

ANNUAL REPORT

Leading ICT
Professionalism
and **Ethical Digital
Transformation**

2022/23



IITPSA NPC

Institute of Information Technology
Professionals South Africa

CELEBRATING **BRILLIANCE IN IT**



www.iitpsa.org.za

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1. OVERVIEW

IITPSA is the only South African Qualifications Authority (SAQA) recognised and IFIP IP3 accredited professional body for ICT Practitioners in South Africa.

VISION

“To be an inclusive community of ICT professionals that leads the promotion and development of a thriving digital society”

MISSION

“Leading ICT professionalism and ethical digital transformation”

STRATEGIC OBJECTIVES

- Increase Career and Skills Development opportunities for our members
- Demonstrate Thought Leadership
- Develop and improve Stakeholder Relationships and engagement

KEY ACTIVITIES

THE IITPSA IS ENGAGED IN NUMEROUS MEMBER-FOCUSED ACTIVITIES, INCLUDING

- Continuing Professional Development including Professional Designations
- Skills Assessment
- Women in IT
- Bursary awards and Scholarships
- 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 participation
- SFIA Council representation and the ongoing development of the skills framework



2. CHAIRPERSON'S FOREWORD



Admire Gwanzura

In 2022, the IT industry welcomed the lifting of lockdowns and a move to the 'new normal'. In this changed post-pandemic world, digital technologies are the mainstay and foundation for almost every aspect of work, business and daily life. At the same time, certain technologies – including robotics and AI – went from futuristic to mainstream seemingly overnight.

This accelerated digital progress underlined to us the need for urgent efforts to upskill the children and young people of Africa, lest they become 'digitally illiterate' and fall behind the young people of the world in the global digital workplace.

At the same time, the 2022 JCSE – IITPSA ICT Skills Survey revealed that growing numbers of South African employers were recruiting ICT skills overseas and more local practitioners were looking to work for companies abroad. To us, this could signal a widening IT skills gap.

In our public submissions and thought leadership articles in 2022, we focused heavily on the need for all stakeholders across the public and private sector to work together to close the digital divide and upskill our young people to build a pipeline of local skills. Now, more than ever before, digital literacy training, advanced ICT skills development, and the use of ICTs to enhance teaching and learning must be a top priority in all schools across the continent.

The IITPSA's Talent Search and Computer Olympiads are designed to support the development of Science, Technology, Engineering, Mathematics and Innovation (STEMI) skills and interest to equip South Africa's youths for careers in the 4IR. We have stepped up our focus on promoting these activities to increase the number of learners participating.

We also focused on young people through events such as our highly successful Careers in IT webinar, as well as outreach efforts by our Western Cape Chapter, who visited schools to evangelise careers in IT.

In line with our efforts to encourage and develop youth skills, we introduced our Dynamism in ICT youth award. No sooner had we invited nominations for this award then we received numerous nominations for exceptional and driven young candidates. We see this as a sign that the South African IT sector is growing, and is populated by growing numbers of outstanding professionals exemplifying Brilliance in IT.

Admire Gwanzura
President: IITPSA

3. CEO'S MESSAGE



Tony Parry

2022 marked the IITPSA's 65th anniversary, a significant milestone that underlined our ability to adapt and thrive in an ever-changing environment. From small beginnings as the Computer Society South Africa (CSSA) in 1957, the IITPSA has grown into a professional body representing ICT Professionalism and ethical behaviour, which is trusted at the highest level.

To better reflect our role as a professional body, we changed our name to the Institute of IT Professionals South Africa (IITPSA) in 2011. We were recognised as a Professional Body by SAQA in 2012, accredited by IFIP IP3 in July 2015, and we are SAQA and IFIP IP3 accredited for our professional programmes (Professional Member

and Professional CIO). In October 2022, the IITPSA Board revisited and refined the Institute's Vision as follows: *"to be an inclusive community of ICT professionals that leads the promotion and development of a thriving digital society"*. Over the years, our public profile and stakeholder engagement has grown, and the Institute is now widely recognised as the official voice of South African IT professionals.

Illustrating this, the media regularly asks the IITPSA's opinion on IT industry developments and cites our JCSE – IITPSA IT Skills Survey as the credible source of skills information in our sector. Adrian Schofield, the co-author of the survey, is widely regarded as an IT skills expert and was asked to speak at SAQA's professional body forum. We partner with leading industry events and increasingly collaborate with broader industry bodies, and also signed an MoU with the City of Johannesburg Department of Economic Development in May of 2022 to collaborate on ICT sector development and digital skills development initiatives. We have also engaged with the Gauteng Government on an integrity pledge on ethics.

In 2022, we resumed and increased our activities as the pandemic abated and lockdowns were eased. Recognising the popularity of the webinars and online forums we introduced during the lockdown, we opted to continue hosting online gatherings in addition to face-to-face events. This has enabled us to expand our reach and engage with experts from across the continent and around the world. Our annual IITPSA President's Awards continue to recognise excellence and professionalism in ICT throughout the SA Economy, and, as the Board Chairperson noted in his foreword above, in 2022, we introduced the new "Dynamism in ICT Youth Award" to recognise the amazing potential and achievements of the more recent entrants to the South African ICT profession and industry.

We are exceptionally proud of our progress over the past 65 years, and the role we continue to play in representing our IT professionals and encouraging professional development and early IT skills development.

We thank all our members and associates for their ongoing contributions to our growth and development.

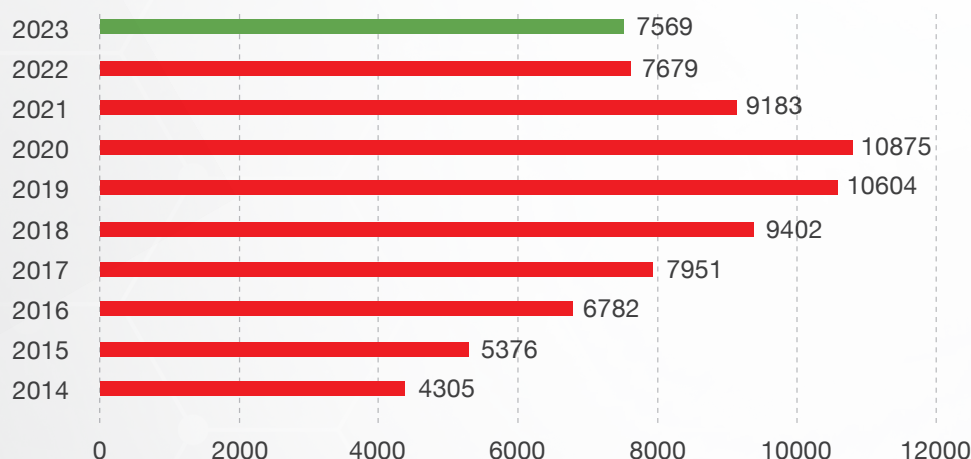
Tony Parry
Chief Executive Officer

4. MEMBERSHIP



The MyMembership platform from E2 Solutions has been operating successfully since August 2021, with thousands of applications for membership and critical skills assessments being processed, including payments. Our plans to incorporate event management and SFIA skills assessment into the platform and refine the CPD tracking module have been carried forward into **2023/24**.

TOTAL MEMBERSHIP

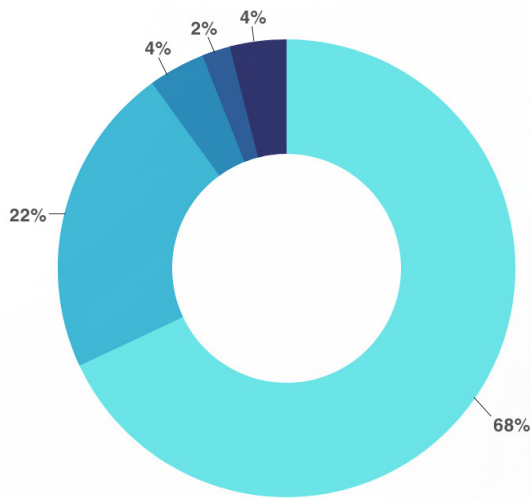


Taking cognisance of the drop in membership numbers since the COVID-19 pandemic, the IITPSA has stepped up efforts to boost membership through a number of initiatives, including promoting member benefits such as webinars, event discounts, CPD points at events, and networking opportunities. These benefits have been integrated into our PR and marketing campaigns to media and on social media.

We will soon be embarking on a focused campaign to more proactively highlight the career benefits of applying for designations such as Pr.CIO and PMIITPSA. We are also working more closely with tertiary institutions to stimulate interest among students in joining the IITPSA as student members at discounted rates. Ideally, these student members will see the benefits of networking and knowledge sharing within the IITPSA, and opt to continue their membership as they enter the world of work.

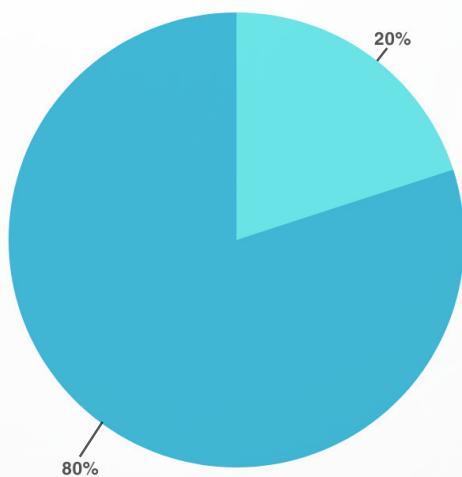
AGE

Similar to the prior year, **68%** of members are in the highly active **26 - 40** age group, in the prime years of their professional development. **4%** are starting out, or in the early stages of their ICT careers, and **22%** are seen to be senior practitioners.



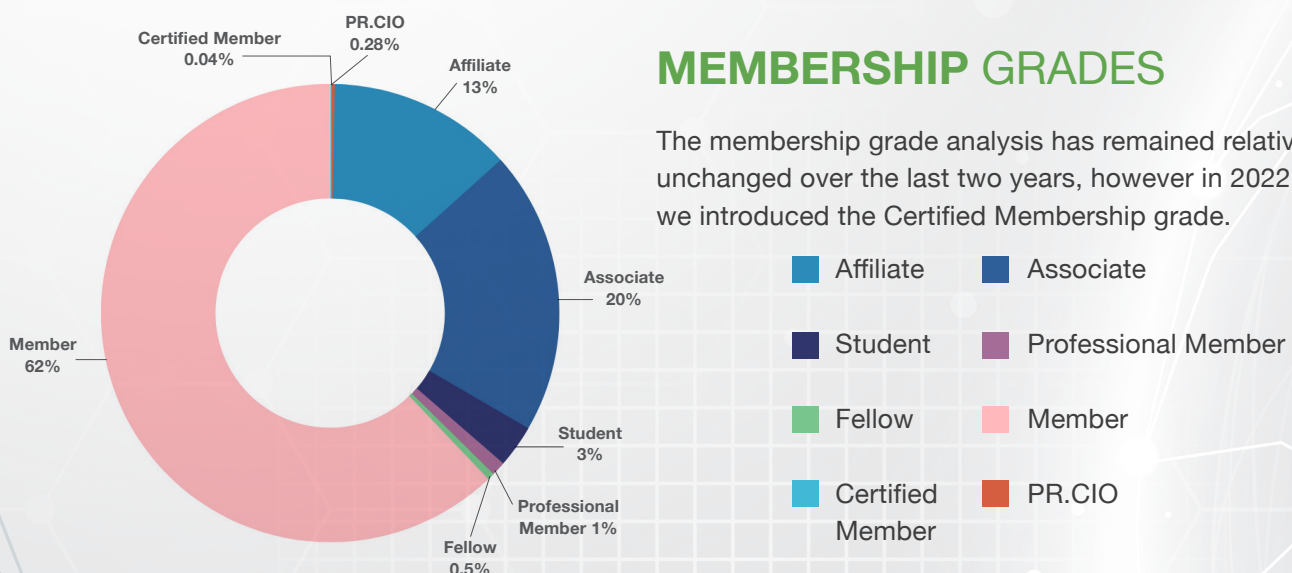
GENDER

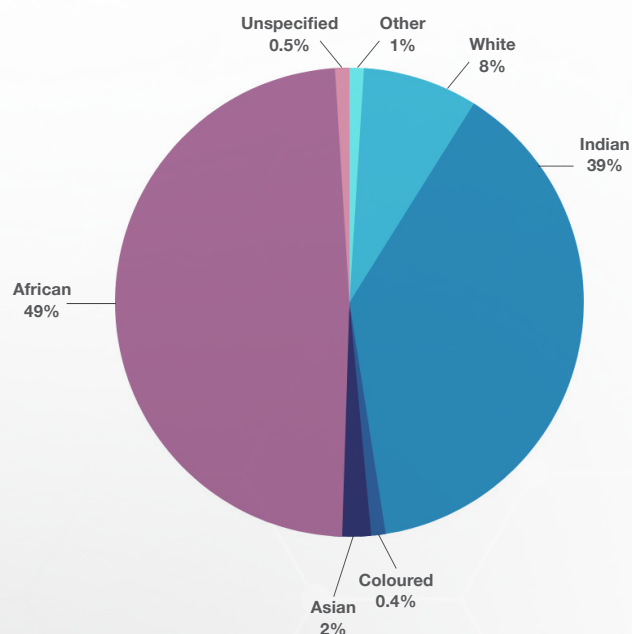
20% of our members are female, which is a **2%** improvement from the previous year.



MEMBERSHIP GRADES

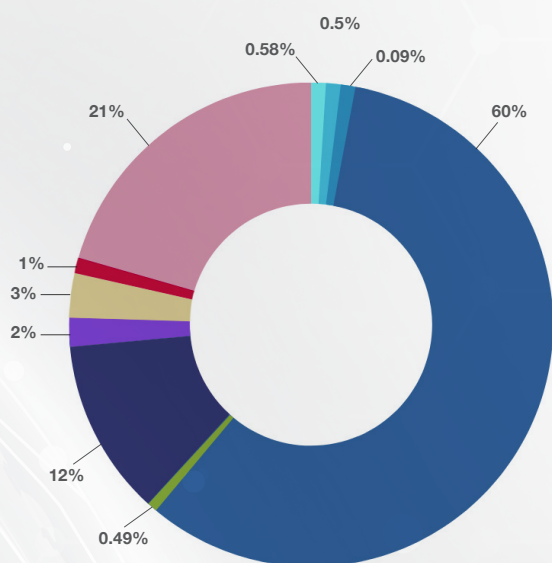
The membership grade analysis has remained relatively unchanged over the last two years, however in 2022 we introduced the Certified Membership grade.





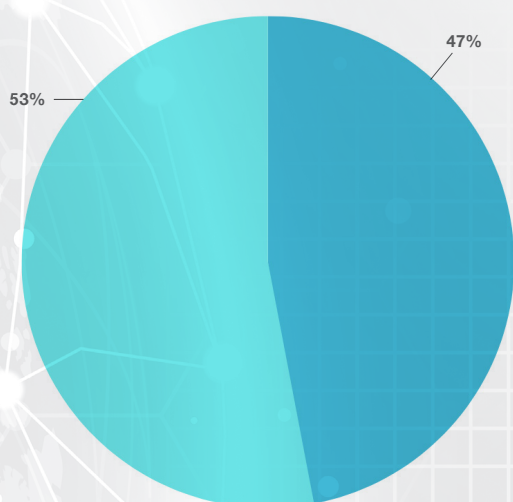
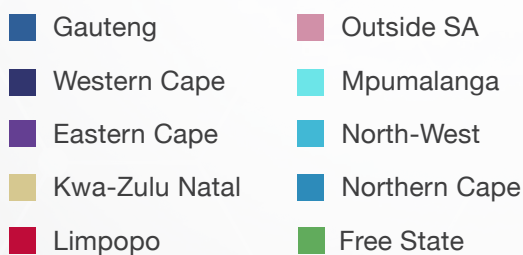
DEMOGRAPHICS

The demographic break-down of the total membership of the Institute is reflected in the adjacent graph. The relatively high number of Indian members is indicative of those coming to South Africa from the Indian subcontinent.



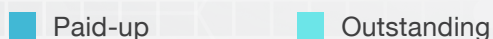
MEMBERSHIP BY PROVINCE

60% of members reside in Gauteng and **12%** in the Western Cape. The other seven provinces account for **7%** and **21%** are resident outside of South Africa.



STATUS

Although our overall membership numbers have dropped slightly, the number of paid-up members has increased.



5. STRUCTURE AND GOVERNANCE

5.1 BOARD OF DIRECTORS

5.1.1 BOARD MEETINGS

ATTENDANCE RECORD

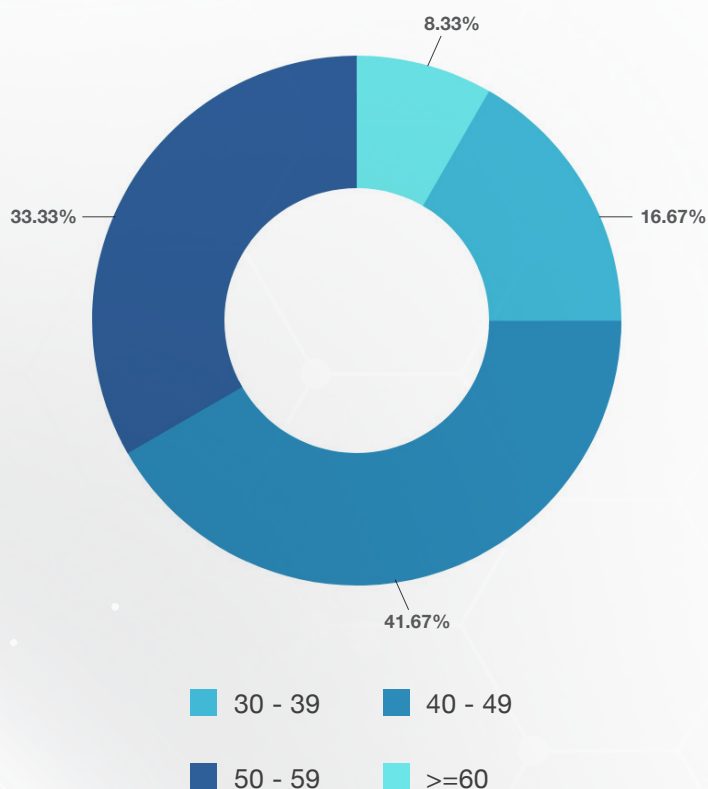
IITPSA Board Meetings
01 Mar 2022 to
28 Feb 2023

NAME	TYPE	POSITION	QUARTERLY BOARD MEETINGS (4)	SPECIAL BOARD MEETINGS (3)
Admire Gwanzura	NED	President / Board Chairperson	4/4	3/3
Senele Goba	NED	Vice-President / Chair Remuneration	3/4	3/3
Thabo Mashegoane	NED	Immediate Past President / Chair Nominations	3/4	2/3
Karel Matthee	NED	Treasurer / Chair Audit & Risk	3/4	2/3
Pearl Pasi	NED		3/4	2/3
Rimmon Kisten	NED		2/4	2/3
Kudzayi Chipidza	NED		3/4	3/3
John Singh	NED		4/4	3/3
Tony Parry	ED	Chief Executive Officer	4/4	3/3
Prof. Lynn Fatcher	NED		4/4	2/3
Josine Overdevest	NED	Chair Social & Ethics	4/4	2/3
Noel Zambezi (appointed 23 August 2022)	NED		2/3	1/1

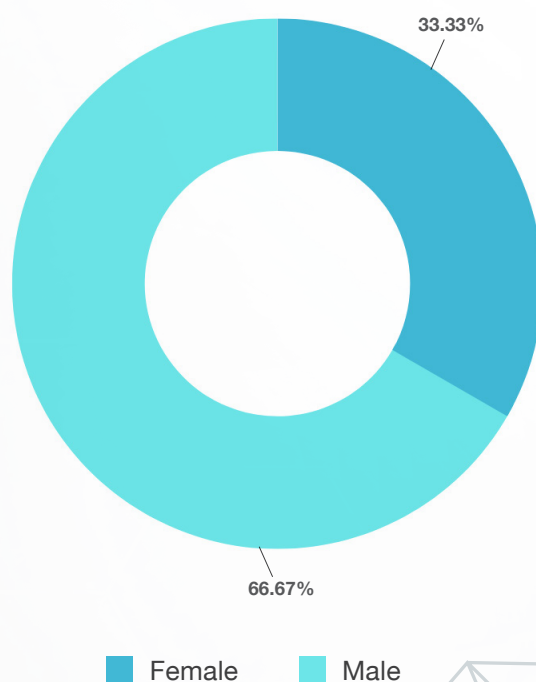
The members of the IITPSA Board participated in four scheduled, quarterly meetings, and three special meetings. The Table above indicates the participation by each of the Board members. Note that the last quarterly Board meeting had to be deferred, and was held on 14 March 2023.

5.1.2 BOARD COMPOSITION AS AT 28 FEB 2023

Board Composition by Age



Board Composition by Gender



5.2 BOARD COMMITTEES

5.2.1 AUDIT AND RISK COMMITTEE

The committee consisted of four independent non-executive directors with recent and relevant financial and risk management experience. They were elected by the board after the annual general meeting. The CEO, head of operations, and finance manager attended meetings by invitation.

Audit and Risk Committee Chairperson:

Mr Karel Matthee (Chairperson)

Committee Members:

Mr John Singh

Mr Thabo Mashegoane (from 2022/08/24)

Mr Rimmon Kisten (until 2022/08/24)

The audit and risk committee operates within documented terms of reference and adheres to relevant legislation, regulation, and governance codes, with the committee's report presented to members in compliance with the Companies Act and King IV.

The committee has an independent role with accountability to both the board and members, with responsibilities including statutory duties, activities recommended by King IV, and additional responsibilities assigned by the board.

ROLE OF THE COMMITTEE

ANNUAL REPORTING

Review and approve the annual financial statements, accounting policies, and disclosure policies, and evaluate the effectiveness of internal financial controls.

Perform an oversight role on the Institute's annual reporting, including sustainability disclosure, and consider factors and risks that could impact the integrity of the annual report.

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

Evaluate the expertise and resources of the finance manager and the Institute's finance function.

RISK MANAGEMENT

Make recommendations to the board on levels of risk tolerance and appetite, and ensure risk management is integrated into business operations.

Ensure risk management assessments are conducted on a continuous basis, frameworks and methodologies are implemented to anticipate unpredictable risks, and appropriate risk responses are implemented.

Express the committee's opinion on the effectiveness of the system and process of risk management, and ensure comprehensive and relevant risk management reporting in the annual report.

EXTERNAL AUDIT

Review the quality and effectiveness of the external audit process, and ensure the committee is informed of any reportable irregularities identified by the external auditor.



CONTROLS AND AUDIT

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 2022/23 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.

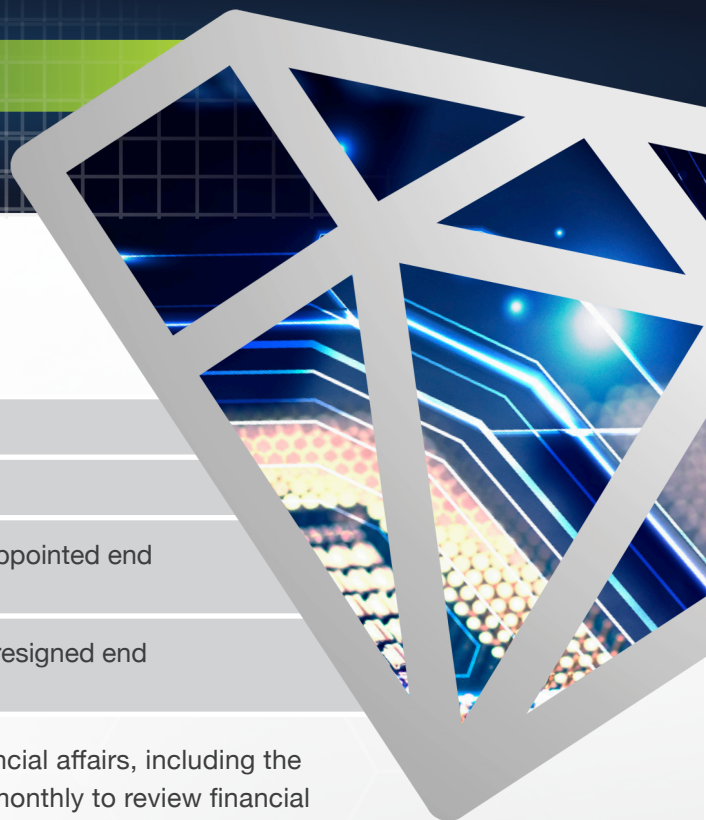
The audit partner in charge of the audit is rotated off the audit after five years. In terms of this policy, the current audit partner is in the first year of tenure. The Institute has received confirmation from the external auditor that the partners and staff

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.

EVALUATION OF FINANCE MANAGER AND FINANCE FUNCTION

- The committee is satisfied with the expertise and experience of the finance manager to meet the responsibilities of the position, based on qualifications, experience, and professional education, as well as the board's assessment of the finance manager's financial knowledge.
- The committee is also satisfied with the appropriateness, expertise, and adequacy of resources in the finance function, as well as the experience of senior management responsible for the finance function.

Karel Matthee
Chairperson of the Audit and Risk Committee:



5.2.2 FINANCE COMMITTEE

Finance Committee Chairperson:	Mr Karel Matthee
Committee Members:	Mr Tony Parry
	Ms Alicia Wardthen (appointed end November 2022)
	Ms Neshrene Reddy (resigned end December 2022)

The Finance Committee provides oversight of the Institute's financial affairs, including the budget, forecast, and financial statements. The committee met monthly to review financial performance, considering the income statement, balance sheet, cash flow statement, and forecast in the context of the prevailing economic climate and the Institute's context.

The committee chairperson produced a monthly Finance Report summarising the highlights and discussion points, which were shared with the Board and Members Council during their scheduled meetings.

5.2.3 MEMBERSHIP AND CRITICAL SKILLS ASSESSORS

Assessors 2022/23:	Mr Christopher Guy
	Prof Meera Joseph
	Mr Adrian Schofield

The MyMembership platform is used to monitor the progress of all applications, oversee workload and turnaround time of assessors/moderators, and reconcile remuneration. Turnaround times are significantly improved.

In August 2022, a new Critical Skills List by the Department of Home Affairs superseded a previous update issued in February 2022, requiring a considerable number of previously-issued assessments to be refreshed.

5.2.4 REMUNERATION COMMITTEE

Remuneration Committee Chairperson:	Ms Senele Goba
Committee Members:	Mr Admire Gwanzura
	Mr Karel Matthee

The Committee's primary objective is to provide guidance to the IITPSA Board on matters pertaining to remuneration, ensuring the Institute's ability to establish and maintain ethical, consistent, fair, and impartial compensation policies, procedures, and processes to attract, retain, and motivate highly talented personnel.

Throughout the year, the Remuneration Committee held meetings to deliberate on various matters, such as annual staff increases, salary for newly-hired employees, and annual bonus payments for staff members.



5.2.5 SOCIAL AND ETHICS COMMITTEE

Social and Ethics Committee Chairperson:

Ms Josine Overdevest

Committee Members:

Mr Kudzayi Chipidza

Ms Pearl Pasi

Ms Senele Goba (until 2022/08/24)

Prof Lynn Fatcher (from 2022/08/24)

Mr Constandious Takura Munakandafa
(Member Representative appointed 2022/06/13)



The Social & Ethics Committee is a crucial part of IITPSA's governance structure. While not mandated by law, IITPSA recognises the importance of the committee in the communities and environment where it operates and pursues its business goals. The committee serves a vital monitoring and strategic role in line with the increased global focus on integrating Environment, Society, and Governance (ESG) considerations into organisational strategies and are guided by the Board approved Terms of Reference. IITPSA's Code of Ethics is used as the foundation of ethical decision making.

According to the Social & Ethics Committee Terms of Reference the committee consists of at least three (non-executive) directors and an additional two IITPSA members may be appointed by the Board. The committee chairperson should be a non-executive director.

Non-executive directors Mr Kudzayi Chipidza, Ms Pearl Pasi and Ms Josine Overdevest have been members of the Social & Ethics Committee for the duration of the reporting year. Ms Josine Overdevest was re-elected as chairperson during the August 2022 Board meeting. During this Board meeting Ms Senele Goba resigned from the committee and Prof Lynn Fatcher was elected as new non-executive director in the committee. Since June 2022, Mr Constandious Takura Munakandafa brings his expertise and experience to the Social & Ethics Committee as a voluntary IITPSA member.



THE FUNCTION AND WORK OF THE COMMITTEE CAN BE SUMMARISED AS FOLLOWS

- Monitoring activities related to good corporate citizenship, including promotion of equality, prevention of unfair discrimination, reducing corruption in society, contribution to community development, recording of sponsorship, donations, and charitable giving, and ensuring compliance with consumer protection laws.
- Monitoring activities related to the environment, health, and public safety.
- Monitoring activities related to member and stakeholder relationships, including advertising and public relations.
- Monitoring activities related to labor and employment, such as the organisation's standing on the International Labor Organization Protocol on decent work and working conditions.
- Monitoring social and economic development activities based on IITPSA's standing in terms of the goals and purposes of the United Nations Global Compact, OECD recommendations regarding corruption, the Employment Equity Act, and the Broad-Based Black Economic Empowerment Act.
- Oversight responsibilities, which include maintaining oversight of corporate citizenship activities, environment, health and public safety, stakeholder relationships, labour and employment, ethics governance, procurement processes, and membership matters including:
 - i. Reviewing members' complaints and compliments and providing guidance on what is working well and what needs to change.
 - ii. Handling applicant grievances:
 - Prospective members who are not accepted follow a process where they can question why they were not accepted.
 - If the process has been exhausted, the applicant can escalate the matter to the SEC as a last resort.
 - The SEC will review decisions taken throughout the process.

COMMITTEE WORK IN PROGRESS

• Meetings

We hold four online meetings annually. IITPSA senior management attends by invitation. Any conflicts are adjudicated by the IITPSA Board.

• Implementation of the IITPSA Code of Ethics

Our current work is the implementation of the IITPSA Code of Ethics and Code of Good Practice amongst the IITPSA members with a focus on professional pride, integrity and reputation. In webinars and contributions to the IITPSA newsletter and social media we explore how ethics play an increasingly important role in the IT profession and explain how members can use an ethical decision-making model in their daily IT practice.

In August 2022 we hosted a webinar with Dr Paul Vorster from The Ethics Institute who provided a general understanding of ethics. During the 25 October 2022 webinar we discussed the role that African philosophers have to play to include African values in the global AI ethics discourse with Arthur Gwagwa, a doctoral researcher at the Utrecht University Ethics Institute.

5.2.6 MEMBERS COUNCIL AND CHAPTER COMMITTEES

Members' Council Chairperson	Mr Tony Parry (CEO)
Western Cape Chapter Chairperson	Ms Pearl Pasi
Gauteng Chapter Chairperson	Mr Johan Steyn (until 2022/10/24)
	Mr Saba Rahimi (from 2022/10/24)
Eastern Cape Chapter Chairperson	Prof Lynn Futch
KZN Chapter Chairperson	Mr Marshal Masanga
Women in IT Chapter Chairperson	Ms Baratang Miya (until 2022/08/31)
	Dr Bukelwa Ngoqo (from 2022/09/01)
SIGCyber Chairperson	Mr Bryan Baxter (joined Member's Council on 2023/02/02)

Chapter Committee members are selected, by the members in their region, to serve on their respective Chapter Committees. Following this, Chapter Chairs (who must be voting members of the Institute) are elected to their position by all members of the Chapter Committee.

The Members' Council acts as a platform for Chapter Chairs to interact with each other, share valuable insights, and deliberate on issues of common concern. This is also the channel for the Chapter / SIG Chairs to put forward to the IITPSA Board challenges, opportunities and recommendations regarding membership matters and activities at Chapter / SIG level.

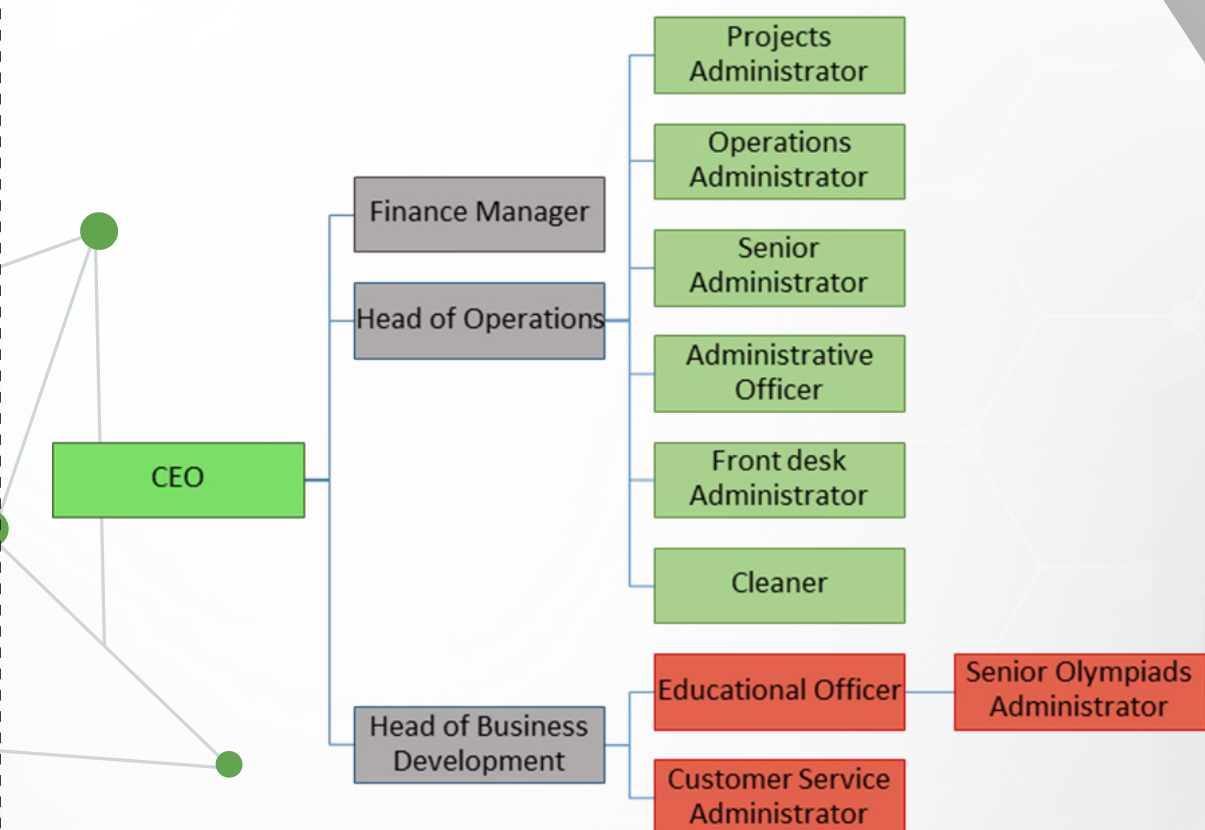
Following a Members' Council decision on 03 November 2022, allowing the Chairpersons of "National" Special Interests Groups to join the Members' Council, the Chairperson of the Cybersecurity Special Interest Group (SIGCyber) was invited to join the Members' Council.

The IITPSA CEO presides over the Council, reports on its activities to the Board, and ensures its smooth functioning. The Members' Council convenes quarterly, two to three weeks before each Board meeting.



5.3 INTERNAL TEAM MEMBERS OF IITPSA

We are proud to present our dedicated and talented team who contribute to the success of our organisation. Led by our CEO, we have a group of professionals who work to deliver excellence in all aspects of our organisation.



CEO

Providing leadership, our CEO guides the institute towards its strategic goals.

Finance Manager

Overseeing financial operations and implementing effective strategies.

Operations Department

Ensures smooth and efficient execution of our services, supports the coordination and execution of various projects and manages the membership database.

Business Development Department

Focused on expanding our reach and driving growth. This department has a team that manages the Olympiad programs as well as a customer service administrator who focuses on member engagement, membership retentions and assists to drive new membership growth.

We express our gratitude for the dedication, expertise, and hard work of our entire team. Together, we strive to achieve our goals and provide exceptional value to our stakeholders and members.



6. ACTIVITIES

6.1 IITPSA EVENTS HIGHLIGHTS 2022/23

AFRICA OUTREACH

The IITPSA believes pan-African IT industry collaboration and knowledge sharing is beneficial for all parties, and as such, has focused on building relationships across the continent. IITPSA is a member of IFIP and AfICTA and is making inroads into the development of a new Confederation of African Computer and Information Technology Societies (CACITS). Over 20 African countries have expressed interest to date.



The IITPSA also improved ties with the Computer Society of Zimbabwe (CSZ) in 2022, participating in the CSZ AGM, and inviting the Society to visit us in South Africa.



We hosted CSZ President Ms. Joyce Benza at the 2022 President's Awards, and CSZ CEO Ms. Viola Dondo visited our offices in February 2023, for mutually beneficial knowledge sharing.

EVENT PARTNERSHIPS AND PARTICIPATION

To continue adding value to membership, the IITPSA partners with key industry events, securing discounts and CPD accreditation for our members.



IITPSA was present at ISACA SA's annual conference





Pearl Pasi, Chair of the IITPSA Western Cape Chapter was on site for IITPSA at Sentech Africa Tech Week in Cape Town.



At the IDC South Africa CIO Summit, IITPSA's Kelvin Nhlapo was on site to inform delegates about the Pr.CIO® (Professional Chief Information Officer) designation, a SAQA Registered and IFIP IP3 accredited professional designation.



In 2022, the President of IITPSA and one of the Vice-presidents of IFIP (an IITPSA Past President and Fellow), together with the IITPSA IFIP General Assembly (GA) representative, traveled to France for the IFIP General Assembly. IITPSA is the South African member of IFIP, a leading international organization for ICT and sciences. The General Assembly aimed to make IFIP more outward looking and interactive, according to Moira de Roche, President of IFIP IP3 and Vice-President, IFIP.



2022 JCSE-IITPSA SKILLS SURVEY

The 2022 JCSE-IITPSA ICT Skills Survey Report was released in October, providing valuable insights for industry practitioners and media. The study found that there was a significant increase in South African employers recruiting ICT skills overseas, and more practitioners looking to work for companies abroad. Additionally, the survey found that the number of enterprises struggling to recruit critical IT skills had increased from 20% to 35%. The report also highlighted that the average South African ICT practitioner performs multiple task sets, with only a few considering their roles as “specialist.” Despite the COVID-19 pandemic leading to some contraction in the sector, demand for skills still exceeded supply in many categories.

The report was authored by Adrian Schofield, Production Consultant at IITPSA and Emeritus Professor Barry Dwolatzky from WITS University, with platform support from Eduflex.

PROFESSIONAL DESIGNATIONS

The IITPSA has continued to add to the number of members achieving the Professional Member grade and designation (PMIITPSA®) and introduced the broader-based certification of membership at SFIA level 3 and above, with the designation of Certified member (CMIITPSA). In February 2022, the Pr.CIO® designation was approved as a professional registration by SAQA, and exclusive Pr.CIO round table events were launched. The Pr.CIO designation is awarded only to South African CIOs who have met global standards for competence, ethical issues, social implications, legal considerations, and have the required skills and experience. It is IFIP IP3 accredited at SFIA level 7.

ONGOING ENGAGEMENT

During 2022, we achieved strong growth and expansion of stakeholder engagement in several of our chapter and Special Interest Group online events hosted by the SIGCyber, SIGAIR (AI & Robotics), SIGiST (Software Testing), and Blockchain SIGs and the Social & Ethics committee. Our webinars and online forums were stepped up to cover a growing number of topics, so that IT professionals across the country could benefit from connecting with their peers.

In addition, our regional chapters returned to hosting in-person events after a two-year hiatus. IITPSA also partnered with several leading industry events, where we took the opportunity to reconnect with the sector after the lockdowns.

IFIP IP3 ACTIVITY

Moir de Roche continues to serve as Chair of the IP3 Board and Adrian Schofield heads the IP3 Standards and Accreditation Council. IP3 has completed the accreditation of Computer Society of Sri Lanka's professional member scheme and the re-accreditation of the Canadian Information Processing Society and Australian Computer Society schemes.

6.2 IITPSA Presidents Awards

The 2021 IITPSA President's Awards winners, with the awards themed "Excellence in the New Normal", were announced in April 2022. The 2022 awards ceremony, themed "Celebrating Brilliance in ICT", and aligned to the IITPSA's 65th (Sapphire) anniversary, was held in November 2022 at a gala breakfast event, with a new Dynamism in ICT youth award introduced.

For the first time, the IITPSA observed a 50-50 split between male and female finalists, which is viewed as an encouraging sign of progress towards closing the gender gap in the industry.



2021 Awards	2021 Award Winners
IT Personality of the Year	Prof. Tshilidzi Marwala, Vice-Chancellor and Principal at the University of Johannesburg
Visionary CIO of the Year	Herman Swanepoel, CIO and Innovation Officer at Bestmed
Technology Excellence Award	Clayton Hayward, CEO of Ukheshe Technologies
Social Responsibility/Community Award	Tomorrow Trust
Distinguished Service in ICT Award	Professor Jean Greyling, Nelson Mandela University
2022 Awards	2022 Award Winners
IT Personality of the Year	Nyari Samushonga, CEO of WeThinkCode
Visionary CIO of the Year	Intikhab Shaik, Head: Technology and Solutions Delivery at SARS
Technology Excellence Award	Justin Thomas, Head: Strategy, Alliances and Digital Transformation at Standard Bank
Social Responsibility/Community Award	Siyavula MSDF
Dynamism in ICT Youth Award	Ayanda Dladla, CEO & Founder of Mowash and Runtime Solutions
Distinguished Service in ICT Award	Christopher Guy, IITPSA Fellow and Membership / Critical Skills Assessor



2022 IT Personality of the Year winner, Nyari Samushonga, CEO of WeThinkCode



2022 Visionary CIO of the Year Award winner, Intikhab Shaik, Head: Technology and Solutions Delivery at SARS



2022 Technology Excellence Award winner Justin Thomas, Head: Strategy, Alliances and Digital Transformation at Standard Bank



2022 Social Responsibility/Community Award winner, Siyavula MSDF team



2022 Dynamism in ICT Youth Award: Ayanda Dladla, CEO & Founder of Mowash and Runtime Solutions



2022 Distinguished Service in ICT Award: Christopher Guy

6.3 COMPUTER OLYMPIADS

COMPUTER OLYMPIADS AND TALENT SEARCH

The IITPSA hosts various annual skills development activities, including the SA Computer Olympiads and Talent Search. These events were held in-person in 2022 and were successful, with some participants becoming “repeat stars.” Approximately 17 000 learners from some 190 schools across the country participated in the 2022 Talent Search.

The SA Computer Olympiads consist of three school-based contests, namely, the Talent Search, the Applications Olympiad and the Programming Olympiad. Top performers from the Computer Programming Olympiad make up the national team that participates in the International Olympiad in Informatics (IOI).

A South African team, selected from top performers in the South African Computer Programming Olympiad held in 2021, participated in the International Olympiad in Informatics (IOI) 2022, held in August in Yogyakarta, Indonesia, with support and coaching from IITPSA members.



The team consisted of four members from various schools and was led by Taariq Mowzer from the University of Cape Town, with Kamohelo Motloun, IITPSA's Education Officer, as the deputy team leader. Minkyum Kim earned an IOI bronze medal at the event.



TALENT SEARCH

Talent Search aims to identify learners with an aptitude for IT, encourage them to consider a career in IT or to take suitable subjects for a career in IT and to develop problem-solving.

TALENT SEARCH IS OFFERED AT FIVE LEVELS BY GRADE GROUP

Grade 5 and below	Elementary
Grade 6 and 7	Junior
Grade 8 and 9	Intermediate
Grade 10 and 11	Senior
Grade 12 and above	Elite

In 2022, a total of **17,114 learners** from **190 schools** participated in the Talent Search, reflecting a significant increase from the previous year's figures by over **4,500 entrants**. This rise in participation suggests a positive upward trend.

APPLICATIONS OLYMPIAD

The Applications Olympiad aims to identify, encourage and reward computer application skills, to promote and encourage the study of the school subject Computer Applications Technology (CAT) and to create an awareness of study and employment opportunities in the field of Information and Communications Technology (ICT).

Since 2010 the subject "Computer Applications Technology" (CAT) has been offered up to grade 12 at both state and independent schools. Typically, ten times more learners take CAT than those who take the subject Information Technology (programming). Many schools, including primary schools, offer some form of digital literacy in addition to the prescribed curriculum.

The number of learners who participated went up again, from 3578 to 4387 and the number of schools from 231 to 260.

The 2022 Applications Olympiad invited 13 Finalists to take part in the finals.

The Awards Function was hosted at Waterkloof Pretoria. The guest speakers were IITPSA President, Admire Gwanzura and CEO, Tony Parry. Among the guests were Finalists, Parents, Teachers, Computer Olympiad Trustees, Scientific Committee members and Officials from various provinces. Mr Gwanzura (Chair of the IITPSA board) handed over the prestigious IITPSA trophy and the gold medal to the Applications Olympiad winner, Ruan Schoeman.

PROGRAMMING OLYMPIAD

The Programming Olympiad aims to identify, encourage and reward programming skills, to promote and encourage the study of programming, to create an awareness of study and employment opportunities.

The 2022 Programming Olympiad invited 13 Finalists to take part in the finals.

The IITPSA Floating Trophy for the 2022 SA Programming Olympiad and the gold medal were awarded to Benjamin Kleyn at The Venue on Par in Wynberg, Western Cape, by Mr Admire Gwanzura, Chairman of the board of the Institute of IT Professionals of South Africa.

THE INTERNATIONAL OLYMPIAD IN INFORMATICS (IOI)

The aim of the International Olympiad in Informatics (IOI) is to promote computer science education worldwide by providing a platform for young students to showcase their problem-solving abilities in computer programming. It encourages the development of creativity, teamwork, and cultural exchange among students from different countries, and serves as a means to identify and nurture future leaders in the field of computer science.

PARTICIPATION

The 10 top achievers from the previous year's Computer Programming Olympiad are invited to take part in IOI training camps, where a final team of 4, plus 1 reserve, is selected to represent the IITPSA and South Africa at the IOI.

SELECTED TEAM FOR THE 2022 IOI

THE FOLLOWING REPRESENTED SOUTH AFRICA AT THE IOI IN INDONESIA IN 2022

Surname	Name
Kleyn	Benjamin
Minkyum	Kim
Rassou	Emmanuel
Geleta	Kenna

Team Leaders	
Motlounq	Kamohelo
Mowzer	Taariq

2022 IOI RESULTS

The practice at the IOI is to issue medals to the top 50% of participants.

Gold to 1/14th of all participants
Silver to 2/14th of all participants
Bronze to 4/14th of all participants

Minkyum Kim earned a bronze medal for South Africa in 2022, obtaining a high score in the bronze range. Thus, South Africa has maintained its IOI standing among all participating countries with an average of very close to two medals per year (60 medals) in its 31 years of participation.

SPONSORSHIP

The Internet Service Providers Association (ISPA) kindly sponsored the IITPSA for an amount of R145 000.00 excluding VAT, for the 2022 Programming Olympiad.

6.4 BURSARIES AND SCHOLARSHIPS

Over the past few years, IITPSA has been making available a limited number of scholarships and bursaries for young learners and students to study in the field of Information and Communications Technologies.

Scholarship Learners (from Grades 10 to 12) are able to register for an online programme in the school subject “Information Technology” (IT), and are financially supported by the Institute to do this.

The IITPSA and Women in IT Bursaries enable two university level students per year to undertake a relevant, ICT related qualification. IITPSA is delighted to announce that our very first successful bursary graduate (who was also a successful IITPSA IT Scholarship recipient), Ms. Veda October, qualified with a Bachelor of Science in Information Technology degree from Eduvos at the end of 2022. In her own words, we read of Veda October’s experience:



Ms. Veda October

IITPSA MAKING A DIFFERENCE

“The IITPSA has helped mould my future, and I can honestly say that I wouldn’t be where I am today if it wasn’t for the Institute.”

The IITPSA introduced me to the IT field when I was in grade 10. At the time, I did not know the joy and passion it would give me in the future. I studied Java as my 9th subject at school and went on to study a BSc Information Technology specialising in Software Engineering (Java) at Eduvos, where I graduated with a magna cum laude.

During my final year I started applying for internships and got accepted at Sintrex. The day after my last exam, I started as a Quality Assurance tester (Test Analyst) at Sintrex. Through my journey I have learnt lots of self-discipline, patience, and endurance.

Members of IITPSA made me feel significant from our first meeting when I was a young grade 10 girl, through to when I became the qualified person I am today. One of the IITPSA members in particular, Ms. Moira De Roche, has held my hand every step of the way and acknowledged my every achievement, no matter how small. I am forever grateful to her as well as to IITPSA CEO Tony Parry, who always complimented my performance.

The IITPSA has made me feel that I am worth the investment they made and thus I am a confident female in the IT industry today."

7. CHAPTERS AND SPECIAL INTEREST GROUPS

7.1 EASTERN CAPE CHAPTER

2022/23 PAST EVENTS

The following EC Chapter Events took place during 2022/23

- 19th May 2022 - Dr Marco Pretorius - Continuous Discovery and Design Collaboration in Product Teams (virtual talk)
- 21st July 2022 - Teacher's workshop/seminar (virtual platform)
- 17th August 2022 @ Remo's Restaurant - Woman in IT Breakfast (face-to-face)
- 7th December 2022 - End of year function @ Remos Restaurant (face-to-face).

These events were well attended. Both Prof Lynn Fitcher and Prof Kerry-Lynn Thomson from Nelson Mandela University were involved in various SIGCyber events.

UPCOMING EVENTS

Planned events for 2023/24 include:

- 2023 Webinars / face-to-face talks (approx. 3)
- 2023 IT and CAT Teachers' Workshop
- 2023 Gala Awards Cocktail Party
- 2023 Women in IT Function
- 2023 Committee Christmas Lunch

Potential upcoming Webinars/talks

- Marco Pretorius – AI in Tourism (Trivago)
- MC du Plessis – Nelson Mandela University – potential Face-to-Face AI Demo
- Nic Brandt – Dimension Data – Cybersecurity Talk for October

EC MEMBERSHIP HIGHLIGHTS

The following highlights from 2022/23 should be noted:

- Prof Jean Greyling was awarded the prestigious IITPSA ‘Distinguished Service in ICT’ Award at the 2021 President’s Awards Event, held in April 2022
- Prof Kerry-Lynn Thomson became a Professional Member of the IITPSA
- Prof Lynn Futchter received her NRF Rating Category C1
- The Eastern Cape is well represented on the SIGCyber committee (Prof Kerry-Lynn Thomson and Prof Lynn Futchter)
- The Eastern Cape is well represented on the WIIT committee (Dr Bukelwa Nqogo, Prof Lynn Futchter and Prof Kerry-Lynn Thomson)

7.2 WESTERN CAPE CHAPTER

The IITPSA Western Cape Chapter’s outreach programs for high school students in the Western Cape Province have provided numerous benefits to students. The programs aim to sensitize students to the opportunities available in the IT/ICT industry and provide them with insights into possible scholarships, university admissions, and career paths. Speakers from both academia and industry are involved in the outreach, providing students with an opportunity to learn from experienced professionals.

Through these programs, students have had the chance to interact with individuals who have practical experience in the field, enabling them to gain a better understanding of the IT/ICT industry’s demands and requirements. They have learned about the latest trends and emerging technologies, which has motivated them to explore these areas further.

Furthermore, students have been able to learn about the various academic programs available in the field and the different universities that offer them. This information has been invaluable to those who may be considering pursuing higher education in IT/ICT. Students have also learned about scholarship

opportunities available to support their academic endeavors. Overall, the IITPSA Western Cape Chapter’s outreach programs have provided a platform for students to interact with industry professionals and gain insights into the IT/ICT industry. The programs have helped students make informed decisions about their academic and career paths, providing them with a competitive advantage in pursuing opportunities in the field.



Western Cape Chapter Schools Outreach Programme

7.3 KWAZULU-NATAL (KZN) CHAPTER

The Chapter Committee, chaired by Marshall Masanga, met fairly regularly and continues to focus on growing IITPSA membership and interest in the KZN region.

EVENTS

- **24 May 2022** The lightning network: A bitcoin scalability solution, IITPSA Blockchain Special Interest Group Event, hosted by John Singh, online
- **16 August 2022** The Metaverse Demystified: IITPSA Blockchain SIG Event, hosted by John Singh, online
- **29 September 2022** KZN Women in IT Breakfast event, at Umhlanga's stylish Pencil Club
- **27 October 2022** An IITPSA SIGCyber and (ISC)² Gauteng Event Cybersecurity Awareness Month: Securing the Supply Chain collaboration with Bryan Baxter
- **20 October 2022** Cybersecurity Awareness Month: Protecting your family against cyber threats presented by Craig Rosewarne and Bryan Baxter
- **15 November 2022** Lessons Learnt from Bitcoin Bear Market: IITPSA Blockchain SIG Event, hosted by John Singh, online
- **21 February 2023** Investigating Cryptocurrencies: IITPSA Blockchain SIG Event, hosted by John Singh, online



KZN Chapter Women in IT event

UPCOMING EVENTS

- IITPSA KZN Chapter AGM, 14 March 2023
- KZN careers expo, June 2023
- Women in IT event to be scheduled, August 2023
- SIG Blockchain event to be scheduled and hosted by John, tbc
- SIG Cyber-Security event to be scheduled and hosted by Bryan, tbc
- SIG Artificial Intelligence (AI) event to be scheduled and hosted by Tiger, tbc

7.4 GAUTENG CHAPTER

The Chapter did not organise any events, and events that were held were conducted by special interest groups. The chapter aims to have more in-person networking events due to the unlikelihood of lockdowns.

POTENTIAL UPCOMING EVENTS

- 2023 AGM – 18th April
- Kingsmead Coding and Robotics Day – 4th May
- Webinars in conjunction with the Software Testing and QA special interest group (SIGIST)
 - A practical approach to application security testing
 - Scriptless test automation
 - How chatGPT might influence testing
- Winter networking breakfast in June or July 2023
- A hackathon in conjunction with SIGIST

The IITPSA has been building relationships with various universities and industry partners. The organization has made contact with the University of Pretoria and the University of Johannesburg, with the former encouraging academic staff members to attend the Gauteng Chapter AGM. The IITPSA has also reached out to the Gordon Institute of Business Science and will be holding exploratory discussions around outreach and community development in 2023. In addition, private companies have been approached to present webinars, with positive responses received, including possible collaboration for a conference in June 2023.

7.5 WOMEN IN IT CHAPTER



Through the IITPSA and WIIT bursaries, IITPSA is enabling two young women to earn their ICT related degrees at South African universities.



WIIT AIMS TO CLOSE THE GENDER GAP IN IT THROUGH MULTIPLE EFFORTS

- Raising awareness about IT careers among girls at school level,
- Supporting IT studies, and
- offering mentorship, knowledge sharing and support to women working in IT

WIIT EVENTS 2022/23

- Various regional chapters held WIIT events in 2022
- Popular Women in IT Events in August being Women's month
- #mystory – inspiring Women in IT

EVENTS PLANNED FOR 2023

- AGM & Strategic Planning
- #MyStory events (Webinars)
- Women's Month Events (through regional chapters)
- WIIT School Outreach
- Development of Mentorship App

CURRENT COMMITTEE MEMBERS, RE-NOMINATED

Dr Bukelwa Ngoqo
Ms Eleni Kwinana
Ms Senele Goba
Prof Lynn Fatcher
Ms Pearl Pasi
Ms Jane Buisson-Street
Ms Unathi Somagaca (co-opted in November 2022)

7.6 SPECIAL INTEREST GROUPS

7.6.1 BlockchainSIG

SIG CHAIR: JOHN SINGH

The BlockchainSIG, a special interest group of the 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. In 2022/23 all of the events were virtual as the SIG is now national.

The events hosted in 2022/23 had deep technical discussions on some of the established blockchain technology but also covered the latest trends and innovations in the space. The SIG recognised the agony of the crypto bear market and the last presentation of 2022 covered this topic and gave people deep insight into the lessons learnt from this difficult trading environment.



1. Blockchain Africa 2022 Report Back was presented via WebinarJam on 29 March 2022. This event summarized all the interesting presentations from Blockchain Africa 2022.
2. The lightning network: A bitcoin scalability solution presented via WebinarJam on 24 May 2022. This event explained the finer details of the lightning network and how it solved some of the limitations of bitcoin.
3. The metaverse demystified presented via WebinarJam on 16 August 2022. This event structured the exciting world of the metaverse into layered diagrams and timelines so that it could be more easily understood.
4. Lessons learnt from the bitcoin bear market presented via Zoom on 15 November 2022. This event provided details of the valuable lessons learnt during the bitcoin bear market and gave people hope that it was temporary.
5. Investigating cryptocurrencies presented via Zoom on 21 February 2023. This event discussed how an investigator of cryptocurrency fraud would go about tracking the flow of money and identifying the fraudsters.

7.6.2 Artificial intelligence and Robotics (SIGAIR)

An online panel discussion was hosted on August 25th, 2022. The webinar addressed what preparation business leaders require for the technological era. The panel consisted of Prof Johan Steyn, SIGAIR Chairperson, IITPSA, Ajit Jaokar (visiting fellow) of the Department of Engineering Science at the University of Oxford and Prof Randall Carolissen, the Dean of the Johannesburg Business School, University of Johannesburg.

7.6.3 Special Interest Group in Software Testing (SIGiST)

The SIG, led by Rob Kerrich-Walker, hosted a panel discussion on August 18th, 2022. The discussion was focused on what testers require to fulfill quality requirements in today's world. The panel consisted of Rob Kerrich-Walker SIGiST Chairperson, IITPSA, Peter Sage (the founder of SIGiST), Mike Snyman and Prof Johan Steyn of the IITPSA.

7.6.4 InnovationSIG

The SIG, led by Wayne Mallinson, hosted a webinar on May 19th focused on Continuous Discovery and Design Collaboration in Product Teams – Innovation through product discovery. This webinar was presented by Dr Marco Pretorius (Head of UX) of Trivago in Germany.

7.6.5 Enterprise Architecture Special Interest Group (EASIG)

This SIG, led by Marius Snel, held an online panel discussion which was hosted on 30 September 2022. This discussion addressed the question of whether enterprise architecture skills are still relevant. The conclusion was that the skills are in high demand and still needed. The panel consisted of Marius Snel (CEO) of Knotion Consulting, Peter Robb (Chief Enterprise Architect) of Multichoice, Juan Strauss (Enterprise architecture & Design) of Nedbank Limited, and James Thomas (Lead Enterprise Architect) of the South African Reserve Bank.

7.6.6 CyberSecurity Special Interest Group (SIGCyber)

Cybersecurity threats are constantly evolving, so it's important for organisations to stay aware of the latest developments and implement appropriate security measures to protect their networks and data.

The SIGCyber is an IITPSA Special Interest group (SIG) in South Africa for Cybersecurity and related communities. The purpose of the SIGCyber is to bring together people from diverse backgrounds who are either practitioners, academics or interested in Cybersecurity. The Cybersecurity domain encompasses technologies, policies, procedures, practices designed to protect organisations, institutions and citizens from attacks.

The objectives of the group are:

- To promote an understanding of the Cybersecurity domain and the nature of the threats which we are facing
- To promote knowledge sharing of the measures to protect organisations and individual
- To raise awareness around the issues relating to Cybersecurity
- To encourage research in the Cybersecurity domain
- To professionalise the domain
- To facilitate discussion, debate and cooperation between Cybersecurity professionals
- To provide thought leadership

ACTIVITIES

Updated IITPSA Website with information on the SIGCyber.

Devan Naidoo and Richard Frost presented at the CISO Africa event.

Cybersecurity opinion piece for the IITPSA October Newsletter.

Over 100 school teachers nationally are enrolled in an 'Introduction to Cybersecurity' course, run through the Nelson Mandela University Cisco Networking Academy. This same group of school teachers will be given access to the 'Cybersafety Awareness Toolkit' on 1st October to promote Cybersecurity month.

EVENTS

- | | |
|------------------------|--|
| 5 April 2022 | Introduce SIGCyber & Plans for the year |
| 23 June 2022 | Panel discussion, Cyber exercises and competitions to develop multidisciplinary cyber capacity Moderated by Dr Brett van Niekerk (Senior Lecturer Durban University of Technology & Chair IFIP Working Group on ICT Uses in Peace and War) |
| 20 October 2022 | Cybersecurity Awareness Month - Protecting your family against cyber threats presented by Craig Rosewarne (MD Wolfpack Information Risk) |
| 27 October 2022 | Joint ISC2 and IITPSA Cybersecurity Awareness Month, Securing the Supply Chain, Presented by Dinesh Govender (Cybersecurity And Compliance Manager Abinbev) and Bryan Baxter (CRO Wolfpack Information Risk) |

The Vice Chairperson, Kerry-Lynn Thompson, and Treasurer, Lynn Fletcher, share their thoughts:

WHAT WOULD YOU LIKE TO SEE SIGCYBER DOING IN THE NEW YEAR?

(KLT) Increased engagement with the broader community to raise cybersecurity awareness.

(LF) Regular SIGCyber column in IITPSA monthly newsletter.

WHAT MAJOR ISSUES DO YOU SEE FACING THE LOCAL CYBERSECURITY COMMUNITY IN THE NEXT 12 MONTHS?

(KLT) As technologies such as IoT, blockchain and cloud become more widely utilised, new and increased cybersecurity risks will be realised. More sophisticated and targeted attacks by organised cybercriminals.

(LF) Cybersecurity skills shortage, effective cybersecurity and cybersafety awareness programmes, ChatGPT and other AI tools (specifically in academia). Potential impact on cybersecurity also not known.

Cybercrime is now affecting South African businesses, organizations, and critical infrastructure. With global damages estimated to be 6 trillion USD in 2021 and predicted to grow by 15% annually to 10.5 trillion USD by 2025, urgent action is needed. Cyber-attacks can result in business disruption, reputational damage, and legal liabilities. The maximum penalties for serious offenses from the information regulator are a fine of up to R 10M, imprisonment for up to 10 years, or both. South Africa has the third-highest number of cybercrime victims worldwide, costing approximately R 2.2 billion annually. Educating IITPSA members on cyber threats can make a difference in their communities, and providing relevant thought leadership can increase the organisation's relevance in the long term.

8. STAKEHOLDER COMMUNICATION AND ENGAGEMENT

As a recognised professional body for ICT practitioners in South Africa, IITPSA is involved in and actively engaged with the wider ICT community, forming appropriate professional relationships with organisations in the public, private, and non-profit sectors. In terms of other professional bodies, IITPSA has relationships with ISACA South Africa Chapter, ISC² Gauteng Chapter, SAIEE, and the BRM Institute.

The institute is a member of various organizations, including the SA Independent Professional Bodies Forum, IFIP, AfICTA, and FEAPO. IITPSA has Board level representation on the CIO Council of South Africa, AfICTA, and IFIP IP3, and is represented on the international council of the Skills Framework for the Information Age (SFIA).

The institute has signed memoranda of understanding with BPESA, Datasec, Coder/LevelUP, and GIBS.

ENTELECT

During the second quarter of 2022, the IITPSA successfully partnered with Entelect, a corporate company based in Johannesburg, for the benefit of its members. The event was called the IITPSA/Entelect Hackathon 2022 and took place on April 23, 2022. Following the success of the hackathon, IITPSA and Entelect signed a three-year memorandum of understanding during the third quarter of 2022 to continue hosting the event until 2025.

MOUs AND MARKETING AGREEMENTS

In 2022 renewal of MOUs for ISACA, SAIEE and ISC2 was also a project for the Business Development department. The IITPSA Board approved all three MOUs by the 3rd quarter.

SOCIAL MEDIA COVERAGE:

in

IITPSA currently has two **LinkedIn** platforms. One is an open group, and the second is a closed group for members only. The open group has **1 967 members**.

t

IITPSA's **Twitter** page has grown to **2 448 followers**. IITPSA news and events achieved the most engagement. The platform grew in Tweet activity, impressions and engagement increased significantly during the IITPSA Presidents award coverage, Olympiads coverage and IITPSA news events.

f

IITPSA's **Facebook** page now has **1 444 followers**. The page is updated daily, Monday-Friday, throughout the financial year. Posts included links to how to register, notices of upcoming events, thought leadership pieces, thought leadership videos, Snippets from IITPSA events, ICT Skill survey coverage and general ICT industry news.

📷

The **Instagram** platform was launched in 2020. As a primarily visually focused platform, IITPSA is utilising brand designed templates with content focused on educating professionals on the role of the Institute, its levels of membership, news about IITPSA initiatives, and the promotion of upcoming events. The Instagram account currently has **249 followers**.

ACCREDITED CPD TRAINING PARTNERS & ACCREDITED CPD EVENTS

As an added benefit to IITPSA members, the business development department has been actively engaging with prospective training providers to fulfill continuous professional development (CPD) needs since 2019.

We have three CPD Training providers in good standing, Deviare, The Joburg Centre for Software Engineering (JCSE) at Wits and Mobile Applications Laboratory NPC (mLab).

THE IITPSA RISING STARS PROFILE

The Business Development department introduced a new recurring segment in the newsletter, the IITPSA rising stars profile, where we profile young, upcoming IITPSA members who are doing extraordinary things in their careers and on their CPD journey.

9. ABRIDGED 2022/2023 ANNUAL FINANCIAL STATEMENTS

IITPSA NPC

(Registration Number: 1958/001036/08)

Statement of Financial Position as at 28 February 2023

Figures in Rand

	2023	2022
Assets		
Non-Current Assets		
Property, plant and equipment	75,656	96,625
Current Assets		
Trade and other receivables	273,380	192,080
Cash and cash equivalents	18,765,357	22,149,688
	19,038,737	22,341,768
Total Assets	19,114,393	22,438,393
Equity and Liabilities		
Equity		
Retained surplus	16,850,879	19,763,404
Liabilities		
Current Liabilities		
Trade and other payables	182,475	516,795
Deferred income	1,615,860	1,608,465
Provisions	465,179	549,729
	2,263,514	2,674,989
Total Equity and Liabilities	19,114,393	22,438,393

Statement of Comprehensive Income

Figures in Rand	2023	2022
Revenue	8,752,920	7,440,068
Cost of sales	(1,897,573)	(1,481,345)
Gross profit	6,855,347	5,958,723
Other income	18,776	1,119,506
Operating expenses	(10,989,474)	(10,191,378)
Operating deficit	(4,115,351)	(3,113,149)
Investment revenue	1,202,826	939,838
Deficit for the year	(2,912,525)	(2,173,311)
Other comprehensive income	-	-
Total comprehensive deficit for the year	(2,912,525)	(2,173,311)

Statement of Changes in Equity

Figures in Rand	Retained surplus	Total equity
Balance at 01 March 2021	21,936,715	21,936,715
Deficit for the year	(2,173,311)	(2,173,311)
Other comprehensive income	-	-
Total comprehensive deficit for the year	(2,173,311)	(2,173,311)
Balance at 01 March 2022	19,763,404	19,763,404
Deficit for the year	(2,912,525)	(2,912,525)
Other comprehensive income	-	-
Total comprehensive deficit for the year	(2,912,525)	(2,912,525)
Balance at 28 February 2023	16,850,879	16,850,879

Statement of Cash Flows

Figures in Rand

	2023	2022
Cash flows used in operating activities		
Cash used in operations	(4,541,877)	(2,615,597)
Interest income	1,202,826	939,838
Net cash used in operating activities	(3,339,051)	(1,675,759)
Cash flows used in investing activities		
Purchase of property, plant and equipment	(45,280)	(58,169)
Sale of property, plant and equipment	-	21,133
Net cash used in investing activities	(45,280)	(37,036)
Total cash movement for the year	(3,384,331)	(1,712,795)
Cash at the beginning of the year	22,149,688	23,862,483
Total cash at the end of the year	18,765,357	22,149,688

10. 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
CMIITPSA	Certified Member of the Institute
CPD	Continuing Professional Development
CSZ	Computer Society Zimbabwe
CTO	Chief Technology Officer
EASIG	Enterprise Architecture Special Interest Group
EC	Eastern Cape



ED	Executive Director
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
IOI	International Olympiad in Informatics
IoT	Internet of Things
IP3	International Professional Practice Partnership
ISACA	Information Systems Audit and Control Association
ISC ²	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
NED	Non-Executive Director
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
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
STEM	Science, Technology, Engineering and Mathematics
STEMI	Science, Technology, Engineering, Mathematics and Innovation
VR	Virtual Reality
WC	Western Cape
WCC	World Computer Congress
WIIT	Women in IT



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