ANNUAL
REPORT
2019/20

IITPSA NPC

Institute of Information Technology
Professionals South Africa

www.iitpsa.org.za

IITPSA

Institute of Information Technology Professionals
South Africa

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THE IITPSA NATIONAL
OFFICE **HAS MOVED!**

Our new address is:

IITPSA NPC
Unit 4 Probuild Commercial Park
347 James Crescent
Halfway House
Midrand
1685

Telephone: +27 87 655 1679
Email: info@iitpsa.org.za

Our postal address remains unchanged:
P O Box 1714, Halfway House, 1685.

ABOUT IITPSA

1.1 BACKGROUND

IITPSA has a long-standing reputation as a professional body in the ICT sector and now has over 10 000 members. Our main objective is to promote the ICT professional by representing our members and positively impacting the ICT industry.

This IITPSA annual report covers the financial year 1st March 2019 to 29th February 2020 and aims to keep our stakeholders informed about the highlights of the past financial year, our structure and governance, the activities of the institute and its financial position.

1.2 LEGAL STATUS

The Institute (IITPSA) was originally registered as The Computer Society of South Africa (CSSA) in terms of the Companies Act No. 46 of 1926 as amended and today remains incorporated as a Non-Profit Company (IITPSA NPC) in terms of the Companies Act No. 71 of 2008 as amended.

1.3 MANDATE

The Institute is established to represent, promote and elevate the arts, science and general knowledge of Information and Communications Technology (ICT) in South Africa, and, in particular, to advance and represent the interests, development and professionalism of all those employed in the ICT industry. In support of these objectives, the Institute undertakes the following specific activities:

› Gather information and informed opinions pertaining to the ICT industry from members and other authoritative sources, and disseminate such information and facilitate the exchange of views within the Institute to members, the public and other selected audiences by electronic means, journals, publications, lectures, seminars, conferences and any other appropriate channels;
› Provide an effective voice for industry practitioners to inform, advise and lobby Government and other bodies on ICT policy;
› Set standards and provide well-documented paths to enable practitioners within the industry to develop their skills and further their careers, and to obtain professional recognition;
› Collect, document and assess information about qualifications, certifications, and other sources of learning pertaining to the various fields of activity within the ICT industry, and to make this information available both to members and to others;
Certify qualifications, certifications, courses, training schemes and events as part of the Institute's assessment criteria for the acceptance of members and the administration of Continuing Professional Development (CPD);
› Identify, develop and maintain relationships with other South African and international bodies and entities that have a common or synergistic purpose, objectives, interests and/or influence over the activities of our members or others in the ICT Industry;
› Seek membership and/or representation by and for the Institute within the structures of local and international bodies and entities where this is beneficial to the Institute and its members;
› Provide non-judicial arbitration in disputes pertaining to the ICT industry;
› Engage in community development that enhances the standards and levels of ICT for the greater good of the South African people; and
› Do all such other lawful things as are incidental or conducive to the attainment of the above objectives.

1.4   VISION, MISSION AND STRATEGIC OBJECTIVES

VISION

"To be the best at building and sustaining a professional ICT Community"

MISSION

"Being the ICT Professional Community in South Africa, promoting professional development and best practice"

STRATEGIC OBJECTIVES

› Increase Career Development opportunities for our members
› Demonstrate Thought Leadership
› Develop and improve Stakeholder Relationships

1.5   RELATIONSHIPS WITH OTHER ORGANISATIONS

As a SAQA-recognised and IFIP IP3 accredited professional body for ICT practitioners, IITPSA is both involved and active in the wider ICT community in South Africa and understands the value of appropriate professional relationships with other organisations, including those in the public, private and non-profit sectors of the economy where numerous formal and informal relationships exist.

In the 'other professional body' arena, IITPSA has relationships with ISACA South Africa Chapter, ISC^2 Gauteng Chapter and SAIEE.

IITPSA is a member of the SA Independent Professional Bodies Forum, the International Federation for Information Processing (IFIP), the IFIP International Professional Practice Partnership (IFIP IP3), the African ICT Alliance (AfICTA) and the Federation of Enterprise Architecture Professional Organisations (FEAPO).

The Institute has Board level representation on the CIO Council of South Africa, AfiCTA and IFIP IP3, and had a seat on the MICT SETA Accounting Authority. An IITPSA nominee served as a Councillor on the B-BBEE ICT Sector Council until 31 January 2020, and IITPSA is also represented on the international Skills Framework for the Information Age (SFIA) Council.

1.6   KEY ACTIVITIES

The IITPSA is engaged in numerous member-focused activities, including:

› Career and Skills Development
› Continuing Professional Development
› Skills Assessment
› Thought Leadership
› Women in IT
› Bursary awards
› Scholarships
› Professional Designations
› Digital Badging (Privyseal)

› Olympiads and Competitions
› Annual IITPSA President's Awards, recognising excellence in the profession and industry
› Chapter and Special Interest Group (SIG) events
› IFIP and IP3 membership and organisation
› Africa ICT Alliance (AfICTA) membership and Board
› SFIA Council involvement and the ongoing development of the skills framework.

CHAIRPERSON'S
FOREWORD

In our last annual report, we noted that IITPSA was cognisant of and responsive to change, and that we were adapting our operations in line with an evolving market. Our foresight served us well, as 2020 brought about unprecedented change.

Our enhanced digital marketing and social media campaign, launched in 2018-19, positioned us to continue engaging effectively within our community when the world was suddenly forced to go virtual. Our increased focus on agile operations prepared us for the sudden changes of early 2020. And our continued efforts to uplift, educate and engage the youth are proving more important than ever as the world relies increasingly on technology to survive and thrive, at the same time as our young people are driven to seek employment and business opportunities through ICT.

My appointment as chairperson and president came amid this renewed wave of activity over the past year, illustrating that the successes and progress made by the Institute were not the work of one person, or a handful of individuals, but instead due to the commitment of the collective.

I would like to thank IITPSA's CEO and Board for their ongoing efforts to raise the profile of IITPSA, to increase our activities and keep the Institute's work aligned with our primary focus – to promote professionalism, ethics and a culture of learning among South Africa's ICT professionals.

Thabo Mashegoane, MBA, B Comm (Hons), MIITPSA
President and Chair of the Board

> **I would like to thank IITPSA's CEO and Board for their ongoing efforts to raise the profile of IITPSA, to increase our activities and keep the Institute's work aligned with our primary focus – to promote professionalism, ethics and a culture of learning among South Africa's ICT professionals."**
>
> - **Thabo Mashegoane, MBA, B Comm (Hons), MIITPSA,** President and Chair of the Board

CEO'S **MESSAGE**

Welcome to our 2019-2020 Annual Report. We hope that you will find it both engaging and informative as we review the financial year of the Institute which ended on 29 February 2020.

As we all know, the South African economy faced a very challenging time during the period under review. This also impacted on the Institute in terms of financial performance against the prior year, although there was a very pleasing performance against the original budget.

Overall membership remained almost static, but fully paid up membership declined from the prior year position. However, as you will read in the following pages of this annual report, much has been, is being and will be done to engage members more, provide more benefits and improve the brand identity and the broader community's awareness of the country's most credible professional body for ICT professionals.

The Institute is making every effort to ensure that our current members' confidence in us is justified, and to attract new members into the fold. During the past year, we have stepped up our marketing, events and overall engagement with our members, especially through our social media channels. We have started investing our revenues back into our membership and communities.

During 2019, IITPSA grew our staff complement, welcoming aboard Nashia Rajcoomar – Head of Operations and Kelvin Nhlapo – Head of Business Development. Sithobile Mabena joined us in the Receptionist / Front Office role, and Neshrene Reddy joined in November 2019, taking over as Finance Manager from Sue Gornall, who has emigrated to Australia. We also increased the number of industry events we partnered, securing extensive media exposure for the Institute and for our objectives. Our KZN and Western Cape regional chapters, as well as our Gauteng Special Interest Groups, were particularly active during the past year, and we look forward to their ongoing momentum.

An important milestone for us was the official launch of the Professional CIO (Pr.CIO™) designation, to formally recognise South African ICT professionals meeting the required levels of academic achievement and professional experience. This designation, endorsed by the CIO Council of South Africa, added the ultimate level to the membership progression pathway for ICT Practitioners: Student Member (optional) > > Affiliate Member > > Associate Member (AMIITPSA) > > Member (MIITPSA) > > Professional Member (PMIITPSA) (registered professional designation on the NQF) > Professional CIO (Pr.CIO).

Tony Parry, MBA, BA (Hons), PMIITPSA, F.Inst.D.
Chief Executive Officer

HIGHLIGHTS FROM 2019/20

4.1 STRATEGIC HIGHLIGHTS

In support of our continued efforts to improve ICT professionalism and enhance professional and career development, IITPSA launched its new IITPSA professional designation on 14 August 2019 for Chief Information Officers (CIO), called Professional CIO (Pr.CIO™). This was very well received. Six Professional CIOs were recognised at the launch event, and, since then, a number of applications have been received, processed and the designation awarded.

IITPSA participated in several key ICT industry events in the past year, including the 2019 Gartner Symposium and ITxpo (an IITPSA first) and Leaderex. Our regional chapters and special interest groups (SIGs) hosted 22 well-attended Chapter and SIG events in 2019. We would like to thank the Chairpersons of each chapter and SIG for their efforts to arrange topical and informative sessions for IITPSA members as this is a key underpinning of our strategic objective of improving stakeholder engagement. The events, both industry and internal, also provided excellent Continuing Professional Development (CPD) opportunities for IITPSA members.

IITPSA featured strongly in the online ICT media during the year, thanks in no small part to the efforts of our outsourced PR and Digital Marketing associates, giving a platform for IITPSA's thought leadership.

Another key thought leadership activity, the annual ICT Skills Survey, produced in a partnership between IITPSA and the Joburg Centre for Software Engineering at Wits University, was again very well received and it has become the 'go to' resource for ICT skills information in South Africa.

Based on the concept of continuous improvement, the Board has appointed a three-person governance task team to help drive IITPSA governance improvements. Following on from the work and recommendations of the task team, an external service provider was appointed after the assessment of responses to a Request for Proposal. The service provider has been working with the Task Team, and IITPSA management, to put in place, and / or improve, the Board Charter and various Board Committees' terms of reference.
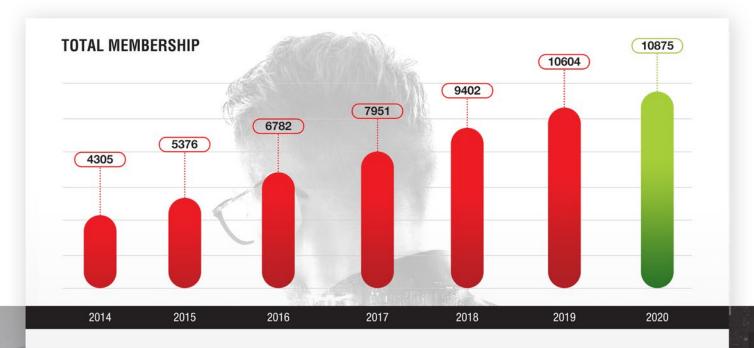
4.2   FINANCIAL HIGHLIGHTS

The IITPSA continues to be a financially stable organisation with a very solid balance sheet. As is shown in the audited annual financial statements, an abridged version of which is included in this annual report, the 2019/20 financial year saw the return of a 'modest' surplus of R2 178 134, but this compared very favourably with the budgeted deficit of R433 000. Overall gross revenue came in at R10 824 303, which, whilst down on the prior year's R14 023 561, was a fair performance in a difficult economic climate.

Looking ahead to 2020 - 2021, the advent of the global COVID-19 pandemic and the reduction of local interest rates by 2.5% in the first few months of calendar 2020 is likely to have a significant negative impact on most South African organisations, including IITPSA.

4.3   OPERATING HIGHLIGHTS

The overall membership of IITPSA continued to grow as may be seen from the chart below. However, there remains a key opportunity for IITPSA to grow local membership going forward. More attention will also be given to activities which will aim to improve both the membership retention ratio and the ratio of members who are paid up and in good standing with the Institute.

TOTAL MEMBERSHIP

2014	2015	2016	2017	2018	2019	2020
4305	5376	6782	7951	9402	10604	10875

Critical Skills assessments continue to provide a valuable revenue stream for the Institute and provide an access point for skilled foreign ICT practitioners who are coming to work in South Africa to join the Institute. The continued growth in membership led to the staffing structure of the National Office being revisited and, after receiving Board approval, new staff members were appointed in March and April 2020, as noted in the CEO's Message, earlier.

The roll-out of digital badges (Privyseal) to all IITPSA members in good standing continued during 2019. This is an extremely valuable member benefit as it provides an instant way for members to provide verification of their IITPSA membership status and professional standing to employers, potential clients and others. All eligible IITPSA members are encouraged to apply for their digital badge and to display it as evidence of their professional status.
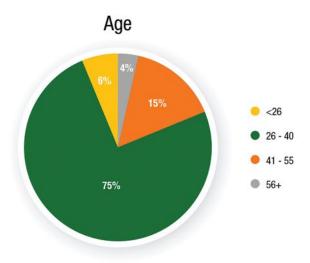
Social Media and Public Relations activity was ramped up significantly during the past year, with the appointment of a professional digital marketing and PR associate organisation to help build IITPSA's brand and digital presence, particularly via the online ICT media as well as IITPSA's own social media channels (Facebook, Twitter, LinkedIn and YouTube).

4.4   MEMBERSHIP
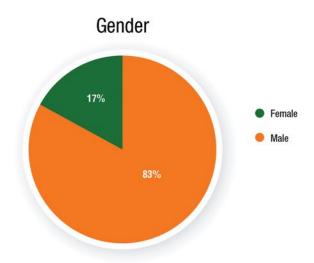
Membership grew marginally in the 2019/20 year, from a starting point of 10 604 members to a year end count of 10 875.

In the graphs below, we have highlighted some of the elements that make up our membership profile.

Age

- <26
- 26 - 40
- 41 - 55
- 56+
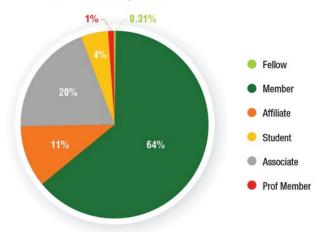
75% of members are in the highly active 26 - 40 age group, in the prime years of their professional development. 6% are starting and in the early years of their careers, and 19% are seen to be senior practitioners.
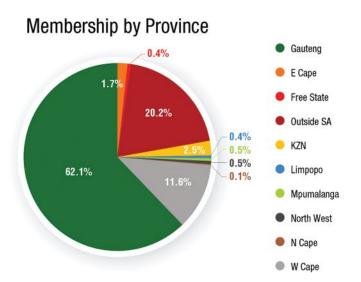
Only 17% of our members are female, which remains unchanged from the previous year. This is also indicative of the fact that the large majority of our immigrant members are male. Our Women in IT Chapter is raising the focus on Women in the ICT profession.

Gender

- Female
- Male

Membership Grade

- Fellow
- Member
- Affiliate
- Student
- Associate
- Prof Member
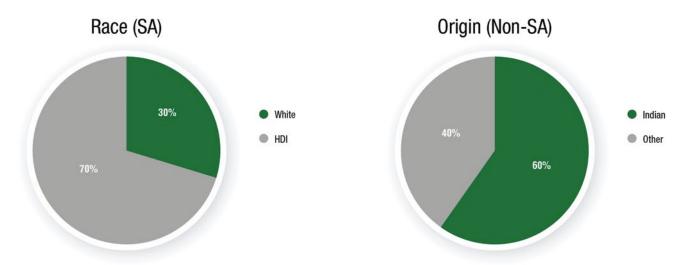
The membership grade analysis is very similar to that of the prior year, with almost two thirds of the membership body falling into the MIITPSA or higher (PMIITPSA (including Pr.CIO) and FIITPSA) grades, and the remaining third working towards qualifying for these designations. We continue to actively promote the value of the PMIITPSA and new Pr.CIO designations, both of which signify the commitment to excellence in the profession.

Membership by Province

Legend:
- Gauteng
- E Cape
- Free State
- Outside SA
- KZN
- Limpopo
- Mpumalanga
- North West
- N Cape
- W Cape

Pie values: 0.4%, 1.7%, 20.2%, 62.1%, 2.5%, 11.6%, 0.4%, 0.5%, 0.5%, 0.1%
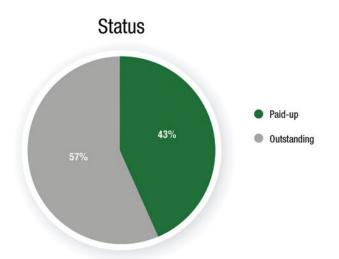
62% of members are resident in Gauteng, and 11% in the Western Cape. Significantly, 20% of the members are resident outside of South Africa, sharply up from the 14.5% of the prior year.

The following two graphs consider the racial profile of our South African members and the geographic origins of our non-South African members. It is very pleasing to note the predominance of Black, Asian and Coloured South Africans (HDI) within our membership body. This proportion has improved from 67% in the prior year, to 70% this year.

Race (SA)

- White (30%)
- HDI (70%)

Origin (Non-SA)

- Indian (60%)
- Other (40%)

Once again, the proportion of non-South African National practitioners is dominated by those coming from the Indian subcontinent, and at 60%, is 1% up on last year.

Status

- Paid-up (43%)
- Outstanding (57%)

Finally, we note a decline in the proportion of our members who are in "good standing" (i.e. paying their subscriptions on time), which is indicative of the difficult economic climate that prevailed during the twelve month period under review.

4.5 LOOKING AHEAD

Our IITPSA strategic goals remain our prime directives, and IITPSA intends to continue meeting milestones to help progress towards them, including growing ICT professionalism through introducing more professional designations, participating in more key industry events, growing the Computer Olympiad competitions' footprint and introducing member self-service. We will also continue to focus on both the Women and Youth sectors of our membership and our professional community, and supporting our Women in IT Chapter in gaining traction in establishing its identity and key objectives.

As an added benefit to IITPSA members, the business development department is actively engaging with prospective training providers to fulfill continuous professional development (CPD) needs. This will add real value to the IITPSA benefits portfolio and underpins our commitment to our members. The main objective is to provide opportunities for ICT, management and soft skills training to all of our members, including to our small and medium enterprise business owners. To qualify as an approved training provider, training organisations will need to pass a rigorous quality assurance process.

STRUCTURE & **GOVERNANCE**

5.1   BOARD OF DIRECTORS

The Board of Directors of the Institute of Information Technology Professionals South Africa consists of elected members (all of whom are IITPSA members) and may also have co-opted members. Both elected and co-opted members serve as Non-Executive Directors. Board members also serve on one or more Board Committees. The CEO is an ex-officio Board member and Executive Director of the Institute.

The graphic below shows all of the Board members for the full financial year and indicates the Chairpersons of the various Board Committees.

Drs Chris Johl and Kiru Pillay both stood down from the Board at the 31 July 2019 Annual General Meeting and, due to work commitments, were unable to make themselves available for re-election. The other nine Board Members (eight Non-Executive Directors and the CEO) all served for the full period of the financial year.

Thabo Mashegoane
President, Board Chairperson and
Remuneration Committee Chairperson
NED

Admire Gwanzura
Vice President
NED

Karel Matthee
Honorary Treasurer, Finance Committee
and Audit and Risk Committee Chairperson
NED

Rimmon Kisten
NED

Ulandi Exner
NED

Pearl Pasi
Members' Council Chairperson
NED

Carolynn Chalmers
NED

Moira de Roche
Social and Ethics Committee Chairperson
NED

Dr Chris Johl
NED

Dr Kiru Pillay
NED

Tony Parry
CEO and Executive Director

5.1.1 BOARD MEETINGS ATTENDANCE RECORD
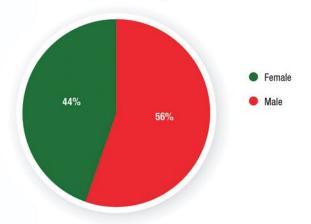
Name	Type	Position	IITPSA Board Meetings 01 Mar 2019 to 29 Feb 2020	
			Quarterly Board Meetings	Special Board Meetings
Thabo Mashegaone	NED	President and Board Chairperson	4/4	1/2
Admire Gwanzura	NED	Vice-President	4/4	1/2
Ulandi Exner	NED	Immediate Past President	3/4	1/2
Karel Matthee	NED	Hon. Treasurer	3/4	2/2
Carolynn Chalmers	NED		2/4	1/2
Moira de Roche	NED		4/4	2/2
Rimmon Kisten	NED		1/4	1/2
Pearl Pasi	NED		3/4	1/2
Tony Parry	ED	Chief Executive Officer	4/4	2/2
Dr Chris Johl (Resigned 31 July 2019)	NED		0/1	0/1
Dr Kiru Pillay (resigned 31 July 2019)	NED		1/1	0/1
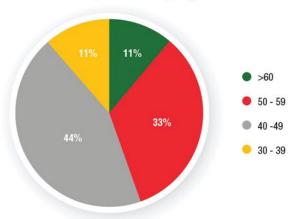
5.1.2   BOARD COMPOSITION AS AT 29 FEB 2020

Board Composition by Gender

- ● Female
- ● Male

44%
56%

Board Composition by Age

11%   11%
33%
44%

- ● >60
- ● 50 - 59
- ● 40 -49
- ● 30 - 39

5.2   BOARD COMMITTEES

5.2.1   AUDIT AND RISK COMMITTEE

By Chairperson of the Audit and Risk Committee: Karel Mathee

The IITPSA ("the Institute") audit and risk committee is a board committee. The committee functions within documented terms of reference and complies with relevant legislation, regulation and governance codes. This report of the audit and risk committee is presented to members in compliance with the requirements of the Companies Act and the revised King Code of Governance Principles ("King IV").

ROLE OF THE COMMITTEE

The audit and risk committee ("the committee") has an independent role with accountability to both the board and to members. The committee's responsibilities include the statutory duties prescribed by the Companies Act, activities recommended by King IV as well as additional responsibilities assigned by the board.

The responsibilities of the committee are as follows:
Annual reporting

- Review the annual financial statements;
- Review and approve the appropriateness of accounting policies, disclosure policies and the effectiveness of internal financial controls;
- Perform an oversight role on the Institute's annual reporting and consider factors and risks that could impact on the integrity of the annual report;
- Review sustainability disclosure in the annual report and ensure it does not conflict with financial information;
- Consider external assurance of material sustainability issues; and
- Recommend the annual report for approval by the board.

Combined assurance

- Ensure the combined assurance model addresses all significant risks facing the Institute; and
- Monitor the relationship between external and internal assurance providers and the Institute.

Finance function

- Consider the expertise and experience of the finance manager; and
- Consider the expertise, experience and resources of the Institute's finance function.

Risk management

Make recommendations to the board on levels of risk tolerance and risk appetite;

• Ensure risk management is integrated into business operations;

• Ensure risk management assessments are conducted on a continuous basis;

• Ensure frameworks and methodologies are implemented to increase the possibility of anticipating unpredictable risks;

• Ensure that management considers and implements appropriate risk responses;

• Express the committee's opinion in the effectiveness of the system and process of risk management; and

• Ensure risk management reporting in the annual report is comprehensive and relevant.

External audit

• Review the quality and effectiveness of the external audit process; and

• Ensure a process is in place for the committee to be informed of any reportable irregularities identified by the external auditor.

COMPOSITION OF THE COMMITTEE

The committee comprised three independent non-executive directors during the period. These directors include suitably skilled directors having recent and relevant financial and risk management experience. The committee is elected by the board after the annual general meeting.

The following directors served on the committee during the period under review:

Independent non-executive director	Qualifications	Term	Meetings attended
Christian Johl (Previous Chairperson)	HNCT, Dipl. Datametrics, MBA, PhD	01/03/2019 – 31/07/2019	2/2
Admire Gwanzura	Dipl. Appl. Inf. Tech., B Com (Bus. Informatics)	01/03/2019 – 31/07/2019	1/2
Rimmon Kisten	B Sc (IT), MBA, A+, N+, MCSE, MCSD, CNE, CNA, MCP	01/03/2019 – 29/02/2020	2/3
Karel Matthee (Chairperson)	B Sc (Hons), B Com	01/08/2019 – 29/02/2020	1/1
Ulandi Exner	B Com, CISA, CISSP, CGEIT, Cert.Dir	01/08/2019 – 29/02/2020	1/1

The chief executive officer, head of operations and finance manager attend meetings at the invitation of the committee.

INTERNAL CONTROL

Systems of internal control are designed to manage, rather than eliminate, the risk of failure to achieve business objectives and to provide reasonable, but not absolute, assurance against misstatement or loss.

While the board is responsible for the internal control systems and for reviewing their effectiveness, responsibility for their actual implementation and maintenance rests with executive management. The systems of internal control are based on established organisational structures, together with written policies and procedures, and provide for suitably qualified employees, segregation of duties, clearly defined lines of authority and accountability. They also include cost and budgeting controls, and comprehensive management reporting.

INTERNAL FINANCIAL CONTROLS

The committee has assessed information and explanations given by management on the results of the 2019/20 audit. Through this process no material matter has come to the attention of the audit and risk committee or the board that has caused the directors to believe that the company's system of internal controls and risk management is not effective and that the internal financial controls do not form a sound basis for the preparation of reliable financial statements.

EXTERNAL AUDIT

The external auditor has unrestricted access to the Institute's records and management. The auditor furnishes a written report on significant findings arising from the annual audit.

The audit partner in charge of the audit is rotated off the audit after five years. In terms of this policy, the current audit partner is in the second year of tenure. The Institute has received confirmation from the external auditor that the partners and staff responsible for the audit comply with all legal and professional requirements with regard to rotation and independence. The committee is satisfied that the external auditor is independent of the company.

ACTIVITIES OF THE COMMITTEE

The committee met three times during the financial year and attendance at the meetings is detailed in the table above. Members of the committee and the external auditor may request a non-scheduled meeting if they consider this necessary. The chairperson of the committee will determine if such a meeting should be convened.

Minutes of the meetings of the committee, except those recording private meetings with the external auditors, are circulated to all directors and supplemented by an update from the committee chairperson at each board meeting. Matters requiring action or improvement are identified and appropriate recommendations made to the board.

The chairperson of the committee attends the Annual General Meeting to answer any questions on the committee's activities.

The committee performed the following activities relating to the audit function during the year under review, with certain of these duties being required in terms of the Companies Act:
- reviewed the Institute's internal financial control and financial risk management systems; and
- reviewed and recommended to the board for approval the annual report and annual financial statements.

EVALUATION OF FINANCE MANAGER AND FINANCE FUNCTION

The committee is satisfied that the expertise and experience of both the previous and the current finance manager are appropriate to meet the responsibilities of the position. This is based on the qualifications, levels of experience, continuing professional education and the board's assessment of the financial knowledge of the finance manager.

The committee is also satisfied as to the appropriateness, expertise and adequacy of resources of the finance function and the experience of senior members of management responsible for the finance function.

APPROVAL OF THE AUDIT AND RISK COMMITTEE REPORT

The committee confirms that it has functioned in accordance with its terms of reference for the 2019/2020 financial year and that its report to members has been approved by the board.

5.2.2 FINANCE COMMITTEE

Finance Committee Chairperson: Mr Karel Matthee
Committee Members: Mr Tony Parry
Ms Sue Gornall (01/08/2019 – 31/12/2019)
Ms Neshrene Reddy (01/11/2019 – 29/02/2020)

The Finance Committee assists the Board by providing oversight of the financial affairs of the IITPSA, including the budget, forecast, monthly and annual financial statements.

Activities of the Finance Committee

The Committee met monthly and reviewed the financial performance (Actual vs Budget) of the Institute for each month under review, and considered the Income Statement, Balance Sheet, Cash Flow Statement and Forecast given the prevailing climate of the economy and the context of the Institute. The Committee Chairperson produced a monthly Finance Report which summarised the highlights and discussion points of the committee meetings. These were shared with the members of the Board and the members of the Members Council when they held their scheduled meetings.

The committee members also reviewed the Audited Financial Statements for the year ended 29 February 2020 as presented by the External Auditors.

5.2.3 MEMBERSHIP COMMITTEE

Membership Committee Chairperson: Mr. Chris Guy
Committee Members: Ms. Jane Buisson-Street
Ms. Carol Gibson

Appeals Committee Members: Mr. Tony Parry
Mr. Adrian Schofield

In terms of the approved and registered rules of the Institute, the IITPSA Membership Committee has a delegated authority from the IITPSA Board to grant, reject and advance membership of the Institute.

The membership committee has met twice weekly throughout the year and has considered all applications for membership and critical skills assessments, requests for membership re-grades and member resignations.

The Appeals Committee reviews all membership committee decision appeals referred to it in respect of both membership and critical skills assessment applications and may either uphold, or amend the decision of the Membership Committee.

5.2.4 REMUNERATION COMMITTEE

Remuneration Committee Chairperson: Mr. Thabo Mashegoane
Committee Members: Mr. Admire Gwanzura
Mr. Karel Matthee

The Remuneration Committee's purpose is to advise the IITPSA Board on all matters relating to remuneration, to enable the Institute to develop ethical, consistent, fair and impartial strategies, policies, procedures and processes for the compensation of its staff, so as to attract, motivate and retain talented people.

The Remuneration Committee met three times during the year, to consider annual staff increases, salary awards for new employees and annual bonus payments for staff members.

5.2.5 SOCIAL AND ETHICS COMMITTEE

Social and Ethics Committee Chairperson: Ms. Moira de Roche
Committee Members: Ms. Carolynn Chalmers
Ms. Pearl Pasi

The Institute of Information Technology Professionals South Africa (IITPSA) recognises its importance in the communities and environment where it operates and pursues its business goals. The organisation's Code of Conduct is used as the foundation for ethical decision making.

The Board sets out the Corporate Governance Framework for the organisation, and, within this context has constituted the Social and Ethics Committee (SEC) as a committee of the Board to ensure that all decisions and activities are based on an ethical and sustainable foundation. This includes Board decisions as well as operational activities.

In future, the SEC will also oversee decisions about membership. It also plans to offer a "sounding board" to members if they want to discuss ethical issues in their workplaces.

The new Social and Ethics Committee met once during the year under review, with all committee members present. Going forward, the Committee will meet quarterly.

5.2.6   MEMBERS COUNCIL AND CHAPTER COMMITTEES

Chapter Committees represent the members at a local (provincial) level and are elected by the members in that area at Chapter Annual General Meetings, which usually take place between January and April each year. Their mandate is to engage more directly with the local IITPSA members, by delivering events of topical interest.

In the past, Chapter Committee Chairpersons were ex officio members of the Executive Council of the Institute, which, at the start of the life of the Institute, was its governing body. With changes to the Companies Act, the production of a new IITPSA Memorandum of Incorporation in 2013, and the entrenching of a Board of Directors of the Institute, the Executive Council was finally repurposed during 2018 as the Members Council – a forum for the Chapters to meet quarterly and share thoughts, ideas, challenges and best practices.

The Chapter Committee Chairpersons are all ex officio members of the IITPSA Members Council, as shown below.

Members Council Chairperson and Western Cape Chapter Chairperson:	Ms. Pearl Pasi
Gauteng Chapter Chairperson:	Mr. Dickson Willie
Eastern Cape Chapter Chairperson:	Dr. Lester Cowley
KZN Chapter Chairperson:	Mr. Marshal Masanga
Women in IT Chapter Chairperson:	Ms. Ulandi Exner

ACTIVITIES

6.1   IITPSA SCHOLARSHIP PROGRAMME

IITPSA has been involved with the Programming Olympiad for several years. To date, very few girls make it to the finals, and no girl has ever been on the team that goes to the International Olympiad in Informatics (IOI).

Relatively few girls' schools offer IT as a subject. Most of those that do only teach Delphi, as dictated by the Department of Basic Education (DBE). The Olympiad requires a programming language such as Java. To increase the number of girls who enter the ICT industry, which in turn will help address the skills shortage, IITPSA runs a scholarship programme:

› Girls who win medals in the Talent Search competition are invited to apply for the scholarship. This competition tests logical thinking and reasoning.
› IITPSA sponsors selected girls to study Java Programming through the SSir Online School, which aligns to the IEB examination. The scholarship covers tuition and books in Grade 10, 11 & 12.
› This is an additional subject and requires commitment from the learners to spend the extra time on the course. They must also get accustomed to learning online. Learners are rewarded with R1000 on successful completion of a year, to provide some motivation.
› We have provided informal mentoring to the girls, but plan to make this more formal in future.
› In the longer term, IITPSA hopes that the girls who complete matric will be suitable candidates for the IITPSA bursary for tertiary study.

Of three learners who were enrolled in 2017, only one completed through to Matric. She decided not to study a degree but is enrolled for an IT diploma course this year through a reputable training organisation. IITPSA has provided some funding for this. Three learners who started their course in 2018 are now in matric.

All 2017 and 2018 Grade 10's were based in the Western Cape. Since 2019, we have made the scholarship available country wide. Only three of those who were awarded scholarships for 2019 progressed to Grade 11.

We now support three girls in Grade 12, and, in addition, are funding a young man with disabilities who achieved excellent marks in previous grades.

IITPSA has not awarded any scholarships to Grade 10's in 2020.

Learners are encouraged to enter the Programming Olympiad, and we are hopeful that as these girls have received excellent tuition, with a great deal of programming practice, they will become finalists.

6.2   OLYMPIADS

6.2.1   TALENT SEARCH

The South African Computer Olympiad is a project of the Institute of Information Technology Professionals of South Africa (IITPSA). The Olympiads exist to encourage school learners to study and prepare for careers using IT. They achieve this by providing three national contests from basic levels and up to the level of international participation. Olympiads encourage talented learners to strive beyond the curriculum, and as an effect to raise the level of their classmates.The Computer Olympiad ran three free school-based contests in 2019. All three were run online, but were also available as pen-and-paper versions for schools lacking connectivity.

Certificates for the top 50% of learners were printed and posted to schools: Gold to the top 7%, silver to the next 14%, and bronze to the next 29%. Participation was supervised by a teacher. The principal and the teacher signed the certificates.

The Talent Search ran for a week in March 2019. It was provided to schools at five age levels for learners from grades 4 to 12. Participants attempted 15 questions in 45 minutes – only 12 questions for the youngest group. In total 21,514 learners took part from 258 schools nationwide. A third of all participants were from grades 8 and 9 because many high schools use it to guide grade 10 subject choice for science and computer subjects.

The questions are set annually by computer science specialists from 50 countries to test and develop scientific thinking. In South Africa Talent Search questions were given in English and Afrikaans, and participants answered online or with pen-and-paper.

In the first term of 2019 a Computer Olympiad Board member (Pieter Waker) ran 19 'Problem Solving using Talent Search' workshops attended by 326 teachers in the Northern Cape, Western Cape, and Eastern Cape. These workshops were funded by South African Agency Science and Technology Advancement.

Image: Pieter Waker running a Teachers' workshop - Problem Solving using Talent Search at Nico Malan School

6.2.2   THE APPLICATIONS OLYMPIAD

The Applications Olympiad is funded by IITPSA. The contest ran for a week in the second term. This contest has run since 2010 for CAT learners and others who know Word, Excel, and Access. Large data sets were provided to participants for them to use in order to answer 20 questions in one hour. In the first round a total of 5,530 learners took part from 243 schools, and 539 from 151 schools in the second round. Twelve learners from five provinces competed in the final round at Bergvliet High School during the winter school holiday. One gold, two silver, and three bronze medals were awarded to the top performers.

In the Applications Olympiad, twelve grade 11 and 12 learners from across South Africa emerged as the country's best CAT learners from the field of contestants taking part in the 10th annual Applications Olympiad. The event included two school-based rounds, followed by the finals in Cape Town. Tapiwa Chikwanda of Michaelhouse (KwaZulu-Natal) received the gold medal and the IITPSA trophy.

During the first four months of 2019, with SAASTA funding, one of our Board members (Mike Chiles) ran 20 workshops for 363 teachers in five provinces in KwaZulu-Natal, Limpopo, Western Cape, Gauteng and Free State (including 83 preservice teachers in Welkom).

The questions were designed to test whether learners could use what they have learned to solve problems requiring creativity. Problems were set by a Scientific Committee composed of experienced specialists. Each year a new theme is selected – the 2019 rounds 1 and 2 used data from a cycling tour.

2019 Applications Olympiad Finalists and Winners

Table: 2019 Applications Olympiad
Alphabetical according to surname in category

Result	Surname	Name	School
Gold	Chikwanda	Tapiwa	Michaelhouse
Silver	De Villiers	Yasmeen Noor	Islamia College
Silver	Wannenburg	Willem	Outeniqua Hoërskool
Bronze	De Beer	Arno	Paul Roos Gimnasium
Bronze	Du Plessis	Avian	Hoërskool Randburg
Bronze	Wimberley	Heather	Brescia School
Runner-up	Grobler	Dominic	Bishop Bavin
Runner-up	Mokgotu	Gopolang	Ellisras High School
Runner-up	Rudman	Glynn	Grey High School
Runner-up	Steenkamp	Faran	Thomas More College
Runner-up	Vlok	Margot	Paarl Girls' High
Runner-up	Vorster	Megan	Curro Serengeti

6.2.3   THE PROGRAMMING OLYMPIAD

The Programming Olympiad ran for a week in the third term. This contest has run since 1985 for learners and others who can write a program to solve a problem. Any programming language could be used for the first round where learners solved three problems in one hour. In the first round a total of 2,543 learners took part from 182 schools. The 308 learners from 127 schools in the second round had to use the saco-evaluator.org.za. In the past this online evaluator had only been used in the final round. While some schools found this unfamiliar system to be a challenge, it allowed all 19 learners in the final round to achieve a positive score. Three provinces competed in the final round at the University of Cape Town over two days, 28 and 29 September. They had to solve three problems within five hours each day. One gold, two silver, and three bronze medals were awarded to the top performers. Four of these will compete in the International Olympiad in Informatics in Singapore from 19 to 26 July, 2020.
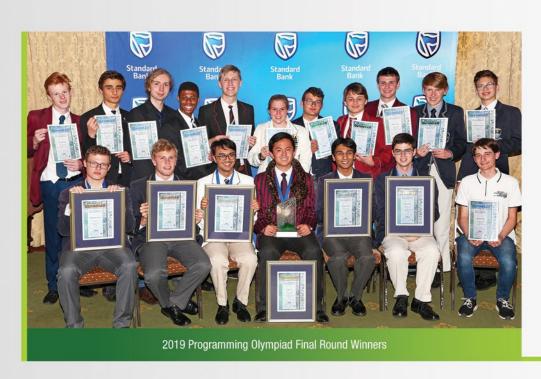
Andi Qu, a grade 11 learner at St John's College in Johannesburg, won the Standard Bank Trophy at the 2019 national Programming Olympiad, but eight of the year's top 10 learners were from the Western Cape. The 36th South African Programming Olympiad saw high school learners from across the country contesting two rounds to reach the finals, where candidates had to use Python, Java, C++ and Pascal (for Delphi users) to solve a number of problems over two days.

Problems were set by a Scientific Committee composed of past winners and experienced specialists.

Table: 2019 Programming Olympiad Winners and Runners-up

Medal Position	Name/Surname	Grade	School	Town/City
Gold	Andi Qu	11	St John's College	Johannesburg
Silver	Taariq Mowzer	12	Fairbairn College	Cape Town
Silver	Aaron Naidu	12	Eden College	Durban
Bronze	Annekin Meyburgh	12	Bellville High	Bellville
Bronze	Emil van der Walt	12	Hoërskool Jan van Riebeeck	Cape Town
Bronze	Adri Wessels	12	Curro Durbanville	Cape Town
Hon. Mention	Jean du Plessis	12	Paul Roos Gymnasium	Stellenbosch
Hon. Mention	Lukas Nel	12	Paul Roos Gymnasium	Stellenbosch
Hon. Mention	Faran Steenkamp	11	Thomas More College	Kloof
Hon. Mention	Jean Weight	11	Curro Hermanus	Hermanus
Runner-up	Jacques Amsel	9	Deutsche Schule Cape Town	Cape Town
Runner-up	Troy Benson	11	Trinityhouse High Little Falls	Roodepoort
Runner-up	Brent Butkow	11	King David Victory Park	Johannesburg
Runner-up	Gareth Cockburn	11	Crawford College Lonehill	Johannesburg
Runner-up	Hlumelo Notshe	11	Hilton College	Hilton
Runner-up	Emmanuel Rassou	9	SA College School	Cape Town
Runner-up	Constantine Theocharis	12	Hout Bay International School	Hout Bay
Runner-up	Jared Waker	12	The Academy Hout Bay	Hout Bay
Runner-up	Heather Wimberley	12	Brescia House School	Bryanston

2019 Programming Olympiad Final Round Winners

Aaron Naidu, Andi Qu (with trophy) Taariq Mowzer, Adri Wessels later qualified for the 2020 South African team to take part in the International Olympiad in Informatics in Singapore.

E-LEARNING

6.3   2019 JCSE-IITPSA ICT SKILLS SURVEY

The JCSE (Joburg Centre for Software Engineering) is a University of Witwatersrand partnership with government and industry, founded in 2005. The 2019 version was the JCSE's tenth edition of its survey of skills trends in the South African information & communications technology (ICT) sector and its second in full partnership with the IITPSA. The Tenth Edition was completed and published in September 2019.

The report examines the ICT environment, both locally and internationally, identifying emerging trends that influence the supply and demand of ICT skills. The survey reviews the available research from the Sector Education & Training Authorities (SETAs) and other sources to provide context for the data collected from respondents to the online questionnaire.

Some of the issues highlighted in the report are perennial, such as the delayed rollout of broadband access and the poor state of education in South Africa, with particular reference to the low number of learners achieving competence in STEM subjects. Others focus on emerging topics, such as the impact of the Fourth Industrial Revolution (4IR) on policy and on the shifts in skills required.

The JCSE-IITPSA ICT Skills Survey is highly regarded by many stakeholders and is often quoted in articles and other publications. Its authors are regularly called on to provide comment and input to skills-related topics.

2019 JCSE-IITPSA ICT Skills Survey

The Tenth Edition

Joburg Centre for Software Engineering (JCSE) and
IITPSA (Institute of Information Technology
Professionals South Africa)

Authored by Adrian Schofield, Production Consultant: IITPSA and Consultant: Applied Research Unit, JCSE, and
Professor Barry Dwolatzky, Director, Joburg Centre for Software Engineering at Wits University

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Supported by

6.4 LEADEREX

IITPSA co-hosted the well-attended Digital Skills Summit at Leaderex 2019 in Sandton on 3 September 2019, where IITPSA's Adrian Schofield, who collaborates with the Johannesburg Centre for Software Engineering (JCSE) on its annual ICT Skills Survey, delivered a talk on the state of digital skills in South Africa. He noted that South Africa's education system and enterprise environment were simply not geared to deliver high end ICT skills in the numbers South Africa needs. Also speaking at the event, IITPSA's Ulandi Exner discussed the cybersecurity skills required to create secure systems.

6.5   CIO DESIGNATION LAUNCH

The Institute of Information Technology Professionals South Africa (IITPSA) has introduced the Professional Chief Information Officer (Pr.CIO™) designation for top level South African ICT professionals. This designation is given to those meeting the required levels of academic achievement and professional experience. This designation is endorsed by the CIO Council of South Africa.

At the 14 August 2019 event the CEO, Tony Parry, described the designation in this way, "This designation is awarded at the highest level in the profession, and officially recognises the achievements of the individuals concerned".

The first six CIOs to be awarded the new designation received their accreditation at the launch. They were Renier van der Merwe of Premier Foods, Martin Coetsee of DRA Global, Tshifhiwa Ramuthaga of Barloworld Logistics (Visionary CIO 2014), Yolisa Skwintshi of Absa Insurance , Louise van der Bank of AfriSam (Visionary CIO finalist) and Amanda Maritz of Essilor.

6.6   ITWEB SECURITY SUMMIT

ITWeb's Security Summit (28 May 2019) was a comprehensive update on the latest cyber and information security threats and solutions. This Expo enabled delegates to hear the latest best practices for cloud security, AI, IoT, blockchain, DevSecOps and more. Sessions offered the opportunity to learn how to evolve IT security, risk and governance strategy to support business in the digital age. It is the premier information update and networking platform for CISOs and security, risk and privacy professionals in South Africa. IITPSA was a value partner for the summit, gaining valuable exposure.

6.7   ICT INFRASTRUCTURE 2019

The ICT Infrastructure event (28-29 August 2019) explored considerations and solutions across the entire ICT value chain with the goal of information sharing for the benefit of South Africa's ICT infrastructure, and thus its citizens and businesses. The theme and sub-themes of ICT Infrastructure 2019 were focused on a range of vital elements relating to the planning, installation, operation, and backup of information and communication technologies. Data Centres in Africa, with South Africa being the focus, were discussed. IITPSA had a booth at this expo and added many new contacts to its network.

6.8   EASTERN CAPE DOE ANNUAL TEACHERS CELEBRATION SEMINAR

IITPSA was invited to provide a guest presenter at a memorial lecture in the Eastern Cape Province, where Teachers celebrated the World Teachers' Day in Cradock, South Africa.

The 5th of October is internationally recognized as World Teachers' Day but the Department of Education in the Eastern Cape dedicates the day to the late struggle icon Mr Matthew Goniwe, a Mathematics and Science teacher of the time. IITPSA was requested to present on IT, linking it with the 4th Industrial Revolution. The proposed theme was: "The world has moved, have our teachers moved?" Kelvin Nlhapo, the Head of IITPSA Business Development, was the speaker at this event.

6.9 GARTNER SYMPOSIUM / ITXPO

The Gartner Symposium 2019 took place in Cape Town from 16th to 18th September.

Thousands of CIOs and IT executives came together in Cape Town during September to discuss key topics, including data and analytics, artificial intelligence (AI), machine learning, culture, customer experience, cybersecurity, and more.

The Gartner Symposium / ITXpo is known as the world's most important gathering of CIOs and IT executives, where they explore the technology, insights and latest trends shaping the future of IT and business. At Gartner, technology and information insights meet business strategy and networking. IITPSA had a booth for the first time in its history at Gartner in 2019, and connected with ICT decision makers of major organizations in South Africa. These relationships are being used for networking and advantage to boost the growth of IITPSA.

IITPSA held a lucky draw to give one IITPSA member in good standing a free ticket to the symposium, valued at R25 000.

IITPSA Board Members, Pearl Pasi and Carolynn Chalmers, assisted at the IITPSA booth at Gartner.

IITPSA lucky draw winner, Tinashe Chiuyu, Business Analyst (Consulting) at the Unemployment Insurance Fund, and Kelvin Nlhapo, the Head of IITPSA Business Development.

6.10 STEM CONFERENCE & CAREER EXPO 2019

The IITPSA was invited to participate in the STEM Conference as a Speaker for the Panel / Workshop on "The impact of technology on your world: Fashion, movies, art & politics".

This panel discussed how IT was evolving in South Africa, how it impacts the way people access information and how everyday life has been impacted by technology. From online shopping, streaming services, accessing art through VR and steering election campaigns, we delved into the good, the bad and the scary of technological advancements. Kelvin Nlhapo, IITPSA Head of Business Development, was the speaker on this panel.

6.11 TUT WITBANK – ICT GIRLS SEMINAR

The Department of Computer Science at the Tshwane University of Technology, Emalahleni campus hosted its first ICT Girls seminar on 30th October 2019. The event was to empower 13 young women in the department with knowledge on how to succeed in their studies and essentially become effective professionals in IT, which is generally seen as a field for men.

As such, TUT asked the IITPSA to send one of the leading women in our organisation to be a keynote speaker at the event. They requested the speaker to share her experiences in the IT profession, such as challenges she encountered as a female student and in the workplace with the topic "succeeding in the IT profession AS A WOMAN".

IITPSA speaker of the day was Azwi Sigama, She is a member of the Gauteng Chapter Committee and a Senior System Architect at Eskom.

6.12   LIMPOPO PREMIER PGITO COUNCIL PRESENTATION

On the 13th of November 2019, the Business Development Department secured a presentation to the Limpopo Provincial Government Information Technology Officers Council. The PGITO is the office that manages the province's CIO's. The Presentation was handled by the CEO and the Head of Business Development of IITPSA.

6.13   IITPSA WOMEN'S EVENT

IITPSA treated Gauteng's women in IT to an afternoon of chocolate-making, networking and valuable insights from Amanda Maritz (Pr.CIO), CIO of Essilor, to celebrate Women's Month.

6.14   EASTERN CAPE IT ACHIEVERS

The annual Eastern Cape IITPSA IT achievers awards dinner showcased a field of exceptional IT professionals, educators and students in Port Elizabeth on 22 May 2019. Jean Greyling, Associate Professor in the Department of Computing Sciences at the Nelson Mandela University, emerged as the Eastern Cape IITPSA 2019 IT Personality of the Year.

6.15 NATIONAL PRESIDENT'S AWARDS

The IITPSA Annual President's Awards took place on 27th November 2019.

The Institute of Information Technology Professionals South Africa's (IITPSA) Annual President's Awards event is a major highlight of the year for many in the industry, combining prestigious long standing awards (since 1979) with unparalleled networking opportunities. It is an event that highlights the talent and commitment of individuals within the ICT industry. Nominees include many prominent people in various spheres of the ICT industry in South Africa.

41st IITPSA President's Awards

The IITPSA President's Awards, staged as a morning event in their 41st year, named popular Geekulcha COO Tiyani Nghonyama as the IT Personality of the Year and Alexander Forbes Group CIO Sandra La Bella as the Visionary CIO for 2019.

Benji Meltzer, CTO & Co-Founder of Aerobotics, accepted the Technology Excellence Award on behalf of Aerobotics, and Frans Kalp, CEO of Ligbron E-Learning Systems, received the Social Responsibility / Community Award.

Professor Rossouw von Solms, Director of the Centre for Research in Information and Cyber Security at the Nelson Mandela University School of ICT, was honoured with a Distinguished Service in ICT award, and Professor Elize Ehlers, head of the Academy of Computer Science and Software Engineering at the University of Johannesburg, received an IITPSA Fellowship award.

The Awards were themed NE><T, to celebrate the dawn of the Fourth Industrial Revolution and the arrival of the next generation – Generation Z – in the workplace.

TECHNOLOGY EXCELLENCE AWARD

IN ASSOCIATION WITH

ITWeb and GIBS

IT PERSONALITY OF THE YEAR AWARD

IN ASSOCIATION WITH

ITWeb and GIBS

DISTINGUISHED SERVICE IN ICT AWARD

IN ASSOCIATION WITH

EngineerIT

VISIONARY CIO OF THE YEAR AWARD

IN ASSOCIATION WITH

ITWeb and GIBS

CHAPTERS &
SPECIAL INTEREST GROUPS

7.1   EASTERN CAPE CHAPTER

Mr Gough Venter, CEO of iMAGECLOUD, Sydney, Australia, gave a talk on "Growing Your Own Global Technology Business from Anywhere: Lessons Learned" on 27 March 2019 in the Department of Computing Sciences, South Campus, NMU. Prof André Calitz organised the event.

Prof Andre Calitz, Dr Lester Cowley, Prof Lynn Futcher and Mr Devereaux Joubert attended the Dimension Data Accelerate 2019 ICT technology briefing on 10 April 2019 at the Sun Boardwalk Conference Centre, Marine Drive, Port Elizabeth. The briefing was most informative and allowed opportunities for networking.

The Eastern Cape (EC) Chapter IITPSA 2019 Awards Gala Dinner took place on 22 May 2019 at the Radisson Blu Hotel, Marine Drive, Port Elizabeth. With a strong focus on IT educators and students, as well as industry leaders, Jean Greyling, Associate Professor in the Department of Computing Sciences at the Nelson Mandela University, was named as the EC IITPSA 2019 IT Personality of the Year.

Professor Greyling was honoured for his outstanding contributions to school and university ICT education in the Eastern Cape and nationally. He has been promoting IT careers and specifically programming, through the use of the TANKS app, to school children with limited access to computers throughout South Africa.

In addition, Professor Greyling has played a very substantial role in organising millions of Rands in bursaries, enabling students in need to study Computing Sciences at Nelson Mandela University, mostly via BankSETA.

The other 2019 EC Chapter award winners were:

› Benjamin Roode, a Grade 12 Grey High School scholar, highly talented programmer and strong leader, was chosen as the EC IITPSA 2019 IT Scholar of the Year.

› Leanda Oosthuizen, Subject Head of Information Technology at Grey High School and a gifted teacher, was chosen as the EC IITPSA 2019 IT Teacher of the Year.

› Hannelie Nell, Subject Head of CAT (Computer Applications Technology) at Hoërskool Framesby, was awarded the EC IITPSA 2019 CAT Teacher of the Year (Special Commendation) Award.

› Anton van Kampen, Subject Head of CAT and IT and Head of Department of Practical and Technical Subjects at Nico Malan High School, was chosen as the EC IITPSA 2019 CAT Teacher of the Year.

› Lynne Thackray Smith, Subject Head of CAT at Grey High School, was awarded the EC IITPSA 2019 CAT Teacher Lifetime Achievement Award.

› Katherine James, a second year MSc student in the Department of Computer Science at Rhodes University, was chosen as the EC IITPSA 2019 IT Student of the Year.

› Belinda Samuels, Senior Operations Manager of MEA Managed Services at Dimension Data, was awarded the EC IITPSA 2019 Woman in IT Award.

› Sonny Fisher, the founder of FORUS Global Digital Exchange, was chosen as the EC IITPSA 2019 IT Contributor of the Year.

The Chapter organises a number of events each year, but the talks that we present are often poorly supported. We thus set up a short (6 to 10 minutes to complete), confidential survey to determine what events the Eastern Cape and Border IITPSA members would prefer and what new events the Committee should investigate, in order to improve member support.

The call for participation and two reminders directed at the 176 members finally resulted in 35 survey completions (about a 20% response rate), which was disappointing. Data analytics were run against the survey data revealing useful and actionable information in the responses.

The Women in IT event took place on 14 August 2019 at Savages Restaurant. The speaker was Prof Margie Cullen of the NMU Business School. She spoke on "happiness" and her talk was very inspiring. Sixty ladies attended the event. Prof Lynn Futcher and Dr Sue Petratos organised the event.

An Industry 4.0 and the Industrial Internet of Things talk took place on 29 August 2019 in the Senate Hall, North Campus, NMU. The speaker was Dr Lester Cowley. Twenty people attended the talk and about half of them stayed and asked questions of the speaker for 30 minutes after the talk. Two masters students then discussed their research projects with the speaker for an additional 20 minutes. Prof Jean Greyling and Dr Sue Petratos organised the event.

Prof Van Grembergen, an internationally renowned Information Systems academic and emeritus professor in the Economics and Management Faculty of the University of Antwerp and the Antwerp Management School, presented a talk on "What's New with COBIT 2019: a Critical Review" on 22 October 2019 in the Senate Hall, North Campus, NMU. Prof Rossouw van Solms, Prof Lynn Futcher and Dr Sue Petratos organised the event. This was a Joint IITPSA and ISACA local chapter talk.

The Committee End of Year Function took place on 5 December 2019 at the De Kelder Restaurant, Summerstrand, Port Elizabeth.

Mr Angus de Beer resigned as a Committee member on 13 December 2019, due to a well-deserved promotion carrying a heavier workload.

The 2020 AGM of the Eastern Cape Chapter of the IITPSA was held on 27 February 2020 at the St George's Club, Bird Street, Port Elizabeth. The 2020 Committee was elected. The Committee is Prof Andre Calitz, Dr Lester Cowley (Chairman), Prof Lynn Futcher (Vice-Chair), Mr Michael Georgiou, Mr Devereaux Joubert, Mr Kuda Nyamutsambira, Mr Harry Paleochoritis and Dr Sue Petratos. Prof André Calitz organised the AGM.

7.2 WESTERN CAPE CHAPTER

7.2.1 CHAPTER FEEDBACK (GENERAL)

The Western Cape Chapter Committee, which meets regularly throughout the year, has again had a busy year. The current committee has been working together for more than 4 years now and everyone is keen to promote the vision of the Institute.

7.2.2   ACTIVITIES 2019 / 2020

The Western Cape chapter, chaired by Pearl Pasi, was this year's top performing chapter. The chapter participated in key events such as AfricaCom and Gartner IT Symposium/Xpo in Cape Town, and staged chapter events including a talk on IT Assurance in March, a briefing entitled 'How Game Technology is changing Businesses and Education' in April, and a talk on staying relevant in the Fourth Industrial Revolution in October.

One of the main events of the year was held in August, when the chapter hosted 'Women in ICT: a dynamic panel discussion on start-ups' at River Club. Facilitated by Moira de Roche, and featuring speakers Baratang Miya, Maria Kostelac, Dickson Willie and Karen Nadasen, the event drew a full house. "We had to ask for extra chairs," says Pasi. "People of all ages (from Grade 10 schoolgirls upwards) and all races and genders attended the event. The panel speakers were amazing, and the only regret we have is that we did not record the session. There were so many pearls of wisdom shared at the event."

25 July was another busy day for the chapter, when its committee members attended the Internet Summit in the morning before attending another chapter event – 'Determining the key factors that lead to the adoption of password managers' by Raymond Maclean – that evening.

The 2020 Chapter AGM was very successful and well attended by the Western Cape members. More new committee members were elected at the Chapter Annual General Meeting which was held on the 30th January 2020 in Cape Town, and was also attended by the IITPSA CEO.

7.2.3 LOOKING AHEAD

We are looking forward to having more events on
TRENDING FIELDS IN INFORMATION TECHNOLOGY

1. Cloud Computing
2. Mobile Computing and Applications
3. Big Data Analytics
4. Automation

EMERGING TRENDS IN INFORMATION TECHNOLOGY

1. Artificial Intelligence and Smart Machines
2. Virtual Reality
3. Augmented Reality
4. Blockchain Data
5. Cyber-Privacy and Security
6. Internet of Things

Western Cape Chapter Committee with IITPSA
Vice-President, Admire Gwanzura (left), and Chapter
Committee Chairperson, Pearl Pasi (2nd from left).

7.3   KWAZULU-NATAL (KZN) CHAPTER

A small, dedicated Chapter Committee, led by Chapter Chairperson Marshall Masanga has been hard at work, raising the profile of IITPSA in the KwaZulu-Natal region.

The Past and the Present

The Chapter:
› Participated in the annual Ethekwini Municipality KZN Youth Careers Expo on 22-24 May 2019 at the Durban ICC
› Hosted a KZN CIO breakfast on 28 May 2019 at the Durban Country Club with keynote speaker Kamal Ramsingh
› Hosted a breakfast event for Women's Month on 28 August 2019 at the Vodacom offices in Umhlanga
› Donated a computer to Vumandaba High School on 9 December 2019
› Hosted The Internet of Things (IoT) event on 26 February 2020 at DUT Campus with keynote speakers Trevor Hart-Jones and Ebrahim Asmal

The Future
› Blockchain Special Interest Group meeting, Blockchain Africa 2020 Conference Report Back, 25 March 2020
› KZN Chapter AGM, 30 April 2020,
› KZN careers expo in May 2020
› KZN CIO breakfast scheduled in June 2020
› KZN Women in IT event in August 2020

Computer donation at Vumandaba High School, with IITPSA KZN Chapter committee member, John Singh (2nd from right).

7.4   KZN SPECIAL INTEREST GROUP: BlockchainSIG

By SIG Chair: John Singh

The BlockchainSIG, a special interest group of IITPSA was started in 2019. The objective of the SIG is to help people understand the complex technology behind blockchain so that they can make better decisions on how to use it. The SIG will also keep the KZN community updated on all the latest Blockchain innovations in Africa and around the world. During the 2019 / 2020 financial year, the following events were hosted by the BlockchainSIG

1. Blockchain Africa 2019 conference report back at the Durban Country club on 27 March 2019

2. Understanding Bitcoin Technology event at Vodacom Umhlanga on 24 July 2019.

7.5   GAUTENG CHAPTER

The Gauteng chapter committee, chaired by Dickson Willie, participated in key industry events such as the ITWeb Security Summit and Leaderex and also celebrated Women's Month with a sweet treat for women in ICT – a lesson in chocolate-making in Bedfordview.

7.6   GAUTENG SPECIAL INTEREST GROUPS

7.6.1   ARTIFICIAL INTELLIGENCE AND ROBOTICS (SIGAIR)

Johan Steyn
IITPSA SIGAIR Chairperson

About the SIG:

SIGAIR is an IITPSA Special Interest Group (SIG) in South Africa for the Artificial Intelligence (AI) and Robotics community. The goal of the SIG is to bring people together from diverse backgrounds who are either practitioners of, or interested in AI and Robotics. The adoption of AI is especially relevant for South African businesses if we are to compete in global markets we need to separate the hype around these technologies from the realities and work together as a business community to embrace it and to empower our workforce to be ready for its impact.

Event held on 25 September 2019

Robotics in your organisation: Where to start, pitfalls to avoid, reaping the benefits

Many organisations have already embarked on a Robotics Process Automation or Robotics chatbot initiative. However, many firms also experience delays and cost overruns, and ultimately failed initiatives.

This was an enlightening business breakfast where attendees heard from industry experts about the use of these technologies in the South African context, and have an opportunity to network with other AI and Robotics enthusiasts from the local industry.

Speakers were:

Johan Steyn - Chair: Special Interest Group – Artificial Intelligence (IITPSA). International conference speaker. Senior Manager at IQbusiness.
Lenore Kerrigan - Country Director for UiPath, South Africa
Antoine Paillusseau - CEO and Co-founder of FinChatBot

SIGAIR Events scheduled for 2020

11 March 2020 - The Internet of Things (IoT)
29 April 2020 - Business Functions ready for Artificial Intelligence
14 May 2020 - Robotic Process Automation: Benefits realisation and Pitfalls to avoid

7.6.2   SPECIAL INTEREST GROUP IN SOFTWARE TESTING (SIGIST)

The Special Interest Group in Software Testing is a very active SIG in Gauteng, and hosts numerous events throughout the year, thanks to a very dedicated SIG Chairperson (Rob Kerrich-Walker) and SIG Committee.

Notably, the SIGIST staged a special double bill session in Johannesburg on 20 November 2019, covering two key areas that add value to the software testing environment. Focusing on ways to enhance team performance, and cyber forensics within software testing, expert speakers outlined sometimes-overlooked areas of this environment.

Senior Software Quality Assurance manager at ILAB, Gontse Kekana, spoke about "understanding individual personalities to unleash team performance" building solid relationships. Pat Pather and Seyton Hayes took the audience on a journey into the world of cyber forensics, looking at zero day attacks, black box testing and ethical hacking.

Rob Kerrich-Walker (left) with SIGIST committee members and speakers.

7.6.3 INNOVATION (INNOVATIONSIG)

The InnovationSIG, chaired by long-standing IITPSA member, Wayne Mallinson, was launched in October 2016. Its key objectives are to:

› foster innovation to create or improve products, services, productivity, sustainability and inclusiveness in South Africa
› showcase innovations and innovators from any area or sector exploiting digital technologies, including construction, agriculture, manufacturing, business and ICT
› encourage members to interact and to improve innovation practices for individuals, organisations and industries
› promote sustainable job creation, economic growth and to improve current standards of living in South Africa through innovations

7.6.4 CYBERSECURITY SPECIAL INTEREST GROUP (SIGCYBER)

One of IITPSA's newer Special Interest Groups, the CyberSecurity SIG is especially relevant at a time when many organisations are needing to focus more intently on their ability to protect confidential customer and organisational information. The SIG was not overly active during this past financial year, but it is an area that we intend to give more focus to moving forward and are on the lookout for interested members who would be keen to join the SIG committee and help us to drive this initiative.

STAKEHOLDER COMMUNICATION
AND ENGAGEMENT

8.1   HOW WE STAY IN TOUCH

The Institute engages with its members and stakeholders through a variety of channels, including those listed below.

›   Emails
›   Newsletters
›   Networking Events
›   AGM
›   Website
›   Social Media

All of these are used in appropriate ways to grow awareness of IITPSA and its primary focus of increasing professionalism, ethical behaviour, professional standards and professional development.

8.2   WEBSITE

CONNECT WITH US   www.facebook.com/IITPSA   www.twitter.com/iitpsa   www.instagram.com/iitpsa

The IITPSA Website is updated frequently and provides a wealth of information, including:

› What the Institute stands for
› How ICT Professionals can join
› Newsletters and media releases
› Upcoming events (both IITPSA's own events and supported events of third parties)
› Member benefits
› Career advice
› Careers in ICT
› Twitter (IITPSA) and Sector News feeds

8.3   SOCIAL MEDIA (FACEBOOK, LINKEDIN, TWITTER, INSTAGRAM, YOUTUBE)

IITP SA
@IITPSA · Professional service

Send Message

Home   Reviews   Photos   Videos   More ▾   Like

Interest and participation in IITPSA's social media channels have both continued to grow, in line with the increased posting activity, thanks to our outsourced digital marketing partners.

IITPSA Enterprises: Secure high ICT standards with us

www.linkedin.com/groups/110341/   www.youtube.com/channel/UCyB21aO6hBUM5MieEd2cNIw

ABRIDGED 2019/2020
ANNUAL FINANCIAL STATEMENTS

IITPSA NPC
(Registration Number: 1958/001036/08)
Annual Financial Statements for the year ended 29 February 2020

Statement of Financial Position as at 29 February 2020

Figures in Rand	2020	2019
Assets		
Non-Current Assets		
Property, plant and equipment	89 806	39 996
Current Assets		
Trade and other receivables	70 107	135 582
Cash and cash equivalents	26 684 812	24 870 131
	26 754 919	**25 005 713**
Total Assets	**26 844 725**	**25 045 709**
Equity and Liabilities		
Equity		
Retained surplus	24 150 473	21 972 339
Liabilities		
Current Liabilities		
Trade and other payables	258 044	323 427
Deferred Income	1 859 971	2 240 437
Provisions	576 237	509 506
	2 694 252	**3 073 370**
Total Equity and Liabilities	**26 844 725**	**25 045 709**

Statement of Comprehensive Income

Figures in Rand	2020	2019
Revenue	10 824 303	14 023 561
Cost of Sales	(2 413 469)	(3 056 728)
Gross Surplus	**8 410 834**	**10 966 833**
Operating Expenses	(8 131 463)	(6 326 991)
Operating Surplus	**279 371**	**4 639 842**
Investment revenue	1 898 764	1 600 437
Loss on disposal of fixed assets	(1)	(557)
Surplus for the year	**2 178 134**	**6 239 722**
Other comprehensive income	-	-
Total comprehensive income for the year	**2 178 134**	**6 239 722**

Statement of Changes in Equity

Figures in Rand	Retained surplus	Total equity
Balance at 01 March 2018	**15 732 617**	**15 732 617**
Surplus for the year	6 239 722	6 239, 722
Other comprehensive income	-	-
Total comprehensive income for the year	**6 239 722**	**6 239 722**
Balance at 01 March 2019	**21 972 339**	**21 972 339**
Surplus for the year	2 178 134	2 178 134
Other comprehensive income	-	-
Total comprehensive income for the year	**2 178 134**	**2 178 134**
Balance at 29 February 2020	**24 150 473**	**24 150 473**

Statement of Cash Flows

Figures in Rand	2020	2019
Cash flows from operating activities		
Cash generated from operations	4 046	4 016 118
Interest Income	1 898 764	1 600 437
Net cash from operating activities	**1 902 810**	**5 616 555**
Cash flows from investing activities		
Purchase of property, plant and equipment	(88 129)	(32 398)
Sale of property, plant and equipment	-	704
Net cash from investing activities	**(88 129)**	**(31 694)**
Total cash movement for the year	**1 814 681**	**5 584 861**
Cash at the beginning of the year	24 870 131	19 285 270
Total cash at the end of the year	**26 684 812**	**24 870 131**

ABBREVIATIONS

AfICTA	African ICT Alliance
AI	Artificial Intelligence
AMIITPSA	Associate Member of the Institute
B- BBEE	Broad-Based Black Economic Empowerment
CAT	Computer Applications Technology
CEO	Chief Executive Officer
CIO	Chief Information Officer
CISO	Chief Information Security Officer
CPD	Continuing Professional Development
CTO	Chief Technology Officer
DOE	Department of Education (Provincial)
EC	Eastern Cape
FIITPSA	Fellow of the Institute
HDI	Historically Disadvantaged Individual
ICT	Information and Communications Technologies
IFIP	International Federation for Information Processing
IITPSA	Institute of Information Technology Professionals South Africa
IoT	Internet of Things
IP3	International Professional Practice Partnership
ISACA	Information Systems Audit and Control Association
ISC²	International Information System Security Certification Consortium
IT	Information Technology
JCSE	Joburg Centre for Software Engineering (Wits University)
KZN	KwaZulu-Natal
LLL	Lifelong Learning

MICT SETA	The Media, Information and Communication Technologies Sector Education and Training Authority
MIITPSA	Member of the Institute
NPC	Non-Profit Company
NQF	National Qualifications Framework
PGITO	Provincial Government Information Technology Officer
PMIITPSA	Professional Member of the Institute
Pr.CIO	Professional CIO Member of the Institute
SACNASP	South African Council for Natural and Scientific Professions
SAIEE	South African Institute of Electrical Engineers
SAQA	South African Qualifications Authority
SASTQB	South African Software Testing Qualifications Board
SIG	Special Interest Group
SIGAIR	Special Interest Group in Artificial Intelligence and Robotics
SIGCyber	Special Interest Group in Cybersecurity
SIGiST	Special Interest Group in Software testing
SQA	Software Quality Assurance
STEM	Science, Technology, Engineering and Mathematics
VR	Virtual Reality
WC	Western Cape
WCC	World Computer Congress
WIIT	Women in IT