



OCTOBER 2008

TALK



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CEO Corner

Outdated training

LIKE all private and public enterprises in South Africa, PIFSA is constrained by legislation and the bureaucratic requirements of government and its organs.

This has resulted in frustration for our industry in several important areas – most notably in the area of training.

The Federation's management committee has decided to go ahead with major changes to the content and structure of apprenticeship training – with or without the co-operation of a SETA. We would prefer to work within the SETA system, if only because this will ensure that our members have access to a portion of the substantial levy payments made by our industry. However, the theoretical content of most trades is so outdated and out of synchronisation with what's happening on the factory floor, that we can't wait much longer.

While the Services SETA has indicated its willingness to accommodate our members, it has been made clear by certain parties with political influence that any attempted move will be opposed. While we can't ignore the realities of political power, the urgent necessity of improving the skills and productivity of our industry makes it essential that we take this action in the interests of our members.

SATU retirement fund withdrawals

During the course of this year the SATU Pension Fund has had numerous requests from members for the withdrawal of their retirement benefits.

The reason for many of these requests is an unfounded fear that the State is planning to 'grab' or nationalise private pension fund assets and compel all employees to join a State fund.

The Minister of Finance has publicly announced that this fear is without any basis and that, although a State retirement fund is planned, it will not replace private retirement funding arrangements.

The current economic environment has also caused some industry employees to try to cash in their retirement funds in order to fund short-term debt. While such employees may be grateful to employers who assist them to do this now, it's doubtful that they will be grateful when they come to retirement age.

The Government has threatened SARS and FSB deregistration for companies and employers who assist employees to circumvent retirement fund rules in this way. I would strongly recommend that members avoid the temptation to assist employees to cash in retirement benefits from any fund. As employers and taxpayers, we will be the ones on whose doors indigent former employees (or SARS!) will come knocking.



KZN Chamber News

Supervisor training forges ahead



Delegates who recently attended one of PIFSA KZN's supervisor training programmes.



Delegates tackle a practical exercise designed to develop leadership skills

MANY employers know that it's far better for a ship's captain to be on the bridge rather than to spend his/her time in the room. From the bridge, you can navigate successfully, avoiding rocky outcrops, spotting approaching storms and taking evasive action before mishaps occur. Down in the engine room, you have no idea in which direction you're heading.

Taking this naval analogy into the printing industry, a business with a strong base of supervisors with good leadership skills allows employers the comfort of being able to guide their businesses whilst the 'engine room' and other areas operate effectively.

Developing middle management and supervisors and equipping them with the necessary skills is an investment for any business.

To meet these needs, PIFSA's KZN Chamber runs supervisor training programmes regularly throughout the year.

CMTC feedback seminar

CROSS Media Training Centre (CMTC) MD Nick Delport and training director Chris Mason recently visited Durban to give members of PIFSA's KZN Chamber feedback on developments concerning technical training in the industry.

CMTC staff and PIFSA members have been busy this year rewriting the Trade Theory notes and redesigning the curriculum framework for apprenticeships. Particular attention has been paid to the make-up of the period of apprenticeship, and a modular approach to learning.

PIFSA KZN members who attended this feedback session are positive about the initiative and those employers involved in technical training confirm that it's essential to upgrade the curriculum to prepare apprentices for the technical advances that are taking place.



Seen here are TT2 students at the CMTC KZN studying towards the completion of their trades. In the background is lecturer Stuart Schafer.

Tours, seminars and training flourish in KZN

AUGUST and September were active months for KwaZulu-Natal's printing and packaging industry.

The SA Institute of Printing organised a tour of Mondi's Merebank Mill, where some 30 people, including TT2 apprentices from Cross Media Training Centre's New Germany faculty, were hosted by Mondi staff.

Special thanks are due to Claudia Karrappan and Chris Cox staff for an interesting, and informative afternoon. Those who attended this tour received a big contribution towards their knowledge and understanding of paper production and paper products.



Chris Cox and Claudia Karrappan arranged a helpful tour for PIFSA KZN Chamber members and apprentices to Mondi's Merebank Mill.

Green printing: what's it all about?

PIFSA's Louise Moralee provides information on the environmental impact of printing in South Africa.

OF an estimated 1 500 printers in South Africa, the vast majority are small- to medium-sized companies. While many of the smaller companies aren't major sources of pollution, their combined output does have some impact on the environment.

Printing companies generate hazardous and non-hazardous waste. One of the principal environmental issues is the release of volatile organic compounds (VOCs) emanating from varying points in the printing process. Paper waste also affects a printer's 'green' status, contributing to landfill where recycling isn't possible.

South Africa's Bill of Rights states, inter alia, that everyone has the right to an environment that is not harmful to health and to an environment protected to prevent pollution and ecological degradation while promoting justifiable economic and social development.

Environmental legislation has generally been fragmented, but since 2004 the Department of Environmental Affairs & Tourism (DEAT) has done much to address pollution management.

There are two main administrative tools that influence environmental management – the National Environmental Management Act (NEMA) 107/1998, which resolves confusion of environmental roles and responsibilities between government departments and levels of government and enforces the 'polluter pays' principle; and the National Water Act 36/1998, which controls surface and ground water pollution.

In terms of the latter Act, the person who owns, controls, occupies or uses the land in question is responsible for taking measures to prevent pollution of water resources. This Act also places responsibility on the user to purify effluent to an acceptable standard for return to original source.

Key elements of legislation

The **National Environmental Management Waste Bill** 39-2007, presented in 2007, aims to provide reasonable measures to prevent pollution and ecological degradation; to set norms and standards for regulating the management of waste; and to indicate specific waste management measures (this may include packaging design and the use of friendlier raw materials). The bill also covers extended

producer responsibility for identified products and classes of products, the preparation of waste management plans, and generally encourages clean production. No activities or products have been identified to date.

The National Environmental Management Air Quality Act 39/2004 seeks to provide reasonable measures to prevent pollution and ecological degradation; norms and standards for regulating air quality; and specific air quality measures.

In terms of this Act, the Minister may declare:

- Controlled emitters: Any appliance or activity
- Controlled fuel: Any substance or mixture of substances, which when used as a fuel in a combustion process will result in a threat to health
- Priority air pollutant: Any substance contributing to air pollution

In terms of this Act, the Minister may prescribe:

- Dust control measures to control and steps to prevent dust
- Noise control measures to control and define noise and set maximum levels
- Offensive odours measures to control odours emanating from specified activities.

While various sections of the Act are already in place and operational, the listed activities are still contained in the Atmospheric Pollution Prevention Act 45/1965 (APPA) as amended. Once the relevant sections of the AQA are put into effect the APPA will be withdrawn.

Many sections of the **Environment Conservation Act** 70/1989 have been repealed, but sections dealing with waste control stand and were amended in 2003.

The **Occupational Health and Safety Act** 181/1993 controls exposure of workers to waste products. In terms of this Act, employers must minimise substances on site that could harm employee health. Hazardous chemical waste must be recycled wherever possible.

The **Hazardous Substances Act** 15/1973 groups various substances and electronic products into categories based on the degree of danger and provides for the control of such substances.

The **National Road Act** 93/1996 covers aspects of the transport of dangerous goods.

Provincial and municipal legislation

Each city may have its own by-laws or regulations regarding the disposal of hazardous waste and industrial effluent dependent on its waste water treatment systems.

In Johannesburg, for instance, it's an offence to allow waste water to enter the stormwater system causing pollution of rivers and streams. All wastewater, excluding effluent containing hazardous substances or concentrations of substances over the allowed limit, must be discharged into the sewer for treatment and purification. Discharge is dependent on limits and maximum concentrations of certain substances.

Permission must be sought from Councils before discharging any industrial effluent into Council sewers. Higher tariffs are normally charged for industrial effluent based on conveyance and treatment.

Printing industry specific regulations

There are no specific government regulations aimed at the printing industry at present. There have been indications that a number of printing processes may be deemed listed activities in the future.

There are no South African accreditation systems or labels for green printers or environmentally friendly products in place at present.

PIFSA has a representative on the National Committee on Chemicals Management and is drawing up guidelines for future government regulations for the printing sector.

FINANCIAL FITNESS

Exports – checklist of crucial time limits

STILL on the topic of exports, here's the checklist of crucial time limits with which exporters have to comply.

Goods must be exported from South Africa within **one month** of date of invoice.

You must obtain all supporting documents within **three months** of date of invoice. If you haven't received these documents within the three month timeframe, you will have to include that invoice in your standard-rated supplies, calculate and pay over to SARS the output tax. However, if you receive these documents after more than three months, but within one year from date of invoice, you can, on receipt of the documents, claim an amount of input VAT equal to the amount of output VAT previously paid over to SARS for the exported supply.

Tip: If you have trouble obtaining your documents within the specified timeframes, apply to your SARS office for an extension! This could avoid costly penalties should you be audited later on.

In the next issue, we'll take a look at VAT on Entertainment.

(Extracts from the PRACTICAL VAT HANDBOOK)

The training revolution – mentor programmes are the key




THE shortage of skilled artisans is not a new subject. Apart from not training new apprentices, we are losing many highly skilled artisans to emigration.

The fact remains that the only way to correct this is by training apprentices, and the best place to do this is in the workplace. However, there are many reasons why this is not happening – including a lack of discretionary grant funding, a lack of training support, selecting the wrong people for training, an overly complicated training system and not prioritising training.

Cross Media Training Centre (CMTC) is committed to breaking the training barriers encountered by proactive companies with regard to training. The first step is to provide company mentors with the knowledge to select, implement, manage and mentor the training of the apprentices at the workplace. Once mentors have been trained they will have manuals containing all relevant information with regard to apprenticeship training. Included is a full course map with a recommended time line, samples of contracts, registration forms and even a fixed-term contract for the probationary period of the apprenticeship.

'We will train your mentors to manage the training of apprentices, plus provide you with all the support with regard to training related issues from the selection of the correct candidate to the preparation of the final trade test,' says Nick Delport, MD of CMTC.

'Book your mentor on to the mentoring programme with CMTC so that together we can affect progressive change to the skills shortages that affects us all,' he adds.

Major players book for IPEX 2010

FOLLOWING the official launch of Ipex 2010 during the Stars in Print reception at drupa 2008, the show's organisers announce that the pre-media and digital solutions halls (9, 10, 11 and 12) are already sold out.

Major exhibitors in these halls include HP, Kodak, Ricoh, Agfa Graphics, Epson, Canon, Screen, Xeikon, Konica Minolta, Canon, Fuji and many others, some of which have significantly increased the size of their stands over the 2006 event. In particular, Konica Minolta has increased its footprint by 400%; Canon by 91%, Fuji by 53%, and HP by 40%. Among other exhibitors with bigger stands are Apex/Ryobi, GAE/Litho Supplies, Kolbus, Ferag, Morgana, Ultrachem and Buhrs.

Says Ipex 2010 director Trevor Crawford: 'With almost two years to go until Ipex 2010, space sales are ahead of schedule with 25 of the top 40 exhibitors increasing their collective footprints by 35% compared to 2006. Ipex 2010 is on course to sell out in record time.'

He adds that the industry has been upbeat about the introduction of the new layout for visitors that mirrors the print production workflow, as well as its later dates – May 18 to 25, 2010.

'Following the outstanding success of Ipex 2006 which attracted international visitors from 159 countries, Ipex is considered to be a truly international event which provides an important global platform for companies involved in the graphic arts industry.' Trevor comments.

Benny Lander named first 'Champion in Print'

IPEX 1010 organisers have also announced that Indigo founder and industry pioneer Benny Landa as the first winner of its international 'Champions in Print Awards'.

Benny Landa has spearheaded the development of digital offset colour printing technologies; and this award marks his remarkable contribution to the graphic arts industry.

Until Indigo's acquisition by HP in 2002, Benny served as Indigo's chairman and CEO, having managed the firm since its inception

more than 30 years earlier. He has been received numerous prestigious awards as well over 500 worldwide patents, making him one of the industry's most prolific inventors. Today, he continues working as a leading high-tech entrepreneur as well as strategic adviser to HP.

Countdown to drupa 2012



The newly-elected president and vice-president of drupa are Martin Weickenmeier, CEO of Körber PaperLink, and Jürgen Vutz, CEO of Windmüller & Hölscher.

AFTER drupa, it's time for drupa!

In keeping with this motto, the drupa 2012 committee met recently in Düsseldorf and unanimously elected Martin Weickenmeier, CEO of Körber PaperLink, as the new drupa president, taking the place of Albrecht Bolza-Schünemann, president of drupa in 2000, 2004 and 2008, who was not available for re-election.

'I'm delighted to assume the presidency at such an exciting time. Our sector is developing at a rapid pace and drupa 2012 will once again be a key milestone,' comments Martin Weickenmeier.

The committee also unanimously elected Jürgen Vutz, CEO of Windmüller & Hölscher, as vice-president and chairman of the Admissions Committee, while Rolf Schwarz, president of the German Printing & Media Industries Federation, was confirmed in his capacity as second VP.

The 23-member drupa committee, responsible for drupa's key policy decisions, is made up of representatives from the entire technology spectrum at drupa – from pre-media through to printing, packaging production and paper processing.

In addition to personnel changes, the committee also set key dates for drupa 2012: the show takes place from May 3 to 16, 2012; exhibitor invitations will be mailed in early 2010; and the closing date for exhibitor registrations is October 31, 2010.

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