THE NEXT GENERATION

We will prioritise the development of students, candidates, and young professionals, celebrating their achievements and promoting excellence.

### 11 CELEBRATING AUDITED COMPANIES

Increased recognition for companies that undergo HR audits will remain a key focus.

### 12 DRIVING PROFESSIONAL REGISTRATION

This year, we aim to register at least 800 new members, strengthening the SABPP community.



# 15<sup>TH</sup> BOARD PRIORITIES

2024 - 2027

ACTION	VALUE	DETAIL
Review the Mission & Vision of SABPP	High	Relevant mission and vision.
Develop Brand & Marketing Strategy	High	SABPP a brand that attracts people from all walks of life. Increased Brand awareness. Local growth and global influence.
Fast track the diversification of income streams	High	By 2027 membership income to be less than 50%. Professional Solutions income contribute more than 30%. New income streams to be explored.
Improve and showcase the MVP (member value proposition)	High	Segmentation to be fast tracked. Members to fully understand member benefits. Non members interest to be increased.
Improve the value of HR Audits	High	Relevant audit model (to ensure relevance 10 years on). Publicity of Audited companies. Increased audits particularly from private sector.
Register as section 18A	High	Ability to give members tax benefits by donating to SABPP.
Set and publish revenue targets	High	Departments to be sustainable adding value to the bigger picture.
Leverage the value proposition to drive membership and sponsorship	High	Showcase the MVP to the public. Present at all appropriate forums.
Build strategic relationships with key stakeholders & alliances	High	Prioritize and "VIP" stakeholders ensuring their expectations are met. Reevaluate alliance ensuring benefits for members.
Review the internal membership process to drive efficiency	High	Improved self service systems. Simplified payment getaways. Simplified but detailed application process. Technology infusion including AI.





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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**SABPP**  
ANNUAL INTEGRATED  
REPORT 2024