

ANNUAL GENERAL MEETING

**19 September 2019
Wild Coast Sun, Port Edward
12: 05 – 14:05**



AGM Minutes

#	Agenda Item																																																		
1.	<p>Welcoming The AGM, chaired by President-Elect Ms. Radhi Vandayar started with a welcome and opening address by the President, Ms. Thiloshni Govender, under the theme Leadership Through Change. Ms. Govender thanked the board members for the all the sacrifices they make for the Association. She briefly introduced the Portfolio Holders and Chapter Chairs to the members.</p> <p style="text-align: center;">Chapter Chairs</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Ms. Thiloshni</td> <td>Govender</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Mr. Tinyiko</td> <td>Chabalala</td> <td>Patrick</td> <td>Egan</td> <td>Western Cape Chapter</td> </tr> <tr> <td>Ms. Andiswa</td> <td>Lefakane</td> <td>Gaongalelwe</td> <td>Makhetha</td> <td>Free State Chapter</td> </tr> <tr> <td>Dr. Pravesh</td> <td>Bhoodram</td> <td>Ntebaleng Matlale</td> <td>Masemola- Thelejane</td> <td>Ikhala Chapter</td> </tr> <tr> <td>Dr. Marion</td> <td>Borcherds</td> <td>Andre</td> <td>Cloete</td> <td>Egoli Chapter</td> </tr> <tr> <td>Ms.Radhi</td> <td>Vandayar</td> <td>Gladys</td> <td>Chuene</td> <td>Limpopo Chapter</td> </tr> <tr> <td>Ms. Bernedette</td> <td>Roberson</td> <td>Ingrid</td> <td>Lentswane</td> <td>Jacaranda Chapter</td> </tr> <tr> <td>Mr. Isaac</td> <td>Koto</td> <td>Smangele</td> <td>Simelane</td> <td>KZN Chapter</td> </tr> <tr> <td>Mr. Joel Mzwandile</td> <td>Gumede</td> <td>Pogiso</td> <td>Mosadi</td> <td>Platinum Chapter</td> </tr> <tr> <td>Mr. Jimmy</td> <td>Lenong</td> <td>Charmaine</td> <td>Oosthuizen</td> <td>Nelson Mandela Bay Chapter (Absent)</td> </tr> </table> <ul style="list-style-type: none"> • Ms. Govender explained that the strategic goals of the association have not changed, the new board members as selected at the previous AGM will continue on the foundation already set. • The President moved for the adoption of the 2018 minutes, after affording the members an opportunity for a brief perusal. 	Ms. Thiloshni	Govender				Mr. Tinyiko	Chabalala	Patrick	Egan	Western Cape Chapter	Ms. Andiswa	Lefakane	Gaongalelwe	Makhetha	Free State Chapter	Dr. Pravesh	Bhoodram	Ntebaleng Matlale	Masemola- Thelejane	Ikhala Chapter	Dr. Marion	Borcherds	Andre	Cloete	Egoli Chapter	Ms.Radhi	Vandayar	Gladys	Chuene	Limpopo Chapter	Ms. Bernedette	Roberson	Ingrid	Lentswane	Jacaranda Chapter	Mr. Isaac	Koto	Smangele	Simelane	KZN Chapter	Mr. Joel Mzwandile	Gumede	Pogiso	Mosadi	Platinum Chapter	Mr. Jimmy	Lenong	Charmaine	Oosthuizen	Nelson Mandela Bay Chapter (Absent)
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2.	<p>Adoption of the minutes of the 2019 AGM The minutes were accepted by Mr. Patrick Egan (Western Cape Chapter) as well as Mr. Andre Cloete (Egoli Chapter) and seconded by Mr. Pogiso Mosadi (Platinum Chapter).</p>																																																		
3.	<p>Presentation by President Refer to 2019 AGM Video Report by the President – full presentation available on EAPA-SA website.</p>																																																		

<p>4.</p>	<p>Finance</p> <p>The Finance Director, Mr. Mzwandile Gumede, explained that the Annual Financial Statements have been sent to all members and has also been posted on the website for comment and any input. He briefly went through the Annual financial statement, in particular the detailed income statement – refer to AFS on EAPA-SA website.</p> <p>Mr. Gumede also took the time to appreciate the EAPA-SA office staff members for the manner in which they manage the office and support the members.</p>
<p>5.</p>	<p>Questions or comments from members</p> <p>A question was raised by Ms. Sibongile from Ikhala Chapter wanting to understand what the payment for staff wellness entails. Mr. Gumede explained that this was towards the welfare of the office staff, as they do a lot to carry the organization. One of the staff members lost a loved one and the board had to step in.</p> <p>A concern was also raised by a member (Ms. Nkgadimeng from Limpopo Chapter) that delegates pay more for the conference, yet they do not get a conference bag or bottled water.</p> <p>The chair explained that the board benchmarks against other similar events in the market and highlighted that one should also look at the value derived when comparing with what is out there. Members were also encouraged to use the evaluation forms to give feedback on the Eduweek experience. It was further explained that EAPA-SA is looking at going green and have ensured that water is available throughout the venue. The board apologized for any inconvenienced caused by not making bottled water available. It was explained that a drive to become more environmentally friendly as an association, will lead to a need for change.</p> <p>A question was raised by a delegate from the Limpopo Chapter on the cost of the property that EAPA-SA is buying. Mr. Gumede explained that the property is around R1.2 million and is a very good investment for the association, as EAPA-SA will no longer be enriching someone else through rental cost.</p> <p>The purchase of the property is a project that was started by the previous board and has merely been finalized by the current board.</p>
<p>6.</p>	<p>Adoption of the Annual Financial Statements</p> <p>Ms. Rozelda Elliot from the Western Cape Chapter indicated that she accepts the presented annual financial statements, and this was seconded by Ms. Bernie Roberson from the Nelson Mandela Chapter.</p>
<p>7.</p>	<p>Governance</p> <p>The President-Elect explained that governance is currently reviewing the governance documents and will communicate further with members through chapter meetings. EAPA-SA has to ensure that the governance documents are in line with what is in the workplace and the future world of work.</p>
<p>8.</p>	<p>Education</p> <p>A question was raised on whether the RPL done by EAPA-SA is not a duplication of what is done in various organisations. The President Elect explained that EAPA-SA does RPL towards a designation and not for a qualification.</p> <p>Prof Lourie Terblanche congratulated EAPA-SA on the progress made towards the purchase of the property.</p>

He further highlighted that EAPA-SA is in the ideal position to promote research and education in EAP as there is a great need for these training opportunities. The President Elect explained that there are a number of strategies that the board is exploring, and details will be communicated in due course. EAPA-SA is in communication with various entities and key stakeholders such as IIE MSA (previously known as Monash South Africa), who is assisting with designing the Board Exams – looking at the best options to complete the Board Exams. A suggestion was made that Prof Lourie Terblanche forms part of this task team.

9. Senior management support & Post Eduweek Events

A concern was raised by a member on the lack of understanding by a number of employers of the role of EAPA-SA, and this results in the reluctance to release members to attend EAPA-SA events, including Eduweek.

A proposal was made that the EAPA-SA Board members visit the provinces and invite Senior Managers to the event, for the purpose of advocacy so as to enable managers to understand what EAPA-SA all is about and thereby obtain greater buy-in.

EAPA-SA committed to put heads together and brainstorm the best way to address this challenge. IEAPA-SA can also look at doing a presentation at regional Exco meetings.

At chapter level, the chapter chairs were committed to conduct post Eduweek events where they will invite Executives and managers. Additionally, it was also proposed that the President visit all the chapters for the regions to gain a better understanding of EAPA-SA.

10. Closure

Ms. Thiloshni Govender closed and thanked everyone for being part of the AGM.