

# Printalk

Issue no. 15

To contact Printalk: [graleen@icon.co.za](mailto:graleen@icon.co.za)

June 2006



## CEO Corner

### New PIFSA Board of Management



At PIFSA's recent AGM a new Board of Management was constituted and Lambert Retief of Paarl Media was elected to a second term of office as President. Edmund Ronné of Die Nooitgedacht Pers was nominated and elected Vice President.

In addition to messrs Retief and Ronné the new Board of Management consists of Ian Shepherd (Cape Chamber), VJ "Pops" Ramdani (KZN Chamber), Clee Waterson

(Border Chamber), John Latter (Central Chamber), Brett Durrant (Northern Chamber), Wimpie Hauptfleisch (Free State Chamber), Neil Birch, Terry Kane, Fezikile Tshiqi and senior staff of PIFSA. In paying tribute to the outgoing members of the committee (including Vic Sweet, Tim Douglas-Jones, Bill Kewley and Vrij Harry) Mr Retief paid special tribute to Leal Wright, the immediate past president of PIFSA under whose leadership the foundations for the 8th World Print and Communication Congress had been laid. Amongst other priorities the new committee will be pursuing the question

of the funding of the industry's training facility, the Cross Media Training Centre. Unlike many other training and education providers in other sub-sectors, the college has so far this year been unsuccessful in accessing discretionary grants from MAPPP SETA. A further major priority will be working towards formulating PIFSA's own BBBEE strategy.

Chris Sykes  
Chief Executive Officer of PIFSA

### New Pifsa Board of Management 2006/2007



Back Row from left to right: John Latter, Lambert Retief, Edmund Ronné, Geoff Warren, Ken Leid, Fezekile Tshiqi and Erich Kihl  
Front Row from left to right: Nick Delpont, Chris Sykes, Ian Shepherd, Pops Ramdhani, Neil Birch, Lana Human, Paul Sykes, Clee Waterson and Patrick Lacy



## Legal Matters Employment Equity Public Register released

On the 24 March 2006 the Labour Minister Membathisi Mdladlana announced the release of the Employment Equity Public Register for employers who submitted reports for the 3 October 2005 reporting deadline.

In a press release he said the Department had captured 2762 reports submitted by employers who employ 150 or more employees. Only employers who employ 150 or more employees were required to report in 2005. However he felt that the quality of reports submitted by employers could be improved as many were incomplete and contained incorrectly prepared information.

In order to assist employers, the Department introduced an online service on the 1 September last year to enable employers to complete and submit their reports online. This online service assists employers completing the required information by flagging any outstanding or problematic entries.

Only a few employers opted for this method of submission but we are confident that this will change over time. Mr Mdladlana warned employers that the Department will no longer accept employment equity reports that have not been fully and correctly completed and employers will in future be deemed not to have reported until all

outstanding information has been supplied.

Employers who intend tendering for state contracts are required to provide proof of submission of their employment equity report to the Department of Labour.

The next reporting deadline is 2 October this year and all employers with 50 or more employees are required to submit their reports, as well as employers with fewer than 50 employees whose turnover exceeds their sector threshold in schedule 4 of the Employment Equity Act.

The Public Register for the 2005 reporting period is available from the departmental website <http://www.labour.gov.za> Hard copies of Government Gazette No. 28642 are available from the (GPW) Government Printing Works at telephone (012) 334 4508/09/10. Enquiries can be address to Mokgadi Pela Cell: 082 808 2168.

The Press Release was issued by: Department of Labour on the 24 March 2006.

*Should you require further information on this article or previous articles pertaining to legal matter published in Printalk please contact Louise Moralee on 011 699 3000*



**Due to many requests the deadline for the Kwa Madwala competition has been extended until 30th June.**

Enter and stand a chance to win a 2-night 3-Day stay for two at Kwa Madwala Private Game Reserve worth **R12000.00**

All accommodation and food as well as morning and evening game drives included. You only pay for your drinks!

All you have to do is answer 2 simple questions and then tell us in no more than 40 words what you think of PRINTalk.

### Question 1

What does Kwa Madwala mean?

### Question 2

When was the first edition of Printalk published?

Visit the Kwa Madwala website on [www.kwamadwala.co.za](http://www.kwamadwala.co.za) or visit the Pifsa website [www.pifsa.org](http://www.pifsa.org) and look at the April edition of Printalk in the archives section of the website.

Entries close **30 June 2006** and the winner shall be announced in the July edition of Printalk.

**Email your answers to the two questions and your opinion to the Editor at [graleen@icon.co.za](mailto:graleen@icon.co.za)**



## Techno Chat

## FTASA Flexographic Conference



**Don't miss the Flexographic Conference**

12th July 2006 – Southern Sun Johannesburg International Airport.  
Flexo for the Future – Developments Affecting Flexographic Printing.

Whether you are in marketing, design, sales, procurement, production or management, or interested in flexographic printing and packaging, this conference will provide you with an insight into the latest trends and developments.

An impressive line-up of international and local speakers will inform delegates

about diverse topics such as: The Advertising Agency's role in Packaging; Colour Management; Automatic Inspection and Press Control; Digital Flexographic Printing; Plate and Tape Developments; Skills Provision; BBBEE and how it can benefit your company.

Registration Forms are presently being printed and will be mailed to all FTASA members and will also be inserted into the trade press. The fees for this all-day conference are R1000.00 for FTASA members and R1200.00 for non-members which includes refreshments and lunch.

After the untimely death of Barry Oakley, FTASA's previous Executive Secretary,

Erich Kuhl was appointed to this position within the Association, with PIFSA providing administrative support. He will be working closely with the FTASA Executive Committee.

A reminder to all Flexographic Printers: Don't forget to put aside good copies of entries and uncut samples, together with all the necessary technical details in order to enter the FTASA Flexographic Print Excellence Awards to be launched soon. The closing date for entries will be Friday the 29th September.

For more information, and to register, contact: Erich Kuhl at 011 699 3000 or email: [ekuhl@pifsa.org](mailto:ekuhl@pifsa.org)



## Central Chamber News

### Probationary Periods

The law clearly states, in Schedule 8 to the Labour Relations Act, that the requirements for dismissal during a probationary period are not as stringent as those for an employee in permanent employment. In fact, Paragraph 8 (1) (j) states that:

"Any person making a decision about the fairness of the dismissal of an employee for poor work performance during or on expiry of the probationary period ought to accept reasons for dismissal that may be less compelling than would be the case in dismissals effected after the completion of the probationary period."

Many employers assume that this means that the entire procedural and substantive circumstances are either suspended during the probationary period or are less taxing. THIS IS NOT SO. Arbitrators at the CCMA, in practice, make very little, if any distinction between Procedural and Substantive fairness of treatment involving a probationary employee compared with a permanent employee.

Employers are therefore advised NOT to assume that an employee on probation may merely be dismissed at the termination of that probationary period, without very explicit procedures being followed prior to dismissal and with good substantive reasons. In fact, in order to be successful in any dispute referred to the CCMA or the Statutory Council, employers are advised to ignore the fact that an employee is on probation and to follow all the requirements for fair dismissal which would be followed in the case of a permanent employee.

As most employees on probation are dismissed for Incapacity (more commonly known as poor work performance) the normal Incapacity Dismissal procedures should be followed. This involves regular counselling sessions, during which the employee is advised of his/her shortcomings and the requirements to meet company targets. These targets must be clear and explicit and the

employee must be advised of the time within which they are required to meet these standards and offered assistance (within reason) in reaching the standards - especially if the employee is a new entrant into the industry or to that particular position within the company.

Another question raised fairly often, is whether a probationary period can be extended. The answer is Yes, this is completely permissible, provided good enough reason exists and that the extension of the probationary period is accompanied by continued counselling and assistance.

As in all cases of Labour Relations, it is best to seek advice on particular circumstances before embarking on dismissal procedures, rather than having to pay significantly higher costs involved in fixing what has been done incorrectly from the beginning.



## KZN Chamber News

### KZN Chamber Serves its Members

Are you making the most of what the Chamber has to offer?

A large portion of the Chamber's services to members seems to be devoted to the handling of Labour Relations. Many hours each month are spent by Chamber staff in providing this service. This however is not the only service provided to members. Assistance with the financing and acquisition of capital equipment through the PIFSA Finance service has been very active in recent months with the figure running into millions of rand.

In addition the Chamber offers a range of training interventions for its members on both an in-house basis as well as at "public seminars" held at the Chamber's premises.

Training relates to both technical and non technical skills acquisition.

During May and into June 2006, the Chamber has been busy with the following:

#### Training

- Safety for Safety Representatives Training
- On site Safety Audit
- Professional Front Office Skills
- Die Cutting - in-house on the job training
- Supervisor Training
- A focused Industrial Relations Training Programme focussing on the handling of Misconduct and Poor Work Performance Problems with employees.

Special request have been made by members - that the Chamber investigate the possibility of in-house on the job training for employees in the finishing section - bindery and guillotine work in particular. This is currently underway, and we hope to offer this service to members in the near future.

Other members have shown an interest in the training of sales representatives - both internal and external sales. The intention being to provide these employees with

more technical information related to paper, inks and print. This so that sales representatives can advise clients as to the best or most effective way to achieve their requirements, and also to understand what the print shop can and can't deliver.

The Chamber will be offering training to suite this requirement soon.

Members should contact the KZN Chamber Director - Geoff Warren for assistance across a broad range of matters.

#### What's in a date?

Well if you were awake at 2 minutes and 3 seconds past 1am on May 4th this year 2006 you would have been conscious (or would you?) that at that very second you were at a momentous date and time in the calendar. It was 01:02:03:04:05:06 or in a more familiar format it was 01:02:03 on 04/05/06!

The world has not seen such a unique date since the turn of the millennium when we were 0:0:0:0:0:0

If you are young enough, the next momentous date you will see will be in 72 years time at 12.34 on June 5, 2078, when it will be 12345678 or 12:34 on 5th of the 6th month in 78.



## Special Report

By Geoff Warren KZN Chamber

Employers are often faced with employees who do not report for work for an extended period of time without making any contact with the company. What should one do in these circumstances?

Is this a case of unauthorised absence from work or a case of desertion? Without getting too technical in dealing with such a case, one needs to examine it a little more closely.

### Desertion

Many employers are quick to claim that the employee had deserted, and when the employee finally turns up to “return to work” he is told that he never made any contact with the company during the period he was away, and that during his lengthy absence he was dismissed for desertion. Alternatively, when he returns to work, he is dismissed for desertion.

Employers should err on the side of caution when dismissing an employee in such cases. It is essential that a decision to dismiss an employee should only be made after a disciplinary hearing has been held, where the employee has been afforded the opportunity to state his/her case. One of the main requirements in establishing a case of desertion is to have evidence that, based on a balance of probability, will indicate that the employee had no intention of returning to work. This is not always easy to establish, and for this reason, the employer should consider an alternative route to dealing with the matter.

The remedy to this is to have a policy in place that all employees understand, whereby an employee who absents himself from work must contact the company (immediate supervisor) within a stipulated period of time (preferably before, but usually between one and two hours after commencement of his shift) explaining that he is to be absent from work on that particular day. Should an employee not report in to the company, then an attempt should be made to contact the employee (format of telegram/letter available from the Chamber) to establish his whereabouts, or to contact the

family for the same. Failure to respond to the telegram should initiate a further telegram/communication explaining that failure to respond will lead to disciplinary action. Employers should bear in mind that there may be a good reason for the employee not having contacted the company – hospitalisation/jail springs to mind.

If an employee hasn't tendered his services, then this should be treated as “no pay” even if the employee has annual leave due. Employees who have not returned to work usually report back quickly once the pay has ceased. To cover the company whilst the employee is absent, a person could be hired on a temporary contract.

### Unauthorised Absence from Work

When it comes to dealing with the same matter as “unauthorised absence from work” it is a lot easier for the company to support such an allegation. Clearly, the employee either had authority or he didn't.

Employers should refer to their Disciplinary Code – you all should have one. Unauthorised absence from the workplace should be dealt with in the Disciplinary Code, and it should provide a guideline for management in how to deal with such cases.

A prolonged absence from work should be handled with care, as the allegation that is made against an employee should closely reflect the alleged offence that the employee is considered to have committed. A prolonged absence from the workplace may well be unauthorised, and it may also be viewed as a repudiation of the contract of employment by the employee. To repeat, employers must ensure that before dismissing an employee, a disciplinary hearing is held, and that at this hearing, he should be afforded the opportunity to explain or state his case.

For assistance on Industrial Relations matters, contact your local Chamber office.

## Power of Print Life saver of society

I don't know if you have watched the TV programme “Early Edition”? I did so with my granddaughters the other evening when they were visiting. Interesting concept is it not. A journalist with psychic powers to see into the future and thereby avoid disasters. A sort of modern day Superman! Here we have a journalist using his newspaper to save the world. Just like Clark Kent of Superman (don't let the secret out that it is he!) is also a journalist.

Well I got into a discussion with the grandchildren asking if such a thing was possible. Oh yes say they. After all it takes place right before your eyes. Amazing fact of life? But then they rationalise, journalists are always at the forefront of the news so they must know what's going on. Just as print always brings us new products and it also brings us the greetings at the appropriate time and the invitations in time. They like we, just accept that it is there when needed to be!

So you see print be life saving. Think of the uses of print in lifesaving situations. The letter in a bottle! The newspaper

over someone who is freezing to death. The paper used to thoroughly clean a frozen windscreen on your car. The newspaper used to mop up the cuddly new puppies pee on the floor. The card sent to a far away friend at the time of a great loss. Yesteryears telegrams. A last will and testament. The written evidence in a serious court case. It has played the role of the instrument to administer punishment whilst it has also acted as a cricket bat or stumps in the vital back yard test series.

And so I could go on listing the innumerable events when print has come to the rescue of someone in need.

You see we all too often take what we do in this industry too lightly. We see it as a job. We should see it as an adventure. Print is at the centre of our and everyone else's lives. When last did you stop to think about who will be the recipient of the job on the machine right now? STOP and let your mind run wild. Per chance to dream. Isn't it a wonderful feeling to know that you are making as contribution to the lives of all and in so many cases it might be a 'lifesaving' contribution!



## Cape Chamber Annual General Meeting.

The PIFSA Cape Chamber held its 94th Annual General Meeting and Dinner at Kelvin Grove on Thursday 23<sup>rd</sup> March 2006.

PIFSA's CEO, Chris Sykes, addressed Members during the AGM. He reported that Print Advertising spend had experienced excellent growth during the last financial year and that it was clear that retailers preferred print to other media during periods of strong economic growth. He updated Members on the status of Broad Based Black Economic Empowerment and the roll out of the various codes and statements of good practice. He also clarified the dispute that the Cross Media Training Centre had had with the MAPPP-SETA and the positive outcome of the court case held against the SETA in December 2005.

He discussed the challenges faced by the Printing, Packaging and Print Media Industries with regard to skills development under the current SETA environment that appeared to promote the Public Finance Management Act over the Skills Development Act. He argued that, whilst he supported the principles of good governance, making the Skills Development Act of secondary importance to an act which is designed purely to promote financial management and planning in Government Departments is not in the interests of effective skills delivery.

In conclusion he reported on the issue of paper and board tariffs as well as import parity pricing. He stated that ITAC had finally agreed to reconsider their application for the abolition of tariffs. He explained that meetings were being held with the Paper Manufacturers Association in this regard and that PIFSA's intent was to improve relationships and to look for opportunities to grow markets for the mutual benefit of all parties.

The PIFSA Cape Chamber's outgoing Chairman, Mr. Edmund Ronné of Die Nooitgedacht Pers, reflected on his two year term in office and the transformation of the services offered by the Chamber to its Members that had been realized during this period. He added that he would remain actively involved and committed to achieving the goals that had been set which included the establishment of a centre of excellence for the Packaging and Printing Industry and increasing the capacity of the Chamber.

In closing, he thanked the Chamber Staff for their support and the Members of the Executive Committee who gave much of their time and effort during his term.

Mr. Ian Shepherd, of Associated Printing, was elected as Chairman and Mr. Paul Coombe, of Nampak Carton & Labels was elected as Vice-Chairman of the PIFSA Cape Chamber.

A total of 169 delegates attended the AGM and Chamber Dinner representing 33 Full Member and 10 Associate Member Companies.

The delegates were treated to a 4-course meal and were entertained by Brian Edwards, of the Real Paper Company, who most kindly agreed to be Master of Ceremonies for the evening. Ian Shepherd introduced the after dinner guest speaker 'the greatest SA Cricketer never to have played in a test' Vince van der Bijl. Vince shared some of his own personal experiences and gave some insight into the vast changes and challenges faced by cricketers in his era in comparison with present day professional cricketers.

The Chamber would like to extend a special thanks to PIFSA

Finance and Sappi for kindly sponsoring the AGM and Dinner.

Sappi also sponsored a framed Springbok Rugby Jersey that was auctioned during the Dinner. The R5100,00 raised was for the benefit of Autism Western Cape.

### The following Members were elected to serve on the Executive Committee of the PIFSA Cape Chamber:

Mr. Albert Berman -	Tricolor Press
Mr. Basil Morkel -	Tandym Print
Mr. Robert Jones -	Colpak
Mr. David Stone -	Paarl Media
Mr. Derek Murison -	Syrelene Process
Mr. Douglas Williams -	Trident Press
Mr. Grant McWilliams -	Lithotech Manufacturing Cape
Mr. Gwilym Kingdom -	Creative Graphics International
Mr. Johan Botha -	Media 24
Mr. John Bywater -	Colourtone Press
Mr. Theo Clark -	Pivot Press
Mr. Werner Weber -	United Varnish & Print Finishing



*Chris Sykes CEO Printing Industries Federation of SA*



*Brian Edwards  
The Real Paper Company*



*Edmund Ronné  
Die Nooitgedacht*



*Ian Sheperd  
Associated Printing*



*Vince van der Bijl  
Cricket South Africa*



*Paul Coombe  
Nampak Carton & Labels*



## Profile

# Edmund Ronné Vice President of PIFSA



Edmund Ronné, recently elected as Vice President of PIFSA, was born in Gardens Cape Town on 31<sup>st</sup> January 1956.

He started his school career at Zonnebloem Boys Primary in District Six in 1962. He moved to Harold Cressy High School in 1969 for a year and then completed Matric at Christian Brothers College Athlone in 1973.

In 1974 he attempted a B Com at UWC but after 9 months decided to join Die Nootgedacht Pers.

In 1975 he started an apprenticeship as a Hand Set Compositor (His Grandfather and Father had both been Comps). He qualified in 1980. In 1981 he married his lovely wife Margo and has two sons Paul and Robin 24\22 years old. When his Father passed away in 1991 he took over as Managing Director of the company and still serves in this capacity today.

Die Nootgedacht Pers is a family owned business that was established in 1926. The Company has been a member of the PIFSA Cape Chamber since 1937.

Edmund has served on the Executive Committee of the Chamber since 1998 and was Chairman of the Exco from 2003 to 2005.

His passion for the Industry, generous nature and commitment to skills development has been a great asset to the Federation. He has been instrumental in the continuous improvement of the services delivered to the Members of the Cape Chamber and remains committed to the goal of establishing a centre of excellence for the Packaging and Printing Industry in the Cape.

### A list of actual announcements that London Tube train drivers have made to their passengers...

"Ladies and Gentlemen, I do apologize for the delay to your service. I know you're all dying to get home, unless, of course, you happen to be married to my ex-wife, in which case you'll want to cross over to the Westbound and go in the opposite direction."

"Do you want the good news first or the bad news? The good news is that last Friday was my birthday and I hit the town and had a great time. The bad news is that there is a points failure somewhere between Stratford and East Ham, which means we probably won't reach our destination."

"We are now travelling through Baker Street... As you can see, Baker Street is closed. It would have been nice if they had actually told me, so I could tell you earlier, but no, they don't think about things like that"

During an extremely hot rush hour on the Central Line, the driver announced in a West Indian drawl: "Step right this way for the sauna, ladies and gentleman... unfortunately, towels are not provided."

## Cross Media Training Centre Looking for Trainers

The Cross Media Training Centre continues to grow in terms of the student numbers and in the level of skills training for the industry. As a result of the growth, the college needs the additional assistance of qualified and experienced subject matter experts.

The trade training areas are: Lithography Offset Machine Minding, Flexographic Machine Minding, Rotary Web Offset Machine Minding, Packaging, Electronic Origination and Mechanised Bookbinding. In all these areas of skills the college requires the input of industry experts to impart their knowledge to the students who of course are the next generation of the industry. It is necessary that this takes place in a part time capacity, for a few hours a day, to oversee and assist the students in learning the various aspects of the practical training area at the Johannesburg based campus. The college will provide any skills training in this role for these guest trainers.

It is a fact that the best people to train in all aspects of the job are the people who are in the industry. The college has

trained many young adults to an artisan level and feels that this would be a wonderful opportunity to give back to our next generation in the form of imparting valuable practical information. This would also offer an opportunity to diversify in a career.

Nick Delpont, Managing Director, says "I have trained for 13 years at Cross Media, imparting information to young people is a position of privilege. Training young people is an opportunity to change lives forever."

Says Helga Weiland "After my apprenticeship, I was lucky to get an opportunity to share my skills and knowledge with new entrants into the industry. It has been a fantastic experience to see young people grow to such an extent that many now hold high positions in the industry. It has been an absolute fulfilling experience and I love it."

The Cross Media Training Centre would welcome all interested persons to call Chris Mason or Nick Delpont at 011 699 3000.



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.