



05 October 2023

Mr HT Dixon
Industrial Psychology
Faculty of Economic and Management Sciences

HSSREC Reference Number: HS23/6/79

Project Title: The role of organisational change and transformational leadership in psychological well-being among academic staff members in South Africa

Approval Period: 5 October 2023 – 4 October 2024

I hereby certify that the Humanities and Social Science Research Ethics Committee of the University of the Western Cape approved the methodology, amendment and ethics of the above-mentioned research project.

Any amendments, extension or other modifications to the protocol must be submitted to the Ethics Committee for approval.

Please remember to submit an annual progress report at least two months before expiry date. Failure to submit your annual progress report on time will result in the immediate lapse of your ethics approval and you will have to resubmit an entirely new ethics application.

For permission to conduct research using student and/or staff data or to distribute research surveys/questionnaires please apply via: <https://sites.google.com/uwc.ac.za/permissionresearch/home>

The permission letter must then be submitted to HSSREC for record keeping purposes.

The Committee must be informed of any serious adverse events and/or termination of the study.

Ms Patricia Josias
Officer: Research Ethics
University of the Western Cape