

HR Voice

The Official Communication for all HR Professionals



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HERITAGE, CULTURE & DIVERSITY

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BOARD DESK

WELCOME TO THE NEW SEASON!!!



Dr Linda Chipunza
Vice-chairperson, SABPP

We are moving from winter to spring and SABPP enters the new season with a special gift to the HR Community, and that is the National HR Standards. By making history with the launch of the first National HR Standards worldwide, which we believe will create and sustain people driven organisations, we see this as our contribution to World Heritage History and beyond.

SABPP lead world with first national HR standards

The month of August was the most exciting time in the history of HR in South Africa. The SABPP presented the first version of the HR management standards (HRMS) at its annual Conference held on the 20th to the 21st of August at the Silver Star Casino, in Krugersdorp.

The Standard is based on a system model, which encompasses the four phases of good quality management practice, i.e. prepare, implement, review and improve, but contextualized for the field of HR management.

Most professional business functions

such as accounting and engineering have clear standards of practice and it was time that the HR function developed their own set of standards which will act as a clear framework for high quality HR work for people practices, in order to do away with inconsistencies and variance in practice.

A set of clear, formal standard elements for HR will set the minimum requirement for what is considered good HR management practice in any organisation, resulting in a seamless experience for all employees. The HR standard elements will take the practice of HR to a new level of relevance, significance and credibility.

Altogether, 467 delegates from across different industries attended. The delegate list included HR directors from a range of small, medium to large companies, HR specialists and generalists across the HR value chain, academics, facilitators, assessors, and moderators and consultants in the field.

Eleven universities were represented at the conference and four of the universities confirmed that they would immediately include the standard elements in their curricula to ensure that all HR students leaving their universities are already familiar with the standards.

Congratulations to North-West University, Cape Peninsula University of Technology, Vaal University of Technology and the University of Johannesburg for taking the lead in this regard. The presence of the different interest groups at the conference was confirmation that the clarion call made by the SABPP for the development of the HR standard elements caught the imagination of industry.

The conference took on a form of its own. The definition, objectives and reasons for the creation of each standard was facilitated by an authority in the area. This was followed by the presentation of a stimulating case study session for each one of the 13 HRM Standard elements.

Tables were then asked to discuss the implementation methodology for each one of the standard elements and to capture the collective wisdom that came out of the robust discussions. This was done in order to ensure close alignment with the HR community as well as to foster ownership of the standard elements which they helped to create.

This project is the most profound National HR project in South Africa ever. Setting proper HR standards for South Africa will not only raise the level of professionalism in HR, but will also improve the quality of people practices in organisations.

We have been overwhelmed by the positive feedback from the HR professional market.

The SABPP would like to thank all the people and organisations that took part in the HR Standards Roll-out and those who attended our annual general meeting and would like to pledge its support to all those who might need assistance in implementing the standard elements in their organisations.

For those of you who missed out on this historic event, please arrange an in-house SABPP presentation at your company.

We are awaiting your request on executiveoffice@sabpp.co.za

SPRING IS HERE!!!

Ah, spring! This season brings increasing daylight, warming temperatures, and the rebirth of flora and fauna.

Spring is nature's way of saying, "Let's party"! (Robin Williams)

Every Spring is the only spring – a perpetual astonishment. (Ellis Peters)

Spring has returned. The Earth is like a child that knows poems. (Rainer Maria Rilke)

What happens in Spring?

1. It's never too hot or too cold. It always is just right. And when it is too hot, there is always a little breeze.
2. The sky seems to always be blue... unless it is raining but then the sky is a really nice shade of grey.
3. If it rains, you can go dance in it and put on a swimsuit and some rain boots and call over some neighbours! You love dancing in the rain during Spring.
4. All the birds are tweeting in the morning, that's the first thing I wake up to. And it makes my day off to a good start!
5. You can sit outside and read a nice book! While all the neighbourhood kids play and people walk their dogs.

6. You can open all the windows in your house, smell the freshness, and blast some music!
7. You can take strolls to the park and walk around my small town with some friends!
8. When you are driving in the car, you can roll down all the windows and blast the stereo to Tilly and The Wall!
9. You can wear tank tops and walk around outdoor malls without having to be bundled up!
10. And the number 1 reason spring is the best season is because all the flowers are blooming and all the trees and grass are green and everything is pretty!

What happens in businesses during Spring?

1. Budgets for next year
2. Management Planning
3. Recruiting for next year
4. Remuneration negotiations
5. Celebrations – Spring Day, Casual Day, Staff Awards and End of year functions
6. Resignations
7. Change of Boards
8. Corporate Summer uniform
9. Sports and Family days
10. Team building and strategic planning



**GET YOUR
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As a professional service benefit, SABPP has negotiated online copies of BusinessBrief magazine.

BusinessBrief has been accredited by SABPP for CPD/E (Continuing Professional Development/Education) purposes.

in business with the information they need to make better business decisions.

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NOTE: This voucher is only valid until 30 September 2013

WHAT DOES HERITAGE DAY MEAN TO YOU? WHAT IS HERITAGE DAY?

★ 24 September ★

Not many people understand the real significance of or meaning behind Heritage Day which is celebrated annually on 24 September.

For some, it is an opportunity to simply get together with family and friends for a braai, but does this take into account the multitude of cultures that make up our “rainbow nation”?

Heritage Day is a national holiday where all South Africans celebrate their cultural heritage and embrace their diverse traditions and values that contribute to our “rainbow nation”.

“Our heritage is very unique and precious because it helps us to define our cultural identity and it therefore lies at the heart of our spiritual wellbeing and it has the power to build our nation. Our heritage has the potential to affirm our diverse cultures and in so doing shape our national character as a “rainbow nation” at peace with itself. In short our heritage celebrates our achievements and contributes to redressing past inequities. It educates, it deepens our understanding of society while at the same time it encourages us to empathise with the experience of others. For a nation that has just been through apartheid, which had been declared a crime against humanity by the United Nations, the significance of heritage day cannot be overemphasised in that it facilitates healing.”

Dr Ntsoakae Phatlane from Unisa’s History Department

shares his thoughts on what Heritage Day means to him: “The day is one of our newly created public holidays and its significance rests in recognising aspects of South African culture which are both tangible and difficult to pin down: creative expression, our historical inheritance, language, the food we eat as well as the land in which we live.

“Within a broader social and political context, the day’s events...are a powerful agent for promulgating a South African identity, fostering reconciliation and promoting the notion that variety is a national asset as opposed to igniting conflict.

“Heritage is defined as “that which we inherit: the sum total of wild life and scenic parks, sites of scientific or historical importance, national monuments, historic buildings, works of art, literature and music, oral traditions and museum collections together with their documentation.
(Department of Arts and Culture)



Book now and save!

Book before 30 September and receive a 10% discount!

Current Labour Law Seminar 2013

You won't find better rates for a conference of this calibre anywhere in South Africa! Our new panel will bring invaluable insights to the changing labour law landscape, focusing on upheavals in the labour market and the controversies around SA labour laws.

4 November 2013: JHB, Emperors Palace
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**For all those who missed out
on the 1st one!!!**

**A special session is arranged for the
Western Cape on 11 October; please let
us know if you are interested in attending.**

SABPP PRESENTS TO THE PARLIAMENTARY COMMITTEE ON LABOUR

On 7th August, Penny Abbott, accompanied by Zuko Mlonyeni and Jerome Kiley from the SABPP Western Cape Committee, presented the SABPP's comments on the Employment Services Bill and the Employment Equity Amendment Bill in Parliament. The comments were favourably received, and good contacts have been made with the Employment Equity Commission. For details of the comments and the position paper, visit the website www.sabpp.co.za.



DIVERSITY – ARE WE MAKING ANY PROGRESS IN THE WORKPLACE? [Extract from the SABPP position paper on employment equity]

Previously disadvantaged promotion candidates, according to Zulu & Parumasur (2009) will find it very hard to be competent and effective in a work environment which does not fully address the issues of cultural diversity “Without multicultural change, the principles of the act [the EE Act of 1998] are bound to frustrate the same Africans they are intended to benefit.” Their research in three companies demonstrated that “very few measures had been put in place to fast-track transformation programmes in all three companies identified for the study. This was attributed to a number of challenges including lack of understanding by various stakeholders, little or no commitment from top management to addressing issues of workplace transformation as well as lack of resources from companies to implement programmes that are aimed at addressing the management of cultural issues.

Furthermore, it was also established that no effective systems had been put in place by the Department of Labour to identify companies and organisations that do not comply with relevant legislative requirements that are aimed at redressing previously discriminatory practices.” At the three companies studied, all senior management positions were held by White men. This research study also found that, on paper, the three companies complied with the EE Act: “All the companies studied have employment equity forums and submit employment equity reports as and when required. However, transformation in terms of their company policies, has been slow or non-existent. Thus, transformation has been largely in numbers rather than in totality in all three companies investigated. Companies in South Africa are not viewing the management of cultural diversity as a corporate governance issue and hence, South Africa cannot afford to leave issues of trans-

formation to the discretion of companies themselves. South Africa, according to Vundla (2006), needs more government intervention, more regulation and more legislation to provide clarity and direction on how to manage cultural diversity in South African companies.”

Similarly, research by Nel (2010) in more than 400 companies between 2000 and 2008 concludes that most employees perceive their companies to be largely untransformed in terms of inclusive and democratic practices. He makes the point that legal barriers to the advancement of African people were abolished in 1987 and yet 23 years later, business has not made the required progress in advancing these people. Other societies such as Japan and Germany completely rebuilt themselves in a similar time period.

With the economic downturn since 2010, transformation in the workplace has been given less priority as organisational survival has become more threatened. However, the skills shortages have remained as severe as ever in South Africa. Hence it is to the economic benefit of any organisation in this country to make itself more culturally diverse and therefore more attractive to minority groups who have skills and potential to offer.

To drive and support diversity in the workplace, SABPP offers the following value to the HR professional community:

1. Employment Equity Position Paper and Fact Sheet
2. Celebrating Diversity Conference on 17 September 2013
3. SABPP Women’s Empowerment Annual Report (2011, 2012, 2013)
4. Development of National HR Professional Practice Standards on Employment Equity and Diversity Management

Featured article from the latest edition of Human Capital Review
<http://www.humancapitalreview.org/content/>
**Inclusive Leadership: The Missing Link in Attracting, Retaining
 and Motivating Talent In Emerging Markets**

By Prof. Steve Bluen



The central role that leadership plays in talent management is evident from the familiar observation that people join companies, but leave their managers. It is not surprising, then, that many multinational companies (MNCs) are providing inclusive leadership skills as a component of leadership development to enhance effective talent management.

The primary driving force for these interventions appears to be recognition of the need for leaders to work more effectively to attract, engage, develop and motivate diverse talent in a dynamic, varied and complex global environment.

This article argues that inclusive leadership is the missing link in attracting, retaining and motivating talent in emerging markets. What is often not well understood is that inclusive leadership is underpinned by an ability to manage diversity effectively, not in terms of how organisations deal with

underrepresented groups, but, rather, in terms of the mind-sets, communication skills and behaviours of those people working with diverse employees.

MNC leaders need to think differently about diversity and its benefits to achieve better business results and to provide an inclusive environment in which diverse employees are motivated and engaged. The importance of reconsidering how we think about diversity cannot be overstated; leadership is a key element in the talent process and has a disproportionately large impact on the performance, motivation, engagement and retention of employees.

If leaders are either making assumptions about, or misreading the needs of, critical talent, the chances are that performance and retention rates will be suboptimal. This is particularly the case in emerging markets where the war

for skilled talent is intense and where stereotypes and assumptions about local talent abound.

In order to illustrate the competencies required by leaders in a changing world order, two examples of less than optimal talent management are discussed, namely the employment of expatriates and women by MNCs in emerging markets.

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LAUNCH OF SABPP RISK AND AUDIT COMMITTEE

The newly established SABPP Risk and Audit Committee will meet within the next two months. The purpose of this committee is to provide independent oversight over the processes and finances of SABPP. Should you be interested to join this committee, please let us know on executiveoffice@sabpp.co.za

DOES YOUR HR TEAM MEET THE NATIONAL HR STANDARDS?

If you require a high level presentation to your HR EXCO, please contact us on executiveoffice@sabpp.co.za and we will gladly send an HR leader to your organisation.

OPEN DAYS IN-HOUSE PRESENTATIONS

The SABPP team members are available to visit your organisation to share progress with key projects, and help HR teams to register as professionals in accordance with the NQF Act. Last month we visited a number of leading organisations such as SA Gold Coin, MTN, Netcare, Media 24, Transnet, City of Cape Town and Ellerines Group has shown interest as well. To arrange a visit to your company for more information about the HR Standards Initiative or professional registration, please contact Kenneth on Kenneth@sabpp.co.za

ADVERTISING HR JOBS

HR jobs can be advertised cost effectively on our website, reaching the thousands of HR practitioners visiting the site every month. Contact Kenneth@sabpp.co.za

STUDENT CHAPTER

For SABPP student membership information, please contact Bongi on bongi@sabpp.co.za

FIRST PILOT OF SABPP ETHICS WORKSHOPS



Christine Botha CHRP and Elizabeth Dhlamini MHRP

Members of the Ethics Committee of the SABPP met on 16th July to pilot the first of the new Ethics Workshops. Pauls Gibbons, Chair of the Ethics Committee and a partner in DNA South Africa, facilitated the workshop. A review of the learning from the pilot will now take place, with the kind assistance of Cynthia Schoeman of Ethics Monitor.

PROFESSIONAL REGISTRATION

Over the past month we received a number of enquiries regarding new memberships. Please encourage your colleagues who have not yet registered with us to visit the website pages which answer all the questions about registration.

<http://www.sabpp.co.za/professional-service/be-a-professional/>

A corporate membership option has been created to offer discounts for organisations seeking to register ten (10) or more HR practitioners. Corporate members will receive the same benefits as individual members, but will also receive at least one personal visit per year by the CEO, or a SABPP board member or mentor to update them on developments in the HR field. In addition, corporate members have automatic seats at board committees and may influence decision-making and projects.

However, each individual still needs to complete an individual registration form, but one person inside the company acts as the central coordinator. The corporate registration discount fee structure is as follows:

No	NUMBER OF REGISTRATION	DISCOUNT ON REGISTRATION FEE
1	10 – 14 HR Staff members	10%
2	15 – 20 HR Staff members	15%
3	21 – 50 HR Staff members	20%
4	51 – 100 HR Staff members	25%
5	101 – 150 HR Staff members	30%
6	151 – 200 HR Staff members	35%
7	201 – 300 HR Staff members	40%
8	301+ HR Staff members	45%

For more information please contact Tshwarelo on professional@sabpp.co.za

The Learning and Quality Assurance team had a very busy and productive month of August with the following activities performed by the team:

1. Performed site visits with the following training providers:

- a. Edutel Services Company (Pty) Ltd.
- b. Infomage SDF Training (Pty) Ltd.
- c. KLM Empowered Human Resources
- d. Productivity SA

(Standing: Mr S. Mdidimba, Ms P Malau, Mr D Mphuthu

Seated: Ms N Baloyi, Mr M Moatli Acting Programme Manager-SMME) and Mr R. Pholose)



These training providers did meet the Quality Management Processes in terms of SABPP requirements when we evaluate their documents, processes and tracking of information. SABPP LQA team also provide guidance (for implementing good practices and process for improving internal quality management system) where required and plan re-visit after 3 – 4 months.

2. Meeting with training providers on accreditation:

- a. Boston City Campus (JHB)
- b. Mind-the-Gap (JHB)
- c. Bekwana Training Institute (Mafikeng)

These consultative meetings assist the providers and developers in meeting the curriculum requirements of the SABPP LQA Committee before approval is granted.

3. Performing external moderation on:

- a. University of Johannesburg
- b. BMT College
- c. PALAMA
- d. Overall quality of portfolios were good. The technical issues like assessor's name and or the constituent number is not always recorded on the portfolios, but this is mentioned in the External Moderation Report.

4. University Accreditation:

The Higher Educational Committee of SABPP has been performing site visit at universities and private higher educational institutions to evaluate the various Human Resources Management and Industrial Psychology Faculties for the past 10 years. In the next 2 months the following Institutions will be assessed by a panel of expert (academics and industry).

- On the 12th September (Southern Business School – Krugersdorp) and
- On the 29 & 30th October (University of Johannesburg)

5. Quality Council for Trades and Occupations: (QCTO)

As we have been approved by QCTO as an Assessment Quality Partner for the Occupational Trainer (242402) occupational qualification as at 3rd July 2013, both Marius Meyer (CEO – SABPP) and the Head of Learning and Quality Assurance Naren Vassan were invited on the 30th July 2013 to formally sign the Service Level Agreement with QCTO at their office in Pretoria

The photo displays Marius Meyer (CEO – SABPP) signing whilst Dr Mokabe Julia Motaung -Deputy Director: Occupational Qualification Assessment of QCTO overseeing the process.



6. Continuing Professional Development:

As a professional body we are mandated to approve and guide training providers on events that meet continuing professional development for Human Resource and Specialist Practitioners covering the HR Competency Model and National HR Standards.

- a. As from end of July 2013 we have approved 10 CPD training providers on a range of interventions, for more details you can get further information on our website or contact us on **Naren@sabpp.co.za**
- b. We have approved Arenaria Training Projects for The advance role and skills of a HR Assistant in the category of HR Administration towards 5 CPD Points.
- c. We were also invited by Meridian Capacity Building Corporation to speak to their delegates who attended Training Program Management and Development of Human Resources to reinforce capacities in the category of Learning and Development towards CPD 4 Points - regarding SABPP and its role for HR Practitioners.

The picture below are the delegates from Namibia and Tanzania and directors of Meridian Capacity Building Corporation. Thus, our CPD offerings have an impact beyond the borders of South Africa.



7. On the 29th July we invited training providers who offer a full qualification to discuss:

- a. The quality of the Final Integrated Summative Assessment (FISA – is the final integrated summative assessment) that addresses the exit level outcomes of the qualification at the end of the programme.
- b. The idea of centralising these FISA assessment instruments, which were to be managed by SABPP.
- c. To adjust the Final Pass Mark to 65% which would be split into:
 - i. Overall weighting process of combining all modular portfolio results – 40%
 - ii. FISA – 60%

Module	Mark	Score	Percentage
1	100	70	70%
2	80	65	81%
3	120	80	67%
4	110	75	68%
Overall			71.5%
40% will counted Final Pass mark (65%)			28.6%
FISA RESULTS			75%
60% will counted Final Pass mark (65%)			48.75%
Overall Result			77.35%

Due to the logistical challenges and costs, the training providers have decided that with their inputs SABPP must set standard guidelines for FISA scripts and share with the training providers on the 27th August.

The picture below are all the training providers that attended this workshop



We thank the quality assurance leaders of Edutel Services Company (Pty) Ltd , Business College (Pty)Ltd, Damelin (Pty) Ltd, Boston Business Administration Services, Business Management Training College, Academy of York, DC Dynamic College of Commerce & FET, Maccauvei Learning Academy, MSC College Holdings (Pty) Ltd, Organisation Development International (Pty) Ltd and University of Johannesburg for participating in this awareness and provider capacity building workshop.

BHP BILLITON ACHIEVER AWARDS GALA DINNER, @CSIR International Convention Centre, 7 August 2013



SABPP was invited by Department of Public Service and Administration to take part in the Training Expo and interacted with DPSA employees. The purpose of the expo was to provide information on the fields of study and any career opportunities that the employees of DPSA may want to follow in future including professional registration. The event was opened by the Chief Director, Barbara Watson. It was well attended and was a success.



SABPP AGM, 21 AUGUST 2013

We thank all professional members for attending the second Annual General Meeting of SABPP. The new National HR Standards were formally adopted, as well as the SABPP Annual Report of 2012. Electronic copies of the Annual Report will be available on the SABPP website as from 6 September 2013.

AMIHRP AGM

SABPP would like to congratulate the Association for Mining HR Practitioners (AMIHRP) with their successful AGM on 16 August. The CEO of SABPP, Marius Meyer was a guest speaker and shared the National HR Standards journey with the mining HR managers.

NATIONAL HR STANDARDS, 20 – 21 AUGUST 2013

South Africa joined top nations in setting national HR Standards at Silverstar Casino in Krugersdorp. More than 450 HR Professionals attended from different business sectors, as well as 23 exhibitors.

IPMZ ANNUAL CONFERENCE

Following a presentation by Marius Meyer, CEO of SABPP at the Annual Convention of the Institute of People Management (Zimbabwe), we are proud to report that building on the South African HR Standards success story, Zimbabwe will become the second country in the world with National HR Standards.

Congratulations to the new President of IPMZ, Marshall Pemhiwa with his election as well as his leadership role in driving this initiative going forward. Since this visit, further invitations to SABPP were received to visit Zimbabwe again, as well as Zambia. We are excited to work with our HR colleagues in Zimbabwe and Zambia in growing the HR profession in Africa.

24 SEPTEMBER EVENTS LINE UP FOR HERITAGE CELEBRATIONS

Arts Alive

Where: Johannesburg

Website: Arts Alive

Arts Alive, held every September since 1992, features a heady mix of dance, visual art, poetry and music at venues in the Joburg inner city. The main concert, held at the Johannesburg Stadium, headlines international superstars such as 50 Cent and Busta Rhymes. Over 600 artists perform during the four-day festival, with most shows at various venues in Newtown. The ever-popular Jazz on the Lake is held on the final day.

Aardklop Arts Festival

Where: Potchefstroom

Website: Aardklop Arts Festival

Aardklop Arts Festival offers a feast of arts and an all-round good jol for five days in late September and early October. First held in 1998, Aardklop - Afrikaans roughly translated as "earth beat" - has over 90 productions, with classical music, jazz, hard rock, cabaret, visual arts, theatre, circus performances, opera, African and World music, poetry and more, ending with the OppiAarde rock festival on the final day.

Sedibelo Festival

Where: Pilanesberg

Website: Sedibelo Festival

The Sedibelo Festival is a cultural event held annually in September to unite the Bakgatla-Ba-Kgafela nation across national borders in a shared celebration of rich history and culture.

Southern Cross Music Festival

Where: Mooi River

Website: Southern Cross Events

Every September the Southern Cross Music Festival showcases South African music in a three-day event in Hidden Valley on the banks of KwaZulu-Natal's beautiful Mooi River. First held in 1998, the festival donates part of its proceeds to charity. In addition to music, there's fishing, swimming, white water rafting, abseiling, hikes, walks, mountain biking and 4x4 courses. The farm caters for 6 000 festival-goers.



24 SEPTEMBER EVENTS LINE UP FOR HERITAGE CELEBRATIONS

Woodstock Music Festival

Where: Hartbeeshoek, North West

Website: Woodstock Music Festival

Woodstock, first held in 1999, is the largest youth-oriented music and lifestyle festival in South Africa. In addition to mainstream music, the festival offers a market of crafters and alternative lifestyle products over four days. It is held at Hartbeeshoek Holiday resort near Hartbeespoort Dam in North West.

Boertjie Kontreifees

Where: Bultfontein, Free State

Website: Boertjie Kontreifees

The Boertjie Kontreifees is an agricultural festival, featuring 340 stalls, which draws about 20 000 people over four days. It includes plenty of sport, plenty to eat and drink, lots of competitions, and many entertainers. It being an agricultural festival, you can expect to find horses, cattle, sheep, buck, greyhounds, tractors, and cars as well.

Gariep Kunstefees

Where: Kimberley

Website: Gariep Kunstefees

The Gariep Kunstefees (arts festival) features an impressive line-up of local musicians, a film festival showcasing South Africa's new film-makers, as well as art exhibitions and children's theatre.

Hermanus Whale Festival

Where: Hermanus, Western Cape

Website: Hermanus Whale Festival

Every year, southern right whales travel thousands of miles to the Cape south coast to mate and calve in the bays. Join the villagers of Hermanus for an entertainment-packed festival, in the town with the best land-based whale watching in the world.

Awesome Africa Music Festival

Where: Midmar Dam, Kwazulu-Natal Midlands

Website: Awesome Africa Music Festival

The Standard Bank Awesome Africa Music Festival, first held in 1999, takes place at the Midmar Dam in the Kwazulu-Natal Midlands after having called Durban home for many years. Its focus is on collaboration with musicians from Africa and beyond.



24 SEPTEMBER EVENTS LINE UP FOR HERITAGE CELEBRATIONS

Prince Albert Agricultural Show

Where: Prince Albert, Western Cape

Website: Prince Alfred

Join the people of Prince Albert as they celebrate their agricultural heritage in September. Homecrafts, art and flowers, horses, motorbikes, sheep and angora goat competitions, local products, delicious food, bar facilities and entertainment for young and old are all on the menu.

Macufe

Where: Bloemfontein

Website: Macufe

Macufe, the 10-day Mangaung African Cultural Festival, showcases the cream of African and international talent. It features jazz, gospel, kwaito, hip-hop, R&B, rock and classical music, as well as dance, drama, cabaret, musical theatre, poetry, fine art and traditional arts and crafts. The festival attracts up to 140 000 people and is presented in late September and early October by the Performing Arts Centre of the Free State.

White Mountain Festival

Where: Estcourt, KwaZulu-Natal

Website: White Mountain Festival

The White Mountain Folk Festival in the Central Drakensberg mountain range offers great music in an awesome setting for three days in September. Featuring acoustic performances by some of the South Africa's top folk musicians, it is held at White Mountain Lodge in the foothills of the Giant's Castle Nature Reserve. Camping in a beautiful site at the edge of a dam is free, with brand new hot shower units at the ready, plus lots of "executive" loos. There's also a variety of food stalls, and a beer market offering naturally brewed local ales and lagers.

Vrede Paddadors Fees

Where: Vrede, Free State

Website: Vrede Paddadors Fees

The full name of Paddadors, the Free State town of Vrede's annual festival, is the Vrede Paddadors Rooivleis en Kulturfes - which translates literally as the Peace Frog-Thirst Red-Meat and Culture Festival. The story goes that the dry land on which the town was established was originally called Paddadors ("frog thirst" in Afrikaans), until peace came and place was named Vrede. The festival offers live music, traditional food, a beer garden, children's activities and more.

JOB PREPAREDNESS WORKSHOP

The SABPP Eastern Cape Committee had a JOB PREPAREDNESS WORKSHOP FOR HUMAN RESOURCE STUDENTS @ NMMU, 28 August 2013. The event was attended by students on campus and SABPP Eastern Cape

Committee conducted a workshop on Job Preparedness for HR students. SABPP would like thank the committee for organising the workshop.



Fort Hare and NMMU students with Mr Matsoso, Chairperson SABPP EC and Lungisa Mtwecu a Member of the committee.



Facilitators of the workshop

CELEBRATING ACHIEVEMENT IN SKILLS DEVELOPMENT

Some of South Africa's most innovative industry and business players, government departments and organisations were honoured at a glittering gala awards dinner at the CSIR International Convention Centre last month.

Hosted by Achiever magazine and sponsored by BHP Billiton, the prestigious Achiever Awards single out and pay tribute to businesses and other establishments who demonstrate their commitment to the enhancement of their employees' skills base by implementing development and training programmes that are relevant, innovative and effective.

The event was the culmination of the annual, highly successful Skills and Development Summit, which was addressed by a plethora of Government ministers, deputy ministers, industry leaders, educationalists and others.

The Summit is the most important platform for finding innovative ways to counter South Africa's growing skills shortage crisis.

The Achiever Awards, meanwhile, attracted more than 350 key industry players, government institutions and trade councils and saw a range of winners in a myriad different categories.

The honours at the Awards are bestowed on employers whose skills development initiatives have undergone a rigorous screening process by an independent panel of judges.

The SABPP Gauteng Committee in the judging process were looking for industry relevance, innovation, sustainability, exceptional creativity and socio economic impact, according to Dr Linda Chipunza a Deputy Chairperson at SABPP.

BHP Billiton CEO, Dr Xolani Mkhwanazi, told the gathering the National Development Fund (NDF) is working towards a thriving economy, with all South Africans skilled and employed by 2030.

Celebrating Diversity

50% Discount to ALL SABPP members
RSVP by September 13th

In the workplace

Featuring

Prof Shirley Zinn
Dr Marko Saravanja
Rozett Phillips

17 September 2013
Johannesburg

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For more information please contact
Laura Barker on
076 370 8479 / 021 821 9922
laura@celebratingdiversity.co.za

CELEBRATING ACHIEVEMENT IN SKILLS DEVELOPMENT *continued*

“BHP Billiton believes in being a good corporate citizen of South Africa, and fulfilling this great vision,” he said. His company sponsored the Awards because they were “a business imperative”.

Advocate Leslie Sedibe, CEO of Proudly South African, said one of the most hurtful things said about South Africa was that the country was “going down the drain.”

The truth, however, was that “we are going through one of the most interesting times in the history of humanity”.

This year’s Achiever Awards winners were:

- Best Innovative Programme – SA Maritime Safety Authority
- Best Training Partnership Programme – Rand Water
- Best Graduate Training Programme – Unitrans Freight and Logistics
- Best Training Programme: Small Company – College of Production Technology (Pty) Ltd
- Best Training Programme: Large Company – Steinmüller Africa
- Best Public Sector Training Programme – Automotive Industry Development Centre (AIDC)
- Best Training Provider – Bytes People Solutions

Congratulations to all these winners, you are true skills development champions.

SABPP AWARDS

SABPP presented three categories of awards during the HR Standards Conference on 20 August. The three awards category winners were:

Life-time Achievement Award

These awards honour individuals who have made the greatest contribution to the advancement of the HR profession in South Africa over the last 30 years.
Huma van Rensburg, retired CEO of SABPP

HR Author Award

These awards honour authors and journalists who have made a contribution to advancing HR knowledge in the printing and electronic media.
Mike Stuart – The Skills Handbook Blog
Carol Paton – Business Day

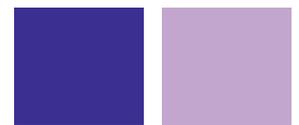
HR Voice Staff and Committee Member Awards

These awards honour staff and committee members who have made the greatest contribution to driving and executing the HR Voice Strategy of SABPP
Naren Vassan – Head of Learning and Quality Assurance at SABPP
Penny Abbott – Head of Human Resource Research Initiative at SABPP

Congratulations to all the winners.



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IT HUMAN CAPITAL STRATEGY (IITPSA AND SABPP)

Driving Business Results with Workforce Strategy, Information and Metrics – 15 October 2013

SABPP and IITPSA (formerly Computer Society South Africa – CSSA), in conjunction with TalentAlign, are delighted to announce our first combined HR and IT Strategy event, taking place on 15 October 2013 at The Wanderers Club in Illovo.

- Do your IT, HR and Business Intelligence functions interface to create Human Capital analytics?
- Does your HR data and information provide knowledge and business intelligence for improved decision-making on human capital?
- Do you have the measures to

understand and communicate the connections between HR investments, their effects on the workforce and organization, and the impact on sustainable strategic success?

- Does your workforce measurement system motivate the conversations that drive strategic change?

Date: 15 October 2013

Time: 08h30 – 13h00 (Registration from 08h00)

Venue: The Wanderers Club, 21 North Street, Illovo, Johannesburg

Cost: IITPSA and SABPP members:

R798.00. Non-members: R890.00

For more information, or to register, email Lerina Nel (lerina@iitpsa.org.za)

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- the South African economy • rural development • Africa's future

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- Mteto Nyati • Edward Kieswetter • Happy Ntshingila
- Bill Gibson and many others...

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Note: Only the first 100 completed forms received are eligible



IT Human Capital Strategy Seminar

15 October 2013

The Wanderers Club, 21 North Street, Illovo