

THE PEOPLE FACTOR MAGAZINE

2026

November| 2026

2026

NATIONAL HR DAY

SABPP 44TH BIRTHDAY

National HR Day 2026: Celebrating the Pursuit of Clarity

By: Xolani Mawande | CEO, SABPP



More than 70 HR and People Practice professionals gathered at SABPP House on 19 October 2026 to commemorate National HR Day, a day dedicated to celebrating the contribution of HR professionals to organisations, employees, and society.

Building on last year's theme of appreciation, this year's celebration focused on a powerful and timely concept: the pursuit of clarity. In an increasingly complex world of work, HR professionals play a critical role in helping organisations navigate uncertainty, build healthy workplace cultures, and unlock human potential.

Opening the Conversation

The programme was expertly directed by Dustin Hogg MHRP, Vice Chairperson of the SABPP Board, who guided delegates through a day of reflection, learning, and professional recommitment.

Delegates were welcomed by Prof Ajay Jivan MHRP, SABPP Research Head, who highlighted the importance of evidence-based People Practice and the growing strategic role of HR in organisational success.

The Human Behind the Employee

A highlight of the event was the keynote address by **Jerry Molefe MHRP**, Director of Success HR Solutions, who challenged attendees to reflect on what it means to be "the human behind the employee."

His message served as a powerful reminder that behind every role, performance metric, and organisational objective is a person with aspirations, challenges, and untapped potential. In an era increasingly influenced by technology and data, the human element remains at the heart of effective People Practice.



A Challenge to the Profession
The conversation continued with SABPP CEO Xolani Mawande MHRP, who posed a thought-provoking question to delegates:

"What would the world miss if HR were gone?"

The discussion that followed reinforced the critical role HR professionals play in today's organisations. Beyond policies and compliance, HR professionals create fairness where there is complexity, clarity where there is uncertainty, and opportunity where there is potential. They serve as advocates for employees, custodians of culture, and strategic partners in organisational success.

Looking Ahead
Dr Kgomotso Mopalami CHRP, SABPP Head of Professional Solutions, facilitated an engaging discussion on the future of the profession and the capabilities required for HR professionals to remain relevant and impactful in a rapidly changing world of work.
Her session encouraged practitioners to embrace continuous development, strengthen their professional capabilities, and remain committed to the highest standards of professional practice.

Raising a Toast to the Profession
Adding a celebratory touch to the day, the traditional HR toast was eloquently delivered by Luyanda Duma Khumbuza, respected HR blogger and podcaster. His tribute honoured the resilience, dedication, and professionalism of HR and People Practice professionals across South Africa.

A Collective Commitment
The formal proceedings concluded with a vote of thanks from Lyle Markham CHRP, SABPP Chief Operating Officer, who expressed appreciation to the speakers, delegates, partners, and supporters who contributed to the success of the event.
One of the most memorable moments of the day followed the formal programme, when delegates signed the HR Professional Pledge before dispersing. Through this symbolic act, members reaffirmed their commitment to professionalism, ethical conduct, integrity, and responsible People Practice, pledging to uphold these principles regardless of the challenges and complexities they may encounter in the workplace.

Shaping the Future of Work
A recurring message throughout the celebration was that the future of work will not be defined by technology alone. Organisations will thrive when they successfully balance innovation with human-centred leadership and people-focused decision-making.
National HR Day 2026 was therefore much more than a celebration. It was a reaffirmation of the values that define the profession: professionalism, ethics, courage, service, and an unwavering commitment to people.

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As delegates departed SABPP House, they did so with renewed energy and a shared commitment to advancing the profession and strengthening the workplaces they serve. The day was a powerful reminder that HR professionals remain the voice of humanity in business, the champions of possibility, and the architects of workplaces where people can grow, contribute, and thrive.

Looking Ahead to National HR Day 2027

As we conclude another memorable National HR Day celebration, we invite you to join us again on 18 October 2027 as we continue to honour and elevate the People Practice profession.

Better still, wherever you may be, gather your HR team in your own corner of South Africa and celebrate the remarkable impact of HR. Whether in a boardroom, office, training room, or over a simple cup of coffee, take time to recognise the professionals who create better workplaces, empower people, and shape organisational success every day.

National HR Day belongs to all of us, and its message is one worth celebrating again and again. Together, let us continue building a profession that inspires workplaces, transforms organisations, and advances our nation. We look forward to celebrating with you in 2027.

Happy National HR Day!

Your impact is greater than you know, and your legacy is written in every life you help transform.





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Beyond the Seat at the Table

By: Dirusha Ganapathy Juta, Vice Chairperson of SABPP Change Committee | Founder & Managing Director



The first article in this series argued that HR stands at a genuine crossroads because the people agenda and the business agenda are becoming increasingly inseparable. This second article explores what meaningful influence looks like in practice. It asks whether HR's contribution is defined by its presence in executive discussions, or by its ability to help create an organisational environment in which people across different functions can work together towards the same objectives.

For as long as I can remember, the phrase "a seat at the table" has formed part of the conversation about HR. It represented an important ambition. HR needed to move beyond administration, understand the commercial realities of the organisation and participate in the decisions shaping the future of the business. That ambition helped drive a necessary evolution within the profession, and many HR leaders today contribute at a level that would have been difficult to imagine a generation ago.

My experience around executive tables has taught me, however, that being invited into the room and influencing what happens inside it are not the same thing. I have attended meetings where people with impressive titles and considerable authority contributed very little to the direction of the discussion. I have also seen someone ask a single question that caused the entire leadership team to reconsider how it understood the problem. Their influence did not come from their position on the organisational chart. It came from their ability to connect what was happening in one part of the organisation with the consequences being experienced somewhere else.

This became increasingly clear to me as my career moved across procurement, supply chain, manufacturing, commercial leadership, operations and general management. Each role came with its own priorities, targets and measures of success. Procurement focused on value, cost, risk and supplier performance. Operations focused on efficiency, reliability and service. Commercial teams focused on customers, revenue and growth. HR focused on people, capability, leadership and the organisation. These functional disciplines were necessary, but experience taught me that the business did not experience them as separate worlds. The results of one function almost always depended on the decisions, behaviours and capabilities of another.

One of the most important lessons I learnt in leadership was that a business can have highly capable people in every function and still struggle to perform as one organisation. The problem is not always the quality of the people. Sometimes it is the environment in which those people are being asked to work. They may be measured against competing objectives, rewarded for protecting functional outcomes or required to navigate structures that make collaboration unnecessarily difficult. Information may not move freely across the business. Decision rights may be unclear. Leaders may communicate different priorities to their teams. In those circumstances, people can work extremely hard and still pull the organisation in different directions.

I have seen this happen in several forms over the course of my career. A procurement team may negotiate an excellent commercial agreement, but the expected value is never realised because operations were not adequately involved in the decision. A manufacturing team may pursue efficiency targets that make perfect sense within the factory, but create unintended consequences for customer service or product availability. A commercial team may commit the organisation to growth without fully understanding the capability or operational capacity required to deliver it. None of these functions is necessarily acting irresponsibly. In many cases, each team is doing exactly what its objectives and performance measures have encouraged it to do.

That is why the organisational environment matters so much. It can enable people to work as one enterprise, or it can unintentionally encourage them to optimise their own functions at the expense of the broader business. The environment is created through the combination of leadership, structure, incentives, decision making, communication, trust and capability. These factors influence whether people understand the organisation’s shared priorities, whether they can see how their work affects others and whether they are able to make decisions that serve the enterprise rather than only their immediate area of responsibility.

This is where I believe HR has a particularly important contribution to make. It is not by becoming less focused on people. It is by bringing an even deeper understanding of people into the way the organisation is designed and led. People do not perform in isolation. They perform within systems, relationships, structures and cultures that either make collaboration possible or make it unnecessarily difficult. HR’s knowledge of people becomes strategically valuable when it helps the organisation understand what employees and leaders need in order to work together effectively.

The strongest HR leaders I have worked with understood this distinction. They cared deeply about employees, but they did not treat people matters as separate from business performance. They recognised that unclear accountability affected both morale and execution. They understood that conflicting incentives could damage trust and weaken collaboration. They could see when leadership behaviour was creating uncertainty, when structures were slowing decisions or when teams were being asked to deliver shared outcomes without being given shared objectives. Their focus on people did not take them away from the business. It gave them a clearer view of why the business was performing as it was.

For me, this is what enterprise thinking means. It does not require leaders to abandon their functional responsibilities. A procurement leader must still protect commercial value and manage risk. An operations leader must still deliver performance. A finance leader must still maintain financial discipline. An HR leader must still represent the human realities of the organisation. The difference is that each leader understands that functional success only creates value when it contributes to the objectives of the organisation as a whole.

This is especially relevant for HR because it has visibility across almost every part of the business. HR sees how leadership decisions are interpreted at different levels of the organisation. It sees where teams are aligned and where relationships are breaking down. It understands where capability is strong, where confidence is weakening and where people are receiving conflicting messages. It often sees the consequences of organisational decisions before those consequences become visible in financial or operational results.

That perspective gives HR the opportunity to help leadership teams understand not only what people are feeling, but what the organisational environment is encouraging people to do. There is an important difference between those two questions. Employee sentiment matters, but it is only part of the picture. Leaders must also ask whether the organisation is making it possible for people to succeed collectively. Are teams working towards shared outcomes, or are their performance measures pulling them apart? Do people understand how their decisions affect other functions? Are leaders reinforcing the same priorities? Can information move quickly enough for people to respond effectively? Does the culture encourage constructive challenge, or does it reward silence and compliance?

These are people questions, but they are also fundamental business questions. They influence execution, productivity, innovation, customer experience and risk. When HR brings this perspective into executive discussions, it is not stepping away from its responsibility to people. It is demonstrating that caring about people also means caring about the conditions in which they are expected to perform.

I sometimes think the phrase “seat at the table” has encouraged the profession to focus too heavily on access. Access is important because HR cannot influence decisions if it is excluded from the conversations in which those decisions are made. But access is only the beginning. The more meaningful question is whether HR helps the leadership team understand how its decisions will affect the ability of people to work together across the organisation.

When a new strategy is introduced, HR should not only ask what skills will be required. It should also ask whether the organisation is aligned well enough to execute that strategy. When a new operating model is designed, HR should not only consider reporting lines and roles. It should examine whether the model will improve collaboration, clarify accountability and make decision making easier. When performance problems arise, HR should not only assess individual capability. It should help leaders understand whether the environment itself is contributing to those problems.

This does not mean that every organisational issue belongs to HR. Nor does it mean that HR should assume responsibility for decisions that belong to other leaders. Creating an effective organisational environment is a shared leadership responsibility. HR's contribution is to bring insight into how people, structures, incentives and leadership behaviours interact, and to help the executive team make more informed choices as a result.

The conversation therefore needs to move beyond whether HR is strategic enough to sit at the executive table. The profession has already demonstrated that it belongs there. The real opportunity is to use that position to improve the way the organisation works as a connected system of people. That means helping functions move beyond isolated objectives, creating greater alignment around shared outcomes and ensuring that people understand not only what they are responsible for, but how their contribution connects to the success of the whole enterprise.

From where I sit, that is what meaningful influence looks like. It is not HR choosing between people and the business. It is HR helping the business recognise that people can only deliver their best when the organisation creates the conditions for them to succeed together.

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A Plea from the Front Lines of Recruitment: Why Employability Is a Leadership and Policy Issue

By: Mieke Janse van Rensburg, Head of HR | Africa Biomass Company



Since the start of 2026, I have been deeply immersed in the recruitment cycle at Africa Biomass Company. Recruiting nationally means reviewing thousands of applications from across South Africa—each one representing a person, a household, and the possibility of economic participation.

As Head of HR, I still personally review every CV that reaches our organisation. I work closely with departmental leaders to shortlist candidates, supported by a dedicated HR team that keeps the process moving efficiently. This proximity to recruitment gives me a clear, unfiltered view of where our systems succeed—and where they fail.

This article is not about the volume of work.

It is a plea for systemic change.

South Africa continues to face one of the highest unemployment rates globally, with women and young people disproportionately affected. As employers, we often speak about talent shortages, skills gaps, and pipeline challenges. Yet on the front lines of recruitment, a far more basic barrier presents itself: thousands of capable individuals are excluded from opportunity before the process even begins.

We routinely receive CVs with no name, no contact details, no structure, or almost no usable information. From a governance and compliance perspective, this makes fair assessment impossible. From a human perspective, it is devastating—because exclusion occurs not due to lack of potential, but lack of access to foundational employability skills.

Many evenings, I review applications late at night, fully aware that behind each document is someone actively seeking work—often supporting a family—waiting for a call that may never come. These are not failures of ambition. They are failures of policy alignment between education, employability, and economic participation.

As women in leadership, we are uniquely positioned to see this differently.

Women leaders tend to lead close to the human impact of policy decisions. We see how unemployment affects households, how financial strain disproportionately impacts women, and how a single employed family member can shift an entire family's trajectory. This perspective matters—and it must inform both organisational practice and national policy.

At Africa Biomass Company, we have responded by launching an internal employability initiative that extends beyond our workforce. We assist employees' children, spouses, and family members with drafting professional CVs and preparing for interviews. While simple in design, the outcomes have been significant

When another family member secures employment or contributes financially, the effect is immediate: improved household stability, reduced stress for our employees, and increased engagement at work. This is not charity—it is strategic, people-centred leadership. It also demonstrates how employers can play a meaningful role in strengthening the broader economic ecosystem.
However, employer-led initiatives alone are not enough.

I respectfully call on policymakers, education authorities, and curriculum designers to formally integrate employability fundamentals into the schooling system. Preparing a basic CV, understanding how to apply for work, and learning interview readiness should be treated as essential life skills—no different from financial literacy or digital competence.

From a policy perspective, this is a low-cost, high-impact intervention with the potential to reduce friction in the labour market and improve employment outcomes, particularly for women and youth.

To job seekers: the basics matter. Your name. Your contact details. Your skills or experience—even if limited. Sometimes, that is all it takes to open the first door.

And to my fellow women leaders and HR professionals: we have both the influence and the responsibility to act. Whether through internal programmes, partnerships with schools, or advocacy at policy level, our leadership can shape more inclusive pathways into work.

Employment changes lives.

Preparation enables participation.
And sustainable economic growth begins with access.
It truly takes a village—but it also takes leadership.

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You Can Get Bitten If Your Rules Are Unwritten

By: Ivam Israelstam, Chief Executive of Labour Law Management Consulting



Item 3(1) of Schedule 8 of the Labour Relations Act (LRA) read together with item 7 (b)(ii) of the same schedule requires that the employer makes its standards of conduct clear and available to employees. Where the employer is unable to prove that it has done so it is likely to lose a case of unfair dismissal at the CCMA, bargaining Council or Labour Court even where they prove that the employee was guilty of gross misconduct.

I have regularly warned employers about complacency in making sure that they can prove that their employees know their rules of conduct. This is most important, and not only for the legal reason outlined above. Where employees know that employers can prove the employees' knowledge of the rules, this provides a strong deterrent against the breaking of rules because employees can't use the ignorance excuse.

Therefore, codifying a clear, comprehensive and fair set of rules, inducting all employees into these rules and obtaining proof that the employees have received and understood them can often reduce incidents of misconduct. Failure to implement this is a recipe for workplace mayhem and the impetus for the employer's fall off the labour law tightrope.

In the matter of Academy Brushware (Pty) Ltd vs Joleen Geswent (Saflii 12 August 2026. Labour Court case number C524/2017) the employee was fired for gross insubordination and damaging the employer's reputation. She was found guilty of posting pictures on social media in direct defiance of her manager's instructions not to do so.

In the Labour Court the employer was neither proved that it had a rule relating to this offence nor that the employee's superior had instructed her not to post the picture. The Court therefore upheld the award of the CCMA commissioner in which it was found that the dismissal had been unfair.

The outcome of this case highlights the importance of training management in the creation and communication of the employer's rules and in the legal requirements for proving that dismissals are fair.

The innovative video series WALKING THE LABOUR LAW TIGHTROPE assists employers to provide their managers with very inexpensive training that allows the managers to achieve necessary knowhow at times suitable to their very busy schedules. Its 48 chapters, averaging 10 minutes in length each, can easily be watched at junctures when the manager has time. This greatly informative yet very engaging and practical video series provides crucial and user-friendly learning through the use of a stimulating, animated case study that runs throughout the 48-chapter series. Each chapter contains clear and important advice needed by workplace management on the basics of labour law over a very wide range of topics.

A further advantage is that the manager can, for a full year, easily go back to any of the 48 videos for purposes of refresher training or in order to access information on how to deal with a current workplace issue. This solves the problem of managers forgetting what they have learned.

This video series helps management to walk the shaky labour law tightrope and to run the workplace productively without falling into the labour law abyss.

To access our groundbreaking video series: WALKING THE NEW LABOUR LAW TIGHTROPE please go to www.labourlawvideos.co.za or contact Ivan on ivan@labourlawadvice.co.za

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Tread Carefully In Workplace Bullying Cases

By: Ivam Israelstam, Chief Executive of Labour Law Management Consulting



Those in power at a workplace are often treated favourably by employers. This type of power can derive from the seniority of officials, managers or directors, employees who are well connected to politicians or to senior executives, business owners that also work in the company and employees who have skills that are critical to the success of the enterprise.

While organisational policies should apply equally to all employees, too often, some are more equal than others. Such favouritism can even be afforded to skilled specialists who work with the enterprise but who are not employees. Where this licence to misbehave affects other employees the employer is obligated by law to act firmly against the perpetrator.

Although many employers are aware of their fairness obligations, they are deterred from acceding to them out for fear of losing the indispensable employee or expert.

Problematic behaviour by ‘royal game’ that affects others includes arriving for work late, taking time off without permission, misusing the organisation’s assets, giving orders to colleagues who do not report to them, using offensive language, sexual harassment, throwing tantrums and bullying their colleagues.

Employees who observe that their bosses know what they are doing when it comes to discipline and performance correction respect their bosses and seldom step out of line.

The matter of Louw v. Fourie NO and Another (Workplace Law Chambers 3074/2016) [2024] ZAFSHC 137) is a case in point. According to the report by Workplace Law Chambers, Louw, an operating theatre manager, was warned about a Dr. Grobler's aggressive behaviour, which she soon experienced firsthand. She endured verbal abuse, including profanities, insults, and obscenities in front of other staff members and the public. Despite her numerous complaints and requests for intervention, Netcare failed to act against Dr. Grobler.

The High Court found that Netcare had neglected its legal obligation to ensure a safe work environment, free from verbal abuse and intimidation. This failure led to Louw suffering from humiliation, degradation, and psychological harm, including post-traumatic stress disorder.

Louw claimed that she and other staff members were discouraged from filing complaints against the surgeon, whose behaviour was well-known, because he was a significant revenue generator for Netcare. The judge noted that Netcare's failure to act was motivated by financial interests, which warranted a punitive cost order against the company. The Court therefore ordered Netcare to pay Louw R300,000 in damages and partially cover her legal costs.

The costly result reinforces the need for all employers to ensure that its decision makers fully understand the extent of protection that ordinary employees are given by the law.



FACT SHEET OCTOBER/NOVEMBER 2026

Written By : ***Prof Ajay Jivan Head of Research and Assurance***

This Fact Sheet shares insights on how burnout in the evolving world of work. How the experience of stress is changing, including the effects of blurred boundaries and technology. It then considers how these developments inform the understanding of burnout and its core dimensions. Thereafter, it outlines reactive and proactive measures that HR practitioners can integrate into a more comprehensive organisational wellbeing approach.

Read more..

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Failure To Train Causes Tightrope Pain

By: Ivam Israelstam, Chief Executive of Labour Law Management Consulting



After South Africa's political transformation in the mid-90s the trade union movement spearheaded a comprehensive overhaul of our labour legislation. This move succeeded in ensuring that South Africa's labour legislation transformed into a very strong body of protection of employee rights.

Over the past 30 years the labour movement has succeeded in powerfully reinforcing the new legislation which is amongst the most employee-friendly set of prescripts in the world. This victory for labour poses a daunting challenge for employers that need to run productive businesses and that struggle to balance workplace productivity with legal compliance.

The very substantial changes that have occurred over the past 3 decades are not significant only because they represent the relentless tightening of labour law. The ongoing amendments also mean that employers have difficulty keeping up with frequent changes.

However, it is not only the statutes that have changed. Case law decisions often have the effect of changing the law. Management at all levels make daily decisions affecting the myriad of employee rights, but often fail to take our constantly changing, complex and restrictive labour statutes and court decisions in to account. A case in point is the Constitutional Court's decision to legalise the private use of dagga. This has had a profound and bedevilling effect on the control of use of this mind-altering drug at the workplace.

The state of our labour dispensation demands that people managers at all workplaces acquire constantly updated labour law expertise and the ability to balance legal compliance with workplace profitability.

While this means that labour law and employee relations training for managers is an operational necessity, employers find it difficult to source for their managers appropriate and affordable training that won't interrupt their very busy work schedules.

Another problem lies with the fact that senior and line managers at whom the training is targeted often have the attitude of, "let HR handle daily disciplinary problems, I'll just mess it up". It is therefore important that the training is offered in such a way that the line managers see it as a tool towards success, and that it is presented in a fresh and stimulating way geared towards facilitating the manager's effectiveness and status. Employees who observe that their bosses know what they are doing when it comes to discipline and performance correction respect their bosses and seldom step out of line.

Yet another problem is that, when line managers do attend IR or labour law training, they sometimes forget what they learned a week or two later. The training programme therefore needs to be designed professionally to ensure long term retention and effective carry over on to the job. Also, the learning material must always be easily available to managers whenever they need to refresh their memories.

It is crucially important to get the training right first time. A badly trained manager is worse than one who has no training at all. We have represented countless employers taken to the CCMA and bargaining councils because an undertrained manager mishandled a shop floor grievance or disciplinary matter and the employee was unfairly dismissed.



My name is is Dikeledi Botlhale Sehoole, and I am currently completing my Master of Commerce in Industrial Psychology at Stellenbosch University. My research explores the influences and experiences shaping HR practitioners' decision-making regarding the adoption and use of game-related assessments in employee selection. The study aims to better understand what motivates HR practitioners to use and adopt these assessments, as well as their experiences, whether positive, mixed, or challenging.

I am inviting HR practitioners who currently use game-related assessments for employee selection to participate in a 40–60-minute online interview. Your insights and experiences will contribute to a better understanding of the opportunities and considerations associated with using game-related assessments in HR and employee selection. If you are interested in participating in the study, please contact me at 27331792@sun.ac.za.

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CALL FOR RESEARCH PARTICIPANTS

Are you employed and currently undergoing ukuthwasa?

Researchers from the **University of South Africa (UNISA)** and **University of Johannesburg (UJ)** are conducting a study on the experiences of employees who are navigating *ukuthwasa* while remaining in formal employment within the last 5 years (2023-2027).

- Share your experiences
- Help inform fair workplace support
- Contribute to an HR accommodation framework
- Your voice can make a difference

WHAT WILL PARTICIPATION INVOLVE?

- A private, conversational interview (audio-recorded with your consent)
- Some participants may also be invited to provide short audio diary reflections
- Interviews may be conducted in your preferred language.

INTERESTED? CONTACT:

Dr Sizile Makola
Department of Business Management
University of South Africa

emakolzs@unisa.ac.za
Subject: Ukuthwasa Workplace Study

- Participation is voluntary and information shared will be kept confidential.
- Taking part in the research does not mean that your interview will automatically be made public.

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SABPP Increases Its Regional Footprint in the Western Cape

Dear members and stakeholders

The South African Board for People Practices (SABPP) continues to strengthen its national presence and member engagement through the expansion of its regional structures. SABPP has officially launched two additional regional committees in the Western Cape, increasing its regional footprint from 20 to 22 regions nationwide.

The new regions, Worcester and Garden Route (George), were successfully launched on 14 and 15 October 2026 respectively.

With these additions, the Western Cape now boasts three active SABPP regions:

- Cape Town
- Worcester
- Garden Route (George)

Worcester Regional Committee

At the inaugural Worcester Regional Committee elections, **Mr James January** was elected as Chairperson. He will be supported by two Deputy Chairpersons, **Mr Wesley Abrahams** and **Ms Shannon Makkemella .**

In addition, two other committee members were elected to serve on the regional committee.

Garden Route (George) Regional Committee

In the Garden Route region, **Mrs Nondumiso Nhleko** was elected as the inaugural Chairperson. She will be supported by two Deputy Chairpersons, **Ms Tyrese Grobbelaar** and **Mr Siyolo Puza.**

Six additional members were elected to serve on the committee, establishing a strong regional leadership team committed to advancing the people profession in the area.

Cape Town Regional Committee

The Cape Town region remains unchanged and continues under the leadership of **Dr Hein Brand,** who remains at the helm of the regional committee. He is supported by two Deputy Chairpersons, **Ms Shahieda Hendrick**s and **Ms Liande Coetzee**

Building Visibility and Value

The establishment of these two new regions demonstrates SABPP's ongoing commitment to increasing its visibility, accessibility and value to members and the broader HR community across South Africa.

SABPP calls upon members, non-members, HR professionals and people practitioners to actively participate in the region closest to them or most accessible to them. Regional involvement provides valuable opportunities for professional networking, knowledge sharing, continuous professional development and advancing the HR profession.

Individuals interested in joining or connecting with a regional committee are encouraged to contact Lindi Masina at **lindi@sabpp.co.za**.

SABPP Regional Network (22 Regions)

Gauteng
1. Tshwane
2. Vaal (People of the South)
3. Greater Johannesburg

KwaZulu- Natal
4. Pietermaritzburg
5. Durban

Mpumalanga
6. Highveld
7. Lowveld

North West
8. Mahikeng
9. Potchefstroom
10. Rustenburg

Limpopo
11. Polokwane
12. Tzaneen

Eastern Cape
13. Mthatha
14. East London
15. Gqeberha (Port Elizabeth)

Free State
16. Bloemfontein
17. Welkom

Northern Cape
18. Kimberley
19. Kathu

Western Cape
20. Cape Town
21. Worcester
22. George (Garden Route)

SABPP continues to grow from strength to strength, bringing the people profession closer to communities across South Africa through a strong network of regional structures focused on professional excellence, visibility and value

SABPP Greetings



Xolani Mawande I MHRP
CEO I SA Board For People Practices

Cape Town Region Leadership



Shahieda Hendricks I Dr Hein brand I Liande Coetzee

Worcester Leadership



Ms Shannon Makkemella I Mr James January I Mr Wesley Abrahams

Garden Route (George) Leadership



Mrs Nondumiso Nhleko I Mr Siyolo Puza I Ms Tyrese Grobbelaar

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University Accreditations

SABPP has continued to strengthen its commitment to quality assurance and excellence in Human Resource Management through its accreditation of the Cape Peninsula University of Technology (CPUT) and MANCOSA. These accreditations recognise the importance of maintaining high standards in HR education and professional development, ensuring that academic programmes align with industry requirements and contribute to developing competent, skilled, and future-ready HR professionals.

Cape Peninsula University of Technology
creating futures

MANCOSA
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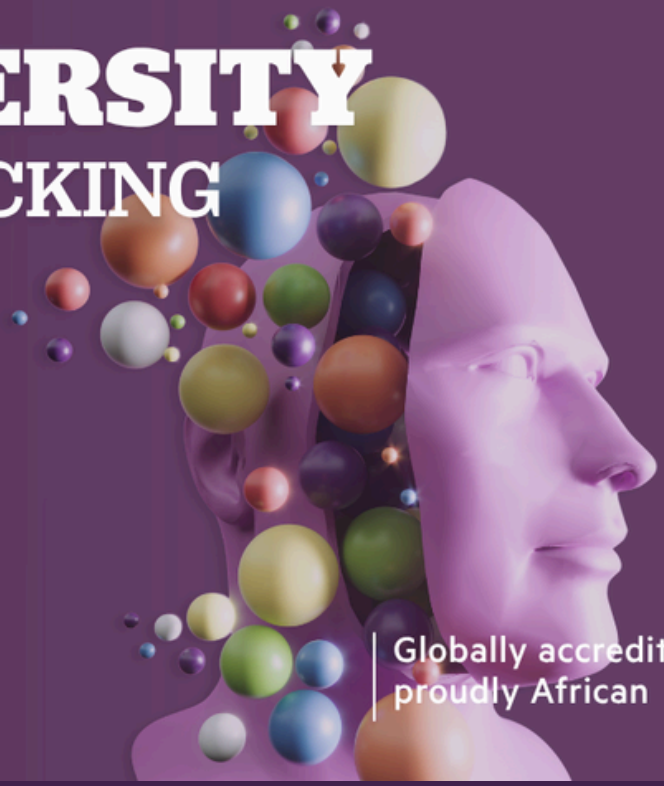
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