



SIOPSA

SOCIETY FOR INDUSTRIAL &
ORGANISATIONAL PSYCHOLOGY OF SA

People Assessments in Industry (PAI)

Reimagining the South African Assessment
Landscape – An update on Assessment
Practices



About PAI

PAI background

- Established in 1998 to **proactively engage various stakeholders interested in psychological** assessment in South African industry.
- Functions as an **interest group** of the Society for Industrial and Organisational Psychology in South Africa (SIOPSA) since 2005.
- **Purpose** of PAI is to ensure testing exists in the South African context as a **value adding, ethical and fair practice**.

PAI background

- **PAI acts as an independent body but seeks to build relationships and to collaborate with such bodies as the:**
 - Health Professions Council of South Africa (HPCSA),
 - Association of Test Publishers (ATP),
 - Psychological Society of South Africa (PsySSA)
 - Assessment Centre Study Group of South Africa (ACSG),
 - the International Test Commission (ITC),
 - Business SA, test users and test takers who have similar interests with regards to assessments in the workplace.

PAI Committee

- David Bischof – (Organisational Management Technology - Evalex)
- Nompumelelo Malatji-Angoma (The South African Reserve Bank)
- Jaco de Jager (Top Talent Solutions)
- Thuli Lebuso (Department of Trade and Industry)
- Nadene Venter (Independent Consultant)
- Dr Paul Vorster (Researcher)
- Kevin Distiller (Organisational Management Technology - Odyssey)



Programme of Events

Programme of events

PAI event - Reimagining the South African Assessment Landscape – an update on Assessment Practices facilitated by PAI – Monday 7th May

- Outcomes of 2016 PAI breakfast and PAI panel discussion held at the 2017 SIOPSA conference – **Mr David Bischof** (PAI Chair)
- High-level overview of the Dutch Committee on Tests and Testing (COTAN) model – **Prof Marise Born** (Erasmus University, Rotterdam, The Netherlands)
- How the British Psychological Society (BPS) testing review system work, lessons learnt along the way and how this could work in South Africa & EFPA - **Prof Deon Meiring (UP) & Charlie Eyre (BPS)**
- Discussion and update by the chairperson of the HPCSA Psychometric Committee on the release of the “New test classification guidelines for the Psychological test” – **Mr Justin August (HPCSA)**
- A critical review of the article ‘When good intentions meet a methodological thought disorder’ by Paul Barrett – reflections on this article – **Prof Marise Born**
- Panel Discussion – Facilitated by David Bischof - **Prof Marise Born, Prof Hennie Kriek, Mr Justin August, Prof Sumaya Laher** – discussion on commonalities and differences across various models and how these could be applied to the South African context and questions and comments from the floor

2016-2017 - Events



The Amendment to Section 8 of The EEA

- Amendments of Section 8 of to the Employment Equity Act No 55 of 1998 (this Act has been updated to Government Gazette 37871 dated 25 July, 2014)
 - Psychological testing and other similar assessments of an employee are prohibited unless the test or assessment being used-
 - (a) Has been scientifically shown to be valid and reliable;
 - (b) Can be applied fairly to all employees;
 - (c) Is not biased against any employee or group;
 - **[Paragraph (d) amended by section 4 of Act No. 47 of 2013]**
 - **Has been certified by the Health Professions Council of South Africa established by section 2 of the Health Professions Act, 1974 (Act No. 56 of 1974), or any other body which may be authorised by law to certify those tests or assessments**

The ATP court case – 2 May 2017

- Judgment was delivered on **2 May 2017 by Judge Mali** in the application brought by the Association of Test Publishers (“ATP”) in regard to the amendment to section 8 of the Employment Equity Act of 1998 (EEA)
- **The court found in favour of ATP’s application and granted the following order:**
 1. That the Proclamation 50 published in Government Gazette 37871 on 25 July 2014 is **null and void and of no force or effect** to the extent that it brings into operation the amendment of section 8 (clause “d”) of Employment Equity Act, Act 55 of 1998 in terms of section 4 of the Employment Equity Amendment Act, 2013, Act 47 of 2013.
 2. That Section 8 of the Employment Equity Act, Act 55 of 1998 as it pertained on 31 July 2014 continued (clauses “a” to “c”), and continues, unabated as from the aforesaid date.

HPCSA media statement – 15 August 2017

- **HPCSA – Media Statement – 15 August 2017 – ‘This, *effectively means that, for now, psychological testing or similar assessment on an employee do not need to be certified by the Health Professions Council of South Africa.*** The Professional Board for Psychology (“the Board”) has decided not to challenge the High Court’s decision in this regard’.

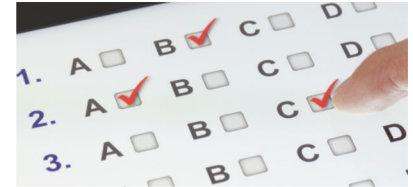
Regulations on the use and control of psychological tests

Regulations on the use and control of psychological tests have been approved by Council, thereafter the following steps are to be followed:

- Minister to promulgate for commenting for a period of three months
- After three months the Minister will submit the comments to the Board for consideration
- The Board will advise the Minister on comments that were considered and not considered with reasons
- All Professional Boards should comment of the regulations
- Final regulation sent to Council for approval
- Once Council has approved, they will submit to the Minister for final promulgation

Outcomes of PAI testing survey 2016

- 166 respondents out of 13000 – lack of a clinical voice
- Most of tests used that are on the list/not on the list are balance of well known personality and cognitive psychometrics
- Reliance on publishers with a good name / trusted publishers
- Availability of SA norms/research
- Not a lot of 'fly-by-night' being used
- Good coverage of published best practice guidelines
- Comments suggest strong utilitarian focus ... test results must matter
- Suggest that assessments are strongly entrenched in some occupational settings
- Onus on the practitioner to ensure best practice usage
- Lot of uncertainty around HPCSA and legislative requirements of test usage



Outcomes of 2016 PAI Breakfast session

Psychological Testing at a Cross-Road: A future perspective debate facilitated by People Assessment in Industry (PAI) – April 2016

- Marise Ph. Born - Full Professor of Personnel Psychology at the Erasmus University Rotterdam
- David Bischof – Chairperson PAI and Research Psychologist
- Nadene Venter - Chief Operations Officer (COO), SIOPSA
- Dr Marie de Beer – UNISA lecturer actively involved in the fields of psychological test development and psychological test validation and representing the ATP
- Professor David Maree – Board Member on the Psychology Board of the Health Professions Council of South Africa
- Associate Professor Sumaya Laher – Associate Professor at the Department of Psychology, University of the Witwatersrand
- Professor Deon Meiring - Associate Professor at the Department of Human Resource Management, Faculty of Economic Management Sciences, University of Pretoria

Outcomes of 2016 PAI Breakfast session



SIOPSA
SOCIETY FOR INDUSTRIAL &
ORGANISATIONAL PSYCHOLOGY OF SA

- **Prof Marie de Beer** shared the history of the **ATP** and its Position in light of the inclusion of Clause (d) and indicated that the ATP in principle had no objection to the inclusion of Clause (d) of the EEA, nor to the objective that psychological tests be evaluated and then certified before use. The ATP did however **strongly object to the lack of communication, definitions, and transition arrangements made in respect of implementation of the legislation** and requested for the HPCSA to first put a proper, effective, well-functioning system into place in order to proceed.
- **Prof David Maree** – spoke about the involvement of the **Psychometrics Committee of the Psychology Board (HPCSA)** and its stakeholder interactions during 2015. David also indicated that the Psychometrics Committee acknowledged the immense expertise of stakeholders whether academic, industrial or practitioner and the challenges faced by test publishers and users given the EE Legislation and the justification for the court case. He indicated that the Psychometric Committee wanted to involve stakeholders in aspects of work (i.e. evaluators and involvement in SGB documents by HPCSA) and that the committee could involve stakeholders for finalisation/redesigning of the classification system and the opportunity to explore ‘another body’ to assist with the certification process. He recapped the aim of the Board and the Psychometrics Committee which was to guide the profession and protect the public and regulate the use of psychological tests. **He acknowledged major challenges facing the Board during its transition period including the EE Legislation, the ATP court case, the lack of current IT infrastructure and the small number of evaluators.** David committed to building on the Stakeholder meeting of 2015 to strengthen ties and to improve communication with the aim of finding avenues to meet challenges and obstacles.

Outcomes of 2016 PAI Breakfast session

- Prof **Marise Born (representing the ITC)** provided an overview of the ITC guidelines; ISO 10667 and the EFPA Standards for Psychological Testing. She also spoke about **Global Testing Models indicated that IOP testing belongs to different domains of psychology**. Relevant models and concepts for people assessment in industry are not detached from Psychology and are influenced and inspired by other domains of psychology. **Accordingly, professionals should educate client organization and participants on the rights and responsibilities of participants (test-takers) and client organisations**. Psychology-wide standards and test commissions should be used. The Evaluation/ certification commissions are representative of psychology as a whole.
- Prof **Deon Meiring (representing SIOPSA)** spoke about a ‘**Futuristic Model for Psychological Test Evaluation and Classification** in South Africa’ and proposed that similar to the HPCSA CPD function, that the **HPCSA outsource its classification and certification process to an external service provider**. He proposed a holistic, comprehensive and integrated system based on the EFPA guidelines to create an efficient and effective test certification process.

PAI panel discussion held at the 2017 SIOPSA conference – Panel Members

- Mr David Bischof (PAI) – panel chair
- Mr Justin August (HPCSA Psychometrics Committee)
- Professor Sumaya Laher (PsySSA)
- Professor Hennie Kriek (ATP)
- Professor Deon Meiring (SIOPSA)
- Mrs Nadene Venter (PAI)
- Professor Aletta Odendaal (ITC)

PAI panel discussion held at the 2017 SIOPSA conference – Panel Members

HPCSA – Justin August

- Section 8 of act as it stands in terms of clauses a,b and c which are still of effect. The Psychological Board **continues to classify tests as as mandated; the HPCSA encourages practitioners to comply and abide by the ethics and regulations in the scope of their professions as test users to use tests that are classified**, and encourages test developers to make sure their tests are classified. The purpose here is to to **protect the public based on initial implementation of the EEA**; The test regulations are in **draft form sent to Council for approval**. They will then go to Minister and then to public for consultation.

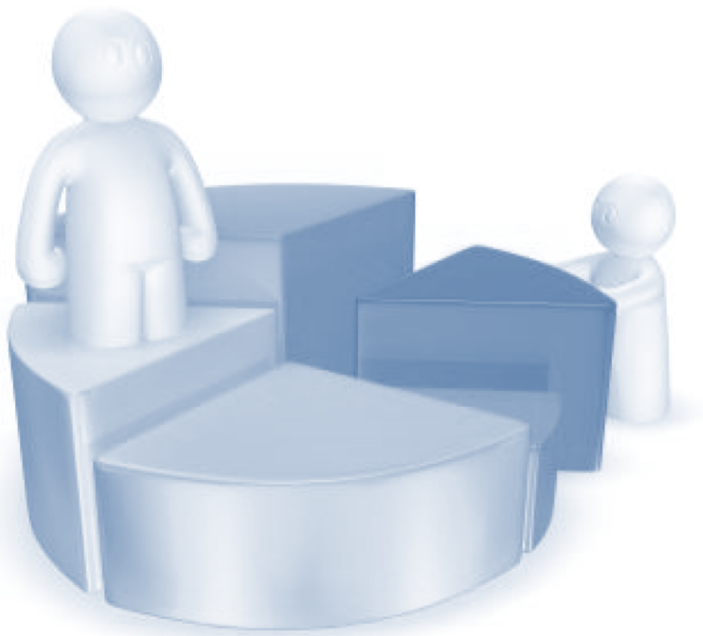
ATP – Professor Hennie Kriek

- Legislation shows that all psychological tests are prohibited unless **they comply with Section 8 of the act clauses a,b, and c** and we support this. Inclusion of ‘and other similar assessments’ ensures that other forms of assessment must also comply. **Need to take into consideration that the Department of Labour takes care of the EEA and the Department of Health looks after psychologists and classification**. We need to make sure that relevant legislation **talks well to each** other, but also understand implication of obsolete tests on list or excellent tests that are not on the list.

PAI panel discussion held at the 2017 SIOPSA conference – Panel Members



- **SIOPSA/PAI – Nadene Venter** - If tests are properly designed and developed and used in the right context, it makes a big difference for industry selection, development and talent decisions. **We fundamentally believe in assessments and the difference they can make.** By adding section d, a lot of confusion was created for industry and it created an ethical dilemma for psychologists and psychometrists.
- **SIOPSA Profession Deon Meiring - Imperative to finalise testing classification framework.** If we don't know what this is, how do we know what tests we can use? Stakeholders are looking at EFPA guidelines – **if we have guidelines 'South Africanised', with clear criteria, it should speed up the process** for test publishers. At the moment process is very slow.
- **PsySSA - Associate Professor Sumaya Laher** - The EEA act does not just impact IOP's – it effects anyone registered with board, and is built into the Professional Board's ethical code of conduct. It is clear that clauses a,b and c are still in effect. PsySSA still need to ensure the tests we using comply with this. **But environment has changed in SA and review process is unclear.**
- **ITC – Professor Aletta Odendaal** – The ITC body has may affiliated professional bodies and associates and test review bodies, truly international and present in 9 countries working with professional bodies. **Useful to look at global best practices in our context.**



Current Implications and event

Implications

- *Despite the removal of clause d from EEA, **The judgment still means that employers and/or psychologists and psychometrists still need to comply with the provisions of the EEA act section 8 (a), (b) and (c) which state that the use of Psychological testing and other similar assessments of an employee are prohibited unless the test or assessment being used-***
 - ✓ (a) Has been scientifically shown to be valid and reliable;
 - ✓ (b) Can be applied fairly to all employees;
 - ✓ (c) Is not biased against any employee or group;
- The above prohibition holds true for all testing of employees irrespective if it is a Psychological test or not being used. **All tests measuring a Psychological construct must be registered with the HPCSA and can only be used by a registered person with the HPCSA.**

Implications

- The registration of a Psychological test with the HPCSA as published and Gazetted by the HPCSA is not a certification of the compliance of the EEA or any other evaluative “certification”. The HPCSA is indicating that the test measured a psychological construct and as such is classified as a Psychological test that must be controlled and used by a HPCSA registered person
- Once the objective and rational criteria for the “certification” of psychological test has been agreed and published the HPCSA will be able to certify test with evaluative statements.
- There is now clarity with regard to ‘**other similar assessments**’, which do not need to be registered
- **Relevant stakeholders (ATP, SIOPSA, PsySSA and ITC) have formed a task force in consultation of the Department of Labour and the Professional Board and Psychometric Committee of the HPCSA to discuss these implications and opportunity to assist with relevant processes.**

PAI Survey

Thank You...

