

# AGM 2005

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## 1. Congratulations!



HRCOSA would like to congratulate our first woman Deputy President Phumzile Mlambo-Ngcuka, and we wish her every success with her historic appointment.

HRCOSA looks forward to working with the Deputy President.

HRCOSA congratulates the recently elected HRCOSA Exco and Vice Presidents (see list below).

Dr Pat Naves (Deputy President HRCOSA) appointed Group HR Director SABC.

Ms Thuli Nkosi (Johannesburg City Parks) inaugurated President IMPSA.

Ms Connie Malefo (Central District Municipality Mafikeng) elected Vice President IMPSA.

If anyone has any other great news, let us have it and we will publish it.

## 2. Annual General Meeting

HRCOSA held its AGM on Wed 3 Aug 05

The AGM was convened in accordance with the HRCOSA Constitution to consider and vote upon the following items:

- President's report

- Treasurer's report
- Resolutions

## PRESIDENT'S REPORT

### Introduction

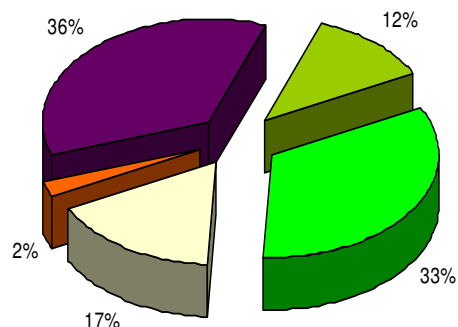
The past year has been marked by a concerted effort by HRCOSA to unite the HR community in its diversity. This has not always been a pleasant process, but a process it has been none the less, with what I believe to be excellent results.

### Membership

Membership of HRCOSA has grown from the 12 original founders to more than 40. Our connection with local and global organisations has been strengthened and continues to be a focus. In almost all instances these relationships are maintained by member organisations that represent the sector in which the global organisation operates.

HRCOSA now embraces a newly formed membership category, diplomatic membership. This category was specifically brought in to allow other organisations to claim membership of the HRCOSA without that meaning that they fall under the jurisdiction or are in any manner or form subordinate to the HRCOSA.

Some may say that in effect this applies to all organisations, we agree – however member organisations requested the name and we are happy to provide it. It is just another example of how HRCOSA embraces the needs of the community it serves.



■ HR Org ■ HR Org (Founder) □ Corporate ■ Labour ■ Diplomatic

### **The Executive**

I am happy to report that the Executive (President, Deputy President, Treasurer and Secretary) have remained almost unchanged, save Secretary, throughout the year. The Secretary has changed quite substantially due to the many changes with the PA of the President.

### **Joint statements**

This year as also seen some dramatic interactions that continue as a result of organisational agreement and consultations. Individuals of some organisation have met and have been able to release joint statements committing themselves (and not their organisations) to overcoming their private differences and HRCOSA is extremely encouraged by the actions taken by Alan Hosking in facilitating these.

HRCOSA hopes that through dialogue and consultation more such meetings will result in an acceptance of individual and then organisational differences, whilst being able to project a unified (in diversity) front.

### **Stakeholder participation**

Organised HR has received some good news, both from BUSA and Government. BUSA believes that it is up to the HR Community to represent itself and as such we have received positive indications of HRCOSA being able to participate in the BUSA committee structure. Membership of BUSA is financially impossible and this step enables us to provide both organisations with communication and information sharing that will enhance the support both BUSA and HRCOSA has for assisting in national imperatives involving people and workers (BUSA Letter available from the Secretary).

Government has received HRCOSA's request for inclusion into the Presidential Working Group structures and we are awaiting their official response on the matter, but we remain extremely positive about the messages and the interest shown.

### **World / Africa HR**

The WFPMA has in this year agreed to take the matter of representation in South Africa to the WFPMA Board. We are confident that the provisions of the WFPMA Constitution make it quite clear that one federal majority representative organisation is the only full member in south Africa and that would be by both organisational and members numbers the HRCOSA.

We have also formally applied to become the AFHRMA representative organisations on exactly the same grounds.

### **Finances**

Our finances have as was planned been moderate and we have not spent much of the income derived from primarily membership fees. All participants are still unpaid, and we plan to keep it that way, and are therefore in effect volunteers. More about finances in the Treasurer's report.

### **Conferences / meetings**

It has always been our policy to support all conferences ad this year was no different. HRCOSA member organisations enjoy the full support of HRCOSA for their conferences and as such the co-operation of all HRCOSA member organisations. This involves free access to information, email lists etc... In light of this the conferences held in the last year have been well attended.

### **National participation**

We have also busied ourselves with participating in national projects and government invitations have been extended on almost all important / critical and national meetings. We are very proud of the fact that Government departments have invited HRCOSA to participate in the national debate on a number of national issues.

This is an indication that the core purpose of HRCOSA is being used and from it is coming the information and knowledge the Government needs to be able to confidently say that they have consulted as widely as possible. I must add that in all the dealings with the organisations listed below – real consultation took place, I mean they were interested, wrote down what was said and from reading the next drafts I can confidently say our inputs have been taken seriously.

HRCOSA expresses its sincere appreciation to the Government for this honour and privilege. Here follows the main areas where HRCOSA has been invited and has participated:

- Department of Education: Academic research;
- Department of Science and Technology: Knowledge management;
- Department of Trade and Industry: BBBEE Codes; and
- National Prosecuting Authority: 'Justice for all'.

Other areas where HRCOSA and its member organisations take part from time to time include organisational issues: HR Charter, Events / Discussion forums; SABPP: HR Profession Act, Recognition of Prior Learning, Continuous Professional Development; Services SETA: SDFs.

### **National human resource strategy**

There has been much debate about the necessity for a national human resource strategy, which would encompass a holistic and value chain approach to human resources.

It is therefore encouraging to note the times where our political leaders have eluded to such a strategy. Here follow some of these, which you may find interesting:

"...Investing in Africa's people through a comprehensive human resource strategy;..." (President Thabo Mbeki, 2001).

"Education has a central role to play in the development and utilisation of our human resources. This role occurs at three levels: ...The alignment of higher education to national human resource priorities." (Minister K Asmal, 2002).

"Transforming the South African economy necessitated an overhaul of the country's human resource policy framework that would reposition the country to be globally competitive." (Minister MMS Mdladlana, 2002).

"...a ministerial body were working together to implement the Human Resource Plan to address the areas in which there were shortages of particular skills so as to improve the performance of public services in all communities" (Minister G Fraser-Moloketi, 2004).

HRCOSA would like to encourage the many stakeholders to rethink and begin the process of establishing a National HR Strategy, incorporating the core elements of HR, i.e. entry, maintenance (incl. development, reward) and exit. To date we have done very well with development, but not much more and as we all know – strategy requires the encompassing of all resources and not only one or two and that the value chain contains all aspects and not only one.

### **Transformation**

In order for HR to take up a leadership role in the implementation of Charters and the BBBEE Scorecard HR itself needs to be transformed and subjected to a Charter. The HRCOSA has been together with other stakeholders including the Dept of Trade & Industry, very busy with the elements that make up a possible transformation charter for HR. It is however obvious to all that we will first need to know who is and how they

are practising HR, hence the need for professional registration, otherwise whom shall we be transforming and how shall we measure their rate of success?

### **The HR Profession for Registered HR Practitioner only**

The time has come for us to have only registered (by the SABPP) HR practitioners and professionals in the HR function and not others, who do not wish to subject themselves to the very same quality and standards required from registered HR practitioners and professionals. Others who do subject themselves to registration (by the SABPP) as HR practitioners and professionals are most welcome!

### **Commitment to Professionalisation, Transformation, Quality and Standards**

HRCOSA remains committed to professionalisation. We acknowledge that out of a possible 200,000 HR practitioners there are only  $\pm 3,000$  registered voluntarily and as such represent only 1.5% of the HR community, therefore we agree that voluntary professionalisation has not worked in 20+ years, and that legislative regulation is required.

We are equally committed to the transformation of HR due to the very low percentage movement ( $\pm 1\%$ ) in Employment Equity reports achieved over the past 10+ years! We believe that voluntary transformation has also failed here and requires formal legislative regulation.

HRCOSA is convinced that the formal legislative regulation route will provide for Quality and Standards, Regulation of the HR practitioner rather than the business, and permit us to operate as a profession by having some controls over the Supply and Demand requirements needed for formal professional recognition. We also believe that formal legislative regulation will provide the HR community with the funding it requires, imagine a profession with R70Million (R350 per year per practitioner x 200,000 practitioners) a year in registration revenue!

In short, if we are to lead or be strategic in our roles as people leaders in equity, transformation, etc... then we ourselves must be subjected to the requirements we're imposing on other professions. HRCOSA is slightly embarrassed that of all the professions in South Africa we are the last to be formally regulated / legislated.

### The future

HRCOSA's future is clear. We want to be part of the solutions and by saying that we are part of, we wish to include everyone, be democratic and constitutional in our ways, be supportive, fully consultative and most of all, be a place that all HR organisations and HR people can call their home. We remain optimistic about our role and our positive contribution to HR – in providing South Africa with a unified and strong HR voice, partner and friend.

Occupations taken seriously are those who organise themselves, fund themselves and create business opportunities rather than simply providing services etc... We need to act seriously to be taken seriously!

### TREASURER'S REPORT

The following independent Auditors were appointed to audit and report on the annual financial statements of HRCOSA: Rico Swanevelder, Audience Auditors and Accountants Inc., POBox 1060, Florida Hills, Roodepoort.

### Audited Financial Statements:

This is the first audited report to present to Council reporting on the period 1 March 2004 to 28 February 2005. The Executive can report that we have received a clean bill of health and that the financial statements fairly represent the financial position of HRCOSA for the financial year 2004.

### Audited report attached to the Annual report.

Current Bank Balance:

The balance carried forward in the cheque account on 27 July 2005 is R32 398.26

Outstanding issues to be handled in remainder of 2005:

Council to register as a Section 21 organisation.  
 Additions to the Constitution to comply with non-profit status.  
 Guidelines for donations and fund-raising activities.

GC Administrators can register HRCOSA in 5 days on receipt of all the required information at a cost of R1800.00.

To register as Section 21 organisation the Secretary requires the following information:

Three Directors: To be President Vice-President and Treasurer

Seven names of individuals representing membership organizations. Treasurer propose the following organisations:

- SA Board for Personnel Practice SABPP
- Institute of Municipal Personnel Practitioners of SA IMPPSA
- South African Award Association SARA
- Institute for Organisational Development and Transformation IODT
- Association of Mine Human Resource Practitioners AMHRP
- Association of Personnel Services Organisations APSO
- Department of Public Service and Administration DPSA

The following information will be required from the representative of each of the proposed member organisations:

- Full names and surnames
- Certified copy of ID document
- Postal address & Residential address & Work address
- Contact telephone numbers (Tel, Fax and Cell) & E-mail address

GC Administrators will forward an e-mail to each individual to be signed and returned to the secretary.

Three suggested names in which to register the Section 21 organisation

HRCOSA, Human Resource Council of South Africa, HR Council of South Africa

Name, address of appointed auditors

Summary of payments received and payments due by member organisations.

### RESOLUTIONS

The following resolutions were then passed with a majority vote of 75%+

Acceptance of the President's report
Acceptance of the Treasurer's report
Constitutional Amendment 1: Deletion of list of member organisations
Constitutional Amendment 2: Representatives
Constitutional Amendment 3: Executive Committee
Constitutional Amendment 4: Communication
Constitutional Amendment 5: Membership
Constitutional Amendment 6: Chamber portfolios
Election to Office (nominations all unopposed)
President – Shaun Schwanzer
Deputy President – Pat Naves
Treasurer – Aletta Odendaal
Secretary – Thelma Ngcobo
Vice President: Conferences – Raj Maharaj
Vice President: Employee Care and Reward – Mukhtar Mohomed
Vice President: Employee Relations – R J Van Resnburg
Vice President: Employment Services – John Botha
Vice President: People Development – Rooksana Rajab
Vice President: Relationships (inter. Org.) – Langa Dhlomo
Vice President: Eastern Cape Province – Dale Holloway
Vice President: Gauteng Province – Jean Gründling
HRCOSA Executive to appoint the following, where no nominations were received or where nominees did not accept their nomination:
Vice President: Governance (Ivan Lätti nominated)
Vice President: Organisation Development (Prof Gert Roodt nominated)
Vice President: Stakeholder Management (Dudu Msomi nominated)
Vice President: Social Responsibility and Wellness (Dr Steinman nominated)
Vice President: (1 per remaining province)
HRCOSA Executive is empowered to ensure that the HRCOSA Constitution is amended to comply with Section 21 Regulatory Conditions and that the full Executive must sign this off

### 3. SABPP Position Paper

Background to the role of the HRCOSA with specific reference to the proposed HR Act : 13 June 2005

It has become necessary to clarify that there is and has to be a people management federal structure. There also has to be statutory entrenchment of the education and ethical standards and the right to practice in human resources.

The HR Council of South Africa was established because a federal structure in the human resource field had become necessary. The period of a monolithic body had run its course when 20 plus other bodies came into being and started governing their own terrain. In the big picture the high ground of cooperation was seen and it eventually dawned that a co-ordination, federal structure was inevitable.

Manoeuvring parochial interests towards sub-optimising one or another of the existing structures would always be inferior to a stand-alone federation who welcomes all, accommodates all, and who represents powerfully and courageously at the highest level.

HRCOSA was necessary, has arrived and has achieved a centre-stage prominence, proving to be key in the current management of the big issues of HR. At the establishment of HRCOSA the intention was to serve at the highest level (never the organizational always the national) and to integrate with adjacent knowledge and professional areas instead of maintaining or building walls isolating the profession.

The HR Council was established in April 2002 as a representative Council with the ability to act strongly on a collective basis without affecting the independence of constituent member bodies.

The following bodies were founding members (IPM attended all founding meetings and the first meetings all took place at the IPM premises, but they withdrew eventually):

AMHRP – Association of Mine Human Resource Practitioners  
APPETD – Alliance of Private Providers  
ASTD SA – Association for Training and Development of South Africa  
DPSA – Department of Public Service and Administration  
EAPA SA – Employee Assistance Professional Association  
IMP – Institute for Municipal Practitioners  
IPSC - Institute of Personnel Service Consultant  
IODT – Institute for Organisation Development and Transformation  
ISM – Institute for Safety Management  
OSHAP – Occupational Hygiene, Safety & Associated Professionals  
SIOPSA – Society for Industrial and Organisational Psychology  
SABPP – South African Board for Personnel Practice  
SARA - South African Rewards Association

In November 2002 HRCOSA was formally inaugurated and a President elected on promising to deliver an HR Act for the profession. His stance was so strongly supported that he was all but unanimously elected as President, indicating that all the founding members were actively in favour of such an effort. This process has been driven by the President of the HR Council of SA and an incredible amount of work and lobbying for the Act or Bill has been done. The following is therefore true of the drive for an HR Act:

It was initiated at the inauguration of HRCOSA by the greater HR community. The SABPP strongly supports this drive and all the work of HRCOSA

All the organizations in HRCOSA are fully behind the drive and give input as and when required. A series of conferences (HR Crossroads) were held in 2003 and 2004, in which the IPM was invited to participate fully, but declined and allowed IPM West Rand to carry the flag for them therefore de facto being represented.

Components of the human resources profession who are unwilling to settle in the federal structure within their appropriate niche areas, are putting their survival at risk and delaying the federation's full functionality.

Prof Nicky Morgan  
Chairman SABPP

### 4. Who is Prof Nicky Morgan?

Prof Morgan B Com (UWC); Hons (Stell), MBA (Stell) MS (Cornell USA) has been registered professionally with the SABPP since its inception in 1983. He is the Principal and Vice-Chancellor of the University of Transkei and has been responsible until recently for the four divisions:



Economic and Management Sciences, Public Safety and Criminal Justice, Applied Community Sciences and Applied Natural Sciences, Engineering as well as Research at the Technikon SA.

He has played a leadership role at TSA for the last 8 years and in higher education over a period of more than 20 years. During 2001 the Minister of Education, Prof Asmal, requested him to provide leadership at the University of Transkei. Among his achievements during his period as administrator, UNITRA'S financial situation improved by more than R40m.

Prof Morgan has participated in several international study tours, executive visits and conferences in the Africa, USA, Canada, South America, Europe and Australia. He is a Fulbright Fellow, selected as a USSALEP Young Academics Travel Fellow, Winner of the Abe Bailey Award for university achievements, and the Sales House Bursary Award during his primary school years. He obtained merit recognition at Cornell University.

He has participated in several published works, including books and articles. During his development and growth from student activist to institutional leadership, he has had extensive exposure to university management and administration, student and union affairs and institutional transformation

### 5. Congratulations Dept of Health

HRCOSA would like to commend and congratulate the Dept of Health on their finalising the consultation process on their Health Charter.

#### Hearings on the Health Charter completed

1 September 2005

The Task Team that is responsible for developing the Health Sector Charter had the last set of verbal presentations from health stakeholders on the draft Health Charter in Pretoria today.

The AIDS Law Project and the Treatment Action Campaign were amongst the organisations that presented to the Task Team today. The two organisations had initially complained about lack of consultation in the development of the charter.

More than 25 organisations representing various constituencies including labour, professional councils, civil society and private health sector have made presentations to the Task Team since the hearings started on 25 August.

At least 60 written submissions have been received, representing the views of various health organisations in the sector on the draft Charter presented by Health Minister, Dr Manto Tshabalala-Msimang, to all health stakeholders in July.

The opportunity to have verbal presentations and interaction with stakeholders has been a valuable process in highlighting issues that are of interest to particular constituencies in the sector.

The Task Team will now consider both written submissions and verbal presentations from all stakeholders and make the necessary amendments to

the draft Health Sector Charter to accommodate the issues raised by all stakeholders.

The Department is encouraged by the general commitment of most stakeholders to the transformation of the health sector in general and the development of the Health Sector Charter in particular. We believe that this commitment to transformation should assist in establishing consensus on most of the issues covered by the Charter and those areas of consensus will be incorporated into the final draft of the Charter.

Outstanding issues will be deferred for further engagement amongst stakeholders. Constituencies within the health sector are going to be invited to send a specified number of representatives to discuss the revised with the aim is establishing consensus in the sector.

The constructive approach taken by almost every stakeholder to this process thus far is very encouraging. The Department of Health reiterates its commitment to ensure that all stakeholders play a meaningful role in the development of the Health Sector Charter and that their views are considered in the finalisation of this document.

Issued by: Department of Health

### 6. DPSA issues HR Policy

It may interest you to know that the DPSA has created policy that will regulate HR Practices (see item 2.1.2 of the PoA).

HRCOSA is in consultation with the DPSA on making the policy available for general comment and input by the Greater HR Community, in line with the principles of the Freedom Charter and participative government.

2.1.2	Introduce legislation and policies regarding regulation of public entities governance and HR practices	DPE, DPSA	Oct-05	The Minister of Public Service and Administration presented the policy framework to the Inter-Ministerial Committee and suggestions were made for further strengthening of the policy. A revised policy is being finalized
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(Source: DPSA)

### 7. HRCOSA Vice Presidents

#### HRCOSA Vice President's Role, Expectations & Duties

As with any voluntary role, time and effort is limited by a number of factors, i.e. full time job, family and life's many other activities, so it is understandable that in a year made up of 52 weeks, a volunteer may be at most expected to put in one or two days actual work, e.g. typing, presenting, committee work etc...

The role of a HRCOSA Vice President is primarily to be HRCOSA's representative in the area indicated, i.e. Vice President: Conferences would be the contact person and nodal point for all matters pertaining the conferences and Vice President: Easter Cape would do the same for matters in the Easter Cape. In this way both the provinces and the subjects are covered and there are always two people looking after a subject.

At HRCOSA we believe that the portfolio holder makes the best of the subject s/he is covering and that s/he is only limited in so far as the provisions of the HRCOSA Constitution dictate. This means that s/he may simply wear the title and comment from time to time, or s/he may go full out and revolutionise the subject, this is entirely up to them. Ideally a Vice President forms a committee or forum on the subject or a provincial committee or forum and uses this to ensure that HRCOSA is indeed allowing consultation, communication and participation by all HR practitioners. The idea is that VP's facilitate as wider inclusion as possible by HR.

VP's are also the HRCOSA President and Deputy President's key advisors wrt their subject or province and as such are there to ensure their subject or province's interests are catered for.

Where time permits, VP's may wish to attend conferences and speak at these on HRCOSA's behalf.



<http://www.hrforum.co.za>



[www.hrfuture.net](http://www.hrfuture.net)

### 8. HRCOSA Structures

President – Shaun Schwanzer  
Deputy President – Pat Naves  
Treasurer – Aletta Odendaal  
Secretary – Thelma Ngcobo  
Vice President: Conferences – Raj Maharaj  
Vice President: Employee Care & Reward – Mukhtar Mohamed  
Vice President: Employee Relations – R J Van Resnburg  
Vice President: Employment Services – John Botha  
Vice President: People Development – Rooksana Rajab  
Vice President: Relationships (inter. Org.) – Langa Dhlomo  
Vice President/Rep.: Eastern Cape Province – Dale Holloway  
Vice President/Rep.: Gauteng Province – Jean Gründling

#### Member Organisations

1.	American Society for Training and Development of South Africa – ASTD SA	H*
2.	ASA Metals (Pty) Ltd – ASAM	C
3.	Association of Mine Human Resources Practitioners – AMHRP	H*
4.	Association of Personnel Services Organisations – APSO	H*
5.	Association of Private Providers of Education, Training & Development – APPETD	H*
6.	Confederation of Associations in the Private Employment Sector – CAPES	H
7.	Department of Defence – DoD	D
8.	Department of Labour – DoL	D
9.	Department of Public Service and Administration – DPSA	H*
10.	Employee & Organisational Enhancement Services SA – ICAS	C
11.	Employee Assistance Professionals Association of South Africa – EAPA	H*
12.	Federation of Associations of Governing Bodies of SA Schools – FEDSAS	D
13.	Federation of Unions of South Africa – FEDUSA	L
14.	Financial Advisory Services – T-SEC	D
15.	Gauteng Government HR Shared Services Centre – GSSC	D
16.	HR Forum – HRF	D
17.	Human Resource Strategy Consultants – HRSC	D
18.	Indrgo Holdings (Pty) Ltd – IH	C
19.	Industrial Relations Association of SA – IRASA	H
20.	Institute for Human Resource Research – IHRR	D
21.	Institute for Organisation Development and Transformation – IODT	H*
22.	Institute of Human Resource Management Practitioners, Ghana – IHRP (Ghana)	D
23.	Institute of International Research – IIR	H
24.	Institute of Municipal Personnel Practitioners of SA – IMPPSA	H*
25.	Institute of Personnel Service Consultant – IPSC	H*
26.	Institute of Safety Management – IoSM	H*
27.	International Society for Performance Improvement SA – ISPI	H*
28.	Johannesburg Water – JHBW	C
29.	LogicalOptions Group – LOG	C
30.	Management Today – MT	D
31.	MultiChoice – MC	C
32.	Osgard Media / HR Future® Magazine – HRF	D
33.	SA Journal of HR Management – SAJHRM	H
34.	Services Sector Education & Training Authority – SSETA	H
35.	Society for Industrial and Organisational Psychology of South Africa – SIOPSA	H*
36.	South African Airways – SAA	C
37.	South African Board for Personnel Practice – SABPP	H*
38.	South African Chamber of Business – SACOB	D
39.	South African Reward Association – SARA	H*
40.	Wellness Council of South Africa – WELLCOSA	D
41.	Workplace Dignity Institute – WDI	H
42.	Workplace Performance Technologies – WPT	D
43.	Writestuff Publishing – WSP	D

(H) HR Organisation Member; (C) Corporate Member; (L) Labour Member; (D) Diplomatic Member  
(\*) Founder

