



President's Prerogative Competition and Competitiveness



Lambert Retief
President of PIFSA

Those of us who are in business are here to make a profit, and so any threat is regarded seriously. Recently there has been a lot of press coverage about the threat posed by imported textiles and other goods, and there is concern in some quarters about the loss of orders to China, India and Malaysia. There is little doubt that the question of global competition has the potential to increasingly affect those products which are non time-sensitive, such as packag-

ing, books and stationery. There is also no doubt that the South African market is a target for producers in lower cost Asian countries and that we are seen as a gateway into Southern Africa. The question is, what, if anything, can be done about this?

My view is that the solution lies in positioning our businesses to meet the challenge, rather than trying to stem the flow of imports through trade barriers. There is little point in trying to get government to impose tariffs on finished goods when the whole thrust of trade policy is towards reducing tariffs and duties.

If you are a producer of non time-sensitive products it may be time to review your business model. Our cost of production is higher in this country than in those countries which may not have the same labour and

material input costs. It is a fact too, that we are not always as efficient as we could be. It is an opportunity to get closer to your customer and to understand his business so that you become a strategic partner and not simply another commodity supplier. It may also be the time to move up the value chain. Whatever the specific solution to your particular challenge might be, it is time to give thought to the future and to plan for it. Quality, on-time delivery and price competitiveness are no longer differentiators – they are a given, and are taken for granted by most of our customers.

Competition is a reality of business, but there are opportunities that accompany every threat and I believe that we are more than capable of meeting the new challenge of global competition.

**"FACTINATION...
bet you don't know this?"**

In George Washington's days, there were no cameras. One's image was either sculpted or painted. Some paintings of George Washington showed him standing behind a desk with one arm behind his back while others showed both legs and both arms. Prices charged by painters were not based on how many people were to be painted, but by how many limbs were to be painted. Arms and legs are "limbs," therefore painting them would cost the buyer more. Hence the expression. "Okay, but it'll cost you an arm and a leg."

In the late 1700s, many houses consisted of a large room with only one chair. Commonly, a long wide board was folded down from the wall and used for dining. The "head of the household" always sat in the chair while everyone else ate sitting on the floor. Once in a while, a guest (who was almost always a man) would be invited to sit in this chair during a meal. To sit in the chair meant you were important and in charge. Sitting in the chair, one was called the "chair man." Today in business we use the expression or title "Chairman or Chairman of the Board,"

What is Factination? See page 4

International SA's welcome to the global village

When South Africa became an open democracy in 1994 and was accepted back into the world, we were exposed to a whole new set of relationships, rules and regulations.

These required a new way of doing business and we have had to play a big game of "catch up".

One of the first consequences has been the number of traders which have come fishing and exploring inside our pond. We all thought how nice it would be for us to have been given the freedom to go and fish in their ponds, but most of them have come fishing here before we could set sail for their waters.

So the South African business community which had been the polecats of the world were suddenly the flavour of the day. We were an attractive target too. We learnt quickly that all is not fair in love, war or global trade.

Just as in sport and war, so too in business - there's a need to strategise and plan for success. We have to train. We need to know how our rivals play the game so that we can be competitive. If we are to outsmart them, we need to plan our action carefully. Our strength is local knowledge.

Our global competitors have an advantage over us because they've been playing the game a long time. Our previous isolation had led to us playing a different game by different rules. Perhaps we need to be sourcing cheaper raw materials from other countries?

Our government seems to have different approaches to different industries too. On the one hand the clothing and textile industry is being inundated with cheap imports from China with little sign of protection from government, and on the other hand the motor industry is

benefiting from the export credit scheme. The World Trade Organisation is opposed to protective measures and the motor industry programme is being viewed as an unfair subsidy by overseas competitors.

The second lesson we have to learn is that the word 'loyalty' does not exist in this new trading environment. Quality, price and reliability will secure the next order. South African customers don't necessarily choose South African suppliers anymore.

As a member of "Proudly South African", PIFSA supports keeping work in this country. Are you playing your part?

"Have you visited www.pifsa.org today?"



CEO Corner Global Challenge



The economic growth of the world's two most populous nations (China and India) has implications for all of us in this country. Many of us will have heard

that the flood of cheap good quality textiles from China has led to decreasing employment in countries as diverse as Lesotho and Italy, and that the abundance of well-educated cheap labour in India has led to software developers and call centres to move to the sub-continent from the United States and Europe.

Closer to home, our book publishing customers

have been sourcing print from Singapore and Hong Kong for many years – but now even these two regions are losing business to China, and many companies have set up operations on the mainland to take advantage of lower costs. I have been told of good quality printed flexible packaging from India being landed in this country at 20% less than the local raw material price! Of course, the consumer is not likely to experience the benefits of these lower prices through cheaper books or food – the benefit is more likely to remain in the hands of the publishers or manufacturers.

Elsewhere, the editor of PRINTalk has written about the impact of globalization, but I believe that increasing imported competition will change the nature of our industry permanently. To survive

and thrive we will have to look for business and service niches where our new competitors cannot easily compete. The experience of countries like Germany and the UK is that despite the loss of certain business to low cost producers (this time, in Eastern Europe) 90% of customers remain loyal to domestic printers and packaging companies. The challenge for local producers is to find new ways to add value to our customer's businesses – and this means that we will have to think more broadly than simply providing print or packaging. The need to understand the business of our customers, to make their lives as easy as possible, and to think laterally has never been greater.

Chris Sykes
Chief Executive Officer of PIFSA

Power Of Print The first and still the leading Information Technology

Just think about it. What Johannes Gutenberg, the inventor and craftsman who founded the printing industry, set out to do way back in the mid 15th century, was to give information to a far wider number of people than ever before through the use of technology.

People in those days had to get hold of the manuscript to be able to read it. Only the really privileged ones could in fact read, so for many it had to be read to them if they were lucky enough.

Copies were done by hand and it took painstaking years to copy a manuscript. In fact there were monasteries of monks specifically copying the Bible at that time. All by hand.

Our industry founder worked in secret (he was a goldsmith by trade) using his metalworking skills to develop individual pieces of type. They formed the technological basis of the industry we now know and serve.

Since those early days the printing industry has been at the leading edge of the information technology industry throughout its history. And remains there today!.

Print is all around us. Think about it. Books to learn the ABC and books to learn from at school and varsity. Books and magazines to entertain and in many cases transform our knowledge skills. Newspapers to give us the full story of what's going on around us. Packaging to entice us and to give us the necessary information on the product and its use.

As the world's population has grown in numbers and sophistication so has the need for their needs to be satisfied quicker, better, and with more flair at lower cost. And so the print industry has had to lead in the technology as it did right from the outset.

Print is Information Technology, and you need to be proud of it and equally proud to be a part of it!

Creating an indelible impression

Isn't that what we all set out to do day in and day out. No matter wherever we are it is the subconscious central action in our existence.

Why do we do it? Well it is to become accepted within our circles of contact. At work; at play; in social environments; in comfortable situations with friends we carry on doing it and we do so in the new uncomfortable new situations when we try just a little bit harder and with more conscious effort.

But indelible impressions are all around us every moment of the day. Awake or asleep. Anywhere and anytime. 'Indelible impressions' is how the famous advertising genius David Ogilvy described BRANDS. Think about it. They are everywhere in your life and mine. You can't escape them.

What is it that makes an indelible impression then? Well Brands move beyond a basic product and take on a personality and a meaning. The anthesis of a Brand is a commodity! Something of use but with no name or standing, no indelible impression, just a thing to use!

So do you have a Brand? Or are you a commodity. Just another print supplier?

Let's start by understanding exactly where the word comes from. Cattle and sheep farmers have a special symbol that identifies their particular farm and herd. They have it forged in steel and positioned at the end of a metal rod. It is a branding iron. Then they heat it up red hot and they burn it on to the animal so that they can identify it as theirs. That is branding. Making it identifiable. Keeping it apart from the others. Now we have to apply this process to other areas of life. Foodstuffs, cosmetics,

personal care, airlines, hotels, motor cars and so forth. There is not an area in life where brands are irrelevant or superfluous. Not even humans. YOU are a brand yourself. Yes, think about it again. You have a particular style and look about you. There are certain clearly identifiable things about you that set you apart. You have certain looks, values, preferences, likes and dislikes. And you have a name! You often hear people say 'I took an instant dislike to that person' or we immediately gel. Well, that is all to do with the Brand you are.

And it is no different with products and services, when they grow up and take on a personality. In fact one of the exercises we do when researching Brands, is to do what we call a Personification. The research respondents are asked to think deeply and to convert the Brand we are discussing into a person. To visualise that Brand as a person. Age, sex, marital status, where they live, style of home and furnishings, where children go to school. Sort of clothes they wear. Interests, likes and dislikes, people they associate with and places they go to shop, holiday etc. What car do they drive? Perfume or aftershave preferences. You build up a set of similarities for products and it is really remarkable how Brands cluster in their similarities.

Same too with a Brand. It also has clusters of similar people that use the Brand and other dissimilar people use other Brands. These clusters are important in your life. They are your core users and therefore the ones who make up your majority of users.

Equally those in the other cluster constitute the ones from where you will be going fishing to acquire some new users. Those closest to your cluster are the ones most likely to be persuaded to move to your Brand first. Keep this in mind and we will talk more about Brands and your Brand in the next issue of Printalk.



Techno Chat

Paper Skinning

What is skinning?

Skinning, or rollback occurs when a thin slice of paper is partially peeled from a larger sheet of paper, and rolled into a tube, which is still attached to the sheet at one end. Depending on how this skinned area is formed, it can be loose and open or tightly wound and very hard. In the latter case, it can damage printing blankets. Skinning usually occurs on heavier sheets of soft, uncoated text or cover paper, but is not necessarily restricted to these grades only.

What causes skinning?

Skinning is usually a paper handling problem caused by friction between the sheets, but can also be caused in other ways. It is most commonly caused when stacking bundles of sheets onto pallets for loading into the press. These bundles or blocks of sheets are often slid and dragged across each other at different angles. When the bundle or block of paper is too heavy, this friction loosens a layer of paper, which rolls up into a tube. The skin starts at the point where the two surfaces first meet, which is not necessarily the edge of the paper.

Sliding a block of paper over a guillotine table which has a badly worn or slightly protruding

bottom stick, can cause damage to the edge of the bottom sheet. The weight and force of the paper results in a thin segment of the sheet being rolled back from the edge, into a hard lump. This is a well recognized problem within the industry and when this happens, it is normal practice to remove the bottom sheet of every block after guillotining.

Inserting wedges of wood, plastic, paper etc. into the pallet to aid feeding on the press, can also cause damage to the edge and surface of the sheet. This problem may not become apparent until this skin or rolled segment of paper sticks to the printing blanket.

Analysis of customer complaints over the years has shown consistently that more than 80% of skinning problems occur in ream wrapped paper. There are no other clear patterns such as grade, grammage, paper machine or finishing equipment etc. and from discussions with printers and merchants it is clear that skinning is a universal problem, not exclusive to one or two suppliers.

How can skinning be prevented?

When cutting soft uncoated papers, the

guillotine operator must be aware of the possibility of skinning and when observing this problem, must take care to ensure that the cutting sticks are replaced when deeply grooved or badly worn. He/she may also assist by lifting the leading edge of the paper over the cutting stick to avoid skinning.

When loading these papers into a machine, smaller, lighter bundles should be loaded and friction should be avoided as much as possible. When the need arises to insert wedges to aid feeding, the corner of the paper should be lifted before inserting a wedge, to reduce friction. When heavily inked solids are being printed, it may be necessary to reduce the ink tack in order to avoid bits of paper sticking to the printing blanket. For further information please contact Erich Kuhl (011) 699 3000 or on ekuhl@pifsa.org



Northern Chamber News

The Northern Chamber AGM was held at Wingate Country Club on 7 April 2005. Dean Viljoen, MD of Capture Press, and Chairperson of the Chamber for the past 5 years thanked the committee for their support during the year. He also mentioned that the hub of print in Gauteng is moving north and that printers in Pretoria have a very important role to play in the future.

Erich Kuhl gave the meeting an update on topics such as BBBEE, the Security Printers as well as Book printing matters.

The Northern Chamber is also the only PIFSA Chamber that hosts an Annual Printing Competition amongst our members. Erich Kuhl, Technical and Commercial

Director of PIFSA as well as SAPPI Printer of the Year judge, judged the entries. Trophies and certificates were awarded to the winners at the AGM. Gold winners in the categories: Books- Seriti Printing, Full Colour- Capture Press, Magazines – CPD Print, Commercial Stationery – Durrant and Viljoen Printers, Craftsmanship – Durrant & Viljoen Printers, Design – 4 Images, Regional Newspapers – Media 24 (Beeld). The overall winner of the 2004 Northern Chamber Printing Competition was Durrant and Viljoen Printers, who won gold in 2 categories. The SA Banknote Company trophy for the Best Apprentice for 2004 was awarded to Danny Mc Intosh from CPD Print.



Gold Winners: from left to right - Dean Viljoen, MD of Capture Press and the Northern Chamber Chairperson), Leanne Kelly of (Capture Press), Brett Durrant of (Durrant & Viljoen Printers), Wayne Honeyman of (4 Images), Allen Swart of (Seriti Printing), Johan Swanepoel of (Durrant & Viljoen Printers), Thys Palm of (CPD Print), Wynand Bezuidenhout of (Media 24 - Beeld).

Cape Chamber News

Cross Media Cape Town

The number of Learners and Apprentices attending the Technical Theoretical Modules increased tremendously over the year and we continue to obtain highest average pass marks in the country.

We have nine full-time Electronic Origination students on the 1-year course that started in January 2005.

Our basic and advanced general DTP and Repro training is ongoing and we plan to run regular after-hours courses in the near future. We are proud to announce that we have become an official Corel Training Partner, offering CorelDraw courses with plans to expand this to include the whole of the Corel Suite.

Integrated Business Administrator Programme

The Chamber, CMTC Cape Town and QuickEasy Software formed a joint venture during 2004 to provide an entry level qualification to young people interested in pursuing a career in the Printing Industry.

The IBA programme combines 5 weeks intensive theoretical training, over a 9 week period. The students are contracted to Member Companies for a 12 month internship during which time they receive practical experiential learning. The curriculum includes Printing Processes, Estimating, Production Planning, Accounting, CRM and much more.

60 YEARS IN THE PRINTING INDUSTRY: A lifetime achievement!

Mrs Joyce Ronné recently celebrated 60 years within the printing industry. Die Nootgedacht Pers (Pty) Ltd was established in 1926 by CJR Carelse, HE Carelse (son of CJR Carelse) and M Simons. GV Ronné (Mrs Joyce Ronné's late husband), the son-in-law of HE Carelse, took over the reigns of the Company in 1980. Die Nootgedacht Pers is currently run by the fourth generation of this family, CJR Carelse's great grandsons - Mr Edmund Ronné and Mr Greg Ronné with Mrs Joyce Ronné still actively involved.



Mr Edmund Ronné with Mrs Joyce Ronné



Central Chamber News

Annual General Meeting

The 90th AGM of the Central Chamber was held on Thursday 14th April 2005 in the Nampak Auditorium of the Cross Media Training Centre in Honeydew. A record number of 250 persons attended the meeting, which was addressed by the Chamber Present, Mr Vic Sweet, Professor Nick Binedell of the Gordon Institute of Business Science (the name of the Business School of the University of Pretoria) and Mr Chris Sykes, Chief Executive Officer of the Printing Industries Federation of South Africa.

Mr Sweet, apart from covering the report of the Executive Committee and the annual report for the year ended 31st December, 2004, addressed members on the need to make greater use of the Skills Development Act and to ensure that the objectives enshrined in this legislation were applied to managerial/executive level and not confined to only technical employees on the factory floor.

Professor Binedell addressed members on the need for businessmen and entrepreneurs to ensure that their business acumen remains as much "state of the art" as does their technology on the factory floor. He warned that business management is going to become infinitely more complex in the future and the consequences of failure more severe. He advocated that members, especially smaller members, seriously consider enrolling one or more of their management team on the three-day First Paper House Executive Development Programme, to be run in September 2005.

Mr Sykes addressed the meeting on the requirements of Broad Based Black Economic Empowerment and the ways in which PIFSA is addressing this problem, being faced by all members. He also brought members up-to-date on what had happened in respect of the Statutory Council and MAPPP SETA.

At the close of the meeting, Certificates for students who were successful in the course "Estimating for Printers" were handed out, including the certificate for their best student in the country, from Belman Litho who scored 98 per cent.

The following were elected to the Executive Committee for the period 2005/6:

President - Mr Vic Sweet (Ultra Litho)
Vice-president/Treasurer - Mr John Latter (Britepack)
 Mr. Andre Smit (Media 24)
 Mr. Lawrence Kropf (Beith)
 Mr. Charles de Beer (Caxton)
 Mr. Michael Gassenheimer (Davmark)
 Mr. Wiseman Madinane (Gillmich Business Forms)
 Mr. Bhadrash Rama (Golden Era Printers)
 Mr. Mike Bath (Goldfields Press)
 Mr. Michael Boatwright (Ince)
 Mr. Don Lewis (Lithotech)
 Mr. Andrew Read (Lithotech – Alternate)
 Mr. Stewart Blanckensee (Lloyd-Gray)
 Mr. Deon Joubert (Merpak)
 Mr. Kevin Mortimer (Mortimer Offset)
 Mr. David Baker (Multiprint Litho)
 Mr. Aaron Ntshangase (Nampak)
 Mr. Neil de Greef (Screenline)

At the conclusion of the meeting, 235 of the 250 delegates stayed for a cocktail party, hosted by ABSA Bank and to a four-course dinner, at which the wine and soft drinks were sponsored by ABSA Bank as well as a talk by Gary Bailey, the former Manchester United goalkeeper, who gave his views on leadership and the implications for the 2010 Soccer World Cup being held in South Africa.

The Chamber Executive Committee records their gratitude to ABSA Bank for their sponsorship which has lasted for three years.

Enquiries may be directed to Ms Nicky Pottow on (011) 699 3044 or email nickyp@pifsa.org

Kwa-Zulu Natal Chamber News

Shepco installs Heidelberg Six-Colour

Shepco has come a long way with another milestone achievement. The company started originally in central Durban in the late 1920's as Shepco Printing – later to become Shepco Printing and Packaging. The company is now one of the oldest printing and packaging companies in KwaZulu Natal. The company has moved around the Durban metropolitan area during its existence, before settling down in Pinetown where it is currently based.

MD, Bryan Hulley has many years in the industry, originally with Mondi Carton Board, where he was Mill Manager for the Felixton Mill, and later at Merebank where he became Export Manager. Bryan took over the reign at Shepco from his late father, Mr. J.C. Hulley in the latter half of the 1990's.

Bryan has always had a vision of an expanded business, where he had the flexibility to produce print and packaging on a range of substrates, with quick reaction time to market needs. This led to Shepco's latest investment.

Having conducted a full assessment of what was most suitable for the business, and an

extensive search, Bryan and his team went over to the UK and found what they were looking for a mechanically sound press capable of printing high quality on a range of substrates. They returned with a Six Colour Heidelberg D Speedmaster 102. Another to their Heidelberg stable.

Assisted by **PIFSA FINANCE**, the whole financing package flowed smoothly –including the finance, importation, customs clearance etc.

Several weeks later, the press arrived at Durban harbour. The first task after getting clearance from Customs and Excise was to clean it up and prepare it for installation. The installation meant that the power requirements for Shepco had to be bumped up substantially. This was probably the greatest hurdle in terms of time when considering the whole project.

The installation of the press was completed within four weeks and the commission had to endure a wait for the metro to provide the increased power supply. This being completed, the press was commissioned in March 2005 and is running well.

Shepco Print and Packaging continues to promote carton board packaging, and has been at the forefront of innovative packaging solutions in this medium.

Visit the Chamber website:
www.printkzn.co.za

"FACTINATION... bet you don't know this?"

This new section will be a regular hopefully on each and every page featuring interesting facts about the industry in SA and across the globe. For instance which is the oldest printing works in SA? How much newsprint is produced and used annually in SA? When was PIFSA formed? How many potato crisp packs are produced annually in SA? And so forth. We need your contribution in the form of anecdotes and facts. As well as your questions for us to find the answers. Your contribution can be forwarded to graleen@icon.co.za

**COME ON ALL OF YOU
READERS GET INVOLVED.**

"All you need to know is at www.pifsa.org"



Profile Erich Kühn



Erich Kühn PIFSA Director Commercial and Technical Services

German born, but a true South African, Erich; who has been happily married to Trudy for 34 years and is the proud father of two adult daughters and grandfather of three; joined the printing industry as an apprentice lithographer in January 1966. He qualified at the end of 1968, having started studying for the National Diploma in Printing Management earlier that year. One year later, he trained apprentices and

was made foreman. After spending some time in production control, procurement, estimating and costing, he became production manager, works manager, general manager and administrative director, respectively, in a number of companies in Johannesburg over the next 19 years.

During this time he gained both theoretical knowledge and practical experience in pre-press/ print design & directing, procurement, storage and handling of all materials, various printing and finishing processes, carton and die making, die cutting, binding and packaging design and manufacture. He also kept abreast of all legislative issues affecting printing businesses.

After 15 years with his last employer, Erich joined PIFSA in 1991 and was instrumental in the planning of the Southern African Printing College and its establishment in Honeydew. He has always had a keen interest in training, ensuring that the highest standards are maintained.

Erich represents the industry on various government, quasi- government, NGOs,

business and other bodies to ensure that members' interests and needs are supported and promoted in the best possible manner. Erich chairs the MAPPP SETA Print Advisory Chamber, the Print Industries Cluster Council and the SA Print & Packaging Export Council. He is vice-chair of the Book Development Foundation, secretary of the Cheque Printers Association and the SA Screen Printing Association and maintains close ties with various government departments.

He also consults with members and organises technical evaluations, commercial arbitrations, expert evidence in court, judging panels etc., visits major international trade expositions and seminars and conducts internet research to keep abreast of industry developments.

He presents workshops and serves on a host of committees to maintain and where possible, increase the consumption of locally produced printing and packaging materials and to promote and support the integrity of his life's passion: - the printing and packaging industry.

Erich Kühn Director Commercial and Technical Services (011) 699 3000



Cross Media Business School

Caxton chooses Cross Media Training Centre

Caxton Community Newspapers have teamed up with the Cross Media Training Centre for their "in-house" computer training.

Standard computer training courses have been modified and customized to meet Caxton's specific needs.

Hitherto the Cross Media Training Centre only trained on Apple Macintosh but since Caxton works on a PC platform, this tie-up has created an opportunity for the Centre to broaden its IT training horizons.

Eleven new PC work stations and a server have been purchased, to simulate the pre-press production environment. The training room is to be named "The Caxton Room".

"Cross Media Training Centre was selected because not only are they able to provide accredited trainers, in compliance with our workshop skills plan, but they have hotel style accommodation at the Honeydew campus for out of town staffers", says Caxton Community Newspaper CEO, Bruce Sturgeon.

For further information about training and how to fill in a workplace skills plan please contact Helga at 011 699 3000 or email helgaw@pifsa.org



Caxton staff members being trained at Cross Media Training Centre



"Keep in touch visit www.pifsa.org today"



Cross Media Training Centre Supplier Spotlight



FIRST GRAPHICS
FIRST FOR IMAGING SOLUTIONS

Since its inception in 1992, the Southern African Printing College (now known as Cross Media Training Centre) has had to rely heavily on suppliers of capital equipment, consumables and technical support in an effort to keep the costs of training down to an affordable level for prospective students as well as industry members.

One such supplier who has been intimately involved with the training endeavours of this institution since day one is First Graphics.

First Graphics as a company has always placed a high priority on skills development within this industry sector and has supported the aims and objectives of the College in many ways from the installation of equipment, supplying of consumables for training, through to technical support.

With regards to the equipment support, First Graphics has always endeavoured to ensure that the College is technologically on par with industry, and in many instances has been the instigator of new equipment installations via donations, and arranging these donations without having received a request from the College to do so.

Keith Solomon the Marketing Director of First Graphics is an enthusiastic proponent of skills development and in many instances has made it

his personal objective to ensure that relevant equipment is installed for training purposes.

Two new exciting installations made possible through First Graphics are the Dupont Flexography Photopolymer Plate punch, wash out unit and drying system which has led to the development of the Flexo Technology Training Centre as well as the soon to be launched Creo Lotem 800 Computer to plate training system.

Apart from the generous support in terms of equipment donations, another vital role that First Graphics has been party to throughout the development of the Training Centre is that of technical support ranging from hardware and software solutions for the Desktop Publishing studios through to technical advice on proofing systems as well problem solving assistance on a variety of the centre's installations.



Students examining the quality of a completed Photopolymer plate



Dupont Cyrel 2001P Washout Unit



Creo Lotem 800



Dupont Cyrel 2001P Washout Unit



Tung-Shung 88PSBF Thermal Plate Processor



Testing the Screen Printing Table

Important College Dates

The Art of Media Selling	(4 Days)	5 – 26 July Every Tuesday
Project Management	(2 Days)	21 & 22 July
Supervisors Course	(3 Days)	3-5 August
Front Office / Telephone Skills Workshop	(1 Day)	11 August
Health & Safety	(1 Day)	24 August
Progressive Management for new managers		
Intermediate (2)	(3 Days)	17 – 19 August
Management 3	(5 Days)	11 – 12 August Part 2
Disciplinary and Grievance Code Procedure		
Workshop	(1 Day)	2 September
Public Speaking & Presentation Skills	(1 Day)	7 September
Labour Relations Course	(3 Days)	21 - 23 September
First Aid Level 1	(2 Days)	29 & 30 September



The views expressed in Printalk are, unless otherwise stated, not those of the Printing Industries Federation of South Africa (PIFSA). Everything in Printalk and any attachments relating to the official business of PIFSA or any affiliated or administered Association is proprietary to PIFSA. Whilst all reasonable steps are taken, PIFSA can not assure that the integrity of this communication has been maintained nor that it is free of errors.