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SA BOARD FOR
PEOPLE PRACTICES
Setting HR standards

THE OFFICIAL COMMUNICATION FOR ALL HR PROFESSIONALS

HR VOICE

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Upskilling

HR Professionals in HR Auditing

1 PERSON
VOTE
DAY
ARTICLE



#YouthMonth



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BOARD DESK

1 PERSON VOTE DAY ARTICLE

As we approach the middle of the year now that the month of June has arrived, we are reminded of how things are changing. The South African winter has arrived and we are beginning to feel the cold, especially during the night. The change in season is always a good time to reflect on your life, your career, your achievements and the challenges you are facing. It is also a good time to consider how much progress you have made during the first half of the year and whether you are indeed half way in achieving your goals for 2017.

June is also the time for the SABPP Annual General Meeting (AGM) to be held on 22 June. This is your opportunity to engage with the SABPP Board, its committees, management, staff and other members and we table the 2016 annual report for your inputs. Please join us for this special occasion as we celebrate last year's achievements and plan to convert our challenges to opportunities for improvement. Moreover, we really need your inputs in helping us to improve our service to you as our valuable members. At the end, you are the "owners" of SABPP. This year's AGM will be a special event, especially in light of the fact that we will for the first time have an international guest speaker, Rajesh Kamath, President of More than HR Global from India. Please book your seat on executiveoffice@sabpp.co.za Attendance is free. The AGM is your event, and we therefore invite you to join us for this special annual meeting of SABPP members. This is our one person-one vote event, where you will be able to cast your vote in deciding on the future of SABPP. While we will discuss our challenges and opportunities, the AGM is also a moment of

celebration of all our achievements such as the record of 1067 new members who joined SABPP in 2016. We would like to personally meet you as our existing and new members at the AGM to further discuss your needs as we continue on the journey to build the HR profession with a strong professional body meeting and exceeding member needs.

While May was Workers' Month in South Africa, June is Youth Month. We would like to encourage HR Managers to be change agents of youth empowerment inside and outside the work environment. Let us empower the youth as part of our HR strategies and plans. Let us provide internships and other youth development programmes to our youth as the future leaders of our organisations. Already the SABPP learning providers are fantastic change agents in youth development. Last month we engaged with all our learning providers, as well as several universities as we launched student chapters all over the country. Welcome to the North-West University Mafikeng and Potchefstroom Campuses where more than 100 students have now been registered as SABPP student members. Also, welcome to the students of Cape Peninsula University of Technology (CPUT) for being the first university in the Western Cape with a fully-fledged student chapter. To build on this achievement, CPUT has now also been accredited by SABPP in terms of meeting our standards as a professional body. Congratulations to the Head of Department, Liiza Gie and her team with this milestone. This means that graduates from CPUT can now register as HR Professionals with SABPP and also become eligible as Ex-Officio Commis-

sioners of Oaths in accordance with the Justices of Peace and Commissioners of Oaths Act.

This month we also celebrate our new record of articles published – exactly one article per day. While HR Voice typically features five articles, we have published more than 20 articles for you throughout the month via the publications Talent Talks and HR Today. Thank you to our Head of Knowledge and Innovation, Lathasha Subban for driving the daily production of articles. This is also an opportunity for you to contribute with an article or story about your work or wisdom. Now that our Internet presence has grown so significantly, thanks to a special drive by our Head of HR Audit, Annetjie Moore and Digital Business Consultant, Jaco du Plessis, we are proud of our increased presence on social media and the Internet. You can even access our public presentations. Just google SABPP Slides on Slideshare and you can download all our slides. In fact, our daily articles are all distributed via blogs, social media and the Internet. We would like to challenge you to google the following SABPP key words to observe our visibility on the Internet:

Google these SABPP terms and see how we have grown the SABPP Internet footprint:

SABPP, HR Standards, HR Audits, HR Metrics, HR competencies, HR profession, HR professional, HR quality assurance, HR accreditation, HR candidateship, HR Commissioners of Oaths, HR ethics, HR Governance, HR Voice, Labour Market Scenarios, HR articles, SABPP slides on Slideshare.



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On behalf of the SABPP Board Exco, we thank you all for your patience during the time of the office move and the subsequent problem with our telephone lines. We look forward to keep on engaging with you from our new office and/or at the SABPP AGM on 22 June. See you there! To those of you who cannot make it to the AGM due to distance or other commitments, please follow the live action on twitter @SABPP1. The Annual Report will also be released via twitter, facebook and linked-in on 22 June at 12:00.

In conclusion, you are one person with one vote at the AGM. You get one article a day from SABPP. Influence the life of at least one youth this month. We are one as a community of HR professionals, our number one goal is to deliver the highest level of professional practice in meeting the needs of our stakeholders.

SABPP greetings

Marius Meyer
CEO: SABPP

Follow **Marius** on Twitter @MariusSABPP

Siphiwe Moyo
Chairperson

Follow **Siphiwe** on Twitter @SiphiweMoyo

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FEATURED



Youth day 2017

There is profound sense of hope when we engage with young individuals who are in a constant mode of development and opportunity seeking. They are energised with confidence and boldness in their abilities and are looking forward to making their mark in the world. From school to tertiary or working youth, there is the resonance that South Africa will breathe opportunity for them and they are willing to persevere during a turbulent economy. An economy that is struggling to provide the opportunity to meet the optimism of the youth.

Again, the question beckons, do we still remember why we celebrate Youth Day in South Africa? Have we transformed our nation with opportunities that develop and employ youth? Are we creating opportunities and recognising talent in the youth today? Remember the reason we celebrate Youth Day and why as HR professionals we play the biggest role in developing, upskilling and creating opportunity for young talent today.

"It is a day violently etched on the South African collective conscience. Commemorated over 30 years later as Youth Day, an official holiday, it is the day that honours the deaths of hundreds of Soweto school children, a day that changed the course of the country's history: 16 June 1976."

<http://www.southafrica.info/about/history/soweto-150606.htm#.V1SINo90Lug#ixzz4B6dBZ311>

At the present moment, there are some bleak challenges that create many obstacles in youth development in South Africa. According to UNFPA South Africa, the situational analysis that impacts youth development and opportunity are as follows:

- Overall 42 per cent of young people are between the ages of 14 and 35 and the gender difference is not substantial. Over two thirds of the young population (69.3 per cent) reside in four provinces (EC, KZN, Gauteng and Limpopo). Young people in South Africa are highly technological with 88.1 per cent of those aged 15-34 living in dwellings with access to landline, cellular phone or internet access. Taking note of these improvements, South African youth still face significant challenges such as high unemployment rates, high HIV infection rates and an increase in youth headed households for the ages 15-24.
- Secondary school Gross Enrolment (GER) is high at over 90 per cent. However, 2 million young people aged between 19-24 years are neither employed nor in an educational institution. This is significant because completing secondary schooling is shown to have a protective effect against HIV, especially for young girls. In addition, men

and women with tertiary education are significantly less likely to be HIV-positive than those without tertiary education. Unemployment has been named as one of the biggest problems in South Africa.

- HIV prevalence is twice as high amongst young women as amongst young men between the ages of 15 and 24 years and females are four times more likely to have HIV than males of the same age. On average, young women become HIV-positive about five years earlier than males. The 2009 HIV prevalence in the adult population (aged 15–49) was estimated to be 17.8 per cent. Young people in South Africa also encounter high levels of gender based violence. They also face barriers in accessing HIV prevention, treatment, care and support services due to limited decision-making power, lack of control over financial resources, restricted mobility, and care responsibilities.
- Teenage fertility is reported to be on the decline although these estimates are still high. Stats SA Community Survey (2007) reflects that teenage fertility has declined by 10 per cent between 1996 (78 per 1000); 2001 (65 per 1000) and (54 per 1000) in 2007. The South African Youth Context report released in 2011 asserts that 9.5 per cent male and 6 per cent female high school learners reported ever having had an abortion or a partner who had had an abortion. Only 48 per cent of these learners reported using legal health services.
- Reliable data on youth with disabilities remains a challenge. Based on the available data, persons with disabilities comprise 3 per cent of the population aged between 10 and 19. For the ages 20-29 and 30-39 this figure is 3.5 per cent and 4.19% per cent respectively.

See more at: <http://southafrica.unfpa.org/topics/young-people-1#sthash.R3x4zk18.dpuf>

To add to the challenges is the high unemployment of 26.5%, and since “South Africa’s population is largely made up of young people; those who are below the age of 35 years constitute about 66% per cent of the total population. With over 54 million South Africans, 18.5 per cent are between the ages 10-19” ; the employment opportunities are low. This spirals into many other challenges like living conditions, access and affordability to basic living; education, health and basic human rights access.

The impending drive for youth to be a part of economic participation and social cohesion, is still high however challenged by the circumstances.



As wisely envisioned by our great leader, the late Nelson Mandela, "Young people are capable, when aroused, of bringing down the towers of oppression and raising the banners of freedom." With these words there is definitely light at the end of the tunnel, and it starts with HR recognising and identifying the talent and the need to grow talent today for tomorrow. As HR professionals, our ability to create pipelines and pools of talent for business is the light leading us through the dark tunnel. Here are a few tips that will guide the HR portfolio in leading the youth development today:

- Ensure that your recruitment process identifies talent that grows and sustains your business.
- Utilise your graduate programmes to groom, develop and upskill youth of today.
- Provide equal opportunity and BBEEE policies that uplift the nation and your company.
- Develop leaders that are willing to mentor and coach youth of today.
- Create a leadership pipeline or ladder through set criteria and standards, that drive succession and develops strong, ethical and innovative leaders.
- Influence the company objectives to align to that of the country objectives, that drive youth and educational opportunities.
- Be transformative and innovative in creating and sourcing your young talent.
- Invest in your young talent, and surround them with opportunities to grow.
- Drive education, support it and sponsor it where possible.
- Listen to the voice and ideas of the youth, and help them reach out to their communities and create citizenry.
- Start....now!

The SABPP has prioritised youth development, and is excited about the future of the youth in the HR profession. The SABPP realises that in order to develop the future HR talent pool we need to give recognition to our youth; those young men and women who have committed themselves to the Human Resources field. SABPP has thus taken the important role of ensuring that tertiary students are fully prepared for the working environment in the HR field. Students have the opportunity to join the SABPP, and kick start their career by networking with both students from other universities as well as our growing number of HR professionals. These networking opportunities provide students with the insight they need in order to plan for their future and set goals.



SABPP Student Chapter at Vaal University of Technology, source: <http://sabpp.co.za/sabpp-student-chapter/>

Even though South African youth face many challenges, they still exude hope. As in the wise words of our interns and graduates at the SABPP, who have this to share to youth today:

“Stay focused, don’t do drugs”. It’s easy to throw in the towel. Don’t procrastinate, do the important things now. Be patient and work with your opportunities, and develop yourselves.” Andile Ngubane, SABPP Marketing Intern.

“Don’t give up on your dreams and aspirations. It’s easy to get despondent just don’t give up. Develop yourselves and use your skills well.” Ceanne Schultz, SABPP Marketing Officer.

“I think we need to change the way we live, focus more on making dreams a reality, and grab every opportunity you get and make the most of it.” Lerato Tshewule SABPP HR Intern.



SABPP’s young talent: Ceanne Schultz; Andile Ngubane and Lerato Tshewule

The youth of today will always be the leaders of tomorrow, and we need to support their development and encourage their ability to improve South Africa. In the midst of the numerous challenges we face as a nation, our young leaders may have the solution and the tenacity to bring it to fruition. Today’s leaders are the inspiration for our youth and we need to take responsibility in how we lead and set examples. The country needs leaders of tomorrow to uplift our nation. We need to be resilient and uphold our constitutional values. We need leaders with eyes that see the nation and its diverse people; a mind that thinks of equal opportunity for their fellow citizens, and a heart that beats for one nation to resonate in one rhythm. That we can find in our youth of today.

This article was written by Lathasha Subban, Head: Knowledge and Innovation of the SA Board for People Practices (SABPP). For more information, you can follow SABPP on twitter @SABPP1 or visit their website on www.sabpp.co.za

HR STANDARDS



Equal Pay for Work *of Equal Value*

Dr. Shamila Singh

The aim of the income differential statement (EEA4) is to address the apartheid wage gap, which is the notion that the structure of wages in South Africa is skewed because of apartheid. Specifically, the ratio of the highest paid to the lowest paid is estimated at a multiple of over 40, which is very high in comparison with other countries.

The principle of equal pay for work of equal value is geared towards eliminating a particular form of workplace discrimination: differentiation in pay on the basis of a ground listed

in section 6(1) of the Employment Equity Act, 1998 (the Act) or any other impermissible arbitrary ground.

Section 6(1) prohibits unfair discrimination in any "employment policy or practice"

- recruitment procedures, advertising and selection criteria;
- appointments and the appointment process;
- job classification and grading;
- remuneration, employment benefits, and terms and con-

- ditions;
- the working environment and facilities;
- training and development;
- performance evaluation systems;
- promotion;
- transfer;
- demotion;
- disciplinary measures other than dismissal;
- dismissal.
- 6(4): Not only “remuneration”

In order to assess whether an employer contravenes section 6(4) of the Employment Equity Act it must first be established that the work is the same or similar or of equal value.

- Is the same as the work of another employee of the same employer, if their work is identical or interchangeable.
- Is substantially the same as the work of another employee, if the work performed by the employees is sufficiently similar that they can reasonably be considered to be performing the same job, even if their work is not identical or interchangeable;
- Is of the same value as the work of another employee in a different job, if their respective occupations are accorded the same value to the DEA or its entities in accordance with regulations 3 to 5.

Best practice indicates that the four criteria should form part of every job evaluation. These four criteria are generally regarded as being sufficient for evaluating all the tasks performed in an organisation, regardless of the economic sector in which the enterprise operates. The weighting attached to each of these factors may vary depending on the sector, employer and the job concerned. These factors do not constitute any particular preference in respect of weighting allocation. According to the code of good practice on equal pay remuneration for work of equal value (2015) criteria is provided to evaluate jobs:

- The responsibility demanded of the work, including responsibility for people, finances and material. This includes tasks that have an impact on who is accountable for delivery organisation’s goals, for example, its profitability, financial soundness, market coverage and the health and safety of its clients.
- The skills, qualifications, including prior learning and experience required to perform the work, whether formal or informal. This includes knowledge and skills which are required for a job. Qualifications and skills can be acquired in various ways including academic or vocational training certified by a diploma, paid work experience in the labour market, formal and informal training in the workplace and volunteer work.
- Physical, mental and emotional effort required to perform the work. This refers to the difficulty related to and the fatigue and tension caused by performing job tasks. It is important not to only consider physical efforts but also take mental and psychological effort into consideration.
- The assessment of working conditions may include an assessment of the physical environment, psychological

conditions, time when and geographic location where the work is performed. For example, one may consider factors such as noise levels and frequent interruptions for office jobs as conditions of work.

Equal Value

- Criteria for assessing the comparative value/worth of jobs:
 - Responsibility
 - People
 - Finances
 - Materials
- Skills, qualifications, prior learning required to perform the work
- Effort
 - Physical
 - Mental
- Work context, i.e. conditions under which the work is performed
 - Physical environment (e.g. underground vs on surface)
 - Psychological conditions
 - Time when (night work vs normal day work)
 - Place where (geographic location)

Factors that justify differentiation in pay

- the individuals’ respective seniority or length of service
- the individuals’ respective qualifications, ability, competence or potential above the minimum acceptable levels required for the performance of the job
- the individuals’ respective performance, quantity or quality of work, provided that the employees are equally subject to the evaluation system and that the performance evaluation system is consistently applied
- where an employee is demoted as a result of organisational restructuring or as a result of any other legitimate reason without a reduction in pay and fixing the employee’s salary at this level until the remuneration of employees in the same job category reaches this level
- where an individual is employed temporarily in a position for purposes of gaining experience or training and as a result receives different remuneration or enjoys different terms and conditions of employment
- the existence of a shortage of relevant skill, or the market value in a particular job classification
- any other factor that is not unfairly discriminatory in terms of section 6(1).

If a disparity in remuneration is based on a ground listed in section 6(1) or any impermissible arbitrary ground and there is no justification for such disparity, they could be at risk of a finding of unfair discrimination.

Calculation for EEA4

It requires that the total remuneration be calculated against the total number of employees per race and gender in each occupational level and category as defined. Where disparities do exist, explanations need to be given per category and/or level. The calculation of remuneration must include twelve months

of a financial year (the so-called reference period) that is in line with the period covered by the EEA2 reporting form that is also submitted to the Department on progress made with the achievement of equity objectives and numerical goals.

According to the explanatory note issued the following must be included and excluded in employees' remuneration for calculation purposes.

INCLUDED	EXCLUDED
<ul style="list-style-type: none"> • Salaries and fees paid to directors; • Salary payments made to directors, executives and managers; • Payments for all types of leave which relate to the reference period; • Commissions paid; • Employer's contribution to pension, provident, medical aid, sick pay and other funds (e.g. UIF and CC); • Payments for piece-work, incentive or profit sharing schemes; • Fringe benefits paid in cash such as housing, mortgage and rent subsidies and transport allowance (e.g. monthly petrol allowance); • Allowances and penalty payments relating to ordinary time hours; • Performance and other bonuses; • Value of any salary sacrificed. 	<ul style="list-style-type: none"> • Payments to independent contractors; • Imputed value of fringe benefits; • Fringe benefits tax; • Reimbursement for expenses e.g. travel, entertainment, meals and other expenses; • Amounts paid from abroad to employees based in SA e.g. embassy employees; • Severance, terminations and redundancy payments; • Overtime pay; • Payments which do not relate to the reference period.

Recurring direct costs, such as leave, and recurrent contributions, such as those to the unemployment insurance and skills development funds, are interestingly included in the calculation. These costs have been estimated at around 12 percent of the basic wage.

A Difference

- What percentage difference would amount to discrimination?
 - 1%
 - 15%
 - 30%

- While a small difference might cause employees not to sue, s6(4) does not prescribe that in order to be actionable, the difference must be "significant" or "material".
- Any "difference" may therefore be the basis of a claim.

Remedies

In such circumstances, the Labour Court has wide ranging powers as regards the relief it might order, including that the employer must:

- eliminate the unfair discrimination;
- pay damages and/or compensation to the employee;
- pay the relevant employees at the same level;
- take steps to prevent the same unfair discrimination or a similar practice occurring in the future in respect of other employees

The Equal Pay for Equal Value of Work requires that organisations develop reward and recognition strategies to ensure that employees receive fair and ethical reward and recognition. The 7th element of the National Human Resource Standards Systems Model (NHRSSM) provide a framework for developing the reward and recognition system. SABPP also developed a practice standard on salary benchmarking to use as a guideline for the purpose of comparing salary, benefit and recognition systems against the market. Lastly, organisations will be required to revisit the basis on which jobs are evaluated and have better control of the process for evaluating jobs.

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SABPP Head: HR Standards



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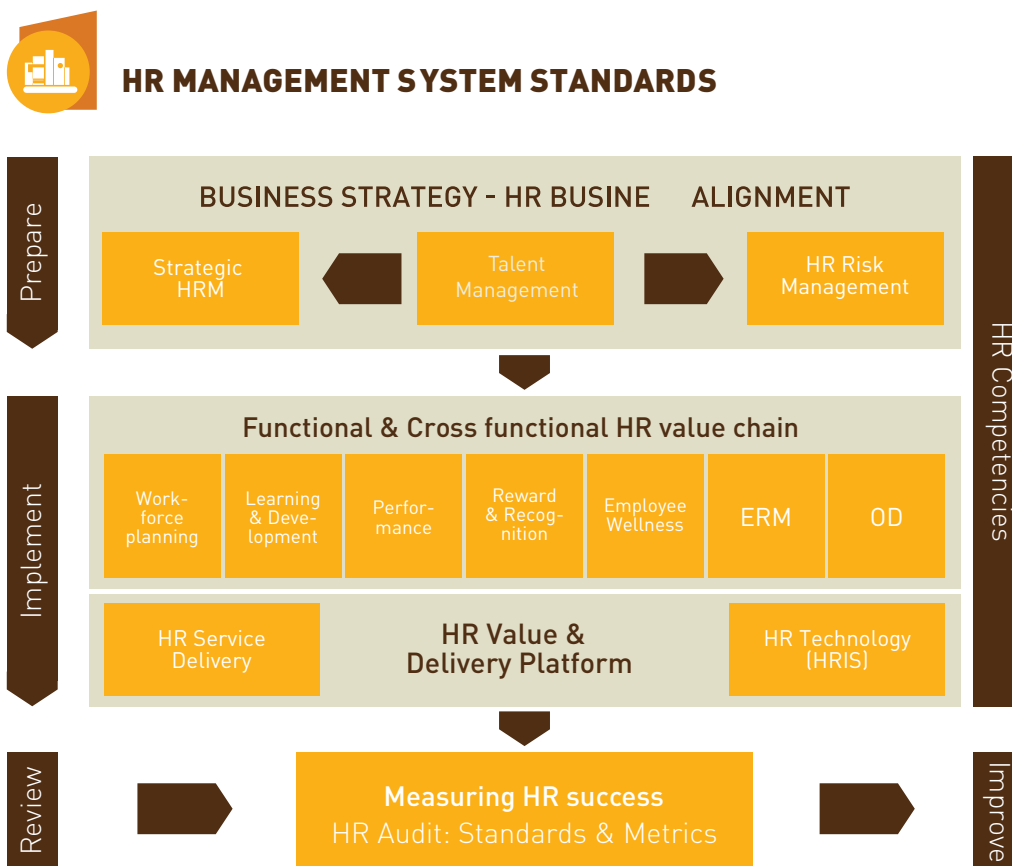
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HR AUDIT

Upskilling HR Professionals in HR Auditing

(HR) Strategy without tactics is the slowest route to victory. (HR) Tactics without strategy is the noise before defeat.” – Sun Tzū

Around 2013 SABPP launched the 13 HRM Standards, which was the first globally. These standards encompass both the strategic and operational aspects of HR



International Standards models are always based around the approach of Plan – Do – Check – Act. The SABPP HRMSS is also built on this approach and therefore dovetails with an organisation's ISO initiatives.

The SABPP HRMSS affirms that the overall performance of any management system and its processes ultimately depends on the involvement of competent people and whether they are properly introduced and integrated into the organisation. The involvement of people is important to an organisation's management system to achieve outcomes which are consistent and aligned with their strategies and values.

It takes a process-based approach and describes actions, results and plans for people involvement and competence. If these are monitored, measured and analysed, this produces results which enable senior management to make decisions for improvement, thus leading to enhanced levels of organisational objective achievement and customer satisfaction.

As the HRM System Standards are implemented in the workplace with the focus on continuous improvement of the HRM system, SABPP applies the principle 'what you cannot measure, you cannot manage/improve'.

In 2014, the HR Audit unit was born. Many HR Auditors were trained to perform the first audits against the HRM Standards at pioneering companies. As the process matured, international interest was sparked in this leading-edge process, which was also the first of its kind in the world.

Therefore, it is understandable that HR Professionals want to be trained as HR Auditors. As in-depth HR competencies are required to qualify to become a SABPP HR Auditor, SABPP developed a program to assist passionate HR professionals to upskill and ensure continuous improvement in line with personal Continuous Professional Development (CPD) and improve the companies' implementation of the HRM Standards. This ensures continuous improvement of the HRM systems and processes aligned with business objectives.

The learnings from the HR Auditing are:

- HR Auditing training to identify potential gaps in HR processes in your business
- The importance of alignment of the HR Strategy with Business Strategy
- Governance & HR Risk Management
- Value of an Employment Value Proposition (EVP)
- Integration of HR Value Chain
- Continuous Improvement
- HR Capacity Building
- Preparation for external SABPP HR Audit
- Obtain 14 CPD points

Some anonymous feedback from a recent HR Auditing training session:

- *"Enjoyed the theory and the example of an HR Audit report was insightful"*
- *"Mature conversations took place around day to day challenges in HR and audit space"*
- *"Good idea to get full HR teams equipped at the same time to further the HR internal audits"*
- *"It provides a practical framework and formulates a do-able plan to identify gaps in HR processes & systems for improvement"*

How to become part of this exciting journey?

- Attend a SABPP Standards information day which will include the comprehensive file containing the Standard, all 13 elements and 13 Application Standards as well as the detailed HR Competency Model.
- Undertake an in-house gap analysis using the thirteen elements of the standard as the baseline. If you require assistance with this, the SABPP can refer you to an accredited consultant.
- Design an organisation implementation or improvement plan for continuous improvement of the HR management system set against the thirteen elements of the SABPP HRMSS.
- Implement the plan – Engage senior management in the process and communicate to all stakeholders the plan objectives and timeline.
- Review, preferably by a review team brought together from Line and HR. Record recommendations for improvement and implement.
- Certify your HRM system against the SABPP HRMSS through an external HR audit.

For further information please visit our www.sabpp/events

Author: Annetjie Moore
SABPP Head: HR Audit



INNOVATION

IN THE WORKPLACE:

HOW TO HARNESS IT



By: Nicole Fallon, Business Daily News
Managing Editor

It's difficult to find an organisation today that would openly reject innovation. This buzzword has become the mantra of every company seeking to provide the latest and greatest solutions to its industry's problems. But if a company hopes to produce a steady flow of new and creative ideas, it must first realize that innovation is more complex than forging ahead with the first decent suggestion that comes along.

"Innovation requires continual evolution," said Scott Jewett, CEO and founder of research and development solutions provider Element-Y. "An innovative company can have an advantage in the marketplace, but it must also balance the investment and cost with the potential outcome. The problem is that most companies focus on building an innovative infrastructure rather than on teaching their team a structured way of thinking that delivers great results."

An innovative workplace requires a leader who can provide the right combination of people, processes and focus. Leadership experts offered their tips for finding and harnessing innovation in any company or industry. [How to Cultivate Innovation in Real Time]

Hire the right people

All leaders strive to bring the best talent into their organisations, but hiring employees for their innovative abilities can be a particularly challenging task. The key is to recognize personality traits in candidates that correlate with innovation, said Rod Pyle, author of "Innovation the NASA Way" (McGraw-Hill, 2014).

"Finding individuals who embody the characteristics needed for true innovation — imagination, inspiration, knowledge, boldness, persistence and, occasionally, a contrarian mindset — has become essential," Pyle told Business News Daily. "Innovation is rarely easy, and these traits provide the tenacity to excel."

Seeking diverse candidates who are aligned with a common mission is also extremely important in fostering an innovative environment.

"An organization's mission, clearly defined and articulated, supports the inspiration that precedes innovation and invention," Pyle said. "As NASA and other organizations have learned, diversity in hiring provides different viewpoints that, when combined with other cultural backgrounds, can provide a rich basis for this innovative thinking."

Have a structured thought process for innovation

A common misconception is that structure is the enemy of creative thinking. Jewett disagreed, noting that only through a structured thought process can you measure tangible results. He outlined four concrete steps to the innovative process: Define the essence of the problem; embrace constraints; generate, quick-test and select ideas; and execute.

"You must do steps 1 and 2 before you start having idea fun in step 3," Jewett said. "Step 3 is iterative, and only when you emerge victorious from step 3 do you move on to execution. Most companies merely set an innovation intention and fund

the process. Teaching their natural innovators this simple, structured process can help yield great innovation returns, and often transform the competitive landscape.”

Following these four steps can help companies break away from the incorrect notion that there are “no bad ideas.”

“It’s cliché for a manager to kick off ideation sessions with this statement,” Jewett said. “A \$5 million solution to a \$2 million problem? Bad idea. [A structured] innovation process allows for ideas to come from a context of the essence of the problem or need while still embracing the constraints. This way, resources aren’t wasted on ideas that don’t make sense. Quick-test ideas early to select and invest only in good ones.” Remain focused on the big picture.

With any long-term business goal, it’s easy to get bogged down by day-to-day tasks and lose sight of the bigger picture. In the case of innovation, it’s even more important that leaders learn to stay focused on this continuing goal and encourage their team to do the same.

“Leaders need to break the routine,” said Jim Welch, chief product officer of workforce management solutions provider Kronos. “At Kronos, we hold quarterly innovation days, where employees get together and think about new ideas and solutions for our customers. These days serve as a reminder that innovation should be happening every day, and it gives employees a refreshed perspective of their work.”

Welch reminded leaders that when they achieve a goal, it’s not the time to slow down or slack off. Continue to focus on customer-driven needs and solutions to ensure that the innovative process doesn’t wane, he said.

“Companies may become complacent once they meet strategic and financial goals,” Welch said. “Never underestimate your competitors, big or small, and always be thinking about how to leverage the latest technologies for your solutions.” Above all, leaders need to be sure that their workplace is one in which innovation can flourish and thrive.

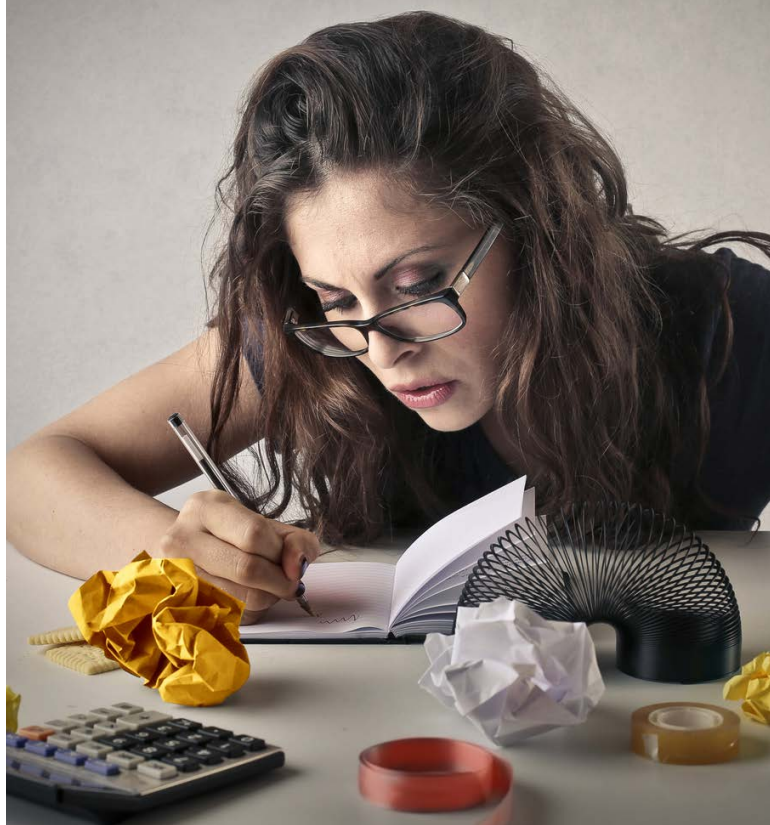
“Your organisation needs to provide an environment in which innovation can prosper,” Pyle said. “Give [employees] a stake in the process of realizing the innovation — a sense of ownership. Give them the ability to take an idea or inspiration through to the finish, or as close to that as the individual can reach.”

Originally published on Business News Daily.

- See more at: <http://www.businessnewsdaily.com/6535-workplace-innovation.html#sthash.lwTHBqtb.dpuf>

<http://www.businessnewsdaily.com/6535-workplace-innovation.html>

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INDUSTRY NEWS

PENSION LAW IS HR BUSINESS IN CASES – (part I)

Introduction

Following upon on our previous series titled Pension Law is HR Business, we are now starting off on a new series which is in effect the next level of detail from the previous one. For continuity, we shall christen this one Pension Law is HR Business in Cases. As the name suggests, we shall be looking at pension law through the cases. While I was still mulling over the multitudes of pension law cases for an appropriate case to commence the series with, an unexpected opportunity presented itself in the form of a newspaper article on the current topical issue.

The strange case

This is an extract from an article which appeared in the Businessday online newspaper on 17 May 2017 (full article at <https://www.businesslive.co.za/bd/companies/energy/2017-05-17-molefe-payou>):

“There was also murkiness around the legality of the pension payment as the fund’s rules state that to qualify for early retirement, a person must be at least 55 years old — Molefe is 50. The employer also has to undertake to make good the contributions to the fund that the employee would have made had he or she remained until retirement age.

After numerous inquiries, Luthuli responded on Tuesday evening, arguing that Molefe’s case was, in fact, dealt with as a retrenchment.

He said under rule 28 of the fund, which deals with retrenchment, and rule 21, which deals with early retirement, the “rules provide for a member to retire from the age of 50 provided the employer makes a special payment to the EPPF in order to compensate the EPPF for the cost related to the early retirement”.

However, rule 28 specifies in what instances a person would be entitled to retirement even though they had not reached re-

tirement age.

These included being retired from service due to a reduction or reorganisation of staff, or due to the abolition of the incumbent’s post, or to make efficiency improvements.

Luthuli did not explain in his statement how Molefe, who voluntarily resigned, saying he wanted to clear his name of corruption allegations, would qualify for retrenchment.”

This story concerns to the unfolding events at the state power utility company, Eskom Ltd (Eskom), where the Chief Executive Officer had resigned in controversy, after occupying the position for a period of 18 months, following a finding by the Public Protector that he may have been involved in graft relating to state capture. Subsequent to that, the Eskom Board submitted to the Minister of Public Enterprise, the state shareholder representative, its proposal to pay R30 million for what it termed a “pension payout”. The minister rejected the proposal. Subsequent to the minister’s refusal, the Board decided to reappoint the former CEO to his previous position, a few months after he left the position in disgrace. As I write, the debate regarding what pension was payable to the former CEO and now the current CEO, has become academic as he is now an employee (for our narrative we shall refer to him as the former CEO as pensions by their nature are paid to former members).

We shall leave the rest of this sorry saga to the media and the politicians, what I want us to focus on are the pension issues that came out this misadventure. In particular, what triggers a pension payment and who decides what is payable. The trigger event for a pension payout from an occupational fund is that the pension fund member must leave the employment of the contributing employer. It, therefore, falls upon the employer to inform the fund by way of a withdrawal claim form, that the member’s employment has been terminated and the reason thereof. The reason for the termination of employment is a crucial item of the notice and this reason must be objectively verifiable as it determines the type of benefit that a member

is entitled to. I emphasise the objectiveness of the reason, in that, it is not enough for either the employer or the member to inform the fund that the reason of termination was a retrenchment whereas the facts indicate that it was a resignation (see *Nothnagel v MISA Pension Fund and Another* [2001] 12 BPLR 2845 (PFA)). Thus, the fund is not bound to accept the reason stated if the facts indicate otherwise. Coming back to the Eskom case, it was, therefore, important for the fund to know, whether the former CEO had resigned, was retrenched or went on early retirement. This is not only important for the fund to know, but also for it to be able to correctly apply for the exiting member's tax directive from the South African Revenue Services (SARS) for the correct tax to be levied on the benefit. All things being equal, it should, therefore, have been fairly straight forward for the pension fund official who responded to the journalist's enquiry regarding what benefit was due to the former CEO. All he had to do was look at the withdrawal claim form submitted by the employer on behalf of the member for the reason of the exit, for example, a resignation and respond that a resignation benefit is payable in terms of the resignation rule. Of course, in this case, it appears that not all things are equal as three types of benefits were being mentioned in the same breath, that is, early retirement, retrenchment and resignation. I took the liberty of looking at the rules of the Eskom Pension and Provident Fund (Eskom Fund), in particular, rules 24, 28 and 30 which deal with early retirement, retrenchment and resignation, respectively. In brief, they respectively provide as follows:

"Early Retirement

Notwithstanding the provisions of rule 23, a member may retire from service after attaining the age of 55 years ..."

and "Retrenchment

[I]f a member who has not attained the pensionable age is retired from the service owing to reduction in a reorganisation of staff, or the abolition of his office or post, or in order to facilitate improvements in efficiency or organisation or retrenchment generally..."

and "Resignation

[I]f a member resigns voluntarily from service before attaining the pensionable age, or leaves the service for any reason other than those detailed elsewhere on this rules ..."

The response provided to the journalist by the pension fund official appears to suggest that, regardless of the reason for the termination, the fund has an option as to which rule to apply in the payment of the benefit. However, a closer look at the above rules reveals that only one rule is applicable. As the article states, the former CEO is 50 years old, therefore he automatically does not qualify for an early retirement due to age. If the reason that the former CEO gave at the public press conference announcing his departure is to be believed, that he has resigned, he does not meet any of the conditions stated in the retrenchment rule and it equally does not apply to him. Therefore, the only rule applicable to him is the resignation rule.

The application of rules is not optional as the rule must follow the reason of termination. If it was optional for the fund to choose a rule to apply in a particular case, no one (including the courts) would be able to objectively determine whether a fund member's benefit was correctly paid or not.

As we discussed in our previous series, there are basically two types of pension funds based on the nature of benefits payable by a fund. These are defined benefit funds and defined contribution funds. In the former, the benefit is paid in terms of a formula irrespective of the level of contribution, whereas, in the latter fund, the benefit is paid in terms of the contributions received and the returns on the investments. In this respect, the Eskom Fund is a strange animal, in that, it is a hybrid combining aspects of a defined contribution fund with those of a defined benefit fund. Regardless, the benefit that the member is entitled to is still going to be specified in the rules. That is, it is computed from the contributions made by the member and the employer during the period of employment, plus the investment returns (for the defined contribution portion) and the formula which considers the average annual salary of the member in the last three years of employment and the number of years of service (for the defined benefit portion). The former CEO was on the job for a period of 18 months, looking at the rate of contributions to the fund, it is highly unlikely that using rule 30 of the Eskom Fund rules to compute the benefit, an amount of R10 million could have been achieved, let alone three times that. It does indeed appear that, even in pension, not all things are equal.

Advocate Makhado Ramabulana is a pension law consultant at Mutodandimo Enterprise (Pty) Ltd (Disclaimer: please take note that the above information is for educational purposes only and does not constitute financial or legal advice).



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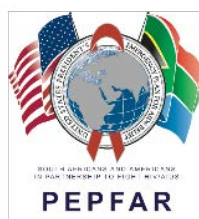
LQA

The SABPP Learning and Quality Assurance Committee hosts the SABPP “Ethical Considerations and Professionalism in Assessment and Moderation Workshop on 2 June 2017, as a day of networking and engagement. Come and join in on discussions such as “How to manage RPL Assessments and compiling portfolios”, “Moderating for quality rather than compliance”.
Want to know more? Keen on attending? Email lqa@sabpp.co.za for further information and to reserve your seat!

1. Anova Management Performance Programme (MPP) Certification Ceremony

The 31st March 2017 was a day filled with excitement for Anova (funded by USAid) and the Gauteng Province Department of Health. A total of 36 learners completed the Management Performance Programme, customised for The Department of Health by Anova. The programme consists of modules that are all Management related and accredited by SABPP.

These learners commenced the programme in June 2015 and completed it at the end of 2016. For these learners it was a huge achievement as they are all Operational Facility Managers for Primary Health Care Facilities in Gauteng. Their working circumstances are very challenging with their workloads being incredibly heavy but still they managed to produce a high standard of workplace evidence. We are extremely proud of their achievements.



2. Workplace Skills Plans and Annual Training Reports Submissions – Have you submitted yours?

30th April marked the deadline for all levy payers to submit their Annual Workplace Skills Plan for the period 30 April 2017 to 31 March 2018 and Annual Training Reports for the previous year for the period 1 April 2016 to the 31 March 2017. These needed to have been submitted to the organisations’ respective Sector Education Training Authority (SETA). To provide you with some feedback on common questions, SABPP approached industry consultants who facilitated the plans and reports on behalf of organisations: The following results were found:

No.	Question	Percentage -% of involvement
1	How involved are your clients?	20 – 80%
2	How active is your training committee?	None existent to 60%
3	How active and involved if is the Equity/ Transformation committee / Consultant?	None existence to 50%
4	Did you have all the required information to populate the reports?	55 – 100%
5	Did you get the support from your client when doing this work?	35 – 68%
6	Did the client take this process serious?	15 – 100%
7	Are your clients satisfied to utilise consulting services?	50 – 80%
8	Was the SETA online system user friendly?	55 – 70%
9	Did you request for an extension for this submission?	NO
11	Was there a training manual available to support your work?	100

Taking into consideration the above results, it is evident that there is much work to be done by HR Practitioners, Learning and Development and Skills Development Facilitators. These results should be incorporated into documents and processes in line with the Employment Equity Act and Broad Based Black Economic Empowerment Scorecard (BBBEE).

Contact lqaf@sabpp.co.za for information and guides on these processes.



3. Continuing Professional Development

3.1 Changes made to the CPD Policy : revision of the 2015 published policy

No.	Old	New
1.	One point is allocated for 4 hours of learning	One point is allocated for every 1 hour of learning
2.	Percentage for Verifiable learning is 50% AND Percentage for Non-Verifiable learning is 50%	Percentage for Verifiable learning is 70% Percentage for Non-Verifiable learning is 30%
3.	One points is allocated for Ethics learning.	Minimum 4 points per annum is allocated for Ethics learning (in whatever format – journals, workshop, reading book(s), articles).
4.	Annual 3 year cycle for reviewing your points is based on calendar methodology January to December and is linked to your membership annual renewal process.	Annual 3 year cycle is based from date your professional registration is approved. Current members (all registered prior to December 2016) the 3year cycle is as from January 2017 – December 2020.
5.	CPD Tracking is done manually	CPD Tracking and upload is real-time on SABPP Membership System.
6.	Number of points allocated for doing members personal Performance Development Plan and submission is too high (1 point = 4 hours and 2 points = 8 hours).	Number points allocated for doing and submission of personal Performance Development Plan is only between 1 and 2 points (hours)
7.	A member could achieve all its required CPD Points by just doing academic learning and there is no need to be measured on non-verifiable learning.	We have CAPPED it at 40 points per annum when only doing academic learning (qualifications) and you still obliged to do non-verifiable learning
8.	If member reads SABPP HR Voice and Fact Sheet it was regarded as non-verifiable points.	By reading SABPP Voice and Fact Sheet we allocate points. (verifiable) Reading SABPP Voice – 1 Point (CAP 4 Points p.a.) Reading Fact Sheet – 2 Points (CAP 8 Points p.a.)
9.	Member will email a claim form as well as Matrix (on excel document) on annual basis when they pay their annual renewal fee.	CPD Claims is to be submitted to CPDAudit@sabpp.co.za email address by members on annual basis. This email is a dedicated email address for CPD Committee to track and facilitate AUDITS.
10.	CPD in pilot for 2015-2016 and mandatory from 2016 onwards	CPD Cycle for mandatory for all members and the 3 cycle commences from 2017 onwards.

3.2 CPD providers approved during May 2017

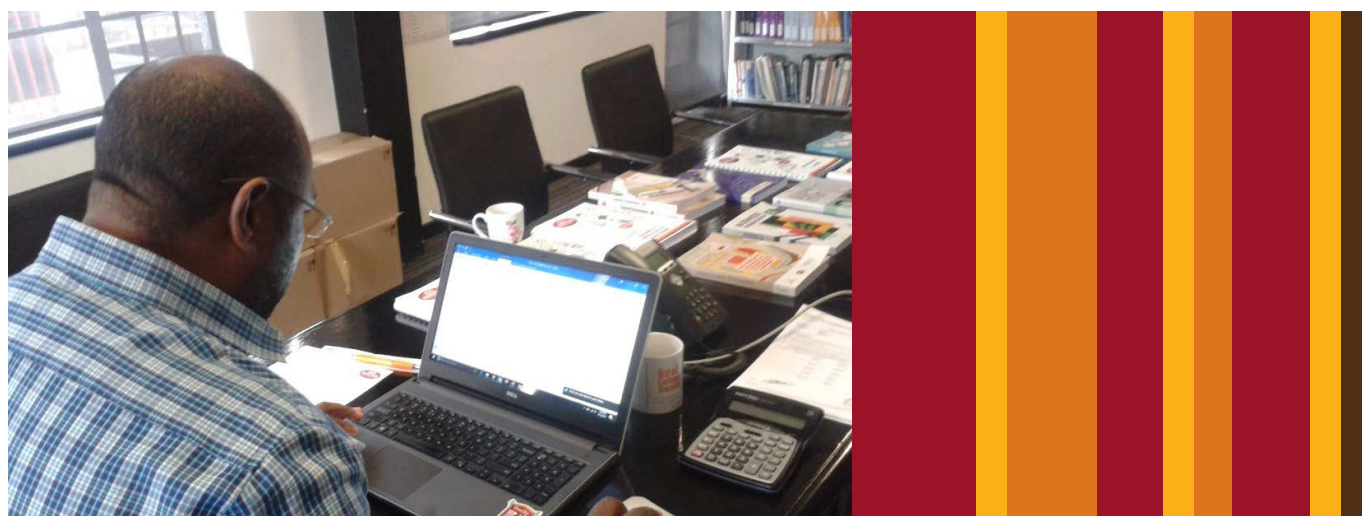
Name of Provider	Name of Programme	HR Competency	Accreditation Period
Mercuri International	Presentation Skills	Interpersonal & Communication	2 May 2017 1 May 2018
Juta and Company (Pty) Ltd	Juta's Annual Labour Law Seminar	HR Governance, Risk, Compliance	
The CONFIDANT Group	Customer Focused Selling	Organisational Capability	
	What Drives People	Interpersonal & Communication	
	Managing People to Perform	Talent Management	
	Attracting and Selecting Top Performers	Talent Management	
	Becoming a PI Practitioner	Leadership & Personal Credibility	
Knowledge Resources	HR In Schools Conference	HR Service Delivery	
Situational HR Trainers (Pty) Ltd	Human Capital Acquisition workshop	Strategy	
Leading Edge Business Solutions (Pty) Ltd	Self-Mastery	Leadership & Personal Credibility	
	HR for Non-HR Managers	HR & Business Knowledge	
	Finance for Non- Finance Managers	Analytics & Measurement	

All Providers not yet approved for CPD by SABPP, contact us on 011 045 5400

4. SABPP Supports e-learning and verification of portfolios


The SABPP Learning and Quality Assurance Department promotes paperless learning, e-storage of portfolios and results, verification of learner portfolios and related evidence that is easily accessible remotely. Thus, this method saves on printing of paper based records, storage of portfolios and much more, which is costly.

When the "E"- approach is implemented, all learning content (material, assessments, etc.) including results (progress reports) and reports written by facilitator, assessor, moderator and learner records are available at a touch of a button. On 15th May, Boston City Campus (Pty) Ltd demonstrated a trail of electronic information that was required to perform external moderation (verification), which was facilitated under supervision of a dedicated administrator. Below is a picture where the certification officer Mr Terence van Dieman demonstrated how he assisted SABPP towards e-verification of evidence.





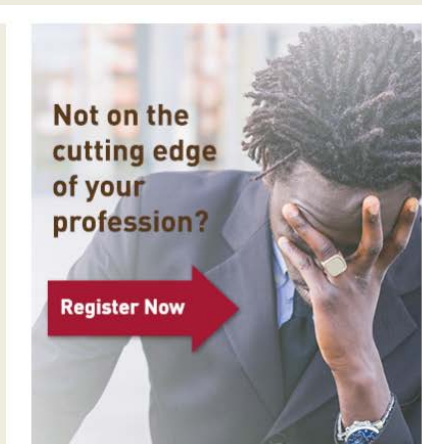
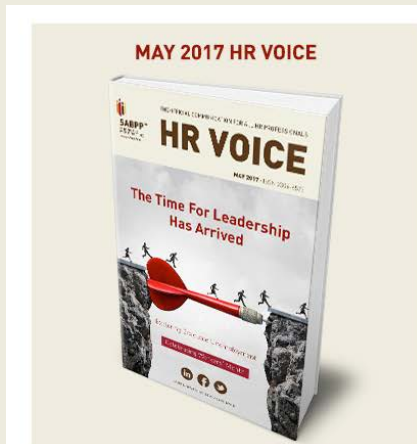
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Chatting with: Ebrahim Matthews

By Lathasha Subban

Ebrahim Matthews is the Managing Director for Pearson South Africa, driving the growth, strategy and human capital development of the organisation. In 2011, the education organisation, Pearson Education, acquired 75% stake in CTI Education Group. CTI fully became part of Pearson in 2013. CTI is accredited by SABPP and an active SABPP Student chapter was launched at the CTI campus in Pretoria. The SABPP chatted to the MD at the last CTI graduation.

Question

Your thoughts/quote on what this means for the Pearson group?

Answer

From the moment we meet our students at Pearson, our focus is on that individual's graduation. Because, for most, graduation represents a new chapter – a first step into the working world. It is for this reason, we work with our students to give them the best set of skills to get them real world ready. It's something that I believe differentiates us, because we focus on equipping our students for their future and making them employable by drawing on attributes that can be developed and used in multiple settings and which vary from person to person. When they leave us at graduation, we believe that they've left with more than a degree.

Question

Why is education so crucial in South Africa?

Answer

Statistics show that only 7% of people with higher education are unemployed. The importance of education is highlighted by the fact that the country has an unemployment rate of 26% and youth unemployment sitting at an all-time high of 54%. This, coupled with literacy rates of only 86% reflects that we have an uphill battle in remedying the gap.

So what we know is, with quality education, individuals will be better equipped to compete in the work environment and



it makes for a very concrete way of looking at the impact education can have on peoples' livelihood, growth and opportunity to not only enter the corporate environment but to equip them with the tools to become entrepreneurs.

South Africa will not develop if it does not develop its population and economic development is directly linked to people who are educated. If we want to improve the living standards of individuals and the country, education will be the basis on which we pivot.

Question

What is the vision of Pearson to drive this legacy in education?

Answer

Pearson's mission is to improve lives through education. We fulfil this purpose by focusing on two areas; by developing content for teachers and students combined with superior technology and services in the production of our learning material. And secondly, through our higher education institutions; Pearson Institute of Higher Education (PIHE) and CTI, we deliver quality education, a great student experience and graduate employable "real world ready" students.

Because we are globally connected, with a presence in over 70 countries, we are able to share best practise in learning styles and technological advancements in education. We are student centred and run a number of programmes throughout the year that introduces, sets the tone and prepares individuals for student life and beyond.

Author: Lathasha Subban
SABPP Head: Knowledge and Innovation

www.sabpp.co.za

ETHICS

Off the record... or is it?

By Megan Grindell

HR practitioners in the performance of their functions should seek to instil an environment that is characterised by openness, transparency and importantly approachability. In doing so, trust is engendered in the corporate relationships built between HR Practitioners and their respective stakeholders. HR should always have an 'open door' policy for employees to freely discuss concerns and challenges in their work environments – but what happens when the trust implicit in this relationship is tested?

In today's technologically advanced world characterised by a growing culture of distrust in organisations and the hyper-transparency of shared information over the internet and through social media – how can the HR profession ensure that this trust is maintained?

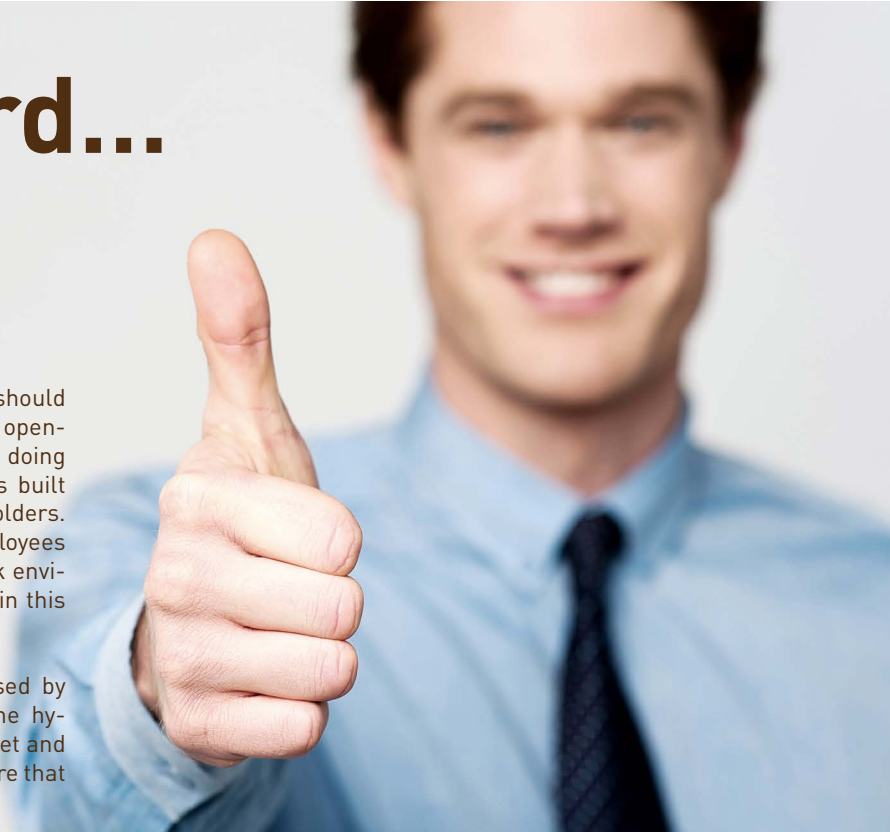
A case in point that is providing growing debate in the HR environment, relates to conversations or discussions that take place between HR professionals and employees where one party to the discussion, unbeknown to the other(s), records (by means of an interception device) the discussions.

This scenario could play out either way and could serve different intentions. To illustrate, an employee may want to make use of a discussion with the HR Manager to serve as reference in a pending disciplinary or grievance enquiry. Alternatively, an HR Manager could, imprudently record a discussion in an attempt to serve as evidence regarding a misconduct matter. Either way, and irrespective of whether the parties to the conversation 'agreed' that the discussion could take place on an "off the record" basis – trust is now being tested, and open and honest engagements are potentially being compromised.

In South Africa the area of law that addresses issues relating to the interception, recording and monitoring of communication is the Regulation of Interception of Communications and Provisions of Communications-Related Information Act, 70 of 2002 ("RICA") (the Act).

Section 2 of RICA provides that: -

"No person may intentionally intercept or attempt to intercept, or authorise or procure any other person to intercept or attempt to intercept, at any place in the Republic, any communication in the course of its occurrence or transmission."



Every time communications are intercepted and thereafter monitored there is a potential infringement of our Constitutional rights of privacy. The purpose of RICA is to protect such rights and enforce the circumstances under which that right is limited.

The principle limitations where interception or monitoring is justified include:

- On the issuing of an interception directive issued by a designated judge for execution by an official law enforcement officer. This is commonly used in criminal matters where the judge believes, amongst other reasons, that a serious offence has been or is being or will probably be committed. In addition, the applicant will need to prove that all other investigative avenues have been exhausted and failed to produce the required evidence;
- Interception of communication by a party to the communication, so called participant monitoring. In reference to discussions or meetings, the person making a recording of such discussion / meeting must in fact be a participant. The Act places a clear caveat on this in that such interception must not be used for purposes of committing a crime;

- Where prior written consent of a party to the communications has authorised such interception (unless where such interception is used for purposes of committing a crime), and
- If employees have been adequately advised of such interceptions (so-called "business purpose exception"), and where communication:
 - by means of which a transaction is entered into in the course of that business;
 - relates to that business; or
 - takes place in the course of the carrying on of that business.

The application of this legislation is far-reaching and complex. For purposes of this article we confine our discussion points to those that relate to participant monitoring.

Case law has provided useful reference in respect of the application of RICA's and its predecessor, the repealed Interception and Monitoring Prohibition Act 127 of 1992, parameters. This so particularly in reference to the distinction in relation to participant monitoring / interception and third party monitoring / interception.

It is clear that if you are a participant in the communication, be it a discussion or meeting, you are entitled to record such communication, without having to advise the other party. This is however not true if you are a third party to the discussion, i.e. an individual has placed a recording device in a room where a meeting or discussion is taking place in which they are not a participant. Such interception would be found to be in contravention of the Act and the individual, in making such recording and / or using it as evidence in either a criminal or civil matter, could be found guilty of a criminal offence and face severe penalties.

Precedent in relation to the distinction between participant vs. third party monitoring has been illustrated in case law, two most notable cases include: -

- S v Kidson, a criminal matter whereby it was stated that "the blanket prohibition of monitoring/ interception of communications contained in Act 127/1992 only relates to 3rd party monitoring, where law enforcement agencies are not directly involved. "
- Tap Wine Trading, a civil matter whereby in the assessment of the conduct of civil litigation only, i.e. litigation not involving the State, the use of a 'trap' in regard to participant electronic surveillance was found to have not

infringed on the constitutional right to privacy.

The complexity of the legislation extends to distinctions between direct and indirect communication (telephone calls, emails, SMS, tracking data etc.) as well as to real time vs. archived communication-related information.

The boundaries between home and work are also becoming more blurred raising a number of difficult legal issues in as far as the right and expectations of privacy is concerned.

It is also interesting to note that the Act does not extend outside of the Republic, which has created somewhat of a legal lacuna in respect of monitoring and interception of communications that extend across borders.

"Transparency makes it fair"

Notwithstanding the fact that participant monitoring may be legal, it is recommended in the interests of fairness and transparency, to always advise parties should you wish to record discussions and conversations and thereby afford the other party(s) the same right and privilege.

This is even more so essential for the HR professional – if you believe that there is a necessity to record discussions with staff members, do so transparently to avoid any unnecessary suspicion and distrust being created in the workplace.

Although not dealt with in this article, the same level of 'courtesy' and importantly applied policy, should be considered in the interception and monitoring of all other indirect forms of communications in the workplace (i.e. emails and calls). This is an area which too is covered by legislative protocol (including the Electronic Communications and Transactions Act of 2002) and where expectations of privacy are even more relevant and open to debate.

In light of the above, the HR professional must ensure trust with employees, and this does mean a high level of transparency and fairness in the discussion. It is best to understand with the technology enablement, with the combination of legislation, that privacy and confidential boundaries are tested. It is therefore critical to have good and ethical practices that protect both employees and employers, that are also fair and transparent.

Author: Megan Grindell
Director, Carter DGF Risk Management (Pty)Ltd



ANNUAL

GENERAL

MEETING

22 JUNE 2017

**SABPP AGM TO BE HELD AT HACKLEBROOKE, 110 CONRAD DRIVE & JAN SMUTS AVENUE,
CRAIGHALL PARK, ON THE 22ND JUNE 2017 AT 08H00**

FOR ENQUIRIES OR TO BOOK YOUR SEAT CONTACT executiveoffice@sabpp.co.za

07H30- 08H30

Registrations and Breakfast

08h30 – 08h45

Welcome and introduction
SABPP Chairperson - Siphwe Moyo

08h45 – 09h15

Building Professional Communities
Rajesh Kamath, President: More than HR Global (India)

09h15 – 09h30

The 2016 SABPP ANNUAL REPORT: Highlights and HR Voice Strategy II
SABPP CEO - Marius Meyer

09h30 - 09h45

A review of the Financial Statements
Board member and Chairperson of Risk and Audit Committee - Mpolai Liau

09H45 - 10H00

Operations
SABPP COO- Xolani Mawande

10h00 - 10h30

Interactive questions and answers session
Panel - SABPP Board Members

10H30- 10H40

Closure

EVENTS

Recognising HR excellence at the CTI Graduation

By Lathasha Subban



The 11 April 2017 the SABPP awarded the High Achiever in HR student, Saskia Cilliers with a special recognition award. The event was elegantly held in Pretoria and was also attended by the CEO of Pearson PLC, Mr John Fallon and the MD of the Pearson South Africa, Mr Ebrahim Matthews.

Proud parents, friends and family of graduates waited anxiously to hear their achievers name, as the faculty and guest of honours took to the stage. As the ceremony commenced, a heart rendering speech by Mr Fallon was met with wonderful appreciation as he reminisced on his days as a youth.

“Today, I want to celebrate your leadership. The leadership you’ve shown to get to this fantastic, joyous day. And the leadership you’ll go on to show throughout your personal and professional lives. To the benefit of your family, and friends; and to help your country, at this key moment in its future, too.”

The SABPP was proud to recognise Saskia Cilliers who was born in a small town in Limpopo called Hoedspruit, who was a born leader and achiever from a very young age. She was the Dux learner at her local Primary school and continued excelling academically at Ben Vorster High School in Tzaneen, matriculating with 6 distinctions and academic honour colours.

Saskia received her Bachelors of Commerce from CTI Education Group/Pearson Institute, majoring in Human Resource Management, Marketing and Business Management. She was recently honoured with the Special Student Award for Best Overall Bachelor of Commerce in Human Resource Management 3rd Year Student in 2016 from the SABPP as well as a scholarship from Cardiff Metropolitan University in partnership with Pearson Institute to continue her studies at Cardiff Metropolitan University in Wales. She plans to leave for Wales within a few months to follow her dreams of traveling Europe while having the amazing opportunity of furthering her aca-

demic career.

On receiving the HR award from the SABPP Saskia says: “Through my academic career, I have received my share of recognition for my hard work, but never have I been so proud to receive such as prestigious award from a well-recognised institution such as the SABPP. There are undoubtedly a lot of pressure that comes with such a recognition and I know I must stay focussed and prove that I deserved this award in everything I do from now on”.

She plans to further her studies with HR being one of her subjects as she believes human resource management is an area of commerce that is every-increasing in importance and needs to be integrated in all functional areas of a company and not treated as a separate entity.



SABPP Mpumalanga Highlights Event

On the 11th of May, SABPP LQA Head of Department, Naren Vassan and Marketing Intern, Andile Ngubane visited the city of Mbombela to host the Highlights events at the magnificent Mbombela Stadium.

Surprisingly, most of the HR Professionals that attended this event were not members of the SABPP and their feedback on the event was very impressive. The attendees enjoyed this event which was facilitated by Naren Vassan who spoke about the following topics: HR Standards and HR Audit Update, Skills Development update and HR Professionals as Commissioners of Oaths Guidelines. The SABPP Mpumalanga committee chairperson, Thabang Marule and vice chairperson, Hendrik Van Rensburg were also present at the event.

The Mpumalanga Highlights session was a successful event which had a positive feedback from the attendees who stated that they are looking forward to the next event SABPP will be having in Mpumalanga. All HR professionals and students in Mpumalanga province who missed the event, but who are interested to attend future sessions, are invited to contact the SABPP office on Andile@sabpp.co.za

Article by: Andile Ngubane (SABPP Marketing Intern)

NWU Mafikeng Campus Student Chapter Launch

On the 19th of April I attended the SA Board for People Practices Student Chapter Launch at North-West University Mafikeng Campus that was held at the Mafikeng Golf Estate. The SABPP CEO Marius Meyer; COO Xolani Mawande; HR Intern Lerato Tshewule; and myself, Andile Ngubane, the Marketing Intern, attended the event to represent SABPP. The venue became smaller as students started arriving and the gentlemen ended up showing why they are gentlemen by offering their seats to the ladies who did not have a chair to sit on.

Prof Sonia Swanepoel who is the Executive Dean of the Faculty of Commerce and Administration did the opening and welcoming of the event. The Master of Ceremony as Prof Nico Schutte and the student address was done by Dr Alex Molefi who is in the Department of Industrial Psychology. Mr Xolani Mawande from SABPP handed over the certificate to the students before these students elected their committee. The student chapter committee Chairperson is Anne Oluwatobi Oladejo, the Deputy Chairperson is Timothy Lanhelesani Mudau, the Secretary is Anwani Tshusa, Deputy Secretary and Event Coordinator is Tshiamo Jane, Treasurer is Ditebogo Seleka, Pro and Communication Officer is Victor Phenylo Makaudi.

The top performer awards were handed out by Marius Meyer from SABPP who also received an award for "Excellence in contributing to the professionalisation of talent management", campus top performers awards were handed out by Prof. Nicolene Barkhuizen. The students received their awards but

one particular student stood out with her, Musawenkosi Sauroombe at the age 23, being the youngest female PhD Graduate in Africa with a Research thesis focused on "The Management perspectives on a talent value proposition for academic staff in a South African Higher Education Institution." Dr Revelation Mokgele who is the programme leader in the Department of Industrial Psychology presented the vote of thanks and Prof Burger van Lill who is the Director of the School of Management Sciences produced the closing remarks.

This was a wonderful launch and made us realise how the students of NWU Mafikeng Campus are such hard workers and show a tremendous amount of dedication towards their studies and future career as HR practitioners. We enjoyed this Student Chapter Launch and hope the students continue being focused and goal-driven. The student chapter is an ongoing campaign which plans to be launched at all tertiary institutions which offer Human Resources as a qualification. We promote all tertiary institutions who have not yet joined the Student Chapter to contact Andile@sabpp.co.za or Lerato@sabpp.co.za

Article by: Andile Ngubane (SABPP Marketing Intern)



Events June 2017

02 June

Event Name: Ethics and Professionalism in Assessment and Moderation
Venue: Hackle Brooke Conference Centre 110 Conrad Drive and Jan Smuts Avenue, Craighall Park Johannesburg, Gauteng 2195, South Africa
Time: 08:30am – 14:30pm

07 June

Event Name: HR Standards Workshop
Venue: Centurion Academy, Rustenburg 39 Heystek Street Rustenburg, North West South Africa
Time: 09:00am – 16:30pm

20 June

Event Name: HR Standards Workshop
Venue: SABPP Training Room 223 Jan Smuts Avenue Rosebank, JHB, Gauteng South Africa
Time: 08:30am – 14:30pm

21 June

Event Name: Ethics Foundation Workshop
Venue: SABPP Training Room 223 Jan Smuts Avenue Rosebank, JHB, Gauteng South Africa
Time: 08:30am – 14:30pm



22 June

Event Name: Annual General Meeting

Venue: Hackle Brooke Conference Centre 110 Conrad Drive and Jan Smuts Avenue, Craighall Park Johannesburg, Gauteng 2195, South Africa

Time: 08:30am – 12:00pm

22 June

Event Name: Talent Talks

Venue: Riversands Incubation Hub Fourways, Johannesburg, Gauteng South Africa

Time: 09:30am – 17:30pm

07 July

Event Name: How to Prepare for a SABPP HR Audit

Venue: SABPP Training Room 223 Jan Smuts Avenue Rosebank, JHB, Gauteng South Africa

Time: 08:30am – 13:00pm

18 July

Event Name: HR Standards Workshop

Venue: SABPP Training Room 223 Jan Smuts Avenue Rosebank, JHB, Gauteng South Africa

Time: 09:00am – 16:30pm

20 July

Event Name: Ethics Foundation Workshop

Venue: SABPP Training Room 223 Jan Smuts Avenue Rosebank, JHB, Gauteng South Africa

Time: 08:30am – 12:30pm

21 July

Event Name: HR Measurements and Metrics Breakfast Session

Venue: Western Cape South Africa

Time: 08:00am – 12:00am



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STUDENT CHAPTER



STUDENT CHAPTER MEMBERS

We are happy to write to you directly as the esteemed student members of SABPP. It is without a doubt that you have chosen the best career ever as an HR professional in the making. Competency and passion remain the cornerstone for your success. We wish to give you an update on a number of issues and we also undertake to communicate with you regularly. We also encourage you to keep in touch as well as contribute articles for the main magazine.

A. STUDENT NUMBER:

To date we have over 1500 registered students including you. We are proud of growing a talent pool for HR. We however do not want to only increase in number but in value. The country needs to start knowing about us and we need to make a significant impact so that this great profession can take its rightful position. We need your “out of the box ideas” to take SABPP and the profession to the next level.

B. STUDENT CHAPTERS:

To date the following university campuses now have fully fledged student chapters (50+ student members). The question is are they making a difference in their campus?

Walter Sisulu University: Mthatha Campus

Chairperson - Luvalo Nolizwi	nolzwimantombi@gmail.com
Secretary- Nzinya Xolisani	novemberfezile@gmail.com
Deputy Secretary- Fezile November	quntanae@gmail.com

Walter Sisulu University: Ibika Campus

Chairperson- Sinoloxolo Mjulwo	smjulwa@gmail.com
Deputy Chairperson- Yandisa Mananga	yandisamagansa@gmail.com
Secretary- Rexwuane Qamani	gamanirwawana@gmail.com

University of Free State: Qwaqwa Campus

Chairperson- Mookgo Tsotesi	2012056418@ufs4life.ac.za
Deputy Chairperson- Nkosinathi Makhubo	makhubonkosinathi7@gmail.com
Secretary- Sanelisiwe Nhlapho	201013957@ufs4life.ac.za

Vaal University of Technology

Chairperson- Ms. Maletsatsi Motaung	maletsatsi.motaung@gmail.com
Deputy Chairperson- Mr. Temidire Ekujumi	direjumi@hotmail.co.uk
Secretary- Ms. Bontle Matlawe	bella1mat@gmail.com

University of Free State: Qwaqwa Campus

Chairperson- Mthobeni Neria	mthombenineria@gmail.com
Deputy Chairperson- Mahlatjie Pretia	pretiamelida@gmail.com
Secretary- Letsoalo Peter	peter.letsoala13@gmail.com

University of Johannesburg: Soweto campus

Chairperson- Sylvester Kgalema	sylvester.kgalema@gmail.com
Deputy Chairperson- Thlalefang Ramalope	201302566@student.uj.ac.za
Secretary- Deveneliah Olifants	devaneliah@gmail.com

CTI Group: Pretoria campus

Chairperson - Vishan Govender	Vishangovende1@gmail.com
Deputy Chairperson- Nomvula Mnguni	princessvula@gmail.com
Treasure- Damain Richards	Damienrichards.dr@gmail.com

North-West University: Mafikeng Campus

Chairperson- Anne Oladejo	oladejoanne@gmail.com
Deputy chairperson- Timothy Modau	Mudautimothy@gmail.com
Secretary- Anwani Thusa	thusaa@gmail.com



Cape Peninsula University of Technology

Chairperson-
Melisa Muzerengi

melimuzee@gmail.com

Vice Chairperson-
Melody Buzuzi

buzuzimelody@gmail.com

Secretary-
Sheremone Lottering

mbongenibudaza@gmail.com

North-West University: Potchefstroom campus

Chairperson-
Ryan Gossayn

ryangossayn@gmail.com

Deputy chairperson-
Taylor Weyks

taylorweyks@gmail.com

Jürika Boshoff

jurikaboshoff18@gmail.com

Contact Xolani@sabpp.co.za for more information

A number of activities have been done by some of the student chapters. We encourage student chapters to share with the office their wonderful activities so we can let the rest of the student committees know. We were invited by VUT to their career day last month and we brought with two professionals from the industry. You are also free to do the same. If you experience problems finding an HR manager, please approach the SABPP office for support and guidance.

C. CAMPUSES VISIT:

We wish to visit all the 10 student chapters between July and September. We will give a talk to your students and we may even bring an industry player if you wish. Please get in touch with us to finalise.

PROPOSED DATES

Week ending

- 28 July 2017- Tshwane University of Technology
- 4 August 2017- University of Free State & CTI
- 11 August 2017- Cape Peninsula University of Technology & University of Johannesburg
- 18 August 2017- North-West University (Potch & Mafikeng Campus)
- 25 August 2017- Walter Sisulu University (Ibika Campus) & University of Free State (Qwaqwa Campus)
- 01 September 2017- Vaal University of Technology

D. REMINDER OF WHAT SABPP CAN DO FOR STUDENT CHAPTERS:

- Link you with industry experts, you can invite them as your guests
- Offer you an opportunity to network with professionals by attending our events nationally or in your province.
- Offer you money for your functions/events provided it is within the budget allocated to the student chapter. As a guideline, student chapters may spend R100 per member per year e.g. if a chapter has 100 members they can plan events that are about R10 000 in a year.
- Offer you career talks, CV and job interview preparation.
- Facilitate the groundwork for national student chapter herein after called National HR Youth Council (please see box on the next page). All student chapter chairs meet in Johannesburg once a year. In future, we may start rotating the meeting.
- SABPP will undertake to forward you all job opportunities available and we will recommend you where possible.

E. NATIONAL CONFERENCES:

We will have provincial conferences as from next year (2018) as follows:

- Limpopo region
- Gauteng region
- Eastern Cape region
- Free State region
- Western Cape region

You will be invited to a conference near you. We can't wait to meet all provincial students in one room.

We wish you all the best as you continue finalising your studies with distinction.

SABPP NATIONAL HR YOUTH COUNCIL

On 16 June (Youth Day) SABPP will make an important announcement: SABPP will launch the HR Youth Council this year. Who will be on the Youth Council? The Youth Council will consist of youth leaders from successful SABPP student chapters.

All Chairpersons (or in their absence their deputies) of SABPP Student Chapters (campuses with 50+ SABPP student members) will have a seat on the SABPP Youth Council if their student chapter meets the following criteria:

- Developed a Constitution for the Student Chapter
-
- Submitted at least three reports to the SABPP Office
- Organised at least one event for students and/or the local community
- Arranged for at least one HR Manager to address students
- Initiated social media presence for the Student Chapter
- Published at least one article in HR Voice or HR Today
-

They will meet twice a year to plan their strategy and to report back on actions. This will ensure that you as the HR youth will have a voice nationally. At the end of the year the HR Youth Council will present their ideas and plans to a group of HR Managers from industry. Also, we will arrange an annual HR Youth Convention bringing HR students from all over the country together under one roof to plan the future of South Africa's HR Youth. This is HR Youth Leadership in action. You will take your career, your future and South Africa forward.



GET STARTED TODAY

AND GET ACCESS TO THE BENEFITS

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