

# PsyTalk

2013 | Issue 4



Psychological Society  
of South Africa



## President's Podium

*PsySSA wishes all of our members a happy, safe and restful holiday season and a prosperous and productive new year. We look forward to celebrating the Society's 20<sup>th</sup> birthday and reflecting on its past, present and future role in South Africa, Africa and the world in Durban in 2014.*



## 19<sup>th</sup> South African Psychology Congress

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## Presidential Address 19<sup>th</sup> Annual Congress

# The most urgent question facing South African psychologists today

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## *A Time of Celebration and Critical Reflection*

South African Psychology Congress

Inkosi Albert Luthuli International  
Convention Centre, Durban, KwaZulu-  
Natal | 16–19 September 2014

South African Journal of Psychology

## Special 20<sup>th</sup> Anniversary Issue:

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SAGE

# The Executive 2014

## Psychology in schools

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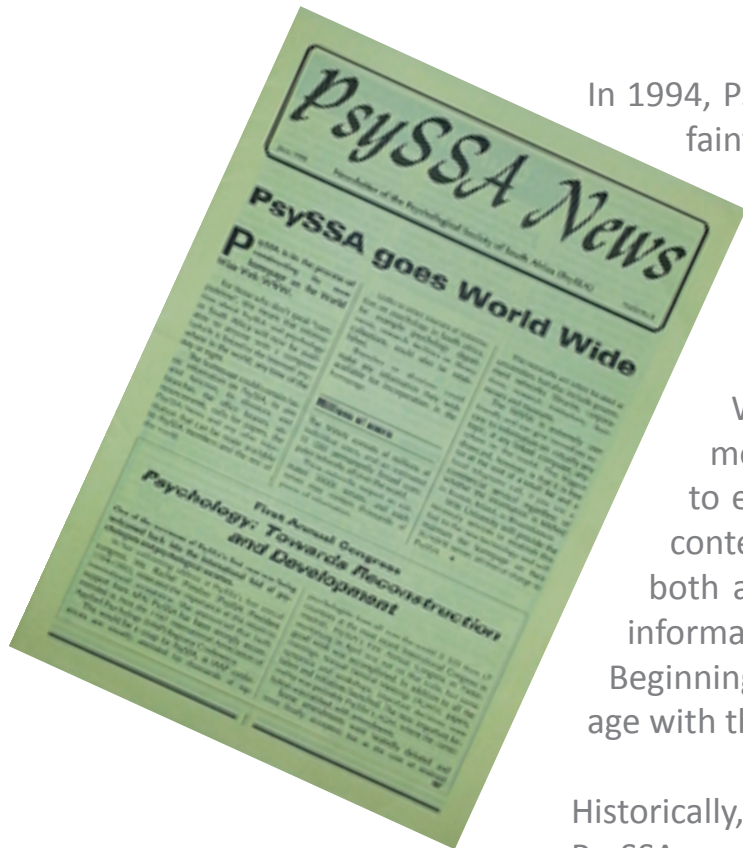
## Editorial: You, *PsyTalk* and the future of information sharing at PsySSA

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## You, *PsyTalk* and the future of information sharing at PsySSA



In 1994, PsySSA's news items and articles of interest to its members were faintly printed on already yellowing A4 sheets, copied, stapled and individually posted. Tri-colour printing on glossy paper marked the newsletter's entry into the 21st century and in 2008, *PsyTalk* went digital, ceasing paper printing and launching an exclusively online dissemination platform.

While these changes have undoubtedly resulted in a news vehicle more pleasant on the eye, each shift has been driven by the need to enable its readership to more fully engage with the newsletter's content. Optimally this should mean that each member is potentially both a writer and reader of the articles, news and any other sort of information deemed important for sharing with and across PsySSA. Beginning with this issue, the society takes the next step into the digital age with the launch of its new integrated communication strategy.

Historically, *PsyTalk* has been the mainstay source of information for the PsySSA membership. However, the new website has been designed to become this central information repository. *PsyTalk* will now be housed on the website, as a dedicated page that will be updated quarterly. This has a number of distinct advantages over earlier formats because the newsletter



can now be customised to reflect the tailored needs of each of the society's structures and indeed its members. Each structure will have a dedicated link to any standing and new items they deem newsworthy on a delimited *PsyTalk* section of their page. Both actively submitted and solicited material can now be sent via the divisions to Dylan Kopping, PsySSA's new communications strategist and designer at [dylan@psyssa.com](mailto:dylan@psyssa.com). Under his stewardship, the information

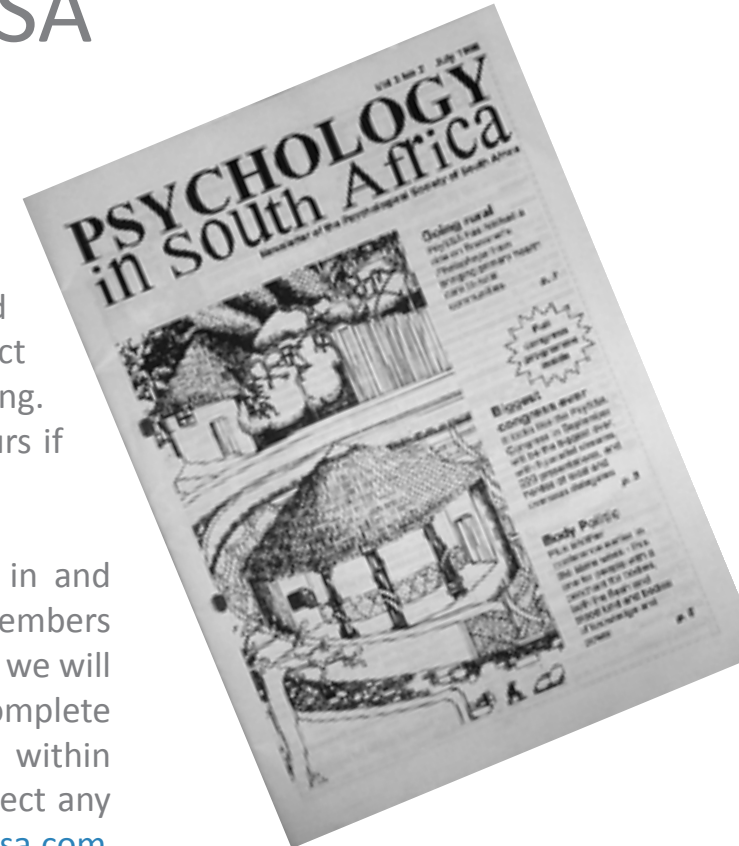
will be directed to the relevant member of the editorial team for screening before being included in the next edition of *PsyTalk*.

Individual members can also immediately contribute to news and content on the website direct submissions to Dylan who will direct the content to the relevant chair and editorial member for screening. The material will be uploaded to the members' page within 72 hours if approved.

We hope that this new strategy will enable further participation in and ownership of the information we regard as important to both the members of PsySSA and South African psychology more broadly. In due course we will integrate Facebook and Twitter feeds into the website in order to complete what we regard as the gold standard in real time communication within and across any organization. Enjoy the new platform and please direct any queries, compliments or complaints to Dylan Kopping at [dylan@psyssa.com](mailto:dylan@psyssa.com)



**Prof. Brett Bowman**  
Editor







Professor David Maree

# President's Podium



We are almost at the end of 2013 and much has happened this past year, and in fact, the past two years. On the one hand PsySSA was successfully involved in the ICP conference in Cape Town in 2012, and on the other we are looking forward to the 20th celebration of PsySSA's existence. Sandwiched between these two major events was our congress at Emperor's palace in September 2013. It was one of the largest congresses with almost 614 attendees meaningfully engaging in a very balanced and

high-quality scientific programme. Almost 250 members attended its AGM illustrating unprecedented investment in the future of the organization. We are grateful to all those members and visitors for marking this as a major event in PsySSA's history.

How do we now go forward? With great energy of course! We have sent out the first call for abstracts for the 20<sup>th</sup> Congress at the Inkosi Albert Luthuli International Convention Centre, Durban. The congress theme is **"A time for celebration and critical reflection"** with a focus on Africa and beyond. Under this theme we celebrate PsySSA's birthday but first and foremost, South Africa's 20<sup>th</sup> year of democracy. For psychology in South Africa these events are important milestones but also imply enormous opportunities for Africa and the rest of the world.

After ICP2012 the world took notice of the formidable potential of South African psychology and its international impact. New energy is amply evident in a number of fields. Neuropsychology reared its head forcefully, clinical psychology is uniting across many fronts, people are looking with new eyes at test development, and practitioners in various fields such as counselling, educational, industrial and research psychology are mobilised and motivated.

I also see academic departments looking critically at their training to deliver that special breed of psychologist who unites science and practice in novel ways in order to be relevant in a society that requires guidance and insight from mental health professionals. Psychologists are also awakening to the need to speak out and address the many disturbing issues in our society: violence in schools, family murders, violence against women and children, intolerance of alternative sexualities to name but a visible few.

PsySSA would like to contribute and support psychologists in addressing these issues and provide a voice to those that require it, and we would like to carry this voice into Africa and beyond. Thus, the many lessons that we have learned, the experiences that have informed our science and practice over the last 20 years and the knowledge that we have developed in a unique and diverse environment should be made genuinely available to those beyond our borders. I hope we all can join hands at the 2014 congress in Durban to make this so.

Professor David Maree

# The most urgent question facing South African psychologists today



Prof Kopano Ratele

The most important issue confronting psychologists in South Africa today is to contribute to changing the lives of boys and men away from harmful constructions of masculinities implicated in different forms of violence and social injustice. I say this not because this is what I work on. I wish I worked on design and toys.

I am even more convinced today than I was when I started talking to men that globally hegemonic capitalist white patriarchies, severally and jointly, pose the most significant threat to the well-being of boys, men, society and the environment. Whereas the most important question facing South African psychologists in the 1970s and 80s was the transformation of a racist society into a multiracial democracy, today's imperative is to transform the lives of boys and men toward healthier, happier, fulfilling and generative lives and relations with themselves, other males, girls and women in the world in which they live.

Psychologists need no convincing of the fact that even when material needs are taken care of, there can be no health, happiness, fulfillment, or generativity without emotional and mental health. Boys and men without spaces to emote and reflect on their lives can neither connect nor grow. Men feeling superfluous to and outside of culture can be dangerous to others and themselves. South African men need help in reattaching and finding their aims.

Gratuitous violence, it seems, which tends to be a male adventure against other males as well as females, is usually a response not to any immediate threat but an empty gesture against disconnection and purposelessness. To be sure, the barrenness of dominant forms of masculinity and the private and public misery they produce are not a local problem. Neither are they not an Indian, Chinese, American, Russian, white, or black thing; nor are they confined to poor, unemployed, working-or- middle class or rich men.

Although possibly unintended, forms of masculinity without genuine purpose are evident in the movie, *Soldiers of Fortune*, an American adventure comedy film released in 2012. The film is about a group of rich men who pay to experience

the thrills of war first hand without quite risking their lives.

Directed by Maxim Korostyshevsky, the movie stars Christian Slater as Captain Craig McKenzie, a special forces veteran of the US invasion of Afghanistan who is down on his luck. McKenzie is persuaded to get back his purpose and get paid for protecting a motley group of bored millionaires (played by Ving Rhames, Sean Bean, Dominic Monaghan, James Cromwell, and Charlie Brewley). Brewley is a sly banker; Cromwell is chief executive of a cellphone company running away from his wife; Monaghan plays a video game designer who has made it rich; Bean is just a rich businessman; and the crew is completed by an African arms dealer (Ving Rhames) who tags himself the Grim Reaper. Things do not go as planned. The mission to find their manhood while playing soldiers gets serious.

Reviews have said the film is 'execrable'; 'an excruciating sentence of hard labour'; 'a ludicrously silly movie and not really in a good way'; that 'while it has a good cast, and most of them try their best, you have to wonder why any of them actually signed on for this lopsided movie'; and that 'a talented cast is wasted in this sub-par, umpteenth variation on *The Dirty Dozen*'.

I have to agree. It's terrible, and nothing Slater, Cromwell, Rhames and Bean do rescues it. Also, I failed to get which part is meant to be comedy and which satire. Even then, the parody of masculinity without real meaning appears to be central to the film. Men will pay, with money or life, to prove their manhood. Money does not make men immune to anomie, from the feelings of being unneeded, of disconnectedness which alcohol and drugs are often abused to counter.

From the US and Uruguay to the United Kingdom and Uganda, Kingston to Kinshasa, men are experiencing hitherto hegemonic but now infertile, unsustainable, and empty models of manhood to be unworkable in the face of the demands of recognition and equality from women and queer subjects.

Many a man around the world, but more so in those societies characterized by high levels of poverty, inequality, dark globalization, and carnage, are looking for help in helping to re-knit masculinities. While the affluent might be cushioned

[continue on next page...](#)



# The most urgent question facing South African psychologists today...continued

by superior class travel, pornography in hotel rooms and their iPads, consumer goods, computer games, and time off work, everywhere men are dying for self-knowledge, authentic relations, hope and new meaning.



## What is to be done?

As a start towards addressing the issues facing boys and men in South African society, the Psychological Society of South Africa (PsySSA) has agreed to the establishment of an Interest Group on the Psychology of Boys, Men and Masculinities (see Insert Box for its draft mission and goals and projects). The Interest Group began its work during first consultative meeting on September 25 2013 at the 19th Congress of South African Psychology in Johannesburg.

### Interest Group on the Psychology of Boys, Men and Masculinities

#### Who We Are

The Interest Group on the Psychology of Boys, Men and Masculinities is intended to be a structure of the Psychological Society of South Africa. Membership of the Interest Group on the Psychology of Boys, Men and Masculinities is open to psychology students, researchers, teachers, therapists and other parties from cognate and other fields interested in the psychology of boys, men and masculinities. Although not all aspects of normative dominant gender ideas are constraining of living a full healthy life, the Interest Group on the Psychology of Boys, Men and Masculinities believes some lead to negative consequences for many boys and girls, men and women.

#### Goals

The Interest Group on the Psychology of Boys, Men and Masculinities is created to study and contribute towards:

- changing harmful constructions of masculinities implicated in the reproduction of social injustice
- transforming the lives of boys and men as a sex and gender towards healthier, happier, fulfilling and generative lives.
- enhancing the reduced capacities of individual boys and men to form meaningful relationships with girls and women, other males, and themselves as individuals

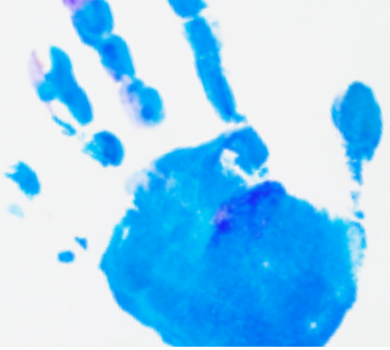
#### The Interest Group on the Psychology of Boys, Men and Masculinities will seek to:

- Develop and maintain a platform with the objective of sharing and disseminating news on work on boys, men and masculinities
- Encourage collaboration on projects on boys, men and masculinities
- Host an annual gathering (workshop, conference, seminar, symposium, panel or similar event) at the South African Congress of Psychology
- Establish an annual award for the best Master's and/or Doctoral thesis/ dissertation focussing on boys, men or masculinities
- Establish an annual award for the best published contribution (peer-reviewed article, book chapter or book) on boys, men or masculinities

#### Kopano Ratele

*Professor, Institute for Social and Health Sciences, University of South Africa/  
Co-director, Medical Research Council-University of South Africa Safety and Peace  
Promotion Research Unit  
email: [Kopano.Ratele@mrc.ac.za](mailto:Kopano.Ratele@mrc.ac.za)*





# Psychology in schools



The South African School Psychologists' Association (SASPA) was proud to host their first annual conference. Held at St Vincent School for the Deaf, during the month of International Deaf Awareness. The conference carried substantial significance and demonstrated SASPA's support for this often neglected population. Through their support and attendance at the SASPA conference, the Psychological Society of South Africa (PsySSA) acknowledged the importance of school health services.

Founded by Brandon Swanepoel (2013), SASPA is a non-profit professional association representing the unique needs, concerns and interests of psychologists engaged in the delivery of comprehensive psychological services to children, adolescents and families within a school environment.

SASPA aims to assist the community by promoting collaboration amongst psychologists working in schools and allied organizations to enhance the mental health and education of children in a diverse society. Given that an estimated 51% of South Africans are under 25 years of age (Statistics South Africa, 2006), mental health services for children and youth need to be prioritized.

There are currently 7148 applied psychologists and 780 community service psychologists (HPCSA, 2012) of which 2545 are clinical psychologists, 1579 counselling psychologists and 1401 educational psychologists for an estimated population of 52, 98 million people (Statistics South Africa, 2013). A recent national survey indicated that South Africa has 0.32 psychologists per 100

000 citizens (University of the Witwatersrand, 2012). Currently 529 of these psychologists (less than 10 %) work in the public health sector (Department of Health). It is unclear how many applied psychologists at both district and school level are employed by the Department of Basic Education.

Shortages of school psychologists have tremendous impacts on professional practice. In order to maximize mental health service access and delivery it is crucial to harness all available resources thereby providing comprehensive and effective psychological services in schools.

Promoting collaboration amongst psychologists working with schools, SASPA was honoured to host prominent therapists from South Africa and the Tavistock Clinic in London including:

Dr. Marita Brink (*Clinical Psychologist – South Africa*)

Dr. Martin Strous (*Educational Psychologist – South Africa*)

Mary-Anne Tandy (*Child and Adolescent Psychotherapist - England*)

David Hadley (*Child and Adolescent Psychotherapist – England*)

**SASPA** welcomes all psychologists working in schools to join as professional affiliates.

[Brandon Swanepoel](#)

*Educational Psychologist*

*SASPA President*



# 19<sup>th</sup> South African Psychology Congress

The 19<sup>th</sup> South African Psychology Congress, held at Emperors Palace in Johannesburg from 24 to 27 September 2013, proved to be a great success with a total of 614 participants, inclusive of delegates, exhibitors, crew and staff. Organised around the theme South African and African Psychology in the 21st century: Challenges and Relevance, the final Scientific Programme comprised 134 thematic oral presentations, 4 symposia, 4 round table discussions, and 22 interactive posters. A thought-provoking keynote address was presented by Prof Linas Bieliauskas, a *Past President of the International Neuropsychological Society*, on “The landscape of Normal Cognitive Aging”.

Of course, the 23 Continuing Education Units (CEU) awarded for participation made attendance all the more worthwhile. The eight pre-congress workshops, which were awarded an additional 3 CEUs, attracted a total of 196 participants with ethics; running a successful private practice; and psychological testing being popular choices. In conclusion, the Executive Committee wishes to thank the Congress Organising Committee, staff and crew, sponsors (Juta, Mind Muzik, Oxford University Press and the HPCSA) and every delegate for their role in ensuring yet another memorable congress. We are looking forward to seeing everyone at the 20th Anniversary South African Psychology Congress scheduled from 16-19 September 2014 at the International Convention Centre, Durban.



(left) Keynote address by Prof. Linas Bieliauskas





Professor Sipiwe Ngcobo

# Presidential Address; 19<sup>th</sup> Annual Congress

19<sup>th</sup> Annual  
South African  
Psychology  
Congress

South African and African  
psychology in the 21<sup>st</sup> Century:  
Challenges and Relevance



## Speech delivered by the President of the Psychological Society of South Africa at Its' 19<sup>th</sup> annual congress

**The Past President (Dr E. Tlou), Incoming President (Prof.D.Maree);** stalwarts of the association, members of the Executive Committee and council; office manager (Ms F.Seedat), staff members at the office, fellow colleagues in the profession and all protocols observed. Welcome to our 19<sup>th</sup> South African Psychology Congress.

My term of office as president effectively comes to an end at this congress. In several past publications of *PsyTalk* I deliberated on a couple of issues based on what I was observing as both the President of PsySSA and a practitioner. In the last issue I reflected on the fact that as mental health care practitioners and scientists we should not loose sight of an interesting parallel between human rights and mental health and our responsibilities to both. These issues are of fundamental importance to the human condition. Social justice, and integrity of personhood are part and parcel of our vision and mission; we cannot, as mental health practitioners easily disentangle them.

Having said that, I would like us to reflect on what we have achieved and what we still need to do. Self-reflection calls for a lot, as it demands that we all take responsibility as members of the Society rather than looking to its leadership to do things alone; we all need to engage with what we see as tasks at hand. The Society has continued to be the voice of professionals on matters brought to our attention. We have successfully negotiated for salary packages comparable to other highly trained healthcare professionals in the public sector as well as secured improved tariffs. We have also been heavily involved in deliberations on the NHI with the Ministry of Health.

We have been accorded the status and responsibility of being an accreditor for continued professional development by the HPCSA (Professional Board

for Psychology). Our website has been improved and our capacity to communicate with our members increased. We aspire to do more in the near future. We recently reviewed the strategic plan of the Society and will shortly provide the membership with the details of the aspirations discussed at these meetings. As a society we have embraced and celebrated diversity. A typical example is the decision taken by the executive and council last night to fully recognise the LBGITIA interest group as a division that will be launched in 2014. I want to allude to the fact that the training of psychologists, psychometrists and registered counsellors in our academic and internship sites needs to promote a better understanding of this dimension of our humanity. This is also enshrined in our South African constitution.

Have we done enough? The answer may be yes and no. Some of you may agree with me in saying there will never be a point of saturation, that we still need to do more. However, we do need to be commended where we have made positive strides. Last night, it was brought to my attention that there are colleagues that are not paid on par with others in the public sector, i.e. SAPS and some in education. I must highlight my concerns with educational psychologists that are used as guidance educators, we cannot approve of such a situation. These are skilled professionals who are highly trained and need to be recognised and remunerated as such. Please forward your inputs on this matter to the office so that we can better understand what is happening and be better informed by you, our colleagues. We aspire to command increased bargaining power for practitioners in our profession, but the membership numbers must increase in order for us to achieve this. With due respect I do not feel comfortable with particular people who try to negotiate salary matters on our behalves but have no idea of what the profession is all about. Addressing this depends on all of us.

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Professor Sipiwe Ngcobo

# Presidential Address; 19<sup>th</sup> Annual Congress

Speech delivered by the President of the Psychological Society of South Africa at its' 19<sup>th</sup> annual congress  
...continued

May I draw attention to our colleagues in Institutions of higher learning that South African law prescribes certain minimum standards for processes of recruitment and selection. We need to be vigorous in our selection processes by inviting a member of the Society to be part of the panel as an observer so that we can be protected legally. Gone are the days where an applicant would not be told the reason for exclusion from the program. Colleagues in such settings please solicit advice and guidance from the office. We also want to ensure your protection.

In 2014 South Africa will celebrate its 20th anniversary of the dawn of democracy at the same time that PsySSA will be celebrating its 20th anniversary post its formation which will be held at Inkosi Albert Luthuli International Convention Centre in Durban from the 16-19th of September 2014. This will tie in with the launch of PAPU. This is an event that none of us should miss. We have all manner of reasons to celebrate and enjoy it together. A number of activities are lined up. Please let us make it a memorable event in our lifetime and that of our Society's history. May I take liberty of thanking all of you for having supported me during my tenure as president. We have managed to approach and engage with one another in a respectful manner, maintaining one another's dignity.

I must say I have been a most fortunate president during my term of office to have the privilege of having high-profile psychologists (i.e. the President of IUPsyS, Dr S.Cooper and its Secretary General and president elect of the international neuropsychological society, Dr A.Watts) serving under me. I appreciate your care and inputs. Members, without you there is no PsySSA. Let us increase the momentum. I welcome the new president Professor David Maree to the highly charged task of leading us as we move forward. I thank all of you, enjoy the conference.

Professor Sipiwe Ngcobo



## Advertising costs

	PsySSA Members		Non-Members	
	Individuals	Groups	Individuals	Groups
¼ column	N/A	R880	N/A	N/A
½ column	N/A	R1320	N/A	N/A
¼ page	R1170	R1550	R2310	R3040
½ page	R1870	R2530	R3740	R5080
½ Full Page	R3190	R4070	R6160	R8360
½ Classified	R140 + R40 pw > (service only for PsySSA Members)			

Loose inserts: R 7 450 minimum  
All rates exclude VAT

Individual rates apply only to those products/services/sales offered directly and solely by the individual, otherwise group rates apply. Surcharges apply to special instructions, placement positions and foreign advertisements. Makeup is for the account of the advertiser. Payment must accompany any request to advertise in *PsyTalk*. PsySSA reserves the right to accept/reject/amend any request for advertising in its Newsletter, and no correspondence will be entered into. Content responsibility vests with the advertiser and not PsySSA. All advertising must be paid in advance.

## Discount on PsySSA Directory Listing

This official PsySSA Directory of Psychologists in Private Practice is the only dedicated source of referrals to psychologists in South Africa. A listing in the directory therefore optimises your visibility to the country as a whole. The standard cost of inclusion is R530.00. However, for 2014, PsySSA is offering a 25% discount on listing if we receive your details and payment before 28 February 2014. To take advantage of this discount please complete the listing form here.

### Contact PsySSA

Enquiries: PsySSA  
Tel: 011 486 3322 | Fax: 011 486 3266/77 | Email: psytalk@psyssa.com

# *A Time of Celebration and Critical Reflection*

South African Psychology Congress  
Inkosi Albert Luthuli International Convention Centre,  
Durban, KwaZulu-Natal | 16–19 September 2014



## First Announcement and Call for Abstracts

In 2014, South Africa celebrates its 20<sup>th</sup> anniversary of being a constitutional democracy built on, among others, the principles of equality, human rights and non-discrimination. The significance of this year is further underlined by the fact that it also marks the 20th anniversary of the Psychological Society of South Africa (PsySSA). Psychology as a science, a profession and a practice has made enormous contributions to South Africa and the lives and well-being of its diverse people over the last two decades.

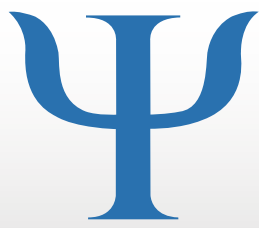
The 20th Annual South African Psychology Congress, to be hosted in Durban in September 2014, should therefore serve as a platform for celebration and a launch-pad for increasing the visibility of the wealth of contributions by academics, researchers and practitioners. In addition, the occasion will usher in a new chapter for global psychology with the official launch of the Pan-African Psychology Union.

Congratulations are definitely in order. Such significant milestones, however, also lend themselves to critical reflection. During the International Congress of Psychology (ICP) in Cape Town in July 2012, a range of thought leaders stated that psychology must more significantly contribute to moving our society to where it ought to or could be. Specifically, they argue, the discipline has a critical role to play in policy development and planning, advocacy, education, training, research and publication, evaluation and assessment and other forms of intervention design and implementation in clinical, counseling, educational, work, academic and a range of other contexts.

This argument should give us pause to question: is the voice of our profession sufficiently audible in such contexts? How can PsySSA further advance psychology as a science, a profession and as a means of promoting human well-being? How can the contribution of psychology professionals and the discipline itself be optimised in responding to the many pressing psycho-social challenges of the country in its role as a catalyst for the development and empowerment of individuals and communities in South Africa, Africa and the world?

You are hereby invited to submit abstracts for oral, symposia and poster presentations relevant to the focus on celebration and critical reflection at: <http://www.professionalhosting.co.za:8080/PsySSACongress>





# Miscellaneous

## Signing of the MoU between The Psychological Society of South Africa and The Botswana Association of Psychologists

L-R: Prof Siphiwe Ngcobo (*President, Psychological Society of South Africa*) and Prof Monde Kote (*President, Botswana Association of Psychologists*)



## Indemnity insurance and the Health Professions Act56

**Compulsory indemnity insurance.** According to the Health Professions Act (56 of 1974), psychologists in independent practice are required to obtain and maintain professional indemnity cover. PsySSA has sourced and reviewed the most competitive products to offer a customized indemnity insurance package through First National Bank.

The new terms and conditions for 2014 are listed to the right:

To renew your cover for 2014, please contact Nosipho at [nosipho@psyssa.com](mailto:nosipho@psyssa.com)

Limit of Indemnity	: R2 500 000 in the aggregate
Policy Limit per Annum	: R5 000 000
Excess	: R5 000
Premium	: R937 per annum

The indemnity limit can be increased for an additional premium.  
R3 000 000 = R1079 per annum  
R5 000 000 = R1258 per annum  
Deductible: R5 000 | Optional extras: Public Liability cover

Indemnity Limit	: R2 500 000 @ R250 p/a
Indemnity Limit	: R3 000 000 @ R320 p/a
Indemnity Limit	: R5 000 000 @ R500 p/a

Deductible: R500. Extensions which then apply:  
Statutory Defense Costs: R100 000 per claim/per policy period  
Wrongful Arrest: R100 000 per claim/per policy period  
Defamation: R100 000 per claim/per policy period  
Additional reporting period for 12 months

# Division of Psychology Professionals in Public Service (DPPPS)

## Divisional Focus

## launch of the Division of Psychology Professionals in Public Service (DPPPS)



Brian Fafudi

The much anticipated launch of the Division of Psychology Professionals in Public Service (DPPPS) took place during the recent PsySSA Congress at Emperors Palace. The event was opened by Mr Tebogo Fafudi and Prof David Maree (PsySSA President) gave a welcome address. Prof Siphwe Ngcobo and Dr Saths Cooper were guest speakers. They both emphasized the need for unity among psychology professionals in public service, and to work together in order to remedy challenges in their sector.



According to Mr Fafudi, DPPPS has been established in terms of Article 12 of the PsySSA constitution and its mission is to promote the work interests and conditions of psychologists in the public sector. All psychology professionals (psychologists, psychometrists, registered counsellors, community service providers, students, and academics/practitioners) are therefore encouraged to take this opportunity to make their voices heard by being active members in carving the future of psychology within the public sector going forward.

### The following members were elected onto the executive committee:

<i>Chairperson:</i>	Mr. Tebogo Fafudi
<i>Deputy Chairperson:</i>	Ms. NisholaRawatlal
<i>Secretary:</i>	Ms. Dorothy Calata-Dombo
<i>Treasurer:</i>	Ms. Lillian Ramathibela
<i>Additional Member:</i>	Ms. Nondwe Mange
<i>Additional Member:</i>	Bruce Phillips
<i>Additional Member:</i>	Dr. Jan Fouche
<i>Additional Member:</i>	Ms. AndiswaSitole (Mankayi)

DPPPS has also made provision for seven categories of membership, in accordance with the provisions of PsySSA (Article 5). Registration for full membership is R100.00 and Students - R50.00. For more information regarding the division, email the chairperson at [fafudit@yahoo.com](mailto:fafudit@yahoo.com) and the secretary at [calatad@yahoo.com](mailto:calatad@yahoo.com)

*Chair:* [Brian Fafudi](#)



# Division of Registered Counsellors and Psychometrists

## Divisional Focus

## “Fourishing is the Goal” (Martin Seligman, 2011)



Mirah Wilks

As the incoming chair of the PsySSA Division of Registered Counsellors and Psychometrists, I offer a set of tempered observations on the current rationale for our qualifications and professional existence.

Both registered Counsellors and psychometrists have experienced the tautological nature and language of the HPCSA’s scope of practice definitions. Yet, both professional groups have through prior and on-going CPD training defined their own therapeutic and assessment approaches and promoted psycho-educational prevention and intervention measures of a very high standard in their communities.

Form 258 of the Health Professions Council of SA’s Framework for Education, Training, Registration and scope of practice for registered counsellors states that the focus of the profession is prevention, promotion and community based care. I am fully aware that in this age of absurdity, health care professionals such as HPCSA registered counsellors and psychometrists strive for best practice against all odds.

- But, are the odds truly stacked against us in the very language of the rationale underpinning our professional status and existence?
- To what degree is there counsellor/psychometrist “psychological inertia?”
- Just how detrimental to our own psychological well-being, is our current understanding of limitations to scope of practice?

As health care professionals we are motivated to maintain and support the well-being of individuals and groups in our diverse and complex communities,

[continue on next page...](#)



# Division of Registered Counsellors and Psychometrists

## Divisional Focus

“Fourishing is the Goal”  
(Martin Seligman, 2011)  
[...continued](#)

despite repeated upheavals of the South African socio-political landscape. So what really are the odds of either group maintaining their professional status or efficacy in their current scopes of practice? Probably quite low, if we concur with outgoing chair, Sharon Johnson:

- In educational settings, counsellors are applying intelligence tests which are now being removed from their current scope of practice. This has upset educational psychologists, who are competent and training new graduates in the use of certain assessments.
- The initial training, provided at various tertiary institutions should be called into question, rather than limiting the scope of practice of counsellors at this late stage.
- The current HPCSA and PsySSA definitions for counselling and psychometry are limiting the scope of practice for both groups.

Yet, is it all bleak? Is there a tenuous lifeline in place? The organic nature of on-going research and development at tertiary institutions offering B. Psych or Psychology (Hons) provides hope for future diversity in counselling and assessment training.

[However, here is the point.](#)

Registered counsellors and psychometrists previously taught and accredited in international and South African instruments, must now fully abide by the new list of HPCSA approved psychometric tests in the following categories: Intelligence, Ability, Aptitude, Learning Potential, Personality, Interest, Study Habits, Developmental Measures and Scholastic.

No recognition of prior learning (RPL) is in place for this section on the use of previous accreditation in the use of psychometric assessments. This is of great concern to all practicing professionals and is pivotal to the debate on the very nature of our professional role definition and responsibilities. Of further concern is the very scope of practice for registered counsellors, who must demonstrate professionalism and responsibility to:

- Manage “complete sub-elements” of intervention programs with associated interventions (none being defined)

- Design “sub-elements” (without sub-elements being defined or expanded at all)
- Execute “less advanced, more structured” interventions (again no specifics; less is more?) Of interest and concern: “The following acts resort within the Scope of Practice”:
  - **Point d:**
    - “performing basic psychological screening for the purpose of mental health”
    - no test or assessment tool for “mental health” or similar is available on the current new HPCSA list of psychometric tests
    - in terms of this injunction – “mental health” is wholly undefined
  - **Point e:**
    - “developing preventative and developmental interventions on all systems levels”
    - “preventative”, “developmental” and “all system levels” are left undefined
  - **Point f:**
    - “ design, implement and monitor “
    - all refer to Point e , above – which is undefined and unclear

Confusing? Yet, I see these areas of concern as positive areas of growth and development. In Martin Seligman’s “Authentic Happiness” and “Flourish” as well as Michali Csikszentmihali’s “Flow”, there is a lesson in letting go and pursuing authentic happiness with enthusiasm and purpose. It’s the stuff of resilience and survival.

### Flourishing is the goal!

I am optimistic that we can collaborate with our colleagues in the HPCSA and other professionals in PsySSA for greater clarity of vision and the happy way forward in 2014. I am positive that the executive members of this division are willing and able to work as a professional team for the future of our collective scopes of practice with the same enthusiasm, so that we can experience our authentic happiness and find meaning.

[Mirah Wilks](#)

*2013 PSYSSA Chair, Division of Registered Counsellors and Psychometrists*

Submit comments and observations to Mirah Wilks at [info@counsel4life.co.za](mailto:info@counsel4life.co.za) or on 0824135052



# South African Association for Counselling Psychology (SAACP)

## Divisional Focus



Neo Pule

It is a pleasure for me to announce that we had a successful AGM at the previous PsySSA congress in September. In the AGM we had enthusiastic conversations with interactive members. It seems that the sky is the limit for the Counselling Division and who knows how high we can get into the clouds. The division now proudly possess an excited executive team which has widespread interests representing various parts of the market. This ranges from interest in enhancing membership, participating in mentoring activities, connecting with upcoming professionals, media and creative marketing activities as well as visibility events. The executive members are either in the academic sector, private practice, and/or private and public sectors which indicates the diversity of representation. Next year's PsySSA conference is a big and important event and we cannot be left behind. This includes the fact that we have our eyes on some awards and we will work to release those dreams and goals. As an executive we will put this on the ground by engaging in a strategic planning session very soon.

At the AGM, we indicated as a collective that it is time that we own our registration category. In many ways our identity and integrity as counselling psychologists rests on us. It is therefore time that we rise to the occasion to be proud of our registration category as well as the work that we do. We need to rise above the past or even the present insecurities facing us and refuse to take the victim position. In addition, the AGM discussion carried the message that we as counselling psychologists are the only ones to define what we do as we are the experts of our field. Further input to this is that we will have to become creative in terms of how we can be relevant to communities and individuals outside of the medical aid model. There are scientific models out there which can be useful to us and which can help us to make the difference that is so close to us.

I encourage all counselling psychologists to reflect on the meaningfulness of being a counselling psychologist and how we can be proactive about it.

I am looking forward to an exciting year

*Chair:* [Neo Pule](#)

(Document compiled together with *Vice-Chair*, [Solomon Makola](#) of the Central University of the Free State, Welkom)

## Introducing an interest group: Inside-out outside-in prison experiences and communities

[Khonzi Mbatha](#) and  
Department of Psychology  
University of South Africa  
[mbathk@Unisa.ac.za](mailto:mbathk@Unisa.ac.za)

[Carien du Plessis](#)  
Department of Psychology  
University of South Africa  
[cariendupl@gmail.com](mailto:cariendupl@gmail.com)

This article introduces an interest group comprised of academics, postgraduate students, former prisoners, correctional services workers and others with an interest in prison experiences and communities. The group operates under the auspices of the PsySSA Community and Social Psychology Division. Unsurprisingly, most of the academics in the group are involved in teaching or doing research in community and social psychology.

The group is a brainchild of conversations and interactions between lecturers and students over coffee, smoke-breaks, a 'bosberaad' and supervision meetings. Most of these conversations centred around prisoners' experiences, societal norms towards people who have been incarcerated, and conditions in South African prisons. More importantly, these conversations became a "mirror" of how we, as psychology professionals engage with issues of social justice and inclusion. This ultimately led to the identification and creation of a specific research focus area at the University of South Africa (UNISA) that incorporates social justice and inclusion. Even though this is where it started, the group is not limited to people who are affiliated with the university. In addition, a need to create an online space where people can share their experiences, thoughts, events, research and projects they do that are related to prisons and/ or prisoners was identified.



The group is not involved in any specific project but is simply a platform that allows people such as academics, students, ex-prisoners, pastors, correctional services officials, to mention but a few, to share their experiences, projects and ideas regarding prison issues. The space also allows for robust debates regarding the role of psychology in addressing controversial issues such as the politics and decision making processes of discriminating against people based on their criminal record.

**Inside-out, outside-in** (see above)

While the name of the group originated as a metaphor for what we were

[continue on next page...](#)



# Community And Social Psychology Division

## Divisional Focus

Community and Social Psychology Division introducing an interest group  
[...continued](#)

interested in, namely the interplay between communities inside and outside of prison and how to make them work together, we realized the title is so much more. The metaphor goes all the way to encapsulate what we are trying to achieve as (up-and-coming) academics, to being an interdisciplinary group, to having robust discussions regarding stigma and the exclusion of ex-offenders.

The principles on which the group is based on represent all aspects of inclusion. We are trying to bridge the gap between students and academics. The metaphor of inside-out, outside-in applies to psychology in the sense that many psychology students feel excluded from what they perceive as an elite 'inner' circle of worthy academics and scholars who have the exclusive right to publish, to teach and to contribute. The inside-out, outside-in group wants to encourage students to participate, to publish and to speak up and to make valuable contributions to the discipline of psychology as it relates to issues of incarceration.

We are also aiming to include everyone in this group and not restrict it to psychology or Unisa. While the group has been conceptualized from a psychology perspective, we are aiming to be multidisciplinary and to include all individuals with an interest in prison communities.

As a group we are also specifically concerned with the discriminatory policy of the HPCSA that prohibits ex-offenders from registering as psychologists. While we do realize that the HPCSA is a regulatory body and not the profession itself, we see this as working directly against the non-judgemental principles of psychology as a profession and practice. Robust discussion with the HPCSA is needed in this regard and the group would like to be a part of this.

The following Unisa staff and postgraduate students from UNISA worked together to set up the group: Martin Terre Blanche, Eduard Fourie, Puleng Segalo, Melusi Mbatha, Khonzi Mbatha, Angelo Fynn, Romeo Palakatsela, Carien Du Plessis, Sarah Uren, Elliot Masemola and Bongzi Mdakane.

Other group members include Janeen Prinsloo, Nandisa Tushini and Lilla van der Walt from the Department of Correctional Services, Sally John from McCord Hospital and Edna Freinkel from the READucate trust. Here are some introductions from group members:

*I've previously done work at Pollsmoor for an organisation called Young in Prison. My special area of interest is male focused personal development individually and in groups.* - **Shahieda**

*Voluntary worker at a homeless shelter where ex-prisoners end up.*  
- **Leeza Ballack**

*My name is **Sulayman Jansen**, I am a spiritual worker at Goodwood prison.*

*My name is **Romeo** from UNISA's department of psychology. I developed an interest in the group due to my previous project which focused on health risks in SA prisons.*

*I'm **Edna**, currently busy with my honours in counselling psychology at Unisa and a part-time spiritual worker at Johannesburg female prison.*

The group has succeeded in keeping momentum by means of a variety of presentations, publications and other activities. One of the team members presented on the specific topic of recidivism at two conferences during 2013 (the Third Southern African Students' Psychology Conference and the 19<sup>th</sup> PsySSA Congress) and there was also a presentation at the PsySSA Congress specifically about the inside-out, outside-in interest group. We have increased our visibility by publishing an introductory article in the New Voices in Psychology journal as well as the M & D Newsletter at Unisa. We are also involved in the Research Buzz in the Department of Psychology at Unisa and will be hosting a series of presentations on 18 November 2013. Finally, we have a Whatsapp group. The interactive nature of the Whatsapp group is helpful in keeping the momentum of the group going as it is an informal

[continue on next page...](#)

# Community And Social Psychology Division

## Divisional Focus

Community and Social Psychology Division introducing an interest group ...continued

space where participants can make a quick comment or share something easily. These Whatsapp chats are also periodically published on the website for those who do not have access to Whatsapp.

### The future?

We are planning on putting together a symposium for the PsySSA Congress in 2014 in Durban where we will host a series of presentations and round-table discussions related to prison studies and communities. As much as we are not involved in a specific project, we will continue with the conversations and sharing, and who knows where this journey will lead us?

For further information or if you want to join the group, please contact Carien du Plessis at [admin@insideoutoutsidein.co.za](mailto:admin@insideoutoutsidein.co.za) . Also, please visit our website at [www.insideoutoutsidein.co.za](http://www.insideoutoutsidein.co.za). We invite you to also follow the PsySSA Community and Social Psychology blog at <http://psyssacns.blogspot.com/>

## Biographical Note



**Carien du Plessis** obtained her BA degree in Psychology and Criminology from the University of Pretoria in 2011, after which she completed her Honours in Psychology at Stellenbosch University. She is currently completing her MA Research Consultation degree at Unisa. Her research interests include health and pain, scholarly development and criminology.



**Khonzi Mbatha** is a Junior Lecturer in the Department of Psychology at Unisa. His interests include sexuality, with a specific focus on vulnerable groups; research methodologies; the nexus between public health and mental health; and the politics of race.



## The PsySSA Sexuality and Gender Division is **now official!**



Prof Carien Lubbe-De Beer

We are happy to report that the Sexuality and Gender Division had a productive time at the past PsySSA Congress with several excellent presentations from members of this group. A significant development is that the council approved the division at their meeting on 24 September 2013 and that this was confirmed during the PsySSA AGM at the Congress. So we are now no longer an interest group but are instead officially the PsySSA Sexuality and Gender

Division! We are however postponing the launch of the division until next year at the 2014 PsySSA Congress that will be held 16-19 Sept in Durban, KwaZulu-Natal. What makes that platform quite extraordinary is that the Pan African Psychological Union (PAPU) will similarly be launched at that time. Further to that, 2014 is not only the 20th anniversary of PsySSA but also the 20th anniversary of our democracy. All of these factors will allow us to make something big of the launch of the division.

Further to this, PsySSA has also adopted the [Sexual and Gender Diversity Position Statement](#) which is available on the PsySSA webpage ([www.psyssa.com](http://www.psyssa.com)). This is a culmination of the hard work of individuals from five African countries over the past two years and a proud first product of this division.

We were able to have a fruitful first meeting of the Division on 26 September; thank you to everyone who was able to attend. Some immediate priorities for the division identified during the meeting and that will be tackled in upcoming engagements include:

- The continued expansion of membership of the division to also represent other aspects of sexuality and gender, beyond LGBTI concerns, in line with the broadened focus that has developed in the interest group over the past few years
- The development of Affirmative Practice Guidelines in follow-up to the position statement
- The development of the PsySSA/ Unisa African postgraduate course in the psychology of sexuality and gender that we plan to pilot in Cape Town in 2015

Another development from the congress is that Prof Juan Nel was elected as president elect - an exciting portfolio and we wish him well with the responsibilities that come along with it. The implication, however, is that, although still available to serve on the interim executive committee, he will no longer be in a position to chair the division. Instead, Prof Carien Lubbe-De Beer, who together with Juan laid the foundations for the establishment of the division, will now serve as acting chair until formal elections can be held. The rest of the interim committee therefore consists of: deputy chair: Dr Floretta Boonzaier, secretary: Dr Ingrid Lynch, treasurer: Niel Victor, additional members: Prof Juan Nel, Mr Khonzi Mbatha and Ms Natalie Donaldson. We wish them well.

**Acting Chair:** [Carien Lubbe-De Beer](#)

## Educational Psychology: The road ahead



Greg Crighton

Following the recent AGM of the Educational Psychology Division at PSYSSA Congress 2013, a new committee was elected to represent the interests of educational psychologists. This serves as an opportune time to thank the outgoing committee for their contributions, and in particular Prof Estelle Swart, who chaired the division with such distinction over the last 4 years. The outgoing committee has worked extensively on the scope of practice for educational psychologists, and has also liaised with the HPCSA and a number of medical aids regarding issues around billing and the rates for psychologists.

The changing landscape of educational psychology in South Africa will present many exciting challenges on the road ahead, and as such, the committee has prioritised a few issues to address. These include the way in which educational psychology will be incorporated into the NHI and mental health policy debates going forward; continued communication and liaison with national and provincial education departments, particularly regarding Occupation Specific Dispensation (OSD) salary scales for psychologists (mostly educational psychologists) working in the public sector; the possible establishment of a task team to look at the roles of psychologists (all categories) working in schools and the challenges they face, particularly around boundaries, scope of practice and ethical issues; the discussion and monitoring of a possible community service year for educational psychologists; the accreditation of more CPD opportunities and sites for internships; and lastly, to have educational psychology represented on the PsySSA executive.

We look forward to taking on these challenges that lie ahead, and would like to encourage educational psychologists to actively engage with the committee, and to voice your opinions, your ideas and your concerns, so that we can ensure that the issues raised are addressed in a representative manner.

The newly elected committee for the division is as follows:

<i>Chair:</i>	Mr Greg Crighton
<i>Vice-Chair:</i>	Dr Martin Strous
<i>Secretary:</i>	Dr Punyuzwa Titi
<i>Outgoing Chair:</i>	Prof Estelle Swart
<i>Additional members:</i>	Dr Helen Dunbar-Krige
	Mr Bruce Phillips
	Dr Zoliswa Konyana-Bam

By [Greg Crighton](#)



## Division of Research & Methodology (DRM) - News

The PsySSA Division for Research Methodology's annual AGM was held at Emperor's Palace in the week of the PsySSA Congress. The meeting was well attended with delegates raising pertinent issues related to research in psychology. Scope of practice, ethics, the relationship between registered and non-registered practitioners as well as the relationship between research psychology and cognate disciplines were amongst the issues raised.

The DRM Executive Committee for 2014 consists of: Prof Sumaya Laher ([Sumaya.laher@wits.ac.za](mailto:Sumaya.laher@wits.ac.za)), Dr Puleng Segalo ([segalpj@Unisa.ac.za](mailto:segalpj@Unisa.ac.za)), Ms Lebogang Makobe-Rabothata ([makobmk@Unisa.ac.za](mailto:makobmk@Unisa.ac.za)), Ms Sherianne Kramer ([sherianne.kramer@gmail.com](mailto:sherianne.kramer@gmail.com)), Mr Angelo Fynn ([fynna@Unisa.ac.za](mailto:fynna@Unisa.ac.za)) and Ms Lavanya Pillay ([lavanyapillay2@gmail.com](mailto:lavanyapillay2@gmail.com)).

The Division will be circulating the DRM Newsletter which provides news from the research world, updates on the latest conferences and CPD offerings, discounts on books and articles of general interest. Unfortunately this service will only be available to members of the PsySSA DRM. Membership fees for the division for 2014 are R60 for PsySSA members and R10 for PsySSA student members. To join the division, simply check the DRM box when renewing your membership.

PsySSA celebrates its 20th Anniversary in 2014. This momentous occasion coincides with the 25th anniversary of Research Psychology as an officially recognised discipline in South Africa. The DRM will be hosting a series of events at the 20th South African Psychology Congress in Durban. See the next *PsyTalk* for announcements and further details.

*Chair:* [Sumaya Laher](#)





## Transformation, Change?

Change is a phenomenon, which evokes fear consistently and universally to humankind. On a daily basis, as psychologists, we help our clients to manage the emotions and feelings they experience to cope with changes in their lives.

How often do we, as psychologists and as a profession, look at how we cope with the changes in our society? How willing are we to change to meet the needs of a changing landscape?

Psychology is a profession often hounded by labels such as ‘an elitist profession and service in society’. However, the profession can make many valuable contributions to the betterment of the social world. The Council for Employment Equity and Transformation at PsySSA aims to understand the relevance of psychology as profession in the modern South African context.

The council aims to undertake a critical exploration of the current role of psychology in the South African landscape. There will be a structural analysis of how psychology as an employment sector in South Africa measures up to Employment Equity requirements. This exploration will inform the talent pipeline created at academic institutions. A conscious review such as this will determine what the future of psychology looks like in South Africa.

The immediate question may be but why do we want to change?

**The answer is simple:** transformation and change will enable the profession to be contextually relevant. This relevance will ensure that as a profession we are able to discharge our ethical duty of benefiting those we serve and ensuring that we minimise the risk of harming them.

Of course, transformation and change may bring up uncomfortable feelings and attitudes from PsySSA members and broader professionals.

The council is committed to providing a safe, reliable and consistent framework for undertaking a critical review of the status of the profession in relation to equity and transformation. Members are encouraged to engage and participate to enable us to realign the relevance and service delivery of psychology in South Africa.

by [Bradley Daniels](#)



Dr. Emmanuel Tlou

The executive of the Clinical Division had its first working meeting on 9 October 2013 during which specific focus areas for the year ahead were identified. Briefly, discussions focused on the following issues:

- Communication: Regular communication with the membership must be prioritised. As a recruitment drive, communication will be directed to all clinical psychologists in the country regardless of their SASCP membership status.

The idea is to create a blogspot through which the executive and members can converse on various issues of importance. The PsySSA webmaster will be approached to help with this service. Clinical Division members will be encouraged to contribute to the newsletter and come up with ideas on improving communication. Another idea is to host quarterly breakfast or dinner meetings with invited speakers on topics of interest.

- Training / CPD: With the limited time available until the 2014 AGM (about 7 months if we exclude the mid-November to mid-January period, Easter and April holidays and June-July school holidays), it was proposed that the ethics workshop be used as a signature CPD activity. A presenter will be identified. Another recommended training activity was a briefing on the National Health Insurance system and its impact on the psychology profession. The training of Limpopo and Mpumalanga psychologists in forensic psychology was also identified as a necessary training intervention (discussed in detail below).
- SASCP/CPF collaboration: An update on discussions between the Clinical Division and Clinical Psychology Forum on professional issues affecting clinical psychology was provided. It was emphasised that the two clinical psychologists' formations must collaborate as they are faced by a common threat.
- Finance: The Clinical Division's ABSA account has been placed on hold by the bank for unknown bureaucratic reasons. Dr Tlou and Mr Makwe were mandated to approach the bank to resolve the issue. PsySSA has agreed to bail out the Division in the interim. PsySSA will be reimbursed once the account is active.

### Other Work in Progress

In addition to the 9 October 2013 meeting, the executive held two other teleconference meetings (23 October and 20 November) to address urgent matters affecting clinical psychologists that were brought to its attention. The two major issues that were discussed were, firstly, the problem of forensic evaluations in public hospitals at the Limpopo and Mpumalanga provinces. The second issue is the discussions between the Clinical Division and the Clinical Psychology Forum (CPF).

On the first issue, a teleconference was held with a representative of the disaffected clinical psychologists. A report was submitted to the president of PsySSA with specific recommendations to address the problems raised. The Mpumalanga and Limpopo Departments of Health will be approached with proposals for intervention as proposed in the report.

On the Clinical Division/CPF collaboration, a memorandum of agreement has been drafted and will be signed in the near future. The two parties are currently involved in talks to address various clinical psychology practice management issues.

*Chair:* Dr. Emmanuel Tlou

# South African Journal of Psychology

As the year draws to a close, the editorial team at the South African Journal of Psychology is pleased with the positive feedback regarding the journal's content, and the website. While there were some hiccups with members accessing the site and the current issues, these appear to have been rectified. There has been an especially encouraging response to the State of the Science feature introduced earlier in the year, with articles by world leaders in Psychology.

The final issue for the year leads with an article titled Global Psychology by John Berry, the internationally recognised acculturation researcher and theorist. The article critiques dominant western thinking and conceptualisations in psychology, and argues for the development of alternative psychologies that evolve out of indigenous approaches, and which may then contribute to a global psychology.

The December issue also features an editorial by Myers and Parry that examines the debates and evidence surrounding the role of alcohol advertising in substance abuse. The article is a timely one considering the current focus on the governments' proposed legislation which aims to ban alcohol advertising.

There are a number of other research-based papers and perspectives on psychology that present the latest evidence and thinking in the field. These include works in counselling, educational and community psychology, among other areas.

**Please note the call for submissions for the special issue to appear in September 2014, coinciding with the annual PsySSA congress. The special issue will focus on Psychology's role in and contribution to the country's development and progress towards a just and equal society. Details of the call are available on the journal's website <http://sap.sagepub.com/>. The closing date is 31 January 2014.**

The Editorial team has a number of cutting edge research papers and reviews lined up for 2014, and hopes readers will find them stimulating.

**Professor Anthony Pillay**

*Editor-in-Chief:* South African Journal of Psychology  
December 2013



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