



2020

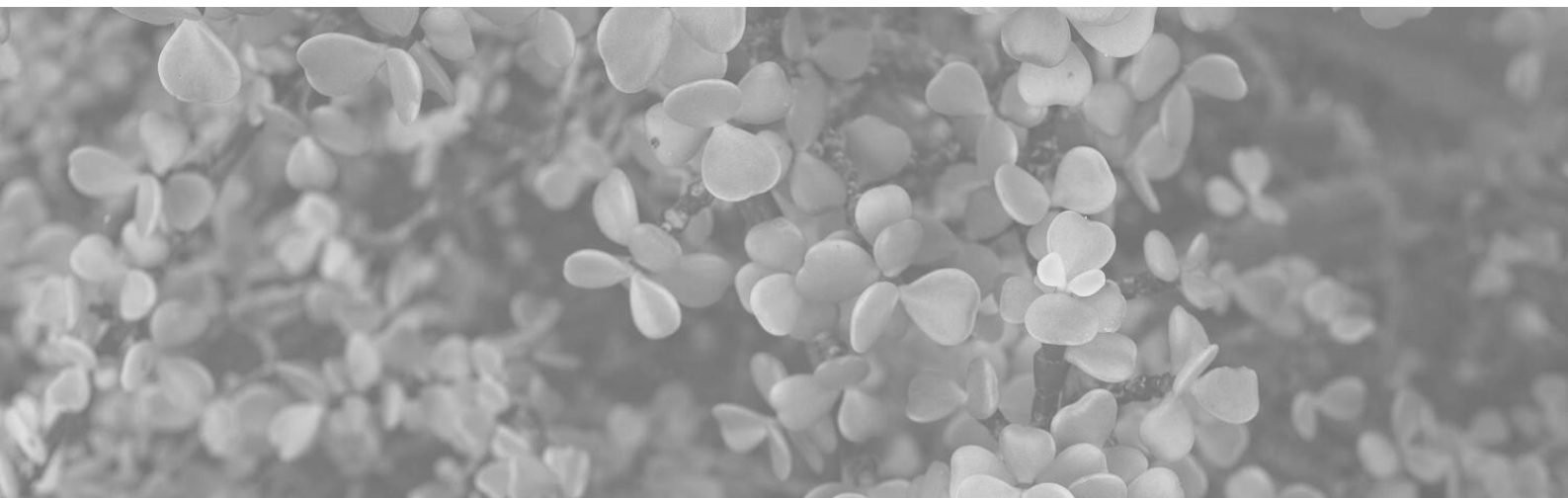
ANNUAL REPORT



Human-centered | Divergent thinking | Multi-disciplinary learning | Strategic influence

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SIOPSA is a member-based, non-profit organisation established to enhance the Industrial and Organisational Psychology profession in South Africa. As SIOPSA represents human behaviour specialists in the workplace, SIOPSA translates the scientific body of Industrial and Organisational (IO) psychology knowledge into fit-for-purpose practices to promote business objectives and help employees flourish. To this end, SIOPSA exists to serve its members and strives to create conditions in which IO psychologists will be able to deliver efficient and effective services to the benefit of all in South Africa.

VISION

- To establish the benefits of IO Psychology as a profession and SIOPSA as the leading professional society on “people matters” in the workplace.
- To create a professional society with which all current and future IO Psychologists in our country want to be associated.
- To establish SIOPSA as a self-regulatory body for IO Psychologists in South Africa.
- To run SIOPSA based on effective business principles, with services to its members and other stakeholders.

MISSION

Our mission is to help develop a fair and humane work environment, enabling people to reach their full potential and experience a high quality of work life in South Africa. To this end, the Society strives to create conditions in which Industrial and Organisational Psychologists will be able to deliver efficient and effective services to the benefit of all in South Africa.

REPORTING PERIOD

This report highlights the activities and key issues addressed by the Society for Industrial and Organisational Psychology (SIOPSA) from 1 August 2019 to 31 July 2020. The Society's financial reporting period is specified in the Annual Report from 1 March 2019 to 28 February 2020. The date of publication for the audited financial statements is 17 July 2020.

EXECUTIVE COMMITTEE MEETINGS

The Executive Committee met five times during this reporting period, where the first session took the format of a workshop.

All the meetings as per the dates listed below constituted a full quorum:

27 August 2019

Workshop to strategise the 2019/2020 SIOPSA year.

5 November 2019

Feedback and discussion of Exco portfolios.

4 February 2020

Feedback and discussion of Exco portfolios on Exco activities, including revenue generated from regional events in the first quarter.

19 May 2020 (Virtual Exco Meeting)

Feedback and discussion of Exco portfolios and Membership; discussion and decisions made about the 2020 conference, AGM, President-Elect nominations, SIOPSA Vision Forward.

27 July 2020 (Virtual Exco Meeting)

Arrangements regarding the 2020 conference, finalising the 2020 AGM and Executive Committee vacant positions and discussion and update of portfolios.

EXECUTIVE LEADERSHIP

The SIOPSA executive committee is assembled by the following portfolios.

Management Committee



PRESIDENT.....	MARISSA BROUWERS, PHD
PAST PRESIDENT.....	ALISON FELIX-LODEWYK
PRESIDENT-ELECT.....	NATASHA WINKLER-TITUS, PHD
DIVERSITY AND INCLUSION.....	VINIA MASOMBUKA
SECRETARY.....	NOMPUMELELO SHEZI
TREASURER.....	DANIE OOSTHUIZEN, PHD

Interest Group Chairpersons

The SIOPSA executive committee is assembled by the following portfolios.



GAIL WROGEMANN



INGRA DU BUISSON-NARSAI



DR INETTE TAYLOR



DAVID BISCHOF



DR SHARON MUNYAKA

- COACHING & CONSULTING PSYCHOLOGY (IGCCP).....GAIL WROGEMANN**
- APPLIED AND ORGANISATIONAL NEUROSCIENCE (IGAONS).....INGRA DU BUISSON-NARSAI**
- THE SYSTEMS PSYCHODYNAMICS OF ORGANISATIONS (IGSPO).....DR INETTE TAYLOR**
- PEOPLE ASSESSMENT IN INDUSTRY (IGPAI).....DAVID BISCHOF**
- PSYCHO-LEGAL INTEREST GROUP (IGPL).....DR SHARON MUNYAKA**

Regional Branch Chairpersons

The SIOPSA executive committee is assembled by the following portfolios.



LINDY EMSLEY



CLAIRE SPONNECK



DR XANDER VAN LILL



CHRIS BEUKES



DR MELISSA JACOBS



SIBUSISO MNXUMA



ILLANA DE WET

- WESTERN CAPE BRANCH CHAIR.....LINDY EMSLEY
- EASTERN CAPE BRANCH CHAIR.....CLAIRE SPONNECK
- JOHANNESBURG BRANCH CHAIR.....DR XANDER VAN LILL
- KWAZULU-NATAL BRANCH CHAIR.....CHRIS BEUKES
- NORTH WEST BRANCH CHAIR.....DR MELISSA JACOBS
- NORTH WEST (VAAL) BRANCH CHAIR.....SIBUSISO MNXUMA
- PRETORIA BRANCH CHAIR.....ILLANA DE WET



MESSAGE FROM THE PRESIDENT

In the final weeks of my year as the SIOPSA President it was for me a time to reminisce. My mind inadvertently moved to all the wonderful people I have met face-to-face across the country and online in all our webinars and meetings.

This Presidential Year posed some unexpected challenges to SIOPSA as it has to our country and much of the world; working from home, isolation, and redefining the profession of IO Psychologists in a time of increasing job insecurity, loss of income, and anxiety.

We began our 2019/2020 Presidential Year by setting out the need for greater visibility for our society, the need for a stronger value proposition, mapping and driving forward member expectations, and together building a stronger vision to reshape SIOPSA for the coming decade.

Across the year, this has required great ingenuity and engagement from many of us at SIOPSA. Together with the Executive Committee, we have shaped and addressed ideas and needs, taking our society to a new level of involvement and responsibility, serving its members in new ways, and striving to create conditions in which IO Psychologists are able to deliver efficient and effective services to the benefit of all in South Africa.

Some highlights listed below and across the pages that follow in this annual report are a reflection on the activities, achievements and challenges of this past year.

Some highlights achieved through key initiatives during the 2019/2020 year:

- SIOPSA successfully allocated the DST funding/grant through “special projects” (such as the future-fit IOP research project, SIOPSA brand development, sponsorship of students to attend a conference, providing internship opportunity workshops) which were applied for. The aim of the funding was to utilise this monetary resource for the development of IO Psychology as both a discipline and a profession. A detailed progress feedback report regarding the allocation of the DST funding, work plan and deliverables achieved was also compiled and submitted to the Department of Science and Technology.
- A notable shift in the SIOPSA office was seen with the appointment of our new full time Head of Marketing, Events and Conference and the change from a part time contract to a full-time appointment of our Financial Controller. The members of the permanent office staff have also transitioned effectively into working remotely which enabled them to adapt easily to the changes caused by the Covid-19 pandemic.
- Many new Executive Committee members joined SIOPSA in the past year. Through telephonic conversations and virtual sessions (via Zoom), the Management Committee made sure that all were on-board and provided mentoring and coaching as needed throughout the reporting year.

- SIOPSA build its international ties by becoming a network partner of the Alliance for Organisational Psychology. We are part of “The Big Tent” which consists of a set of organisations around the globe that share similar values related to the science and practice of work and organisational psychology.
- We further built our international ties by revisiting and re-establishing our MoU with The British Psychological Society (BPS) and their interest group for Coaching Psychology (SGCP). By building on this agreement SIOPSA members are now permitted to attend the Global Coaching conference hosted by BPS at an early bird rate and obtain CEU's as applied for by SIOPSA. This adds great value to our members.
- We also built a partnership with the Centre for Global Diversity and Inclusion with the aim of further enhancement and support of the transformation agenda of the Society and an agreement was established.
- A brand-new development by SIOPSA that was caused by the impact of the Covid-19 pandemic has been the use of technology (specifically the Zoom platform) to connect with our constituencies.
- We have provided webinars on relevant topics and break-away sessions through meetings to discuss important matters and derive themes from these conversations. This has enabled us to continue to provide service to our members and to connect with a larger audience all over the world.
- SIOPSA successfully hosted a total of 12 in-person events, 19 virtual (Zoom webinar and meetings) online events and 6 free webinar events through the regional branches and interest groups, giving delegates the opportunity to share knowledge, network and gain CEUs as required.
- SIOPSA published two Newsletters; the first edition was published in December 2019 and the second in June 2020.
- Based on branding and visibility, SIOPSA invested time and effort by creating a new look and feel to its website, making it more accessible and user friendly for our members. The website received 21 456 visitors in this reporting year compared to the 11 793 of the previous reporting year.
- During the past year SIOPSA has made extensive use of its social media platforms (such as LinkedIn, Instagram, Twitter, Facebook and YouTube). We have created content such as videos based on relevant topics (such as career development, the role of the IOP, etc.) and included these on YouTube for our members to access. We furthermore published 13 blog posts on topics relating to burnout, navigating unplanned change, the role of the IOP during and beyond the Covid-19 pandemic and many more. The use of these platforms resulted in an upward curve of users, which made SIOPSA and the activities presented by SIOPSA more visible.

- Nationally SIOPSA and the IOP profession gained visibility and awareness via a local television broadcast (Channel 144: KN verslag) with a topic related to work hours of South Africans and burnout. Furthermore, we were also part of a live radio talk (Cape Talk radio-702) on the topic: “Impact of coronavirus on the working environment and what will have to change”.
- To build the brand of SIOPSA and the visibility of the IOP profession, SIOPSA set out to visit undergraduate and postgraduate students at their respective universities (e.g. NMU, UP, UJ, US, NWU and Pearson). We further continued with our mentor programme that was established for undergraduate IOP students at the University of Johannesburg and we provided free webinar series for students with the topic of “A career in IOP” and “Mind the gap: transitioning from student to employee”.
- We hosted a very successful, first SIOPSA conference theme launch. The theme of the 22nd SIOPSA annual conference is “Leading through Innovation: Navigating the new world of work”.
- Due to the outbreak of the covid-19 pandemic the conference will not take place during the presidential year and was postponed to December 2020.
- In response to the Minister of Health’s call for nominations to serve on the next term of the Professional Board for Psychology, SIOPSA submitted motivations for three of our honorary members – Dr. Andrew Johnson, Dr. Aletta Odendaal and Prof Karel Stanz – to stand. At the time of writing, the appointment process is still to be finalised as the Covid-19 pandemic delayed some of the processes.
- SIOPSA re-applied and received Accreditors Service Provider Status. We managed to submit two annual reports providing the HPCSA CPD-Committee which consisted of an outline of Accreditation-services provided by SIOPSA, these reports were accepted by the committee with no enquiries received regarding approved activities. We processed and approved 39 CPD-applications during September 2019 and June 2020. The processing of these applications resulted in approximately 238 continued education/’ethics’ points. Furthermore, a total 88 SIOPSA Members who have accrued 1374 continued education and ethics units via the AOSIS e-CPD platform. A total of 8 articles have been reviewed for e-CPD purposes.
- With the SIOPSA Vision 2020 that have reached its tenure, we set out to develop a new vision for SIOPSA, which we labelled as “SIOPSA Vision Forward”. A variety of methods were used to gain insight and feedback from various stakeholders and virtual “SIOPSA Future visioning dialogue” sessions were done to share feedback on the data obtained and further discussions were held on the future of the society.

As a society we still have some big challenges ahead of us. Some recommendations, therefore, can be made for our society enabling us to grow:

- Establishing and building on our new vision (Vision Forward) for our society;
- Branding the IOP profession by having a significant place at the table and letting our voices be heard as professionals;
- Continuing to emphasise the need for transformation, diversity and inclusivity which is paramount within our society as well as within the IOP profession;
- Establishing new structures (e.g. through the Academy portfolio) from which the Society can benefit financially in a more sustainable way;
- Continuing to explore and establish new national and international partnerships that will benefit the Society and our members.

Upon reflection of this past year I can proudly say that, amidst the adversity, SIOPSA has attained a vast amount of achievements. I am extremely proud of what the Executive Committee members and the SIOPSA office team have accomplished.

Thank you SIOPSA Management and Executive Committees, together, you have taken our society to a new level of involvement toward and responsibility for serving its members.

Thank you, SIOPSA office team, for the energy, professionalism and fun that you bring to the task of supporting our members.

To our SIOPSA volunteers, thank you for spending your precious personal time in building the society and our profession. And thank you to you – our members – for your contribution to build and engage in our valued profession.

It has been an incredible honour for me taking up the role of SIOPSA President – to be given the opportunity to make a lasting contribution at this level is both humbling and energising, particularly considering the opportunities and challenges that were faced. I would like to wish our incoming President Natasha Winkler-Titus and the new Manco and Exco for 2020/2021 all the best in taking over the baton.



Dr Marissa Brouwers
SIOPSA President, 2019/2020

MESSAGE FROM THE PAST PRESIDENT



At the conclusion of the Annual General Meeting held on 22 July 2019 at the CSIR Conference Center, Alison Felix-Lodewyk handed over the SIOPSA Presidency baton to Dr Marissa Brouwers and stepped into the role of Past-President of SIOPSA to serve her 3rd and final year in the presidency.

As part of the Executive and Management Committees, the role of the Past President is to:

- Mentor new Management and Executive committee members;
- Provide strategic and operational guidance, input and support to the Management and Executive Committees in order to achieve the Society's vision and objectives;
- Provide input into and guidance around Governance matters of the Society; and
- Network and engage with stakeholders to build relations and grow and enhance the SIOPSA brand.

In doing the above and playing the role of thought partner as Past-President, Alison helped to:

- cement the transition of SIOPSA leadership ;
- create a continuum for the implementation of SIOPSA's strategy
- collaborate with 3rd parties outside of the IOP sphere; and
- craft an operational and strategic way forward into the 'Next Normal' through sense making for ourselves as an organisation, our members and fellow IO Psychologists.

Again, this approach of a collaborative team of 3 in the presidency, working together actively for the promotion of IO Psychology in SA has proven to be a successful model of harnessing leadership strengths for the Society.

My 18 years of service to SIOPSA has been a humbling and invaluable experience. I wish the incoming Presidency and Executive committee all the best as they continue to realise the SIOPSA vision and embed the value of the Society and IO Psychology as a leading profession in South Africa.

Alison Felix-Lodewyk
SIOPSA Past-President 2019/2020

MESSAGE FROM THE PRESIDENT-ELECT



The president-elect was elected by a secret ballot at the Annual General Meeting held on 22 July 2019 at the CSIR Conference Centre. Dr Natasha Winkler-Titus was elected for the period 2019-2020 and became a member of the incoming Executive Committee and Management Committee, after serving the Executive Committee as head of the Conference portfolio for two consecutive years.

The aim of the President-elect is:

- To support the Management Committee by providing strategic ideas and input that contribute to the greater vision of the Society.
- To assist with the functioning of the office team by making sure that all operations commence in an effective way, especially the events, marketing and communication between the interest and regional groups and office; and
- To collaborate, communicate and support interest and regional group committees on a quarterly basis, regarding their planned events (ensuring that they are aligned with the vision and objectives of the Society), progressions, possible setbacks, achievements, reflections, and future prospects.

The support and collaboration of the Past and current President, the Executive Committee, Honorary Members as well as the vast number of volunteers have enabled a smooth transition into the role of President-Elect and enabled me to contribute to the growth and impact of the society. I am forever grateful. The focus of the position in the current year was predominantly to support the various portfolios through provision of strategic direction and input while understudying the President.

In partnership with various Executive team members, volunteers and Honorary Members, key achievements include:

- Coordinating brand SIOPSA contribution to the 2019 HR summit at the LeaderEx event.
- Leading the Vision Forward process with the Executive and a team of volunteers.
- Ideating and delivering webinars on behalf of SIOPSA, including online Focus group sessions with Emerging Psychologists as well as Navigating unplanned change with distinguished panelists.
- Stream leadership on the IOP Future research project, spearheaded by Honorary Member, Prof. Theo Veldsman.

Forging a partnership with the Centre for Global Diversity and Inclusion to further enhance and support the transformation agenda of our Society.

The experience has been an invaluable opportunity to learn and grow, standing me in good stead to receive the baton and together with a competent and experienced Executive team, serve our members during 2020/21 term. My strong conviction is in my ethos of significance and in service of others to promote the brand of IO Psychology in service to our nation.

Dr Natasha Winkler-Titus
SIOPSA President Elect 2019/2020

PRESIDENT-ELECT NOMINATIONS

Four nominations for President-Elect were received for the 2019/2020 term. The President-Elect for 2020/2021 will be elected by a majority online voting process managed by the SIOPSA independent Auditing Company, On-Site Accounting. The announcement of the President will take place during the Annual General Meeting.

Nominee	Current Role	Nominated by	Seconded by
Kevin Distiller	Member	Hendrik Bronkhorst	Willie van Tonder
Prof Crystal Hoole	Member	Prof Aletta Odendaal	Alison Felix-Lodewyk
Lomé Koekemoer	Executive Member Conference	Dr Xander van Lill	Talia Fischer
André Lombard	Honorary Member	Prof Karel Stanz	Dr Natasha Winkler- Titus



SIOPSA
SOCIETY FOR INDUSTRIAL &
ORGANISATIONAL PSYCHOLOGY OF SA



2020/21

PRESIDENT- ELECT

MEET THE CANDIDATES



**Andre
Lombard**



**Crystal
Hoole**



**Lome
Koekemoer**



**Kevin
Distiller**

Overview

The Society has had a stable financial year and has managed to end the year with a small profit before final adjustments.

Cost management remained a focus area while debtors were also followed up and outstanding fees collected. By year end, all outstanding conference invoices were collected.

The grant received from the Department of Science and Technology has enabled the society to ring fence a reserve fund which can be utilised in the coming years for special projects. We have also managed to refund the remainder of the funds payable to PAI.



Dr Danie Oosthuizen
Treasurer

Cash Flow

Throughout the reporting period, availability of cash flow was stable. Since the 2018 Conference no further withdrawals have had to be made from the long-term investment to fund cash flow.

It is foreseen that operations for the next term will be funded from our available cash in bank pending the impact of the Covid-19 pandemic on the conference income, which is our main source of income.

Financial statements

The 1 March 2019 to 28 February 2020 Financial Statements will be presented at the 2020 AGM and are available to view on the SIOPSA website. A clean audit report was received.

Budget

The 2020/2021 budget will be tabled at the 2020 AGM for approval.



The Secretary has five broad functions apart from participating in MANCO activities, making recommendations to EXCO and executing operational activities. These functions are as follows: (i) Oversight of SIOPSA's Governance and Compliance, (ii) Ratification of Membership, (iii) Taking and facilitating completion of Manco and Exco meeting minutes and ensuring appropriate record keeping and storage of this information, (iv) Updating the House Rules, and (v) AGM responsibilities.

Amongst many other activities, the Secretary has been tasked with ensuring that all Memoranda of Understanding (MOUs) with various organisations are collated and stored. This is, however, still in progress owing to various delays. One of the governance roles fulfilled by the Secretary is the ratification and approval of applications of new members to SIOPSA, as is required by the SIOPSA Constitution.

The ratification process involves the confirmation of membership applications in all categories as selected by our new and long-standing members on the online platform.

With the introduction of the new website, this process has been somewhat undermined as new applicants (particularly students and emerging psychologists) could apply directly online and immediately pay without their membership being ratified; subsequently these members could potentially enjoy a reduced membership rate which comes with membership of those respective categories.

The SIOPSA Customer Care and administration portfolio has, however, assisted in this regard by still checking in retrospect if new members indeed qualified to register under relevant categories. With that said, the current total membership complement as of 31 May 2020 is 582 compared to 610 during the same period in the last financial year.

Though the reduction in numbers is not significant, this could partly be attributed to the annual conference being postponed due to the impact of the Covid-19 pandemic and current social distancing related restrictions, since there has traditionally been a general trend of membership renewals in order to enjoy conference discount benefits.

No changes in house rules or changes in the constitution have occurred in the current financial year. During the last EXCO meeting held on 19 May 2020 a proposal was made to change the membership year to run from January to December. This was based on negative projected financial implications as a result of the COVID-19 pandemic and related restrictions which are negatively affecting the economy not only in the country but also worldwide. The proposed new membership year will be tabled during the upcoming AGM scheduled to take place on 29 July 2020.



Nompumulelo Shezi
Secretary

The purpose of this portfolio is to serve the Industrial Psychologist Constituency to enhance their professional practice, address ethical concerns and further review the continued professional development programs aimed at enhancing their capability. At present, SIOPSA has maintained its mandate as one of only three approved Accreditors with the Health Professions Council of South Africa.

The Portfolio of Professional Practice has assisted in submitting nominations for members to the Professional Board for Psychology to promote the national representation of Industrial Psychologists in this regard. The Portfolio of Professional Practice has welcomed two Industrial Psychologists to the CPD-Committee who further assist in quality assurance provision as noted by the CPD-guidelines.

Highlights and Achievements

Continued Education

SIOPSA has applied for the renewal of the Accreditor Status, awarded in 2015. This status needs to be re-applied for every five years, in line with each new Professional Board of Psychology election. SIOPSA has further received Accredited Service Provider Status from the University of Free State which further provides oversight to the SIOPSA accredited activities provided to its constituency. With respect to the, two annual reports providing the HPCSA CPD-Committee with an outline of Accreditation-services provided by SIOPSA were submitted in January 2020. These were accepted by the committee. SIOPSA Professional Practice (SPP) has processed and approved 39 CPD-applications during the September 2019 and June 2020 period, with it being noted that applicants consisted out of organisations and psychology practices.

The processing of these applications resulted in approximately 238 continued education/'ethics' points being made available to Professionals registered with the Professional Board of Psychology. This portfolio took over the responsibility for managing the e-CPD function and it is noted that in total 88 SIOPSA Members have accrued 1374 continued education and ethics units. The portfolio continues to provide quality assurance to the assessment process followed at AOSIS as articles are approved for e-CPD purposes. A total of 8 articles have been reviewed for e-CPD purposes.

Ethics

SPP, in collaboration with SIOPSA Chapters, held two board examination preparation workshops, of which the last session was held virtually. Coaching options were also made available to interns to assist them in their preparation. SPP has also provided case-by-case consultation services to Psychologists with regard to the ethical dilemmas faced in practice.

Professional practice

Two blogposts have been authored by the portfolio to engage effectively with SIOPSA members around managing Burnout effectively within organisations as well as within one's personal practice. A three-part webinar series was created to address the various points of conflict Industrial Psychologists could face within a COVID-driven remote working environment. These sessions hosted between 27 and 60 SIOPSA and non-SIOPSA members. SIOPSA further participated in advocating the utilisation of Psychological Services in support of businesses and employees. A memorandum in this connection was formally submitted to the Minister of Trade and Industry, in collaboration with the Psycho-legal Interest Group Chair (Dr Sharon Munyaka).

Financial contribution

SPP has been able to provide an additional income stream to SIOPSA as an Accreditor of CPD-activities and, during the Lockdown, as a provider of additional professional practice events. The portfolio has managed to contribute R47422,93 profit for this year up and to June 2020.

TRENDS AND AREAS OF CONCERN

The projected trajectory of this year has been significantly geared towards applying psychological expertise in a virtual world, and thus, the words of the predecessor within this role has never rung more true for Industrial Psychologists, Psychometrists and Counsellors alike:” As we grapple with what the 4th Industrial Revolution, we need to be in the very epicenter of sense-making. Our very survival depends on it!” (see the 2019 SIOPSA Annual Report).

From the CPD-applications received and thematically analysed, it appears that training has been geared towards positioning the Industrial Psychologist as a multi-faceted stakeholder who can provide scientifically – and evidence-based interventions located within well-being for working in a remote work environment.

There has been some focus on the well-being of psychologists while, in some respects, IOPs are still trying to understand the effects of the pandemic on the world of work and their role as Healthcare Practitioners in an organisational or consultative setting. As such, ‘sense-making’ seems to be approached from a pragmatic ontology as the primary frame for generating knowledge and implementing interventions. The need, however, for psychometric training, as is apparent from applications received, remains relatively constant from the CPD-perspective when compared to 2018 and 2019.

As such, we seem to be the living proof of the saying “The more we change, the more we stay the same”.

What has been of concern, with this being a constant trend in the field of IOP, is the decreased access to effective training that is focused on maintaining ethics in professional practice (especially in a virtual context). Research has established that one of the unique roles of an IOP is that of ‘the ethical-groundskeeper’ within the world of work.

SIOPSA notes from an e-CPD perspective that there has been a decrease in research focused on applied ethics in Industrial Psychology. This has created a scenario where engaging in conversations on ethical conundrums is maintained through other modes of training within organisations which are particularly focused on managing ethics within the world of work.

In the midst of this Covid-19 pandemic, in situations where one’s ethical rigour could be tested by related circumstances, there seems, therefore, to be a unique opportunity for the Profession to take stock and also focus its research competence on the ethical learnings that are taking place, as this is sure to inform our ‘new normal’ from a cognitive, behavioral and managerial perspective!



Louise Coetzee
Chair: Professional Practice

The purpose of the CSR portfolio is to facilitate initiatives for the good of SIOPSA, our members, our communities, and our environment. The portfolio strives to involve SIOPSA Members in the community through different regions and the Conference. We aim to create an ongoing footprint through ensuring that projects are implemented. Furthermore, we contribute to communities through professional knowledge and other support (depending on the need identified). Lastly, we create a collaborative approach to help the community and get involvement from different stakeholders.

[Link to SIOPSA Vision](#)

CSR has objectives that are aligned with SIOPSA's vision. It aims to create visibility for the Society, get more members and different stakeholders involved and provide benefits for our members in terms of exposure in the community. Through helping in our communities, we create a professional Society with which all current and future IOPs want to be associated and become involved.

[Actual planning and implementation of activities](#)

The 2019/2020 objectives were planned and implemented very successfully. The first objective was the Career Planning outreach initiative where we asked SIOPSA Regional Branches to identify a school to conduct a Career Planning and Preparation Presentation to learners, from Gr 10-12. The project involved support and guidance to underprivileged schools in the different areas while building a relationship between SIOPSA, students, universities and schools.

These relationships are important for the portfolio to build a foundation for further initiatives in terms of career guidance and psychometric assessments and an ongoing footprint in society.

What was exciting about this initiative is that we could contribute to the community through sharing our professional knowledge and experience.

The second Objective was The Awareness Campaign where we held interviews with experts in their field not only to contribute to the new world of work but also to share their expert knowledge with us.

The aim was to guide and create awareness of the new world of work for IOPs, HR, IT, Business Leaders and South Africans proactively whilst working in different disciplines.

Furthermore, relationships were built between SIOPSA members, other IOPs, HR and businesses while involving SIOPSA Members, Lecturers and IOP students in the community.

These interviews were recorded and uploaded onto the SIOPSA YouTube channel to share with other professionals and the world.

Finally, the different regions worked on their own Community Service projects while partnering with different stakeholders. This was an initiative taken by different regions to continue creating an ongoing footprint and build on previous interactions.

Line up to conference (Aims and objectives)

The Portfolio had envisaged involving the venue being used at the SIOPSA Annual Conference and other SMEs as possible stakeholders in a project for children. The project was aimed at transferring certain skills to children from a rural community. The recorded interviews would also have been played at the conference. With the current COVID-19 restrictions in South Africa, however, this objective has been deferred to next year.

Next steps for growth in 2020 and beyond

The objectives from this year were constructed in such a way that further development can now be initiated with the aim of being of significant value to SIOPSA and the community we serve. Investing time into more virtual collaboration is also an effort that this portfolio would support.



Wilmé van Niekerk
Corporate Social Responsibility



DIVERSITY AND INCLUSION PORTFOLIO

The Diversity and Inclusion Portfolio previously known as Transformation was established to ensure that the Diversity and Inclusion agenda is seen as a strategic key point and implemented:

- to sustain the profession and society for IOPs;
- to create a society that fosters the diversity and inclusion ethos for all members, including nurturing the IOP talent pipeline; and to
- formalise, standardise and provide training on transformation work within SIOPSA in conjunction with the SIOPSA Academy.

The Diversity and Inclusion Portfolio also serves as a social activist and collaborative conscience of the society.

Achievement for the year 2019/2020

Fostering a partnership with the Centre for Global Inclusion which is an international organisation which serves as a resource for research and education for individuals and organisations in their quest to improve diversity and inclusion practices.



Vinia Masombuka

Chair: Diversity and Inclusion

SIOPSA ACADEMY

The SIOPSA Academy serves as a platform to establish and expand the SIOPSA brand, share knowledge and build competence among IOPs and beyond and be a recognised income generating stream for SIOPSA. It exists as one of SIOPSA's channels to support the continuous professional development of IOPs and align the profession with the latest trends in the field of IOP. It furthermore exists as a delivery arm for initiatives in our field of thought leadership through the various interest groups. During the 2019/2020 year, the portfolio was vacated mid-year and no replacement has been found to date.

The SIOPSA Academy requires dedicated resources to assist with fulfilling its objectives. It is proposed that this portfolio be operated as a development centre for SIOPSA, possibly by outsourcing key tasks. The potential for income generation is high and appropriate positioning of the SIOPSA Academy to professionals in the market may be the key to unlocking this potential.

Specific opportunities would be to obtain commitment from all EXCO members, Elders and Heads of Academic Departments (HODs) to become actively involved in spearheading collaborative joint ventures with larger organisations and academic institutions. The outlook for 2020/21 is to introduce a new committee and continuously find ways to use the SIOPSA Academy effectively while also, in all the activities, consider the impact of the current economic and financial pressures.

The Annual SIOPSA Conference is the major gathering for the profession of Industrial and Organisational Psychology in South Africa. Every year speakers and delegates from various spheres gather to learn about the latest research in Behavioural Science. This year the ambition of the 2020 SIOPSA Annual Conference is to generate practical and scientific solutions for academic institutions, organisations, teams and industry leaders within the context of a vigorous and renewed conversation about innovation in the Industrial and Organisational Psychology field.

Conference 2020

As behavioural experts we are called to think divergently and creatively to transform the new world of work. We are called to ready the employee, leader and organisation to thrive in the new reality of work that is agile, fast-changing and technology driven. Consequently, the theme selected for the 22nd Annual SIOPSA Conference is: “Leading through innovation: Navigating the new world of work”, with sub-themes including: Teams & culture; Wellness and health; Employee experience and engagement; Talent attraction, development and mobility; Innovative leadership and The neuroscience of innovation.

This year SIOPSA decided to host the conference at The Canvas in Riversands. With its modern design and big conference rooms, The Canvas will allow SIOPSA to reach new heights during the 2020 event. Initially the conference was scheduled for 4-6 August 2020, but owing to the impact of the Covid-19 pandemic, the conference date was moved to 1-3 December 2020, and a tactical strategy to reduce the health risks of delegates attending was developed.

The keynote speakers for the 2020 conference include Dr Caroline Leaf (world-renowned neuro-scientist), Anne Fulton (CEO of Fuel 50 and internationally renowned IOP), Busi Sizani (Co-chair Diversity and Inclusion: Uber) and Prof. Andrew Thatcher (Head of IOP Department: Wits University).

Abstract review process

The organisers of the 22nd Annual Conference of SIOPSA called upon IOP practitioners, behavioural experts, researchers, psychologists, business and industry leaders and other interested stakeholders to submit their abstract papers. Ninety-nine (99) abstracts were submitted to the abstract committee for review - a thirty percent (30%) increase from the previous year. The quality of abstracts received was remarkably high, and in total eighty-one (81) abstracts were accepted for inclusion in the 2020 conference programme by the Conference Abstract Committee.

Continuous improvement

The following continuous improvement measures were put in place for the 2020 conference:

- 40+ qualitative interviews with IOPs from various spheres to understand the most topical issues that need to be addressed in the industry. This process was used to inform the selection of the conference theme.
- Digital registration of delegates at the conference and management of CPD points through the MyCPD system.
- The Conference theme launch event was hosted in October 2019 to launch the conference theme and engage with potential sponsors.



Conference Portfolio

- Stronger focus on marketing of the conference through social media (significant increase from 2019).
- The launch of a SIOPSA conference specific website (including automated forms to be used for student volunteers, conference bookings, event bookings and sponsor information submissions).
- Speaker and sponsor information guides have been developed to communicate all relevant information to ensure a smooth conference.
- Enhanced benefits for sponsors and exhibitors participating in the 2020 conference.
- Enhanced conference experience for delegates (e.g. free professional photos; digitisation of processes; gamified interaction with delegates; enhanced feedback opportunities and more).

We are extremely excited to be partnering with all our sponsors, exhibitors, 150+ speakers and volunteers to make the 22nd Annual Conference a major success, despite the difficulties we face because of the Covid-19 pandemic. 2020 will indeed be remembered as a year that developed our agility, resilience and above all forced us to lead through innovation.



Lome Koekemoer
Conference

ACKNOWLEDGEMENT OF SPONSORS

SIOPSA extends gratitude to all its valued sponsors and the strategic partnerships it has built this year. Your generosity has allowed SIOPSA to deliver on its objectives and help us ensure that the 22nd Annual SIOPSA Conference is memorable for all its attending members and guests.

This year's SIOPSA sponsors are:

Cognadev
Evalex
Fuel50
Integrity International
JVR Consulting
Neurocapital
North-West University

Psytech
SHL
TTS-Top Talent Solutions
University of Pretoria
University of Johannesburg
Vantage
Yellowseed consulting

The overall purpose of the membership growth and services portfolio is to identify initiatives that will enable retention of members and aid in membership growth. Secondly, the portfolio is tasked with monitoring membership benefits and how it relates to growing the membership base of SIOPSA and this resulting in building and promoting the SIOPSA value propositions for all its stakeholders.

SIOPSA provides members with seven membership category options to suit their specific requirements i.e. affiliated, associated, emerging, full, honorary, fellow and student membership. For the year Aug 2019 to July 2020 a total of 615 registrations had been received by 17 July 2020. The highest membership is Full Membership with 350 registrations. The lowest being Affiliated members with 7 members registered. SIOPSA currently has 177 registered student members.

Membership Needs Analysis and Benchmarking Survey

The Portfolio conducted a survey with 133 participants and used the results as input towards the value proposition applied to the communication strategy towards new and existing members. To further equip the membership portfolio with adequate information to enhance its services to the SIOPSA community a desktop research was done to compare the SIOPSA offering with similar organisations and its offerings.

Integrated and updated information to build up the value proposition

The compilation of a SIOPSA Benefits Tracker has been established entailing a comprehensive analysis of benefits provided by SIOPSA. Included in this tracker is an analysis of how to access each benefit in the format of a live document.

Further activities include:

- Provide input into communication and information packs at SIOPSA events
- Updating information on the SIOPSA website
- Collaboration with other portfolios to enhance benefit offering

Membership Monitoring and Tracking

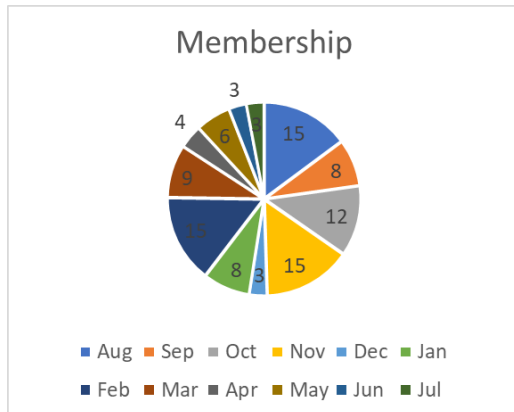
The following monitoring and tracking initiatives was established:

- A WhatsApp IOP Medico Legal group with 112 participants
- Manual tracking of membership for targeted communication identified the fields needed to build up data base, including members and non-member from various sources.

The decline in memberships for the 2019/2020 membership year has been attributed to the impact of Covid-19 which saw South Africa and the world at large under Lockdown. With most organisations closed and reports in the news that organisations are retrenching, it is implied that the current circumstances have had a negative impact on the financial situation of prospective members. Many self-employed members had a drop in their income and therefore had to cut down on expenses.

We see a drop in member registrations during the period of July 2020 where we would have expected a spear in several new registrations as it would have been the month when the annual SIOPSA conference takes place. This also influences members and new members position because members normally join to benefit the conference discount rate around July.

Membership Registration



- Highest registration was received in November 2019 showing 15% of total membership for the 2019 – 2020 period
- August and February show a registration of 15% each of the total membership for the period
- Dec 19, Apr 20, Jun 20 & Jul 20 reflects the lowest registrations received for the period. Due to the SIOPSA Annual Conference that occurs every July, we would have expected higher numbers of registrations in the period of Jun to Jul 20. Low numbers of registrations have been attributed to the restrictions associated with the South Africa Lockdown due to Covid-19 which resulted in the SIOPSA Annual Conference being postponed.

Membership communication drive

The membership committee provided weekly content for various communication platforms to stakeholders. The following communication took place:

- Membership renewal communication
- 4 Did you Know Communication messages:
- Exclusive and free access to journal for SIOPSA members
- Get your event CPD Status through SIOPSA
- SIOPSA membership discount on the Afriforte covid-19 debriefing platform tool
- E-CPD are included in your SIOPSA membership
- Communication regarding interest groups benefits

General communication

Communication that target a wider audience and not specific to membership:

- Student support during Lock-down
- Are you currently a student? Become a SIOPSA Member
- Special discount to SIOPSA members from Knowledge Resources
- Discount to SIOPSA members for attending the BPS Global Coaching and Psychology Virtual Conference

Key highlights and low lights

The membership portfolio is proud of its achievements and although the Covid-19 pandemic influenced many of our activities we can still report the following highlights:

- Communicating benefits that members were not aware of through the “did you know campaign”
- Growing the IOP Medico-Legal WhatsApp group is a platform to create a positive dialogue about SIOPSA
- Building the foundation to enhance value proposition to our members



Talia Talmud
Membership Growth and Services

The importance of this portfolio is paramount to the sustainability of SIOPSA. By placing a larger emphasis on social media marketing and aligning to emerging trends in the market we believe we have made strides in growing our brand presence this year. A communication and marketing strategy was put in place with the following three focus areas aimed at supporting the SIOPSA overall strategy for the past year. The three values are:

- **Visibility**
- **Value proposition**
- **Vision forward**

The three values were actively encouraged in all stakeholder encounters, whether in face-to-face interactions, on social media or in virtual dialogue sessions hosted by SIOPSA Executive members.

Communication and marketing of SIOPSA was further structured into specific themes addressing the members and users of our platforms. The themes based on current trends relevant to the public were used to cluster our communication messages. The following themes are applicable:

January 2020 – *Loading and gearing SIOPSA for 2020.*

February 2020 – *Caring for the environment* with a Plant a Spekkie campaign and encouraging our stakeholders to make use of this plant that has significant benefits for the environment.

March 2020 – *Caring for the community.* Focus on current workplace trends was emphasised in most of the communication.

April 2020 – *Caring for our country.* This theme gained significant momentum with the worldwide outbreak of the Covid-19 virus and the subsequent lockdown announcement by the President of South Africa from 26 March onwards.

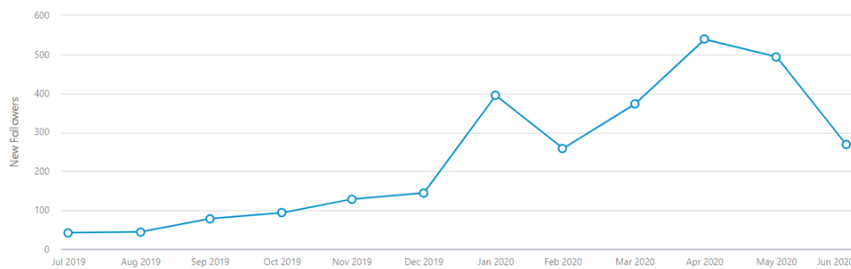
The communication themes for the rest of the reporting year were mainly influenced by the need to continue supporting our members and stakeholders with Covid-19 new development information and demonstrating our Society's commitment to supporting the South African government with containing the virus spread.

A direct consequence of this development forced SIOPSA to transform all face-to-face events to virtual platforms. The webinars were hosted by the SIOPSA Executive management who approached specialists and experts in the South Africa community who could provide support relating to and insights for IOPs to address the Covid-19 impact within their respective environments.

Highlights for 2019/2020

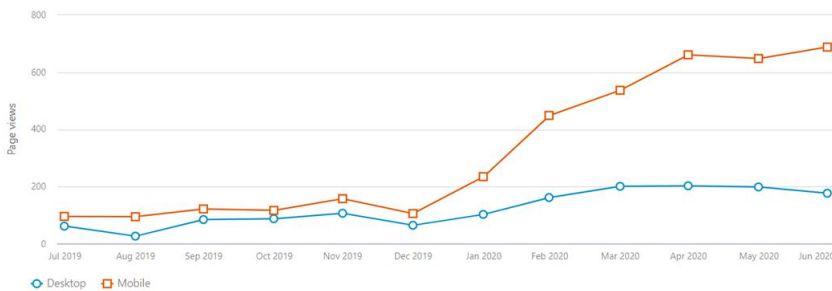
- The total website page viewers went up from 19,696 to 21,456 vs as per the previous reporting period 2018/2019 to 2019/20.
- Website Media center page views went up from 837 views to 3,635 views
- Product visits and views increased from 2,549 to 2,566. The slight increase can be explained by internet views and membership renewals and sign-ups which normally increase before the conference in the middle of the year. This year the conference has been moved to December and more membership interaction on the website around that time should be noticed.
- Followers on LinkedIn increased from 2864 to 3163 in the reporting year and the page had 4346 total visits
- Total page followers of 4 670 on Facebook increased from an average of 3246 page followers during the previous reporting period.
- SIOPSA hosted 12 face-to-face events in the reporting year.
- 24 webinars and 11 online panel discussions took place during the reporting year.
- 147 direct emails were sent to the SIOPSA database
- Published 13 blog posts, gained new subscribers on our YouTube channel and published 2 newsletters

LINKEDIN



LinkedIn visitors for the 2019/20 reporting period: 4364 (active users 3 163)
 Posts on SIOPSA LinkedIn for the 2019/20 reporting period: 405

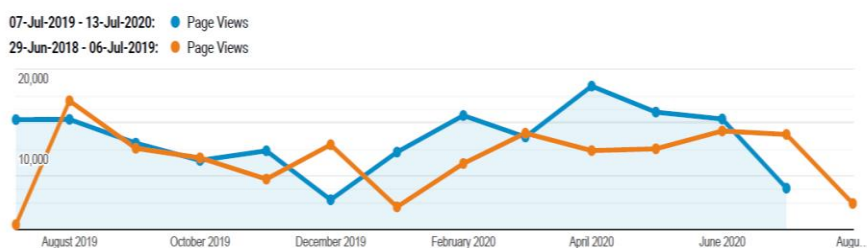
FACEBOOK



Total active page followers for the 2019/20 reporting period: 4 670
 Total posts SIOPSA Facebook for the 2019/20 reporting period: 1274

Desktop users have decreased dramatically compared to users accessing or social media page via mobile phones. See graphic below.

SIOPSA Website



SIOPSA website views for the 2019/20 reporting period: 21 456

Outlook 2020/21

The increase in traffic on our social media platforms and on our website is an indication of the SIOPSA community's need for information relevant to their world of work. The marketing and communication portfolio will be using these statistics both as a benchmark for future communication and marketing strategies and also to build on the strategy to increase significantly our visibility and relevance to our stakeholders.

An area of concern is the membership portal on the website that indicates only a slight increase in users. A further concern is the current limited access to social media software to enhance marketing on social media platforms and further investigation and investment is recommended. The portfolio is also committed to improving the customer experience with SIOSPA at all levels. Our communication platforms and marketing initiatives still provide SIOPSA with many opportunities to expand this aspect. Users of social media are changing continually and a significant change in the patterns is noticeable in developments of all new types of social media. Social media platforms, like Instagram, has gained a lot of momentum with younger audiences tend to access this platform and therefor is a communication channel to explore to reach younger users.

This portfolio will however pursue with exploring more effective ways to reach the SIOPSA community and take on the new reporting year starting in August 2021 with a renewed focus to establish communication that not only support the SOCIETY but provide its members with rich content to add value their membership and their role in the world of work.



IGSPO was started by Prof Frans Cilliers in 2013 to provide, amongst others, opportunities for SIOPSA members to participate in and learn about Tavistock model-based systems psychodynamics' experiential learning events. Since mid-2019 IGSPO's Executive Trio has enjoyed energetic teamwork by Dr Inette Taylor (Chair), Mrs Louise Tonelli (Liaison Officer/Secretary) and Prof Michelle May (Regional Events). The IGSPO Executive agreed to retain our current TRIO Executive structure until a new Executive is appointed during our AGM at the 2020 SIOPSA Annual Conference.

IGSPO's Executive agreed at the July 2019 AGM to:

- Continue providing SIOPSA, the wider Psychology community and other interested parties with experiential learning opportunities using Systems Psychodynamic thinking and methodologies.
- Attract new members for SIOPSA and IGSPO.
- Present our annual three-day flagship event in March 2020 (See appendix A for complete list of events).
- Collaborate with Regional Branches to present events
- Run the first SA on the Couch (based on Britain on the Couch).
- Continue and strengthen our collaborative relationships locally (UNISA, TILT) and internationally (OPUS).
- Initiate Afrocentric events which explore the unconscious in our local South African context e.g. Ancestors.

Following from a successful SA on the Couch event in August 2019, Mrs. Louise Tonelli and Prof Frans Cilliers prepared a "SA on the Couch" Masterclass for the SIOPSA Conference 2020 Conference.

Opportunities for continuous improvement

IGSPO events (view appendix A) for some participants spark further studies (e.g. postgraduate research), research papers, attendance to international group relations events and membership of local and international societies specialising in systems psychodynamic work.

We enjoy collaborative relationships with organisations such as OPUS, TILT, the UNISA Department of Industrial and Organisational Psychology, and other international bodies. These collaborative relationships add value to IGSPO members' and SIOPSA's continuous improvement.

Due to SIOPSA's financial constraints it has not been possible to run our IGSPO events at the St George's Hotel (or similar venue) which previously provided the ideal space within which to host our workshops.

Through our agreement with the UNISA Department of Organisational and Industrial psychology IGSPO usually has a venue for our three-day flagship event and other events, which may not always be ideal. IGSPO is incredibly grateful that our Consultants offer their services at an exceptionally low rate for the three-day flagship event, and free of charge for other events.



Dr Inette Taylor
Chair: The Systems Psychodynamics of Organisations (IGSPO)

Our interest group has, since its inception in June 2006, focused primarily on establishing and growing a sustainable framework for professional development, as well as research and networking opportunities for Consulting Psychology and Coaching Psychology in South Africa and internationally.

Over the past three years, the interest group has built a solid foundation of training and workshop content, begun formalising some of this content for publication, established the List of Coaching Practitioners as a credible list of experts, and revisited the scope of practice of Coaching Psychology in order to contribute to the body of knowledge.

As the interest group has grown, various sub-groups and sub-committees have developed in order to drive the different goals.

This groundwork has allowed the next step of development to emerge, part of which is a strategic refocus on the aims for the next few years, and to further take up the role of thought leadership of IOPs focusing on the value-add of coaching and consulting from an evidence-based psychological perspective. IGCCP focus is driven by SIOPSA's strategic visioning and the new developing 2021 plan.

Our underlying strategy is always toward the SIOPSA vision and so includes the following focus areas:

- [Membership drive for SIOPSA](#)
- [Education and upskilling of psychologists in coaching and consulting](#)
- [Create opportunities for research and professional development](#)
- [Promoting SIOPSA as a professional organisation, providing value to IOP's in business.](#)

Key areas of focus so far are to continue to build the ethical and value add of the List of Coaching Practitioners, to establish the newly formed Community of Practice (COP), to consolidate the value from local and international partnerships and affiliations, to develop research and publishing opportunities, offer consulting and coaching skills sharing webinars and events, and to provide coaching and mentoring opportunities for undergraduate and emerging IOPs.

Key areas of collaboration with branches and other interest groups have emerged as we expand SIOPSA's reach and impact.

The focus during these past 6 months was to establish new areas of impact of the interest group, beyond only running workshops and regional events.

Regional events and professional development webinars

- SIOPSA Annual Conference: We have a presence each year at the SIOPSA Annual Conference – with workshops and papers on coaching, consulting and team coaching, Western Cape: Event on 22nd August 2019 on Leadership coaching: current trends and changing perspectives. Speaker: Aletta Odendaal
- Port Elizabeth: 14th September 2019: Coaching in “toxic environments” and coaching supervision - building insight into coaching psychology and skills and value add of the IOP. Speakers Stefan Botes, Gail Wrogemann
- Johannesburg Branch event: 9th November 2019 for “Myths in coaching psychology”. Speakers: Ingra Du Buisson-Narsai, Steven Breger, Stefan Botes, Gail Wrogemann. More webinars on this topic have been requested.
- Psychological Society of South Africa (PsySSA): 6th September 2019 conference: Topic: “Consulting psychology: Harmonizing the voices of psychology to impact South Africa, Africa and the world”. Symposium organised by UNISA’s Doctorate in Consulting Psychology team. Speakers include: Professor May, Professor Barnard, Professor Vasi van Deventer, Dr Michelle Madurai, Dr Neo Pule. Discussant: Gail Wrogemann
- Webinar: A Navigating Change consulting psychology webinar event on 30th June 2020. Hosted by Dr Natasha Winkler-Titus

Highlights of events

- Updated List of Coaching Practitioners (LoCP) available on the SIOPSA website
- Knowledge Hub on the SIOPSA Website
- Community of Practice (COP) and Self-directed Peer Groups
- Mentor coach groups for IOPs in training

Opportunities for continuous improvement

Collaboration with other interest groups, particularly the Interest Group for Applied Organisational Neuroscience, has been established in building a strategic direction for coaching and consulting. This collaboration would include other interest groups as well as coaching groups in South Africa.



Gail Wrogemann
Chair: Interest Group Coaching & Consulting Psychology (IGCCP)

The Psycho-Legal Interest Group was established at the 2016 SIOPSA Conference in order to meet the needs of a growing group of Industrial and Organisational Psychologists (IOP) who are either practising in the medico-legal field, or who intend to enter the field. The impetus for the formation of the Interest Group came from a request from the Professional Board of Psychology because of an increasing concern about the calibre and professional behaviour of IOPs in the medico-legal field, more especially new entrants to the field.

Importance of the portfolio

The reputation of IOPs in the medico-legal field has become increasingly tarnished, with a concomitant negative perception of the IOP field as a whole. There is an ongoing need for improvement in the knowledge, skills, professional behaviour and ethics of IOPs involved in medico-legal work as well as training for those planning to enter the field.

Portfolio targets for 2019/2020

The main target for 2019/2020 was to continue to build on the goodwill among fellow IOPs working in the medico legal space as well as to expand the audience for the available training opportunities. Momentum for the psycho-legal interest group was created from the training workshops presented at the 2015, 2016 and 2019 SIOPSA Conferences, as well as in respect of those workshops presented at various Regional Chapters by means of subject-specific mini-conferences involving recognised subject experts.

The psycho-legal interest group has highlighted the value of belonging to SIOPSA because of the assistance SIOPSA could provide to novices in the field. The psycho-legal interest group has also proven to be valuable to seasoned IOPs working in the medico-legal field as they continue to refresh and update their skills.

Further training and development is still required as the psycho-legal space continues to evolve and requires the relevant skill set. We have noted a change in legislation related to the medico-legal spheres and the profession needs to comply. We have also been confronted with the COVID-19 pandemic which has resulted in rethinking the whole approach to consulting with our clients in the medico-legal sphere.

Portfolio's achievements in 2019/2020

Training Workshops:

- A half-day training workshop on “Paterson Job Grading and how it applies to the quantification of medico legal claims’ was presented at the SIOPSA Annual Conference in July 2019.
- The University of Kwa-Zulu Natal (Durban campus), held a full day Training Workshop on the role and practice of the IOP in the medico-legal space, presented by Barbara Donaldson to the IOP Masters’ students on 12 September 2019.
- The same full day Training Workshop was also presented by Barbara Donaldson to the IOP interns at the Military Psychological Institute (MPI) on Friday, 29 November 2019.

- A half-day Mini Conference with invited speakers including Dr Herman Edeling of SAMLA, Advocates Francois Grobler and Jenine Khan, Dr Sharon Munyaka and Mrs Elmarie Prinsloo, 15 February 2020 (69 attendees). Topics varied from the case management practice requirements to engaging the audience on mediation within the medico-legal field.
- A presentation on 'What the Industrial Psychologist requires from the Educational Psychologist' at the Annual EPASSA (Educational Psychologists) Conference on 23 May 2019 (60 attendees).
- A three-hour free webinar titled: Making sense of Earnings Data for Medico-Legal Reports- A Panel Discussion was offered via the SIOPSA Zoom platform and the SIOPSA YouTube channel on 5 June 2020. A resource page was populated on the SIOPSA website under the psycho-legal interest group and the panellist presentations and responses to questions uploaded.
- A Webinar tackling 'IOP Medico-Legal Report Considerations within the Covid-19 Context' with perspectives from an Actuary and a Master Remuneration Specialist will be planned for 31 July 2020.

Operating environment/financial trends

Money has continued to be tight for most IOPs during the 2019/2020 financial year. For this reason, there has been a decision to try to keep the costs of attending the Training Workshops and the shorter presentations low. The presenter on each of these occasions has personally borne the cost of travel and accommodation and has presented each event pro amico, with only the cost of the venue, catering and printing the workshop booklets to be borne by the Regional Chapters. This has enabled the various SIOPSA Chapters and/or the SIOPSA Academy to make a profit, while continuing to offer affordable ongoing education to SIOPSA and non-SIOPSA members, while encouraging the latter to join SIOPSA.

Key highlights/low points in 2019/2020

Fortunately, there have been no low points and all of the achievements have been highlights because enthusiasm for and interest in the offerings of the Interest Group continue to be very high. As the profession continues to evolve, the scope for further engagement is increasing.

An exciting development has been the handing over of the Psycho-Legal Interest Group to Dr Sharon Munyaka, previously the Chair of the SIOPSA Eastern Cape Regional Chapter. Her fresh approach as already been evident in her involvement in the many queries on the Medico-Legal IOP WhatsApp group, as well as her innovative approach to the recent on-line webinar she organised and in respect of which she ensured that many attendees could participate because of the sponsorship by the webinar participants which she achieved. Dr Munyaka also serves on the SAMLA Board, where she has been appointed as the Director of Transformation, and the SAMLA EXCO providing her with collaboration opportunities for strengthening the role and relevance of IOPs working within medico legal.

Key risks and opportunities going forward

The most important target will be the accreditation of IOPs for the medico-legal field by SIOPSA. To this end, together with the SIOPSA Academy, there will be ongoing training and education of novices entering the field via mini-conferences of a half day nature, as well as similar mini-conferences for those established in the field who require knowledge/training at an advanced level.

There is an ongoing demand for the Psycho-Legal Interest Group training courses, and these will continue to be held, whether on-line, or in person for the benefit of the SIOPSA Regional Chapters. The required skill set for IOPs working in the medico-legal field will continue to evolve and further training opportunities will be required.

Outlook for 2020/2021 financial year

At present, the outlook for the Psycho-Legal Interest Group remains favourable as there is still a considerable amount of work available in the medico-legal field. In the event, however, that the Road Accident Fund (RAF) is transformed into the Road Accident Benefit Scheme (RABS), most of the work will dry up, since Loss of Income will no longer form the largest cash component of personal injury claims, as is currently the case with RAF claims. Given that it would then be inadvisable for IOPs to concentrate on medico-legal work alone, interest in this portfolio could be expected to wane.

The Acting CEO of the RAF terminated the Service Level Agreements with attorneys specialising in Defendant work on behalf of the RAF. This has placed many experts and IOPs, who did only RAF Defendant work, in an invidious position caused by confusing or lack of communication and slow payments.

Prospects for this interest group is as follows:

- Enroll more active members into the interest group. At present we have occasional members who attend workshops but are not active to volunteer to grow the interest group.
- Formalise the Psycho-Legal structures and nominate a committee for the interest group. The committee members will be responsible for different activities and serve to create a succession pipeline.
- Formalise the relationship with the South Africa Medico-Legal Association (SAMLA) through signing a service level agreement
- and exploring ways of collaborating on events and knowledge sharing.
- Continue providing medico-legal training and development opportunities through webinars, workshops, and panel discussions.
- Develop a medico-legal learning pathway and provide interested members to see the options available to them in the field.
- Formalise an earnings research platform within the interest group and create a space where IOPs working with earnings data can build a database and collaborate on providing insights on earnings data and trends.



Dr Sharon Munyaka
CHAIR: Psycho-Legal Interest Group

The Interest Group in Applied Organisational Neuroscience is pleased to report on its activities for the year ending 30 July 2020.

Overview and importance

The purpose of the Applied Organisational Neuroscience Interest Group is to validate and raise the visibility of the nature, role and significance of Applied Organisational Neuroscience to the field of IOP; and to create opportunities for SIOPSA members and South African organisations to become informed and to gain competence in this nascent field.

Outlook

The COVID-19 pandemic has not only impacted the physical health of societies around the world, but it has also led to an unparalleled increase in stress, fear, and anxiety making the provision of mental health services a crucial priority for IOPS. To that end, COVID 19 has been a catalyst for change in that our focus shifted to online provision of services and towards a shift in providing mental health resources to the IOP community.

Highlights of events and financial impact

Scaling Learning Solutions

- The delay or cancellation of in-person events due to COVID-19 has been a catalyst for change which gave way to more virtual events. We presented two Neuroscience “Learn at Lunch” webinars.
- The April 2020 webinar expanded the conversation on how to positively adapt to the challenging new normal by using Psycho-Neuro-immunology (PNI) as a lens into workplace behaviour in turbulent times.
- The “Leading in /through and beyond adversity” webinar was hosted in May 2020 and provided IOPS with content-rich learnings on leading through crisis in a resilient and brain-friendly way.

Validation of Applied Organisational Neuroscience in IOP practice

White-paper Development and Neuromyths survey We continued to build visibility and thought leadership via a mix of sustained collaborations and initiatives including; contributing to the research content, whitepaper development and presentation of workshops on the Busting myth series initiated by the JHB SIOPSA branch, specifically:

- Busting myths in coaching psychology in collaboration with (JHB Branch and IGCCP) and Busting Neuro-Mythconceptions in collaboration (JHB branch and IGSP0).
- Design and development of the Neuromyths survey project so as build a solid knowledge base of applied organisational neuroscience.

Access to Neuroscience-publications

We are continuing to add free access articles to the IGAONS publications hub on the SIOPSA website. The functionality of this platform will be further leveraged going forward.

Financial Value Add

The swift creation of COVID-19 related content, including webinars, provided incremental revenue opportunities resulting in a R15 000.00 contribution to SIOPSA income through Neuroscience “learn at lunch” webinars.

Growing the Membership Base

A dedicated Facebook page was created to grow the membership base of the Interest Group. The membership base has grown steadily. The group will increasingly be leveraged to develop a community of practice for IOPS and human capital professionals.

Raising visibility

SIOPSA had a strong SIOPSA presence at the 2020 KR Organisation Development Conference presenting on the topic of “The Neuroscience of Transformation”. The premise of the presentation was that there can be no organisational transformation without personal transformation and that applying Organisational Neuroscience principles and practices play a key role in enabling this transformation.

Future Focus

A Scope of Practice for AONS - July 2020

This is iterative work, and in the spirit of co-creation and consensus-seeking will involve SIOPSA Interest Groups and IOPs to actively co-create this Scope of Practice as an IOP collective community.

The SIOPSA Applied Organisational Neuroscience Virtual Seminar - September 2020

The AON seminar will bridge the gap between rigorous science and the practical needs of organisations by providing attendees with insights that can be applied immediately at work. This will be done in collaboration with key stakeholders in the field of organisational neuroscience. The event will also provide network opportunities to share knowledge with fellow attendees and to strengthen the community of practice.

Applied Organisational Neuroscience Master Classes

Developing and hosting bespoke CPD earning AON Master class content in association with lead bodies is a key focus area for the next financial year through providing formal theoretical frameworks and neuroscience-based content for various applications like resilience, coaching, team dynamics and leadership development to mention a few. The aim is to have an enhanced network of practitioners that equipped with skills and knowledge to practice in this nascent field competently and ethically.

SIOPSA is excited about the prospects of IGAONS and remain committed to creating significant value add to the SIOPSA community.

Ingra Du Buisson-Narsai
Chair: Interest Group for Applied
Organisational Neuroscience



ASSA is currently developing an online system that will be used for the ASSA process, using the clear process and criteria guidelines contained in the developed documents. It is anticipated that the online development for running the ASSA review process should be ready for trial use by August 2020, following which a pilot process will take place.

During 2019 PAI also launched a successful Masterclass entitled 'Technological Advances in Assessments & the changing role of Assessment Practitioners'. This Masterclass provided insight on the next generation of assessments, clarity on legislative changes and guidance to practitioners on the correct and ethical use of assessments within the South African environment. PAI were invited to present this workshop at the 40th Annual ACSG Conference that was held from 9 – 13 March 2020 at the Hilton in Sandton, South Africa.

The aim was also to run regional workshops across the country through SIOPSA regional groups. However, given the current Covid-19 situation, a decision was made to hold a virtual webinar for all who would be interested in attending. Our chairperson, David Bischof, presented this webinar to a sold-out audience on the 20th March 2020 and we thank everyone for their attendance and input.

PAI in collaboration with the University of Cape Town hosted a webinar (17 June 2020) by international acclaimed Professor Nathan Kuncel entitled 'Predictors and Process in Selection Decision Making'.

Opportunities and risks for continuous improvement

PAI still requires a more active committee with specific portfolios and defined areas of responsibility. The committee will be reviewed at the upcoming conference with some individuals leaving the committee and an invitation for new committee members to join at the conference as well as an invitation for a new chairperson. An opportunity exists to play a key role in establishing an independent testing body to serve the South African testing community and business, which makes it one of the key priorities to remain both independent and neutral in the current unstable testing environment.

Outlook for 2020/2021

During 2020, the focus of PAI will include:

- Continued involvement in the operationalisation of ASSA
- Establishment of further webinars on the current assessment landscape
- A survey for Psychometrists to provide input and have a voice into the IOP space



David Bischof
Chair: Interest Group People Assessment in Industry



PRETORIA

REGIONAL BRANCH

Mrs Illana de Wet, Chair

Mr Thuto Malaka, Treasurer

Ms Alice Slabbert, CPD and Marketing

Mrs Elne van Heerden, Events

Ms Jeshika Gopal, Secretary

Mr Hilton Oosthuizen, Member Affairs and Ethics

Ms Bontle Kome, Student Affairs

Branch objectives and strategy

The main objective for our branch was to gain new committee members for the branch as well as new members for SIOPSA. Furthermore, our strategy was to ensure that SIOPSA remains relevant, not only for registered professionals, but also for potential student and emerging psychologists.

Five committee members stepped down from the committee of the previous financial year, and we gained three new members with the focus on diversity, inclusion and transformation. We spent a lot of time ensuring that all information relating to the committee is stored in one place so as to facilitate cross-functional learning and ensure that the committee members are all aware of what is expected of every role.

Pretoria branch events outline

26 November 2019 – Lome Koekemoer presented “Building an innovative workforce: The Role of the IOP”, which 30 delegates attended. The event was profitable.

27 January 2020 – Illana de Wet visited the UP Masters class (of IOP and HR) and introduced SIOPSA to them to introduce the student chapter.

28 January 2020 – Illana de Wet visited the UP Honours class and introduced SIOPSA. We also launched the student chapter.

1 February 2020 - Collaborative board examination preparation with the Johannesburg branch. The event was facilitated by Alice Slabbert and Louise Coetzee, attended by 30 emerging psychologists, and was profitable.

22 July 2020 – Webinar: “Neuroscience of inclusion – Develop smarter teams with the brain in mind” by Rob Jardine

Branch lessons learnt from member feedback

This branch has grown because of the introduction of strong talent. We experienced severe difficulties with Covid-19 related situations where we also realised how dependent we as IOPs are on community, networking and live interactions with people. Our communication suffered but we returned with a plan of action and we are excited for 2021. We want to ensure that SIOPSA's membership grows and we can keep adding value to the IOP community; not only focusing on Covid-19 related matters, but also on other relevant matters to ensure that our profession keeps growing during this fourth industrial revolution.

Outlook for 2019/2020

The Pretoria Branch would like to collaborate with other branches in interactions where we can feed off each other's members and energy. We would like to ensure that SIOPSA membership grows and that we stay relevant. We would also like to have at least one branch Lead Event a year to showcase internal branch talent and we would also like to evolve with the other branches, where we want to have online events.

Illana de Wet

Chair: Pretoria Branch





Johannesburg Regional Branch

Dr Xander van Lill, Chairperson

Ms Talia Fisher, Chairperson-elect

Mr Andrew Morris, Community Service & Thought Leadership

Ms Marlouise Ferreira, Community Service & Emerging Psychologists

Ms Khongelani Bila, Thought Leadership & Community Service

Ms Catherine Lotter, Thought Leadership & Evidence-Based Events

Dr Sebastian Clifton, Thought Leadership & Evidence-Based Events

Mr Tinus Voges, Evidence-Based Events

Mr Robert Jardine, Thought Leadership & Evidence-Based Events

Ms Bonisiwe Mjojeli, Community, Service & Emerging Psychologists

Branch objectives and value orientation

The Johannesburg Branch of SIOPSA exists to strengthen the reputation of industrial psychology as a community of practitioners who add value to our clients through evidence-based practice in the Gauteng region. To this end, our branch has four broad objectives, namely to:

- Contribute to thought leadership in industrial psychology and human resources.
- Hold events that provide our community with state-of-the-art guidelines on evidence-based practice in specific areas of interest. (See appendix B)
- Assist student and emerging psychologists with their successful integration into the profession.
- Embark on selected projects where we can use our skills and knowledge to make services available to communities that would otherwise not be possible.

To attain our objectives, the branch holds three values dear and selects prospective members based on the following three orientations, namely:

- Scientific orientation: Search for facts and evidence in support of theories and areas of practice. Our committee members, therefore, enjoy working with ideas and tasks that require an extensive amount of thinking.
- Commercial orientation: Manage projects by leading people and making business-savvy decisions. Our committee members are required to take calculated risks and engage in entrepreneurial activities.
- Altruistic orientation: Working and communicating with and teaching people. Our committee members enjoy helping and providing service to others.

Branch lessons learnt

The pandemic had important implications for the virtual management of South African employees' well-being and performance. This has required industrial psychologists to start considering seriously and taking the initiative to upskill in two prominent areas, namely psychological counselling strategies and data science. The ratio of psychologists to citizens in South Africa is too small, which places a demand for psychologists from all registration categories to help alleviate the psychological strain associated with the pandemic. Our community of practitioners continues to express the need for focused initiatives aimed at building counselling skills. The pandemic has also brought the fourth industrial revolution into full swing. More emphasis is placed on virtual skills and the importance of making sense of new and varied sources of data is becoming increasingly important. Many of our constituents are experiencing the need to learn how to apply data science in everyday practice.

Vision for 2020/2021

Our branch wants to heed the call for initiatives aimed at both therapeutic and data science skills. We would like to identify and provide certification programmes aimed at the assessment and referral of psychopathology, at brief therapy to handle anxiety and depression, and a programme to clean, analyse, visualise and interpret large data sets.

Xander van Lill

Chair: Johannesburg Branch



North West Regional Branch

Dr. Melissa Jacobs, Branch Chair
Prof. Lenè Graupner, Vice Branch Chair
Dr. Lizelle Rossouw, Secretary
Me Eva Sekwena, Marketing
Mr Bongani Tejani, Community service
Dr Bouwer Jonker, Treasurer & Strategy

Branch objectives and strategy for August 2019 to July 2020

Marketing of SIOPSA activities

Management of social media in advertising SIOPSA through (Facebook, Industrial Psychology Connected page, sharing of SIOPSA page events, LinkedIn and School for I/O Psychology FB pages).

More effort was made to network with professionals in the North West province to create awareness and attendance of SIOPSA events. Sharing of the SIOPSA newsletter to other applicable forums.

Establishing or growth of membership

For the 2019-2020 period registration fees for nine committee and staff members, twenty-five I/O Psychology Honours students and twenty I/O Psychology Master students were paid by the School for I/O Psychology and HR Management and the aim further was to introduce the students to SIOPSA and encourage them to register with SIOPSA as members, specifically for future purposes.

Through offering interesting topics at SIOPSA events, the objective was also to create awareness:

- As per agreement and successful discussions with the School of I/O Psychology and HR Management at the NWU, the main aim for the NW SIOPSA Branch was to capitalise on the arrangement to subsidise the registration fees of our I/O Psychology Honours, Masters Students and I/O staff members.
- During the first Honours and Master's classes in 2020, SIOPSA was introduced to the students to encourage them to register and participate at events enabling them to gain more exposure to the field and increase their knowledge.
- Three events were planned for 2020, with the additional aim of including as well our students who work during the academic calendar year. The COVID-19 pandemic has hit SA and the Society hard, and stopped, some of the well pre-planned events. With the assistance of the EXCO Team and the President, SIOPSA was able to manage a quick turnaround in terms of the presenting of events.

Branch Events

The North West branch hosted an on-line webinar with the Topic: 'The COVID 19 Disruption: An opportunity for the I/O Psychologist to show impact' presented by Prof Ina Rothmann, CEO and founder of Afriforte, based in Potchefstroom. Dr Melissa Jacobs, chair for the NW branch facilitated the event. Registered Psychologists, Psychometrists, Counsellors, Intern-psychologists and Student psychologists across a number of categories attended the webinar.

The COVID-19 pandemic and lockdown are having and will continue to have a psychological impact on every person. Afriforte and the WorkWell Research Unit (NWU) have developed a fit-for-purpose real-time platform to assist employers in executing an inside-out debriefing strategy. The purpose of the platform is not only to keep employees engaged and connected during the return to work phase, but also to optimise staff productivity during this period. The North West Branch together with SIOPSA President, Dr Marissa Brouwers, realised the value of this debriefing tool for the SIOPSA members and negotiated a discounted rate for members who want to implement the Group debriefing resources and guidelines.

Melissa Jacobs

Chair: North-West Branch



Western Cape Regional Branch

Dr Lindy Emsley, Chair

Adrian Parsadh, Member Portfolio: IGSP0 & IGCCP

Marizanne Koen, Member Portfolio: Finance, CPD

Wendy Oliver, Member Portfolio: Foundation/Academy

Lisa Kleinhan, Member Portfolio: Communications

The SIOPSA Western Cape Branch was established to support the vision and mission of SIOPSA.

Branch objectives

- To be visible in the Western Cape
- To drive SIOPSA membership
- To encourage consistent, professional and ethical behaviour within the industry

Branch lessons learnt

- To encourage attendance at events.
- There is a need from Industrial Psychology students and interns to gain exposure to the world of work.

Outline of events

22 August 2019: Network event with CPD group in the Western Cape

19 September 2019: Resilience by Dr Mark Orpen presented by SIOPPSA WC and UCT

20 January 2020: SIOPSA introduction to Master's students Stellenbosch University by Adrian Parsadh and Lindy Emsley

30 January 2020: SIOPSA introduction to Hons students Stellenbosch University by Lindy Emsley

8 April 2020 (Virtual event): The impact of COVID 19: A systems psychodynamic exploration SIOPSA WC in collaboration with interest group Systems Psychodynamics of Organisations

Strategy for continuous improvement and risk management

- The branch went through a lot of change as one member stepped down, a new Chair was appointment and two new committee members joined the Western Cape committee.
- A good working relationship was built and maintained with the Industrial Psychology department of Stellenbosch University.
- Sound collaboration with the CPD Forum.

The outlook for 2020/2021 is to continue to grow the IOP profession in the Western Cape, to increase events and to become more visible in the Western Cape.

Lindy Emsley

Chair: Western Cape Branch



Eastern Cape Regional Branch

Mrs Claire Sponneck, Chair

Mrs Tarina Kemp, Secretary and Treasurer/Events

Mrs Loreen Le Roux, Marketing & Communications

Mrs Richenda Koeberg, Students & Emerging Psychologists

Mrs Charne Draai, Marketing and Communication, PR, Graphic Design

Mrs Natasha Thomas, SIOPSA Foundation Representative

SIOPSA Eastern Cape and thereafter referred to as SIOPSAEC is based in Port Elizabeth and offers support to industrial psychology professionals throughout the Eastern Cape. SIOPSAEC aims to provide platforms where IOP professionals in the province can network and update their knowledge base. It is an opportunity for IOP students to connect with IOP professionals in industry.

Key Highlights for SIOPSAEC 2019/2020

- Our events in the 2019/2020 financial year have seen a change in look and feel. The Eastern Cape was the first region to launch the HPCSA Ethics Board Prep workshop via an online platform. This was a huge success and over 31 delegates attended. If this were to have taken the shape of a face to face facilitation in PE, we would have been fortunate to get about 6 attendees.
- We have continued to try and increase our membership numbers through targeted and aggressive social media marketing and approaching individuals and groups at various networking events We have continued to maintain a positive working relationship with the NMU Industrial Psychology department.
- We have also conducted SIOPSAEC briefing sessions to undergraduate and postgraduate students and this too has greatly assisted us in tapping into and growing our student membership.

- Our monthly Coffee Connect professional networking breakfast has proven exceedingly popular and except for during Lockdown, these have taken place on the 1st Friday of each month. Each month has drawn a different crowd of IOPS and/or interns. The spin off from these, in addition to the networking, is that the content of Future Events has been born out of these sessions. The new Chair for the 2020/2021 term has also been sourced from these sessions. They have certainly served to augment SIOPSA's visibility and accessibility in the region.
- Our first virtual coffee session took place on Friday 26 June with attendees representing organisations such as Volkswagen, Coca-Cola, and the Nelson Mandela University, as well as a few from private practice.
- SIOPSA EC Facebook page, which has greatly assisted with marketing, communication and creating awareness, is regularly updated and remains alive and engaging. We have had a dedicated and driven Branch Committee and Chair and this leadership has ensured that we delivered on our mandate and year plan. A new Chair has been sourced for the upcoming term. We have a sound collaboration with the HR Forum in PE, and this fosters a mutually beneficially relationship.

Lessons learned

SIOPSAEC is a small branch which has traditionally found it challenging to grow its membership. The limited number of IOP professionals in the EC has made the increase in membership and participation in SIOPSAEC events limited. Attendance at the 2019/2020 events, however, has been satisfactory.

There has been an increased appetite for SIOPSAEC events, attendance at events has been better and the general energy and commitment of the 2019/2020 Committee have been refreshing.

The support from SIOPSA Head Office through paying for flights also enabled SIOPSAEC to successfully host the value-adding workshops facilitated by Gail Wrogemann and Stefan Botes. Being a small branch, however, we find it difficult to make a significant profit (if any profit in some instances) because payment for flights to bring the speakers in emanates from the profit SIOPSAEC makes. As a Branch, we have had to be creative in terms of the time of our SIOPSA sessions and the structure. We have introduced a Saturday morning workshop offering to cater for those who are unable to attend during the week. We will have hosted 3 virtual events by the end of July 2020, and these will have contributed successfully to the SIOPSA revenue.

The profession is relatively small in the EC and we have had to rely strongly on personal networks to encourage others to be part of the events. The more people see the value in terms of information being shared and CPD points being gained, the more people are keen to participate in SIOPSAEC events. The utilisation of more online events will boost attendance at the regional events.

Areas of Improvement

- Continue with social media and marketing efforts to increase continued and growing interest
- Continue with current SIOPSAEC efforts – these have proved fruitful

Opportunities for SIOPSAEC

- We are strategically placed in Port Elizabeth with a wide access to industry and to students.
- By continuously expressing the benefit of SIOPSA to our members, we will increase the momentum and the interest
- Interesting topics that are priced competitively will be an opportunity to grow our numbers. Finding topics that are relevant and speak to the needs of our members
- We also continue to strengthen our relationship with the strong HR Forum. Changing our strategy and participating in their events has inadvertently created an appetite for our SIOPSAEC events and more willingness to share our events on their platforms.

Risks

- Sustaining momentum in SIOPSAEC with a small team.
- Maintaining the database of signed up members of SIOPSA especially where costs are increasing, and members are having to decide which membership they want to maintain.
- NMU are no longer offering an M programme from 2020 which does have a negative impact on a pool of potential members that we usually tap into.

Outlook

The outlook for 2020/2021 is to continue to grow the IOP profession in the EC and to increase access to our programmes. To support the goal to grow the visibility of the EC Branch, we aim to host at least one Corporate Social Responsibility intervention per year.

Claire Sponneck

Chair: Eastern Cape Branch



North West (Vaal)

Regional Branch

Mr Sibusiso Mnxuma (Branch Chair)

Ms Tinieke Kruger (Admin & Communication)

Ms Lynelle Coxen (Events and CPD)

Dr Leonie van de Vaart (Ad hoc)

Overview of the Branch

The objective for SIOPSA Vaal was to revive/re-establish the Vaal Branch and grow membership in the short term, while aiming to support the vision and mission of SIOPSA in long term.

Three members of the previous Committee had volunteered to serve once more as part of the Branch Committee and help in the effort to re-establish the Branch. It has, however, proven quite difficult to get everyone together as there always seemed to be conflicting commitments.

SIOPSA Vaal is a small Branch which has found it quite challenging to grow its membership. The limited number of IOP professionals practising/based in the Vaal has made the increase in membership and participation in SIOPSA Vaal events a serious challenge.

Branch lessons learnt from member feedback

- Continuity has been an issue with change in leadership
- Being a small region, which forms part of the greater Gauteng region, which is only a 40-minute drive from Johannesburg, many of the local IOPs end up forming part of that branch.
- Collaboration might be key in mitigating the risk of losing members to other branches and other forums, as well as re-establishing Vaal as an active Branch.

Branch Events for the year

The branch did not host any events during this period.

The future outlook would be to assess the feasibility of continuing a separate Chapter or reintegrate with the NWU and JHB Regional Branches.

Sibusiso Mnxuma

Chair: North West (Vaal) Branch



KWA-ZULU NATAL REGIONAL BRANCH

The SIOPSA Kwazulu-Natal branch was mainly established to support the vision and mission of SIOPSA and aimed to provide continuous and professional learning and development opportunities to members, students, and guests. The branch mainly covers the Kwazulu-Natal areas.

The KZN Branch has appointed a new branch chair during this cycle and is still in the process to establish a team for the branch. The branch has connected with the local university and visited the postgraduate students this year and collaborated with the psycho-legal interest group to present a session on medico-legal work. The branch will further expand as an entity in the coming year.

Christopher Beukes

Chair: Kwa-Zulu Natal Regional Branch

ACKNOWLEDGEMENT OF AWARDS RECEIVED

Annually SIOPSA bestows several awards to members within the IOP community and within the SIOPSA Executive Committee. In 2020 the following awards will be presented:

- Emerging Psychologist
- Academic/ IOP Department Award
- IO Practitioner of the Year
- Leading IOP Business of the Year
- SIOPSA Regional Committee of the Year
- SIOPSA Executive member of the Year
- SIOPSA Interest Group of the Year

SIOPSA ADMINISTRATION OFFICE

Role

Office Administrator	Lungelo Hlela
Financial Controller	Jan-Hendrik Barnard
Communication, Marketing & Events	Marissa Barnard

The temporary Financial Controller position was changed to a permanent position. The temporary position of Marketing, Communication and Events Head was also changed to that of a permanent position with the appointment of Mrs. Marissa Barnard in this position as from 1 January 2020.

CLOSING

Being a volunteer is not based on the depth of one's commitment, but rather by the difference that one makes in the lives of others. The Society for Industrial and Organisational Psychology of South Africa (SIOPSA), being a member based, non-profit, voluntary professional organisation, continues to touch the lives of the emerging IO psychology community, IOP professionals and psychologists at large, academia, the broader South African community and industry.

SIOPSA invites all to support our efforts to encourage the existence of a fair and humane work situation in South Africa that enables all to have an equal opportunity to perform to their ability and to access and experience a high quality of life. By these means, we can continue our aim of making an impact in South Africa and the rest of Africa.

Interest Group for Systems Psychodynamics of Organisations Events 2019/2020

Activity	Objective	Target Audience	Financial Gain
SA on the Couch Listening Post: IGSPPO/OPUS – 24 th August 2019, UNISA. Convenors: Prof Frans Cilliers, Prof Sanchen Henning. Administrators: Mrs Louise Tonelli, Dr Inette Taylor	The Listening Post served as a container for participants' thoughts, feelings, preoccupations, and unconscious dynamics as they experienced the impact of COVID-19 and its associated disruptions.	Psychologists, emerging psychologists, coaches, and HR Officials deal directly with individual and group experiences in South Africa.	Final recon after expenses: Profitable
OPUS/IGSPPO/TILT Listening Post 18 th January 2020 in Pretoria. Consultants: Prof Frans Cilliers, Mrs Louise Tonelli	Discussion themes were included in OPUS' published document on international experiences of current society	Same as above	No cost
7th Annual Systems Psychodynamic Workshop 11 – 13 March 2020. IGSPPO's flagship event.	Provide participants opportunities to learn about and strengthen their consulting and coaching competence in working with the unconscious in groups, using the Systems Psychodynamic approach.	Same as above	Final recon after expenses: Profitable
The Impact of COVID-19: A systems psychodynamic exploration – Virtual Listening Post in collaboration with SIOPSA Western Cape branch 8 th April 2020 Convenors: Prof Michelle May, Dr Henk Struwig, Mr Adrian Parsadh and Ms Lee-Ann Greyling	It was to explore unconscious dynamics and impact resulting from the impact of COVID -19 in South Africa.	SIOPSA members	Twenty Zoom participants, no charge
17 June IGSPPO members and invite TILT– Convenors: Prof Frans Cilliers, Prof Michelle May, Mr Calum McComb and Mr Adrian Parsadh	Same stated objective of Listening Posts as mentioned above	17 th June 2020: IGSPPO members per internal IGSPPO marketing (small group).	17 th June – no costs. Other dates: to be suggested and negotiated

Johannesburg Regional Branch Events 2019/2020

Activity	Objective	Target Audience	Financial Gain
Ethics workshop for board examination on 2019-09-07 in collaboration with Pretoria Branch.	Emerging Psychologists	Intern Psychologists	Profitable
Master class on technological advances in assessment on 2019-09-28 in collaboration with IGPAI.	Evidence-Based Event	Industrial Psychologists	Profitable
Interview with Professor Gary Latham on 2019-10-11 about evidence-based practice.	Thought Leadership	Industrial Psychologists	Not applicable
Busting myths in coaching psychology on 2019-11-10 in collaboration with IGCCP.	Evidence-Based Event	Industrial Psychologists	Profitable
Working White paper on myths in coaching in collaboration with IGCCP.	Thought Leadership	Industrial Psychologists	Not applicable
Interview with Dr Byron Adams on 2019-12-10 about work identity and diversity in the South African workplace.	Thought Leadership	Industrial Psychologists	Not applicable
Ethics workshop for intern psychologists on 2020-02-01 in collaboration with Pretoria Branch.	Emerging Psychologists	Intern Psychologists	Profitable
Event on the importance of evidence-based practice for students at the University of Johannesburg on 2020-02-23.	Emerging Psychologists	Student Psychologists	Not Applicable
Interview with Prof. Petrus Nel about personnel psychology on 2020-02-27.	Thought Leadership	Industrial Psychologists.	Not applicable
Keep calm and carry on 2020-04-14 event on well-being and productivity during pandemics in collaboration with Professional Practice.	Evidence-Based Event	Industrial Psychologists	Profitable
Career counselling workshop on 2020-05-16 aimed at an initiative at Ignition in Alexandra, Johannesburg.	Community Service	Intern Psychologists	Not applicable
Continued career guidance sessions provided by intern psychologists for 20 students part of the Ignition program.	Community Service	Intern Psychologists High school students	Not applicable
New-normal integration strategies on 2020-06-13.	Evidence-Based Event	Industrial Psychologists	To be announced
Busting neuro myth-conceptions in consulting psychology on 2020-06-27 in collaboration with IGAON and IGSPPO.	Evidence-Based Event	Industrial Psychologists	To be announced
Working White paper on neuro myth-conceptions in consulting psychology in collaboration with IGAON.	Thought Leadership	Industrial Psychologists	Not applicable



SIOPSA

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