

HR AND RELATED PROFESSIONALS CHARTER DRAFT FRAMEWORK

1. INTRODUCTION

This document is aimed at outlining the framework and process to be adopted by stakeholders in the development of the Human Resources and Related Professionals Empowerment Charter.

The document seeks to outline a framework, which covers the following:

1. Objectives of the charter;
2. The proposed process to be followed in developing the charter;
3. Identification of stakeholders in the sector; and
4. The proposed time schedule for the development and adoption of the charter.

2. BACKGROUND

The past year was characterized by an acceleration of processes to develop empowerment charters for different sectors. These processes took place in the backdrop of government's announcement that a Broad Based Black Economic Empowerment Act would be published, which was subsequently passed by Parliament and signed by the President in January 2004. The Act provides a broad framework for the implementation of BEE and reflects government's commitment to encourage industry players to take a lead in developing sector specific empowerment charters in order to achieve buy-in and commitment from all stakeholders.

From mid 2003, consultations have been taking place within the sector to put a process in place for the development of an empowerment charter for the broader HR sector. A number of meetings have taken place with representatives of the stakeholder groupings participating. At some stage confusion developed as some players got confused by the process of professionalising the profession through legislation and the development of an empowerment charter. This led to calls from some individuals for the suspension of a charter indaba that was already on the pipeline as agreed by the team for July, pending clarity on the two processes.

On 16 July 2004, Mr Bheki Sibiyi (CEO BUSA) convened a meeting of the Human Resources Stakeholders involved in the process, namely the Black Management Forum (BMF), Business Unity South Africa (BUSA), Human Resource Council of South Africa (HRCOSA), Institute of People Management (IPM), and South African Board for Personnel Practice (SABPP). The meeting made an assessment of progress in the sector and plotted the way forward for the Human Resource

Empowerment Charter and the regulation of the Human Resource Profession as proposed in the draft document, which was already in circulation for comments and inputs. It was agreed that the BMF would take the lead with the development of the Human Resource Empowerment Charter.

3. OBJECTIVES

In line with the Broad Based BEE Act, the objectives of the HR Empowerment Charter are:

1. Promoting economic transformation in order to enable meaningful participation of black people.
2. Achieving a substantial change in the racial composition of ownership and management structure and in the skilled occupations of existing and new enterprises.
3. Increasing the extent to which communities, workers, co-operatives and other collective enterprises own and manage existing and new enterprises and increasing their access to economic activities, infrastructure and skills training.
4. Increasing the extent to which black women own and manage existing and new enterprises, and increasing their access to economic activities, infrastructure and skills training.
5. Promoting investment programmes that lead to broad-based and meaningful participation in the economy by black people in order to achieve sustainable development and general prosperity.
6. Promoting access to finance for BEE.

4. PROCESS TO BE FOLLOWED

In order to create an open and transparent process, it is envisaged that industry players/stakeholders must take ownership of the development of the charter. The document proposes a process, which must include the following.

4.1 Openness and transparency

To ensure buy-in and commitment by all stakeholders the process must be undertaken in open and transparent way.

4.2 An all inclusive process

An all-inclusive process that should include all the industry organisations and associations covering a wide spectrum of the sector is being proposed. The process of consultation with organized bodies should be accompanied by a public information campaign. Submissions and inputs will be invited from

individuals and from all stakeholders in the sector that will further inform the draft document and its key elements.

All stakeholders will be invited to participate in the build-up preparation for the HR Charter Indaba discussed herein.

4.3 Indaba

It is proposed that a workshop/indaba be convened with all stakeholders in the sector. The need to hold an indaba, which seeks to engage stakeholders and deliberate on issues, raised herein and other matters, is indeed vital as the point of departure. It has been agreed that the BMF will take the lead for the convening of the HR Empowerment Charter Indaba that will be called and hosted under the auspices of the HR Empowerment Charter Working Group. It is suggested that the Indaba be also used for the launch of the HR Empowerment Charter Working Group.

The programme for the Indaba will be circulated to stakeholders prior to the day. It is anticipated that participants will come fully prepared for the deliberations and that they will be in a position to articulate on issues around the charter process and parameters. We envisage a workshop that will be characterized by small group discussions or commissions as well as plenary report back sessions, panel discussions, etc.

5. STAKEHOLDERS

The following stakeholders will be invited to participate and play an important part at the proposed indaba:

1. Federal organisations representing human resources nationally (HRCOSA, BMF, IPM, SABPP, APSO, BUSA)
2. Business (HR Consultancies, Recruitment Agencies, Training Providers)
3. Government (Department of Labour, Public Services and Administration as well as DTI)
4. Labour
5. Civil Society (non-governmental organisations, women youth and organisations involved in the HR and Related Professionals sector as well as other social investment agencies)
6. The SERVICES SETA (and other related agencies)
7. Institutions of Higher Learning (universities and technikons)

PROPOSED TIME FRAMES

PHASES	RESPONSIBILITY	PROPOSED TIME FRAME
Phase 1 – Drafting of framework	BMF	18/8/04
Phase 2 – Indaba	BMF	28/9/04
Phase 3 – Drafting of charter	Drafting Committee	15/11/04
Phase 4 - Road shows/public consultations	Drafting Committee	15/11/04 – 15/2/05
Phase 5 – Circulation of final draft to all stakeholders for comments and approval	Drafting Committee	16/2/05 – 31/3/05
Phase 6 – Signing/adoption of final HR charter for gazetting	All stakeholders	31/5/05