

Important Announcement

Cross Media Training Centre and Mappp Seta the way forward.



Melanie Bernard Fryer Chief Executive Officer of Mappp Seta and Nick Delpont Managing Director of Cross Media Training Centre.

Joint Statement

The court case published in 2005 is an issue of the past and the funding issue for 2005 has been resolved. Both organisations have resolved to set any differences aside as a symbiotic relationship does exist as the goals of both organisations is to develop skills within the Printing and Packaging sectors as well as to serve the broader constituency. The relationship between both organisations has been further strengthened due to clear frameworks and policies that have been developed by the respective organisations in the interests of skills development and in the spirit of the Skills Development Act.

N Delpont Comments – Cross Media Training Centre

The fact that the Cross Media Training Centre has been vindicated by the decision of the court obviously pleased me and my team tremendously.

What also pleases me is the decision to put the past behind us, and find a way to work together for the benefit of our Industry firstly and secondly for the realisation of the objectives of both our organisations. Obviously the needs of the Industry should dictate how both the SETA and the Cross Media Training Centre conduct their businesses. The skills development legislation is there to mobilise training. This cannot take place if the organisations responsible for training are at loggerheads.

The CMTC and other Training Providers can assist and are largely responsible for the SETA to achieve its targets as laid down by the

Department of Labour. The SETA has committed itself to assist training providers in mobilising training. Obviously funding plays a very big role in this mobilisation.

The CMTC continues to be committed to offer institutionalised Practical and Theoretical Training for the Printing and Packaging Industries. We will seek out new course offerings that fit the needs of our constituency and add value to the businesses of PIFSA members.

In order to make training as effective as possible we will continue to argue for an easy to administer and understand system of governance. We will continue to represent our Industries at various levels of the SETA body and develop mechanisms at SETA which are user friendly.

The CMTC has been very involved in the work of the Standards Generating Body (SGB) for the Printing and Packaging Industries. We have been concerned about the lack of development of new Unit Standards for our Industry. Once these new Unit Standards are in place and recognised by SAQA we will proceed to improve all our offerings at the Training Centre. Learners studying at the Centre will be equipped with up-to-date information which will be fully recognised by the SETA as part of the new Registered qualifications.

We will keep our readers informed regarding these qualifications over the next few months.

I would encourage readers to register staff for training at the Centre. Our year planner is available on our website. The Technical Theoretical Module dates are also available for your perusal. Please book your staff well in advance.

The Business School courses have grown tremendously in popularity. Companies are urged to have a look at these presentations. The value added to your business will surprise you!

It is essential for companies to make use of the Skills Development Facilitation Service we provide (alternatively contact your PIFSA Chamber Director for assistance in this regard). This will prove to be invaluable in planning your training activities, claiming back mandatory and discretionary grants from SETA, as well as your compliance to the new BEE codes of good practice which will most certainly impact your business in the very near future. The CMTC continues to strive for excellence in training and developing your staff. Please join us in making skills development a reality in 2006.

Melanie Bernard Fryer Chief Executive Officer Mapp-Seta Comments

Training in the Printing sector and the way forward.

There are a number of positive developments on the horizon in the MAPPP-SETA efforts to support training in the printing, print media and packaging sectors. The most important of these has been the development of new unit standard based qualifications aligned to current skills needs. The consultative process with the Standards Generating Body (SGB) has been completed and the qualifications have been submitted to SAQA for registration.

Once registered, the SETA will begin the process of training assessors and moderators, developing materials and accrediting learning programmes. These new qualifications usher in a new era of training. The unit standard based qualifications will be registered with the Department of Labour as a range of learnerships and skills programmes. The true value of this is that 12 month workplace-based training will be initiated through learnerships and the implementation of shorter interventions through skills programmes will be possible to meet targeted skills.

A learnership is a training intervention that is formally registered via a SETA, and presents an integrated learning programme against a predetermined curriculum that comprises a number of standards. Learnerships generally comprise a minimum of 120 credits and take between 10 to 12 months to complete. There is a formal contractual agreement between the employer, the provider and the learner, the conditions of which are determined by a Sector Determination Agreement. The agreement outlines leave, payment and other arrangements consistent with the Basic Conditions of Employment Act.

Skills programmes are structured learning interventions consisting

of theoretical and workplace-based components. Learners on skills programmes gain credit towards a specifically selected set of unit standards that can later be built on and expanded to attain an NQF qualification

Workplaces will be able to apply to the SETA for skills programmes and learnerships through the mandatory and discretionary grant systems. In addition, the SETA will provide opportunities for training providers to be contacted to offer training in defined areas. The opportunities for discretionary grant funding will be provided twice a year in April and in August, in accordance with specific guidelines, and the mandatory grants against Workplace Skills Plans (WSPs) submitted by June 2006.

Across the National Skills Development Framework, quality is a priority. The accreditation process of providers is critical to ensuring that learners have a positive experience and that providers are adequately equipped to offer training. Not only does the process assist the SETA in monitoring the quality of provision, it also facilitates the certification of learners. While there are very few providers currently active in the sector, we are pleased to report that they have all begun the process of accreditation.

These developments have continued unabated, regardless of the recent conflicts between the SETA, employer representatives and training providers. This progress is a testament to the commitment of all parties to training and development, in spite of conflicts, court cases and speculation.

Regardless of how this conflict is resolved, the SETA has always been and will always remain committed to training and development in the sector in accordance with the National Skills Development Strategy (NSDS).

Power Of Print The Universality of Print

As I write this article for Printalk, I am enjoying a few relaxing days with my family near the sea. It is great to be away from the hub-buz of everyday life and to be able to chill-out, reflect, and gather new momentum. To be able to smell the proverbial roses so the saying goes.

But I can't help observing that even here, where we are all driving ourselves in neutral, print is in our faces. Universally. Books and magazines galore everywhere on the beach. Different titles, different subject matter, different languages different people and different interests. Yet one common denominator. PRINT.

Likewise in the supermarkets, different brands, bought by different people whose needs are different and therefore their brand preferences differ. Yet one common denominator. PRINT.

The various churches have their posters up advertising their Christmas and Carol services. Other posters advertise events taking place during our stay. Different denominations serving different needs; different events catering for different needs

and interests. Yet one common denominator. PRINT.

We were at a place where we had never been before, but found our way from our home to there very easily despite the 12 hour drive. As did so very many of thousand of others going to a vast number of different destinations thanks to the efficient route maps. One common denominator. PRINT.

And again, when we were at our destination, we found our around the place so very easily thanks to the excellent signposting. So did others. Differing interests and differing needs. Yet one common denominator. PRINT.

It struck me so very clearly once again that PRINT is the original and remains the primary source of societies information. Can society live without it?

Yes and no. I was so very conscious that in this day and age with all of this available to us, there still exists about a 3rd of our country's population who do not have the privilege of reading. The privilege we tend to just accept as something in everyday life.

No hesitation. No second thoughts.

Its just there for us to use or to abuse as we see fit (or unfit). What if we were to reduce this third by half, I ask myself?

My conclusion is not only will we have made a major contribution to our country's abilities, we would have made a huge contribution to those peoples lives. And to many around them as they become the reading eyes for others in their neighbourhood.

Furthermore we would be making a massive contribution to our country's knowledge bank.

Finally that led me to asking myself IF we were to be able to get more existing readers to read more frequently would we too not be a more informed society able to compete more knowledgeable in the global economy?

Yes PRINT is the universal currency and only we can make it universality stronger. It is up to all of us in the industry to play our part individually, collectively, universally.



Central Chamber News

School Holidays 2007/8

The Federation has received a Draft Proposal from the Department of Education, relating to school terms for the years 2007 and 2008. These have been published for comment only and are not final. Any members wishing to comment must do so urgently, although finalised holidays for the current year were only published in June/July of last year and we have little hope that the finalised version will be published before June/July 2006.

PIFSA Finance

A revitalised PIFSA Finance has been established, with staff situated within the offices of the Central Chamber. This re-energised financial services arm of the Federation has already logged financial deals in excess of R42 million for the 2006 calendar year and is working towards efficient and effective provision of financing for the industry. Members wishing to contact the responsible individual are referred to: Mr Derek Gerber - telephone (082) 451 1524.

BBBEE Codes

Revised codes have been recently published by the Department of Trade and Industry. The Consultant sub-contracted by the Federation is fully up to date on the content of these codes and is continually revising and updating information being passed on to those companies who had signed up to participate in the series of workshops covering this important issue. It

is likely, due to the codes having been recently revised, that the number of workshops will increase from three to four. Only two workshops have been held to date.

91st Annual General Meeting

The 91st AGM of the Central Chamber will be held on Thursday 16th March 2006, from 17:30 in the Nampak Auditorium at the Cross Media Training Centre in Honeydew. The event will be followed by a dinner, with the Speaker hosted by Antalis Graphics & Print and the cocktail party and wine during the dinner sponsored by ABSA Bank.

Domestic and Farm Workers Remuneration

The Minister of Labour has recently published determinations covering minimum wages and working conditions relating to the above employees, which includes domestic servants and gardeners. Members employing such persons in their private capacities are referred to an employment contract booklet, published by a member company - R B E Stationers and Printers, in collaboration with the Central Chamber. This booklet provides the parties with a contract of employment, Conditions of Service, 48 payslips, UIF registration forms and forms and procedures covering various disciplinary issues. They are available from the Central Chamber offices, at a cost of R58.85 (incl. VAT).

Commercial Arbitrations

The Executive Committee, together with the

Federation's Attorneys - Fluxmans - have approved a contract and procedures covering the Arbitration of commercial disputes between member companies and their clients. Members who wish to make use of the service are invited to contact the director. The cost of an arbitration is R6000, excluding V A T and the cost will be split between however many parties are involved.

Statutory Council

The Statutory Council for The Printing, Packaging and Newspaper industry is now fully operational. Employees and employers who wish to settle labour disputes are now referred to this Council, instead of the C C M A. All referrals to the C C M A should be re-directed to the Statutory Council, situated within the PIFSA offices, in Honeydew.

Y M P Membership

Members who employ middle and lower management personnel who should be introduced to wider aspects of the printing and packaging industry are urged to encourage these individuals to join the YMP which provides technical seminars and visits to interesting and varied companies in the broader industry. They would then be introduced to aspects of Printing and Packaging Technology which they would not otherwise encounter.

Interested members are referred to Ms Lungile Mbokazi, telephone 699 3026.

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

Why do men's clothes have buttons on the right while women's clothes have buttons on the left?

When buttons were invented, they were very expensive and worn primarily by the rich. Because wealthy women were dressed by maids, dressmakers put the buttons on the maid's right. Since most people are right-handed, it is easier to push the left. And that's where women's buttons have remained since.

Why do X's at the end of a letter signify kisses?

In the Middle Ages, when many people were unable to read or write, documents were often signed using an X. Kissing the X represented an oath to fulfill obligations specified in the document. The X and the kiss eventually became synonymous.

Why is shifting responsibility to someone else called "passing the buck"?

In card games, it was once customary to pass an item, called a buck, from player to player to indicate whose turn it was to deal. If he did not wish to assume the responsibility, he would "pass the buck" to the next player.

Why do people clink their glasses before drinking a toast?

It used to be common for someone to try to kill an enemy by offering him a poisoned drink. To prove to a guest that a drink was safe, it became customary for a guest to pour a small amount of his drink into the glass of the host. Both men would drink it simultaneously. When a guest trusted his host, he would then just touch or clink the host's glass with his own.

Why are people in the public eye said to be "in the limelight"?

Invented in 1825, limelight was used in lighthouses and stage lighting by burning a cylinder of lime which produced a brilliant light. In the theater, performers on stage "in the limelight" were seen by the audience to be the center of attention.

Why do ships and aircraft in trouble use "mayday" as their call for help?

This comes from the French word m'aidez -meaning "help me" and is pronounced "mayday."

Why is someone who is feeling great "on cloud nine"?

Types of clouds are numbered according to the altitudes they attain, with nine being the highest cloud. If someone is said to be on cloud nine, that person is floating well above worldly cares.



Kwa-Zulu Natal Chamber News

Colour Planet - Shooting Star Awards 2005

A number of years ago, Colour Planet (Pty) Ltd. Managing Director, Mike Dewar saw the need for the recognition of design talent in the Industry. He followed this up by inaugurating what has become known as the Shooting Star Awards. These awards celebrate talent, design excellence and the achievements of designers who have contributed to the Industry.

The first awards were presented in 2002, where 250 guests were entertained to a Gala dinner at the Hilton Hotel Ballroom. This also saw the launch of Colour Planet's Proudly South African campaign. This was followed up in 2003, where around 450 guests attended the event at the Barnyard Theatre, Gateway. This was a fabulous occasion, and excellence in design was truly brought to the fore. In 2004, 300 guests were invited to join the company at the DLI Hall in Greyville. It was during 2004 that Colour Planet embraced the principle of Broad Based Black Economic Empowerment. This resulted in changes in the management structures of the company, and this was reflected in the award which followed a truly African theme.

Never being one to shy away from change, and ever on the lookout for something new, Mike and his new management team decided that the awards for 2005 would be served best by hosting the event at home. In

their decision to against conformity, the awards were held on a typically humid evening on the 14th December 2005. The company's offices and boardroom were transformed into an entertainment area along with a stage and live music provided by the fantastic twosome - Just Magic.

Twelve finalists made it through to the end after going through a rigorous selection procedure before a panel of independent judges. The judges' task was not easy, as the competition was fierce. The eventual winners were honored by receiving Shooting Star Awards which ranged from trophies to weekend away holidays.

Samples of the finalists work were placed on display throughout the evening, allowing guests to view their impressive work.

The eventual winners of the awards were:

1st Place – Rod McCleod from Lightship Communications for the Ilimonetwork Report.

2nd Place – Lorraine Joubert from Raven Advertising for the San Bush Willows Brochure.

3rd Place – Sue Elliot from Stey Braes for the Gasuta Lodge Brochure

New Komori Press

Another highlight of the evening was, that in holding the awards at home, the company was able to show off its recently installed and soon to be commissioned Lithrone 40, six colour Komori Press. This machine is due to be up and running by the end of January 2006. This press promises to assist Colour Planet in enhanced capacity; the maintenance of high quality standards and the continuing grow of the company from

strength to strength.

Mike Dewar thanked all those who attended the awards in making the evening the great success that it was. He specifically thanked the sponsors of the evening for their part as well as the staff for all the help that they provided in preparation for and their work during the evening. The finalists and especially the winners were thanked for their wonderful contributions to the industry over the year.



Colour Planet Management team (Mike Dewar, Ravesh Nandlall, Logan Reddy & Nicole Dewar)



1st Place winner Rod McCleod from Lightship Communications





Techno Chat

IPEX 2006: 4 – 11 April 2006 in Birmingham, UK

What to expect from the world's second largest Graphic Expo

In order to minimise the cost of attending, online pre-registration is free and this will save you £30. Not only will IPEX again showcase the latest technology from all the major suppliers and manufacturers, but the focus is on innovation to make your business more profitable.

The new layout of the halls reflects the print workflow (in reverse). Hall 1 houses Printcity covering everything from pre-media and pre-press, to post-press. The other halls are arranged to reflect the logical succession of a typical workflow.

The purpose-built, 200-seat Innovation Theatre - INNOV8, located on the showfloor adjacent to Hall 9, will host expert briefings on different countries and sectors every morning of the show. Afternoons will see keynote speeches from print business leaders, round table

sessions, networking events, interactive debates and live interviews with pioneering companies. Visitors will get the inside track on making their businesses more profitable. Sunday 9th April is Middle East and Africa Day – try to organise your trip to attend this. You need to register for these sessions online on the www.ipex.org website.

In order to make your time at IPEX more productive, 7 specific product trails have been developed and pocket guides will be available at the registration areas for the following sectors:

- CTP - brought to you by Print + Paper Monthly
- Design & Creative - brought to you by MacUser
- Digital Presses - brought to you by Image Reports
- Finishing & Mailing Solutions - brought to you by Print + Paper Monthly
- Flexo, Packaging & Substrate

Converting - brought to you by FlexoTech

- MIS systems and JDF - brought to you by Pira
- Wide/Superwide/Flatbed Format - brought to you by Image Reports

The IpeX Daily newspaper produced by Haymarket Publications, the publishers of PrintWeek, will be an integral part of the exhibition, with its own HQ in Hall 5. It will not only provide a daily IpeX news services to exhibitors and visitors but, by integrating every step of the print and publishing process in an on-site feature, it will also give visitors the chance to see state-of-the-art production in action.

For those who are unable to experience IPEX first hand, the trade press will be running reports on the latest innovations and PIFSA and its partners such as the YMP will host feedback sessions.

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



Cape Chamber

After getting off to a traditional slow start in January, business in Industry appears to have picked up nicely. I trust that 2006 shall be a bumper year for all PIFSA Members.

Members are reminded that the Cape Chamber provides members in the Western Cape with a wide range of professional services, training and industry specific information. These services include:

Employment Relations Consulting and Training

Proper, fair and progressive counseling and discipline go a long way to helping with effective employment relations. The Chamber assists with counseling and disciplinary issues leading up to representation at the CCMA.

Industry Arbitration

Members who are confronted by clients who are dissatisfied with the product they have received may elect to refer such commercial disputes to the Chamber for industry arbitration. The Chamber facilitates this process which has proved to be a low cost and time saving alternative to settle disputes amicably.

Human Resources Services

A range of HR related services are offered, currently in the form of projects to assist companies to comply with relevant legislation and to help them improve their personnel administration. These services include:

- Policies and Procedures
- Forms and Documentation
- Letters and Contracts of Employment
- Compilation of Job Descriptions and Key Performance Area documents
- Skills Development Facilitation

The Chamber assists Members in developing workplace skills plans and completing the quarterly reports required by the MAPPP-SETA. The Chamber further assists members with the fulfillment of the said training plans by assisting with the indenturing of Apprentices/Learners and providing training in collaboration with the Cross Media Training Centre - Cape Town. This training includes the following:

- Corrective Discipline
- Initiating and Chairing Disciplinary Hearings
- Supervisory Training
- Performance Management
- Technical Theoretical Modules
- Electronic Origination/DTP Practical training
- Integrated Business Administrative training
- Industry Interest Group Forums

Periodic meetings are arranged to cater for industry players within specific fields to meet and discuss issues of mutual interest. These include:

- IR Forum (mostly attended by Human Resources Managers and Practitioners from member companies)
- KreditInform (mostly attended by Financial Managers and Administrators to discuss potential common denominator debtor issues)

Marketing

Currently a regular newsletter is circulated to PIFSA Cape Chamber members and is an effective tool for companies to advertise their service and/or products to the packaging and printing industry. Operational requirements (Restructuring and Retrenchment)

Many companies call the Chamber for assistance when contemplating a restructuring or retrenchment exercise in their business.

Telephonic Assistance

A major and quite time consuming service that is offered by the Chamber is a "Call Centre" style telephonic advice service where members are free to call for advice on a wide variety of issues.

'Let the Chamber help you take the hassle out of running your business'

Call Ken Leid or Lydia Davids on (021) 595-1367

Profile Colin Wilkinson



My association with print goes way back to when I was a child, my father worked as a commercial artist for Electric Printing Works and then moved across to Interpak in Isando and I would occasionally go in to work with him. My first part time job as a teenager was at Afrox in a small printing department.

I left school in 1976 and spent two years in the South African Navy, the last year of which was aboard the SAS President Pretorius. While still in the Navy, I investigated the possibility of joining the printing unit but the Navy did not take on apprentices at that time.

On completion of my military service in 1978, I returned to Johannesburg and started my apprenticeship at Klem Lloyd Lithographers in May 1978. I completed my theoretical modules, NPC 1, 2 and 3 at

Smith Street Tech, achieving distinctions in Gravure Machine Minding Theory 1 and 3, Printers' Calculations 1, 2 and 3 and Printer' Science 1 and 3.

I completed my trade test in March 1981 and then worked at Tranvaal Printing Company from July 1984 - April 1988, B.M.Litho May 1988 - October 1992 and Supreme printers until May 1994, when I joined the Southern African Printing College as a Lithography Sheet fed lecturer and Trade Trainer.

Since joining the college, I have successfully completed numerous content assessor courses and recently completed the ETDP certified Outcomes-Based Assessment Unit Standard along with my fellow lecturers.

I currently lecture in Printers' Machinery and Material Technology 1 and 2 and conduct practical training on a Heidelberg M.O. and Komori Sprint 28.

There is a great satisfaction to be gained from watching students' progress as they discover the intricacies of working in print. A few of the high points in my career at the college have been bumping into past

students in shopping malls and hearing them tell of how they have made a future for themselves and knowing that in some small way I have made a contribution to their lives.

Who am I when I am not at the college? I am a happily married man with a wonderful wife of 26 years standing, an upstanding son, Michael, of twenty two who has also entered the printing industry and works at Corroflex and a beautiful daughter, Sheryn, who turns twenty this month.

My interests, outside of the college and my family, include playing squash and most importantly serving in my church in Glenvista.

My plans for the future? To continue trying to making a difference in young peoples lives.

My hope for the future? That all South Africans will unite to fight crime and corruption so that our country can be all that it has the potential to be. My call to all those who are perhaps thinking of emigrating; please stay and make a difference in this, our country!

Cross Media Training Centre We Would Like to Know

Dr. Martin Luther King once made the famous statement "knowledge is power". When this is applied to the Cross Media College (CMC), it can be viewed in 2 different ways:

Firstly, in the way of the knowledge that the CMC courses impart to the students in whichever discipline they study. It gives the student the power of the additional knowledge and gives the company the power of the better skilled employees.

The second application of his famous statement in respect of CMC is about to take place and involves YOU the Pifsa member. CMC is embarking shortly on a nationwide research study of Pifsa members to establish current and future industry skills and training needs. Then armed with YOUR input, the knowledge obtained will be used to develop any additional courses, to once again facilitate the first application referred to above.

Cross Media College is the industries own place of skills training. It was set up by the industry, for the industry. So it needs to react to the industry's needs and the only way to get an indication of these needs is to ask! And that's what CMC is about to do.

PLEASE therefore take the short time out to complete the questionnaire when it hits your desk in the near future. Every Pifsa member company will be asked to complete the simple, but vital, questionnaire and get it back to CMC urgently.

If you the reader do not personally get the questionnaire, check that someone in your company has received it and completed and returned it. After all, it is in your interests, company, shareholders and employees alike.

PLEASE BEWARE!

It is said that to copy is the finest form of flattery.

Be that as it may, to impost is illegal and it is punishable by law.

There is a huge difference between copying and 'imposting'!

There have been a number of recent e-mails that have been circulated under the name of PIFSA. These did not originate from PIFSA and we are in the process of investigating them and their source.

These (and any other) impostors will be prosecuted in due course.

So please beware of the source of e-mails you receive from PIFSA in future.

Make sure they are legitimately from the Federation.

If you are unsure then call your local Chamber immediately to check, and if not from PIFSA to report their existence.



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