



THE PEOPLE
FACTOR MAGAZINE

OCTOBER | 2025



SABPP™

SA BOARD FOR
PEOPLE PRACTICES

Setting HR standards

THE PEOPLE FACTOR MAGAZINE

www.peoplefactor.co.za

The official communication for all HR Professionals

How the pension funds industry will be affected by the Conduct of Financial Institutions Bill

By Lenee Green and Nicolette van Vuuren, Partners at Webber Wentzel



The Conduct of Financial Institutions Bill, 2020 (CoFI) represents a landmark transformation of South Africa's pension fund regulatory landscape, introducing comprehensive reforms that will fundamentally reshape how retirement funds operate and are supervised.

Regulatory framework revolution

The most significant change involves the application of CoFI to retirement funds, shifting from traditional registration to a rigorous licensing system. Financial institutions that provide financial products or services are subject to CoFI, establishing universal coverage across the pension fund sector. This includes public sector retirement funds to which the State, national or provincial public entities, or municipalities contribute.

This shift represents a fundamental transformation to a conduct- and activity-focused, as well as a prudentially regulated framework, that prioritises member protection, governance excellence, and operational transparency. CoFI provides for a three-year licensing or re-licensing transitional period from the date of promulgation.

Enhanced governance and oversight

CoFI introduces stringent governance standards that will significantly impact pension fund operations. It establishes principles relating to culture and governance for financial institutions and defines the obligations of governing bodies, requiring boards to meet enhanced fitness and propriety standards. Fit and proper requirements are incorporated into CoFI for natural persons and significant owners of financial institutions. Requirements for natural persons include honesty and integrity, good standing, and competence encompassing relevant experience, qualifications, and knowledge of financial products and sector laws.

The legislation also mandates democratic governance through member representation while introducing comprehensive accountability mechanisms for fund leadership.

Given the delays in the promulgation of CoFI, the Financial Sector Conduct Authority (FSCA) has, in terms of section 13B(1) of the Pension Funds Act, 1956, prescribed conditions that Pension Fund Benefit Administrators must comply with, including fit and proper requirements. For more detail, read our article on the Conduct Standard [here](#).

Commercial sponsor framework

CoFI introduces specific provisions for commercial sponsors. A “commercial sponsor” refers to a licensed financial institution that establishes a retirement fund, with the intention that the financial institution, or another financial institution within the same financial group, will provide financial products or financial services to the retirement fund. Importantly, a commercial sponsor is not required to be licensed in terms of CoFI. However, the FSCA may prescribe conduct standards regulating and imposing requirements on commercial sponsors of commercially sponsored funds.

Comprehensive member protection

CoFI prioritises member protection through various mechanisms. It addresses principles relating to post-sale barriers and post-sale obligations, including limiting unreasonable barriers that could prevent members from switching financial products or services. CoFI also aims to promote the fair treatment and protection of financial customers by financial institutions.

PROVINCIAL HIGHLIGHT

STADIO HIGHER EDUCATION: ACCREDITATION

Congratulations! Stadio Higher Education has successfully achieved their accreditation. The accreditation was conducted by the SABPP Higher Education Committee, for their following HRM qualifications:

- Higher Certificate in Management** – Elective HRM
- Diploma in Management** – Elective HRM
- Advanced Diploma in Management** – Elective HRM
- Bachelor of Business Administration** – Elective HRM
- Bachelor of Business Administration Honours** – Elective HRM



Operational and administrative changes

CoFI establishes detailed operational standards, including: principles for persons dealing with trust property or assets of financial institutions; requirements for operating capital and operational ability; provisions addressing the conduct of business outside licensed activities; and requirements for transfers, fundamental transactions, or changes of institutional form.

Enhanced reporting requirements are central to the new framework. Financial institutions must provide information for supervisory purposes and make public disclosures. CoFI requires institutions to maintain accounting records, prepare financial statements, and obtain audited or independently reviewed annual financial statements.

Innovation and transformation

CoFI promotes sector transformation and innovation. It supports the development and investment in sustainable technologies, processes and practices, while driving transformation of the financial sector. Transformation of the financial sector refers to transformation as envisaged by the Financial Sector Code for Broad-Based Black Economic Empowerment.

We anticipate the promulgation of CoFI during 2026. The object of CoFI is to establish a consolidated, comprehensive, and consistent regulatory framework for the conduct of financial institutions, significantly transforming pension fund regulation (read our insights piece unpacking CoFI [here](#)). The shift from registration to licensing, enhanced governance requirements, and comprehensive member protection provisions demonstrate a commitment to modernising retirement fund oversight while maintaining operational flexibility. These reforms align South Africa's pension fund regulatory framework with international best practices, ensuring stronger member protection and improved sector governance for the benefit of all retirement fund members.

Ends...

Founded in 1868, Webber Wentzel is a leading full-service law firm providing clients with innovative solutions to their most complex legal and tax issues across Sub-Saharan Africa. With over 450 lawyers, their multi-disciplinary expertise is consistently ranked top tier in leading directories and awards, both in South Africa and on the African continent. Their collaborative alliance with Linklaters and their deep relationships with outstanding law firms across Africa provide clients with market-leading support wherever they do business.

Student Membership

Did you know that SABPP student membership provides you with access to regular electronic HR related newsletters ,professional development opportunities, and industry networks to help prepare you for your career?

For more information please contact: musengeli@sabpp.co.za

“ Did you know? ”

THE PEOPLE FACTOR MAGAZINE

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MISTIMED RELIANCE ON WARNINGS ROCKS THE TIGHTROPE

By *Ivan Israelstam, Chief Executive of Labour Law Management Consulting.*

The Code of Good Practice: Dismissal in Schedule 8 of the LRA explains that warnings are corrective measures for teaching employees the employer's standards of conduct and work performance and for giving them a chance to improve. **Employers too often misuse disciplinary warnings or avoid using them at all because they are unsure of what the law sees as appropriate.**

When is the giving of a warning appropriate?

When an offence with a relatively mild potential consequence is committed it is most often appropriate to issue a warning to the employee. The level of warning (oral, 1st written or final warning) to be used depends on the level of seriousness of the offence and on whether previous valid warnings have been given for a similar offence.



Can an employee be dismissed for a repeat offence after having received a final warning for a similar offence?

The answer to this question is 'yes' provided that:

- There is no reasonable alternative corrective action to the dismissal and
- The final warning is valid.

A final warning would be valid if it was given for an offence similar to the new one, has not expired and was given prior to the occurrence of the new offence. **That is, the employee must have been given a chance to heed the previous warning.**

In the case of *Cashbuild vs Dyani* (Lex Info, 6 August 2025. Labour Court case number PR277/22) the employer issued the employee with a final warning for poor work performance in respect of offence A. However, this warning was issued after the employee had committed the second offence, offence B. That is, although offence A had occurred before offence B the issuing of the warning for offence A had been delayed until 3 days before the end of the poor performance period in respect of the second offence (Offence B).

A key aspect of offence B was the employee's failure to provide a customer with bags of cement for which he had paid long in advance. Having received the final warning for offence A the employee immediately arranged for the cement to be delivered to the client. The Court therefore found that it had been unfair for the employer to have relied on the final warning as an aggravating factor.

Since warnings are not punishment but rather mechanisms to correct behaviour, the final warning for offence A in the current case was intended as a corrective measure. As that warning successfully served its corrective purpose it should not have been used against the employee. The Court therefore ordered the employer to reinstate the employee, to issue him with a final warning for the second offence and to pay him R103 075,64 in backpay.

This outcome acts as a reminder to employers that the use of warnings as aggravating circumstances is neither a mechanical nor a technical action. Where the employee corrects his behaviour on receiving a final warning it cannot be used to justify a dismissal.

Too many disciplinary decision makers are unaware of the above principle and do not understand the circumstances under which a final warning for a prior offence may be used to support an allegation that the employee has caused the employment relationship to become intolerable or has destroyed the trust relationship. They therefore urgently need to be trained in understanding the legal purpose and status of final warnings.

FACT SHEET OCTOBER/NOVEMBER 2025

Dr. Ajay Jivan

In this Fact Sheet we share some of the insights from the SAHRUF conference. The conference did not aim to arrive at a one-size-fits-all solution or so-called best practice. These singular formulations are problematic and are not appropriate to the context, field, and practice of HRM (see the April 2025 Fact Sheet¹), nor for the mission and institutional autonomy of higher education institutions. Singular formulations do not appreciate the contextual, nuanced and evolving conceptions of quality education. Nor do they appreciate the debates on the fit of purpose of higher education and the fitness for purpose of higher education institutions, as articulated by the various reports by the Council for Higher Education (CHE)². The SAHRUF conference aimed to create a space for critical exploration and diverse perspectives, drawing from academic, practitioner, and the professional body perspectives. We aim to continue building and evolving this space and engage key stakeholders on future-fit HR curriculums and graduates.

Read more...





Leadership coaching: creating personal shifts through insight, change and application

A GIBS Impact report on the individual effects of coaching

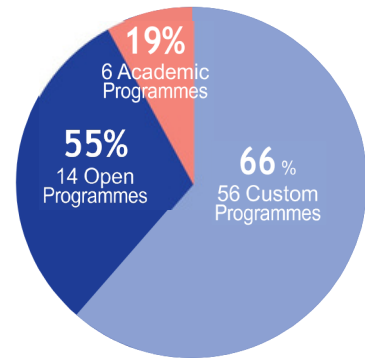


Evolving nature of business highlights the need for a new learning modality that is person-centred and fosters authentic agile leadership for changing workplaces and new critical skills.

Coaching facilitates this upskilling of the workforce by being human-centred and insight-focused. GIBS has a decade-long track record in building these capabilities and capacities. This report evaluates the personal impact of GIBS's coaching initiatives for their delegates.



PROGRAMMES WITH COACHING



GIBS IMPACT REPORT

YEARS	COACHING PROCESSES	DATA	HOW	IMPACT EVALUATED
2017-2019	Individual coaching, team coaching, group coaching	Direct testimonials	of qualitative interviews secondary data.	level impact: Insight, Change and learning application*

(* for organisational level impact, see GIBS' separate report on ourresourcespage)

THE REPORT FOUND THAT:

INSIGHT, CHANGE AND LEARNING APPLICATION

- ### 1 COACHING DEVELOPED PERSONAL INSIGHT

The coaching sessions allowed time for valuable introspection yielding new insight.
*"I managed to discover some things I did not know about myself."
 "I get such benefit from these deep and insightful sessions. Real personal growth takes place in this time."*
- ### 2 COACHING IMPACT IS ACHIEVED THROUGH PROFESSIONAL CAPABILITIES & TOOLS

"Learning to listen and getting clarification, while questioning. I'm going to use the models in my one-ones with my team. I enjoyed the practical and hands-on approach."
- ### 3 GROUP COHESION

*...team was clear on our common purpose ...
 "Figuring out your role in the team is helpful."
 "A lot of value being in a group to leverage off other's experiences."*
- ### 4 CAREER IMPACT

Coaching unlocks potential, stretches and develops individuals, enabling career growth.
*"...By the end of the coaching process the feedback from my line manager was that he had seen a 180-degree turnaround in terms of what he was expecting. So he was really, really happy with the result and so was I. I am now on the top talent list for the organization.
 "I have been very fortunate to receive a promotion. I am now the chief executive of risk..."*
- ### 5 LEADERSHIP DEVELOPMENT

Improved leadership through softer qualities, psychological insights and demonstrated vulnerability.
*"...This was fruitful for an improved leadership style and focused on people's strengths."
 "[Coaching] helped me realise how to approach my strengths and weaknesses to become a more effective leader."*

"Coaching at GIBS has had a deep, personal and lasting impact on its delegates." Researcher, faculty and report author notes



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Quiet Support: The Most Powerful Benefit You're Not Talking About

By Sipho Sibanda, Head of Employee Financial Wellness at Momentum Corporate

"The most powerful employee benefits aren't always the loudest. They work quietly in the background to reduce stress, unlock potential, and show people they're seen, heard, and cared for."

At Momentum Corporate, we believe employees are more than part of the business, they are its greatest asset. Their wellbeing is not a 'nice to have'; it's foundational to performance, purpose, and long-term growth.



The HR industry in South Africa has undergone a remarkable evolution in the 21st century. What was once seen as a purely administrative function, 'personnel management', has emerged as a strategic, people-centred discipline that is integral to organisational success. This transformation has been shaped by a dynamic business landscape, from the rise of the knowledge economy and rapid technological innovation to a stronger focus on employee wellbeing.

When people are empowered and engaged in an environment where talent is cultivated and potential unlocked, they flourish. But when the workplace is marred by stigma, discrimination, or harmful behaviours, the impact on mental health and overall wellbeing can be profound.

There is no quick fix to creating a workplace where employees feel truly valued, motivated, and appreciated. The era of quick wins like free lunches, gym memberships, and surface-level perks is behind us. What matters today is a thoughtful, strategic approach that fosters a culture of quiet support. This shift not only helps to create a more positive and inclusive work environment, but also builds the foundation for talent retention, agility and a future-fit workplace that drives higher levels of engagement, productivity, and organisational performance.

What is quiet support?

Quiet support is both cultural and structural. It's the unspoken sense of safety people feel when they know their workplace cares about their full wellbeing and not just their performance.

It means creating a culture where open communication, psychological safety, and work-life balance are part of the everyday experience. But it also shows up in less visible ways:

- Access to counselling and trauma support
- Benefits that assist with chronic illness or disability
- Financial education and emergency savings tools
- Income protection and return-to-work pathways

These are not flashy, but they matter. And they work by quietly building resilience, lowering the long-term costs of burnout, and improving retention in real, measurable ways.

As South Africa's workforce continues to diversify across generations, skill sets, and work modalities, the ability to attract and retain talent will depend on how well employers support the full human experience. Today's employees are looking beyond salaries: they want workplaces where they feel psychologically safe, seen as individuals, and supported in meaningful ways. They are asking deeper questions:

“Will I be supported when life gets hard?”

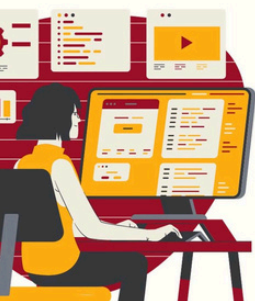
“Do I belong here?”

“Is this a culture where I can grow?”

The answer to those questions is not found in a once-off intervention. It lies in the everyday experience of quiet support.

The quiet support offered through comprehensive employee benefits is a proven lever for long-term retention. It helps employees manage the curveballs life can throw without compromising their future. It also builds loyalty by creating consistency and a sense of security in the employee experience. When people feel genuinely cared for, they're more likely to stay, not out of obligation, but because they feel connected to a culture that values their whole self. It's the difference between transactional employment and true belonging.

RESEARCH SURVEY ASSISTANCE



My name is Hilda Pretorius. I am currently undertaking my PhD research, and I need the voices of senior HR leaders in the industry. The study looks at how companies are integrating Artificial Intelligence in strategic HR Management in South Africa - the challenges and the opportunities - and importantly, how ethical leadership can guide this journey.

I am inviting SABPP-affiliated Master HR Professionals who hold a master's degree or higher (NQF 9), have at least five years of top-level strategic HR experience, and are working in South African organisations to volunteer for online, one-on-one interviews (45-60 minutes). Your experience and insight can help me build a framework that supports both innovation and ethical practice in the HR profession. The conversations are informal, require no preparation on your part and are designed to capture your perspective as a leader in the field.

This is an opportunity to add your voice to important research that could influence the future of HR in South Africa. If you would like to participate, I would be delighted to connect with you. Please email me at PretoriusH@tut.ac.za

SABPP 2025 ANNUAL PEOPLE FACTOR AWARD WINNERS

By Xolani Mawande (CEO)



SABPP 2025

Awards Winners

At our recent Annual People Factor Conference & Awards Gala Dinner which took place on the 4th of September 2025 at The Capital Empire in Sandton, we had the privilege of celebrating and recognising HR professionals who do exceptional work as they serve as inspiration to us all. This special event allowed us to shine a spotlight on those who have dedicated their time to the HR profession and promoting the profession. This year's honourees have not only contributed meaningfully to our initiatives but have also embodied the values we stand for as a professional body. Their efforts strengthen our community and inspire us all to aim higher.

We invite you to join us in congratulating the following individuals:

SABPP 2025 ANNUAL PEOPLE FACTOR AWARD WINNERS

By Xolani Mawande (CEO)



SABPP 2025

Award Winners

Best Auditor

Karen Hudson | SALGA



Best Lead Auditor

Suran Moodley |
Ariston Global (Pty)
Ltd



HR Audit - HR Business Alignment Standards Award

MTN eSwatini



HR Audit - HR Architecture Standards Award

Diamond Trading
Company Botswana
(DTCB)



HR Audit - HR Value & Delivery Standards Award

MTN eSwatini



Overall Best Performing Organisation 2025 (HR AUDITS)

MTN eSwatini



Leading Continuous Professional Development (CPD) Provider

eStudy



Leading Skills Development Provider (SDP)

Milpark



Leading Organisation Supporting Youth Empowerment and Development

MDDA



Leading Student Chapter

Northwest Potchefstroom
(NWU)



Leading Lecturer supporting Students and Student Chapter

Debbie Mtshelwane |
North West University
(Potch)



National Marius Meyer SABPP Excellence Awards

Jason Schickerling |
University of Pretoria



SABPP 2025

Award Winners



Head of Department of Note (University)

Dr Josiah Masoka |
Vaal University of
Technology



Leading Organisation supporting HR Professionalisation: Public Sector

Umngeni-uThukela
Water



Leading Organisation Supporting HR Professionalisation: Private Sector

Sishen Iron ORE
Company (PTY) LTD



SABPP Membership Ambassador

Malope Audrey Madavhu
| Compensation Fund



SABPP 2025

Award Winners

Appreciation Awards

Jonathan Goldberg |
Global Business
Solutions



Dr. Christopher Mc Creanor |
Independent



Dr. Rica Viljoen |
Independent, Former
SABPP Board Member



Njabulo Khuzwayo |
Compensation Fund



Lerato Mahlasela |
GIBS



Dr Asiel Kubu |
Vice Admiral (Retired)



Dr Michael Glensor |
Revlon Elizabeth Arden
South Africa



Sihle Reginald Mkhize |
Ethekwini Municipality



**Prof Willie
Chinyamurindi |**
University of Fort Hare



**Infomage RIMS Group
(IRG)**



2025 Regional Committees

By Xolani Mawande (CEO)

Announcement

The election of the **15th Board** led by *Tshepo Mosadi* in Nov/Dec 2024 paved the way of relaunching and expanding **20 Regional Committees** across the country.

This represents the growth and visibility of our professional body. We aim to ensure that every member across the country is able to access value and benefits closer to where they live or work.

I have personally been to all the **20 Regions** of our country and I cannot believe the passion and excitement of our members around the country to serve the body and the profession.

Please help me congratulate the **20 Chairpersons**, their executives and committee members as they lead the regions for the next three years. This is selfless dedication and commitment.

I call upon you all to support them by responding and attending regional events as well as bringing forth ideas to take the profession forward. Lets all drive the People Factor strategy for the benefit of the country.

I appreciate the special and important work by our members.

Thank you



**Xolani Mawande | MHRP
CEO | SA Board for People Practices**

New Regional Leadership



2025 Regional Committees

Announcement

MPUMALANGA REGIONS

HIGHVELD



CHAIRPERSON
Dr Thulani Skosana



EXCO

Viceperson: **Dumisani Sibande**
2nd Viceperson: **Sivuyile Tshingana**



COMMITTEE

LOWVELD



CHAIRPERSON
Mpilo Dube



EXCO

Viceperson: **Hendrik Janse van Rensburg**
2nd Viceperson: **Nozipho Nkosi**



COMMITTEE

KwaZulu-Natal | DurbanRBAN



CHAIRPERSON
Bokang Molefe



EXCO

Viceperson: **LwaziMthinkhulu**
2nd Viceperson: **Zanele Ntombela & Preshina Pillay**



COMMITTEE

PIETERMARITZBURG



CHAIRPERSON
Reuben Dlamini



EXCO

Viceperson: **Buhle Nene**
2nd Viceperson: **Sithembiso Cloete**



COMMITTEE

2025 Regional Committees

Announcement

NORTH WEST REGIONS

MAHIKENG



CHAIRPERSON
Ofentse Selekisho



EXCO

Viceperson: Masekwati Motshologane
2nd Viceperson: Dr Mmabatho Mfikwe



COMMITTEE

POTCHEFSTROOM



CHAIRPERSON
Dr Debbie Mtshelwane



EXCO

Viceperson: Elroy Gelant
2nd Viceperson: Mpho Matshego & Legogang Mthisi



COMMITTEE

RUSTENBURG



CHAIRPERSON
Daniel Machai



EXCO

Viceperson: Mosanku Pholo
2nd Viceperson: Given Lefyedi



COMMITTEE

2025 Regional Committees

Announcement

EASTERN CAPE REGIONS

MTHATHA



CHAIRPERSON
Sinoxolo Mjulwa



EXCO
Viceperson: Nolundi Ncapai
2nd Viceperson: Taule Motehuli



COMMITTEE

EAST LONDON



CHAIRPERSON
Sindiswa Majova



EXCO
Viceperson: Kanyisa Mngxekeza
2nd Viceperson: Songezo Madubela



COMMITTEE

GQEBERHA



CHAIRPERSON
Trevor Amos



EXCO
Viceperson: Lungisa Fubu
2nd Viceperson: Nontandazo Makweli



COMMITTEE

WESTERN CAPE REGION

CAPE TOWN



CHAIRPERSON
Dr Hein Brand



EXCO
Viceperson: Shahieda Hendricks
2nd Viceperson: Liande Coetzee



COMMITTEE

2025 Regional Committees

Announcement

FREE STATE REGIONS

WELKOM



CHAIRPERSON
Dr Malefetsane Thasi



EXCO
Viceperson: Maraka Lefera
2nd Viceperson: Mangaleni Hlatwayo



COMMITTEE

BLOEMFONTEIN



CHAIRPERSON
Saajida Abdulla



EXCO
Viceperson: Joel Vorster
2nd Viceperson: Nontando Kalipa & Luvuyo Jacobs



COMMITTEE

KwaZulu-Natal | Durban ANEEN



CHAIRPERSON
Danie Swanepoel



EXCO
Viceperson: Kgobo Hlasi
2nd Viceperson: Ansie De Kock



COMMITTEE

POLOKWANE



CHAIRPERSON
Mankoni Ramoraswi



EXCO
Viceperson: Dr Mashabane Malesa
2nd Viceperson: Tetelo Mangena



COMMITTEE

LIMPOPO REGIONS

2025 Regional Committees

Announcement

GAUTENG REGIONS

GREATER



CHAIRPERSON
Vusi Mahlangu



EXCO

Viceperson: James Stevens
2nd Viceperson: Wendy Phaweni



COMMITTEE

TSHWANE



CHAIRPERSON
Amos Mthembu



EXCO

Viceperson: Elmien Solms
2nd Viceperson: Thandekili Notununu



COMMITTEE

SOUTH VAAL



CHAIRPERSON
Dr Josiah Masoka



EXCO

Viceperson: Fusi Motaung
2nd Viceperson: Pinki Motsoetla



COMMITTEE

2025 Regional Committees

Announcement

NORTHERN CAPE REGIONS

KATHU



CHAIRPERSON
Maureen Lumatha



EXCO
Viceperson: Mangi Molamu
2nd Viceperson: Wiseman Motha



COMMITTEE

KIMBERLEY



CHAIRPERSON
Nkululeko Khweshiwe



EXCO
Viceperson: Ryanvan Schalkwyk
2nd Viceperson: Charmaine Serei



COMMITTEE



2025 National Committees

By Xolani Mawande (CEO)

Announcement



Our 3rd Stop!

1st: The 15th Board of the SABPP ✓

2nd: The 20 Regional Committee ✓

3rd: Now the next step is done, dusted and ready to serve...

I am happy to introduce the **16 National (Technical/SME) National Committees** to support the Board and the **20 Regional Committees**. These committees are also going to serve for the period 2025 to early 2028 once the 2028 AGM is conducted.

These committees serve 16 different areas of Human Resources and will provide guidance and expertise to the Board, Regions and to the Membership in general. They will also offer leadership to the profession and to the public both local and global.

Thank you to the over 160 members across the country who have volunteered their time and skills to ensure that these committees are able to function and by extension the profession functions

Lastly, allow me to share our volunteer statistics as per below:

1. SABPP Board : **12 Members**
2. Regional Committee Members : **200 Members**
3. National Committee Members : **160 Members**

Well done to the total of 372 dedicated volunteers who have shown interest in contributing to the HR Profession.

Thank you to #TeamSABPP



Xolani Mawande | MHRP
CEO | SA Board for People Practices

New National Leadership



2025 National Committees

Announcement

STATUTORY | PROFESSIONAL REGISTRATION



CHAIRPERSON
Lerato Mahlasela



VICE CHAIRPERSON
Dr Fathima Mahomed



2ND VICE CHAIRPERSON
Dr Sydwell Shikweni

COMMITTEE

Charles Myburgh
Dineo Mathibedi
Dr Monique Woodborne
Sello Mphelane
Boitumelo Letlape
Leroy Moalusi
Thantshi Moepi
Funmilayo Soluade
Tony Shakwane
Tamanna Sharma
Charmaine De Jong
Ashwynn Daniels

LEARNING & DEVELOPMENT (L&D)



CHAIRPERSON
Prashini Pena



VICE CHAIRPERSON
Pieter van Ellewee



2ND VICE CHAIRPERSON
Lylie Beukes

COMMITTEE

Ross Lesser | Rosa Peters
Nomvula Mhlambi | Adi Stephan
Tammy van der Kolff | Bonani Mzinyathi
Dr Hein Brand | Tintswalo Mabasa
Reuben Govender | Jeanette Nel
David Maboeane | Kashmiri Nagards
Lindiwe Maseko | Raymond Mabala
Reabetswe Matlala
Dr Christiana Kappo-Abidemi

CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD)



CHAIRPERSON
Adina de Vries



VICE CHAIRPERSON
Pieter van Ellewee



2ND VICE CHAIRPERSON
Nomvula Mhlambi

COMMITTEE

Trudy Ngwenya
Duduzile Buthejezi
Nthabeleng Mdhuli
Sumaya Mahomed
Thembhani Chabalala
Dr Fathima Mohamed
Sandra Barbosa
Ivan Horner
Verna Appollis

HR-CITIZEN



CHAIRPERSON
Gcina Mthembu



VICE CHAIRPERSON
Simonay Tala



2ND VICE CHAIRPERSON
Diteboho Matsheng

COMMITTEE

Thabang Sedibana
Mandla Motau
Stanley Ngcobo
Pumelele Falita
Reuben Mathoma
Shanitha Singh
Zenovia Manuel
Mathew Bam
Nomvula Mhlambi
Prithika Williams
Kenny Khoza

2025 National Committees

Announcement

STATUTORY | LEARNING QUALITY ASSURANCE (LQA)



CHAIRPERSON
Dr Maritsa Grewe



VICE CHAIRPERSON
Chantel Bennett



2ND VICE CHAIRPERSON
Adeline Singh

COMMITTEE

Michelle Kreutzer | Agnes A. O'Neill
Paula Teigao | Elaine Matthee
Helen Hadfield | Marika Krieg
Gerda Oberholzer | Rowena Singh
Kenneth Melakeco | David Maboeane
Cornilius Makuwerere | Zukelwa Baqo
Dr Hein Brand | Khanyisile Tshabalala
Natalie Nelson | Rozina Adonis
Simphiwe Thwala | Tendai Mago

ETHICS



CHAIRPERSON
Yendor Felgate



VICE CHAIRPERSON
Sisanda Nompumza



2ND VICE CHAIRPERSON
Dr Elizabeth Rudolph

COMMITTEE

Diteboho Matsheng | Purity Mvemve
Mervin Munsamy | Winny Kubheka
Nomfanelo Baba | Kamohelo Kode
Kganya Selepe | Thenjiwe Hugo
Charles Gilbert | Matlose Phineas Moela
Happiness Mukonzo | Khulekani Mbelu
Mosanku Pholo | Riaan Faasen
Vuyi Nomvalo | Bongani Sibiya
Marsha Pieterse | Patrick Mugumo
Lungile Mtiya | Christopher Sekgobela
Simangaliso Phungwayo | Jamiel Nassiep

Mbulelo Khonjwayo | Vusi mahlangu
Leonora Klein | Keitumetse Moagi

HR GOVERNANCE



CHAIRPERSON
Elizabeth Dhlamini-Khumalo



VICE CHAIRPERSON
Michael Glensor



2ND VICE CHAIRPERSON
Jenny Jeftha

COMMITTEE

Anthea Saffy
Getty Simelane
Napo Merriman Ponoane
Sivaan Marie

STATUTORY | HIGHER EDUCATION



CHAIRPERSON
Lyle Markham



VICE CHAIRPERSON
Anita De Bruyn



2ND VICE CHAIRPERSON
Fumani Mabasa

COMMITTEE

Prof Calvin Mabaso | Prof Desere Kold
Prof Chantal Olckers | Konwaba Klish
Dr Kelebogile Paadi | Dr Debbie Mtshelwane
Dr Carren Duffy | Prof Anton Schlechter
Dr Betty Maphala | Joyce Baloyi
Prof Rudolf Oosthuizen | Dr Fumani Mabasa
Andani Nethavhani | Dr Josaih Masoka
Janie Steyn | Dr Sandra Chikotie
Sindiswa Majova | Dr Daphne Pillay-Naidoo
Henk De Jager | Dr Thapelo ChaaCha
Lwazi Mthimkhulu | Megan Steyn
Andani Nethavhani | Taryn Kroukamp

2025 National Committees

Announcement

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