



## President's Prerogative Training under threat?



The sentiment is familiar, clear and noble: train your people; ensure a proper transfer of knowledge and skills. Every member of management in the Printing and Packaging industry will surely support those objectives.

Not many companies are however equipped to do so, because more than 80% of the companies operational in our industry employ 20 or less people. We are by definition a SMME industry.

The Cross Media Training College (CMTC), formerly known as the Southern African Printing College, was established to provide this level of training and skilling to the industry. And what a wonderful success story this has been. The college currently has more than 130 full time students, people being skilled for the benefit of industry. And the vast majority, I would guess 90% plus, of these people are

previously disadvantaged individuals! Heart warming stuff.

The primary source of funding of CMTC has traditionally been the MAPPP SETA. However the last payment received from the SETA relates to the February 2005 claim. No subsequent payments have been received. Claims of more than R6 million are outstanding at the time of writing this. The CMTC has no chance of survival without this funding.

It is not as if we are beggars, we are merely asking for our own levies to be invested in training in our industry. The printing, packaging and print media industries contribute approximately 59% of the SETA's R107 million levy income. Printing and Packaging alone contribute 52%. The SETA contribution to CMTC budgeted for amounts to R8.4million for the 2005 calendar year, about 13% of our levies.

PIFSA's point of view on this is clear: CMTC is

the main training institution in South Africa and should be funded from SETA contributions by our members. As this matter may well end up in court I have been advised not to be specific in outlining the background to this case. It is clear however that this issue needs to be resolved soon.

I have also heard horror stories of rebates to companies with registered learnerships being rejected, because applications for the rebates were not made before entering into the learnership contract with the employees.

Surely this is bureaucracy gone crazy. The objective must be to train youngsters. Companies who are prepared to engage learners should be assisted in every possible way, claims should not be rejected because of some minor technical infringement relating to timing of application for rebate. Please let sanity prevail.

These views are my own and do not necessarily reflect the official PIFSA view.

## Power Of Print Lasting qualities in the Power of Print

To date we have looked at two of the virtues of print. Firstly 'Intrusive' and then 'Passion' in our last issue of Printalk. In this issue we look at the 'Lasting' qualities in the Power of Print.

Our trusty Dictionary tells us that 'LASTING' means 'permanent or enduring'. To 'LAST' means 'to remain in being'. Well to prove that to yourself all you need to do is to go to your book shelf and have a look at some of the publishing dates therein. Or for that matter go to your Bible (remember the Gutenberg article some issues ago) and recall that it was the original printed matter – no not your one - the book. All you have is a copy of that original which you will recall was printed in 1455.

Another exercise to prove this to yourself is to visit your doctor, dentist or hairdresser. Have a look at the old magazines they have lying around. Lasting stories therein captured in the lasting medium...print.

Recently your editor had the opportunity of visiting the archives of Parliament in Cape

Town. Wow now there is the printed word in lasting form! Documents dating back to before you were born or even considered. That's an illustration of really lasting.

So then consider the contribution that you in the printing industry are making to society for perpetuity.

That job you have on the machine or just finished and delivered,

- How long will it be around?
- In whose homes or businesses?
- Which part of South Africa or further afield?
- Will it maybe one day go into some archives somewhere?

Don't laugh. When SA Breweries celebrated their 75th year there was a great flurry to find labels over the years. And again when Marmite turned 100 the company scoured the world looking for bottles, labels and lids to set up the museum of the brand.

So next time you are tendering or quoting on a

job, setting up to print it or doing the finishing work, spare a thought for the future and the lasting qualities of what YOU are contributing to society.

Print is the last word in information technology. Print is really Powerful now and forever.

### Legal Matters: Attention!

The Consumer Affairs Committee will be investigating the advertisements in newspapers, magazines, other print media and electronic media offering "work from home opportunities". "Work from home opportunities" include typing work, addressing envelopes, addressing labels, filling envelopes, administrative opportunities, name gathering, compiling of data, and direct sellers who do not truthfully identify themselves. The investigation does not apply to mail order companies. Refer Notice 1067, Gov Gazette 27753, 1 July 2005.



## CEO Corner Does MAPPP SETA promote training in our Industry?



PIFSA's president, Lambert Retief, has eloquently expressed his views on the training challenges currently confronting our industry. These challenges relate to the funding of training through MAPPP SETA, and refer not only to the Cross Media Training Centre but also those companies which have engaged people in learnerships and which are now looking for "discretionary" grants from the SETA.

This matter is crucial to the future of our skills base and our competitive position both domestically and globally. At a recent meeting of the Printing and Packaging Chambers within the SETA it was made clear that the view of the SETA management was that companies which had engaged persons in learnerships prior to applying for grants would not qualify for such grants because the Public Finance Management Act precludes payments to "projects" which have already started. Discretionary grants can only be considered twice a year according to a new Guideline proposal from the SETA.

When SETAs were introduced, they were

intended to be a mechanism to uplift our skills base and accelerate training and education for the benefit of workers and business alike. They were to channel the skills levies received (what was left after the 20% deduction for the National Skills Fund and the 12% deduction for SETA running costs) back into industry (inter alia employers, workers and training providers) through various kinds of grants after the completion of a Workplace Skills Plan and appointment of Skills Development Facilitators.

In the Printing, Packaging and Print Media industries this did not happen in a vacuum. Our industries had had voluntary training levies for many years and had administered our own training affairs since 1925 when the old Industrial Council had been created. We continued to do this through the Industry Training Board dispensation, during which we established the non-profit Southern African Printing College (now known as Cross Media Training Centre).

It seems incomprehensible that a SETA which was created to encourage and expedite training and education should appear to be "hamstrung" by legislation and incapable of doing this. Our industry is the only one within the sector which

had apprentices and it was the only one which had pre-existing training levies prior to 2000. It is the only industry which had a non-profit training institution established for its own benefit.

The list of the College's achievements is long and it is an institution which has proven to be adaptable to the needs of the industry it serves.

We are being compelled to approach the courts to obtain clarification on the legislation which is being used to prevent the payment of discretionary grants to the College – even after the relevant SETA Chambers and Committees had approved them. At the risk of repeating myself, it seems incomprehensible that two organizations with the common objective of developing people should be heading to court over the issue – however we have no choice. Certain of our member companies have also begun to explore the possibility of legal action against the SETA in connection with learnership grants. Again, these are companies which have engaged learners and which are committed to training!

Training and development in our industry are in danger of coming to a halt if this continues.

Chris Sykes  
Chief Executive Officer of PIFSA

## International Beware the future of the screen!

The international magazine publishing association FIPP held its 2005 Congress in New York in May. Harold Eedes the MD of Ramsay, Son & Parker, who is a member of the FIPP Board as well as a member of the SA Magazine Association Board, reported thereon to their business associates recently in their house publication Nosy Parker.

Here is what Harold had to say about some of the points that were raised and discussed at congress in the action packed programme.

- Magazines have a unique bond with their readers and an intimacy that does not translate to electronic media
- Consumers are faced with an explosion of media choice
- Publishers must keep content 'fresh'
- Readers want a lot of information about subjects that interest them
- Advertising on the internet has exploded this past year
- In the past advertisers wanted exposure to their audiences, now they want engagement with them
- The consumer loves screens (TV/computer/cell phones)

Those of you who were at WPC8 in Cape Town in January 2005 will well recall the words of Thomaz Souto Correro (also a FIPP Board member, from Brazil) talking about the future magazine.... "A device meant to send and receive telephone calls is now been used to send and receive e-mails, take pictures and videos and send them by e-mail, watch video-clips, listen to music via MP3 or tuning radio stations, get the latest news, send and get text messages or multimedia messages, serve as GPS, PDA, recorder and ... book.

Teen-age girls are reading romantic novels in Japan on the small screen of their cellular phones. Get this? In their young age, they are reading literature in a screen as big as this.

When I saw this story, I was specially alarmed by the information that book sales are going down in Japan. A book publisher, interviewed in the same story, said he hoped that, by reading in cell phones, adolescents will turn into book readers.

Well, I'm sorry, but I don't think they will. Chances are that their lives will be more and more spent in front of a screen monitor: the cell phone, the video games, the computer, the television. In my point of view, paper will have a smaller role as a print medium in their lives.

They will still read magazines and newspapers and books, but just for a while, until technology goes on replacing paper by devices that will emulate the quality of ink on paper. Let's not doubt that: it will happen. When? Nobody knows. But the pace of technology innovation has been faster than we imagined in our wildest dreams.

A little while ago I said that broadsheet newspapers are probably disappearing with their older readers. Everyday we lose what I call "paper readers". Everyday new electronic readers are born. As technology advances, they will start their lives playing with and watching electronic, digital devices – and let us pray for them to have reading as one of multiple activities they will be engaged with.

Twenty years from today, will this reader read in paper? Probably not. Magazines and newspapers are

already publishing their electronic versions, in which you have a copy of the printed version, but already with new functions added to it.

The electronic tablet is being constantly updated. This new device will bring the e-book concept back. The e-book appeared the first round well ahead of its time. It makes sense now. You will carry a small library and a news stand in your tablet. With hyperlinks, dictionaries, search engines, built in.

It will also be possible to watch television, or a movie, in this gadget. It will also be your computer, your PDA, your cell phone, who knows what else?

Readers are consuming our brands on paper and on the Internet. As time goes by, we will learn what they will prefer to read in the paper publication, and what they will demand online. In other words, they will help us define the future. As you can see, there is still printed paper in the future. But, for sure, much less than today.

One possibility is that the paper object will be a luxurious magazine, maybe looking more like an illustrated book, meant to be enjoyed double page per double page, like the good old days of today.

I am convinced that paper magazines will be around for a long time. At least as long as the electronic reader baby grows up and tells us what he really wants. Most magazines are a glossy coloured object. The object itself is less anachronistic than a newspaper. People like their magazines. They are used to them.

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## Techno Chat

# Competitiveness

In theory, we are all in business to make an honest living and a reasonable profit. In order to achieve this, we need to be "well informed" about economic and industry trends, "well connected" not to miss out on major opportunities, "clever", "sharp", "alert", "innovative" etc..

We need to know the opposition and be technically and managerially advanced. Sometimes this includes "cunning", "shrewd", "manipulative", "influential", "monopolising" or "controlling" tactics, which challenge the meaning of "industrial intelligence".

Some of us succeed because we specialise our operations and others because of the diversity of services we offer. We all have our competitive advantages, target markets, business intelligence, secret agendas and tactics. Some flourish because of personal contacts and relationships built up over time whilst others rely on quality and service and some rely solely on price to compete and succeed.

We all have one common focus: The bottom line. Without it we may as well be a philanthropic society. To increase profit margins, it makes economic sense to reduce input costs to the minimum and it has become a commonly accepted practice to increase prices annually. How do we decide by how much our prices have to increase? Some of us look at our bottom line; some at the CPI, some at the CPIX,

some at inflation, some at PPI, but most look at their competitors.

It is astonishing how few of our members know the actual cost of running their businesses, let alone costs per department or cost centre. Often businesses falter because of unprofessional estimating practices, inadequate strategic planning, little provision for replacement of capital equipment, poor succession planning and insufficient training.

Then there is productivity, which is the key to profitability. We all know that wasted time and work, including reprints or discounts because of errors or poor quality, erodes profits. With this in mind, it is surprising that many of our members pay only lip service to training and quality. During my plant visits I have come across "quality" colour printers who have neither a densitometer, nor a PMS guide, or who do not run colour strips or exposure control on their plates, or quality control prior to delivery. Many of them use unqualified staff to operate expensive equipment.

The question is often: How do we maintain the perfect balance between good quality and optimal productivity; is there not a critical balance between the two? Quality is often perceived to be counter-productive and time consuming. The key to this balance is training, which is not a one-time liability, but an ongoing necessity. As managers or owners of businesses,

not a single day goes by without us learning something to achieve greater efficiency and control of our businesses; yet we often expect our staff to achieve this learning process without adequate formal training.

How many of us would allow an unlicensed driver to drive our cars? Very few! Yet we allow poorly or semi-trained, unqualified staff to operate equipment worth millions of Rands. When something goes wrong we often blame the staff for negligence; yet we have ourselves to blame for not ensuring that they are adequately equipped to perform the tasks required of them. An enormous amount of time, effort and money is wasted in our industry as a result of haste, carelessness, ignorance, poor housekeeping, inadequate planning and - training.

In order to become globally competitive and to protect us against the onslaught of global competition, we cannot afford to apply defensive business strategies. There are no crystal balls – only good planning can arm us against outside competition. Being "lean and mean" is not the answer to profits. Good foresight and consideration of all the possible problems and pitfalls can only be achieved with appropriate training. Damage control usually comes too late.

*Erich Kühn Director Commercial and Technical Services (011) 699 3000 or email to ekuhl@pifsa.org*

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More important than that: the reading habit in most markets around the world is so deeply rooted in our lives that changes will happen very slowly.

I have no doubt that, in the midst of the overwhelming amount of information coming from all media, readers will look more and more to the personalization of their needs.

The internet already allows for that. I print articles that I find online about my professional activity, my hobbies, information about movies and CDs.

What I am really doing is putting together my own publication, the one that reflects my priorities. That's my own magazine. Can this be done more — let's say — professionally? Let me share with you some crazy and provocative ideas.

People are getting used to searching for their interests — or necessities — on the web. They are becoming more focused in getting only what they look for. Can magazines do that in the future? Deliver a magazine packaged with the specific needs and wants of our reader? Today, as you know, we deliver a package to the consumer, in which he selects the articles and sections that he likes to read, and skips the pages he considers uninteresting material.

As an answer to the personalisation I have a vision that, one day, we will be printing and delivering a magazine that will be manufactured in a system that I call: print-à-portêr! ®

How does it work, this crazy concept? We will offer the reader a choice of different packages to subscribe

to — just like the cable systems does, where you can choose the package you want to watch, and pay for that package only, instead of paying for the whole lot; if you want the complete package, you pay a full price for it.

We would offer the reader the possibility to subscribe to a special package or to the whole edition. He would also be able to buy a combination of print and online. He gets, on paper, what he wants to read, and gets online news and services. Isn't that a good combination?

The question here is: can the printing industry provide a solution economically viable for this custom-made publication? In this "visionary" scenario, will the reader be able to subscribe only to the sections he wants from a magazine or a newspaper? And get it, at home? Instead of receiving a package, parts of which remain unread, unnoticed?

Is the "print-à-portêr" idea a problem for us printers and publishers? Is that a problem or a menace? Or is this an opportunity? Or is this simply a vision from an old editor, dreaming out a way of solving the problem that we have too much to read?

Visions, as you know, tend very often to be destroyed by the reality of the demands from the market. And readers, and consumers, as we all know, never get tired of surprising us. But, you never know... Remember the cell phone. Remember the screen that the consumer loves?

How will it possibly affect your business...by when? Therein lies a big debate.

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

- A cat has 32 muscles in each ear.
- A crocodile cannot stick out its tongue.
- A dragonfly has a life span of 24 hours.
- A goldfish has a memory span of three seconds.
- A "jiffy" is an actual unit of time for 1/100 of a second.
- A shark is the only fish that can blink with both eyes.
- A snail can sleep for three years.
- Al Capone's business card said he was a used furniture dealer.
- Almonds are a member of the peach family.
- An ostriche's eye is bigger than its brain.
- Babies are born without kneecaps. They don't appear until the child reaches 2 to 6 years of age.
- Cats have over one hundred vocal sounds. Dogs only have about 10.
- "Dreamt" is the only English word that ends in the letters "mt".
- February 1865 is the only month in recorded history not to have a full moon.
- In the last 4,000 years, no new animals have been domesticated.
- If the population of China walked past you, in single file, the line would never end because of the rate of reproduction.
- If you are an average American, in your whole life, you will spend an average of 6 months waiting at red lights.



## Central Chamber News

### Employment Law

Perusal of recent court cases reveal the following nuggets of employment law principles:

- An employer may not rely on the uncorroborated evidence of a single letter of complaint from an irate customer to discipline an employee for alleged misconduct;
- An employee's apparent ability to represent himself/herself at a disciplinary hearing does not mean they may not rely on a fellow employee to represent them;
- In retrenchment, if any employee chooses early retirement, that employee is not entitled to a severance package;
- If an employee is found not guilty at a disciplinary hearing, that employee may not later be dismissed in spite of being found guilty in a criminal court;
- Disputes relating to the termination of a Learnership, concluded in terms of the Skills Development Act must be referred to the C C M A and not the Statutory Council;
- Where employees had been employed on a fixed term contract and this contract was renewed three years in a row, failure to renew for the 4th year, despite there being work available, amounted to an unfair dismissal;

- Claims for unfair dismissal prescribe after three years, as the Prescription Act is not invalidated by the Labour Relations Act;
- Senior managerial employees cannot claim that such aspects as ambiguity, conflict, power struggles, office politics and demands for performance constitute intolerable working conditions resulting in constructive dismissal;
- An employer who introduces work targets and requires employees to meet those targets is introducing "work practices" and is not introducing a "unilateral change to terms and conditions of employment".

### Tape Recorders -Warning

The Printing Industries Federation has always avoided the use of tape-recorders in respect of disciplinary hearings. Not only is it costly and time consuming to transcribe the recording, but it is also not always accurate - there being disputes over whose voice it actually was or what was said, due to background noises. However, a further reason to avoid the use of tape-recorders came to light recently:

A member company arranged a disciplinary hearing for a senior managerial employee, who insisted that he be allowed to record the proceedings. After some discussion, management agreed to this. At some point in the proceedings, the employee requested a "comfort break" and left the room with his representative.

The management representatives who remained behind began a private discussion with the chairman of the hearing and made various disparaging and threatening remarks about the employee - who was not present. Everyone thought that the tape recorder had been switched off.

The employee was eventually dismissed and referred his case to the C C M A. There was no solution to be reached at Conciliation stage and the matter was referred for Arbitration. At Arbitration, the ex-employee produced the tape-recording and alleged that his entire disciplinary hearing was unfair as management had prejudged the matter and had included the chairman in that view.

In order to avoid further embarrassment and, irrespective of the merits of the dismissal, management agreed to pay a substantial settlement fee to avoid possible litigation and additional legal costs.

It is uncertain whether the employee deliberately baited a trap or the matter was circumstantial - it does not matter as the lesson, either way, is to avoid the use of tape recorders. It must be pointed out that modern cellphone technology also allows cellphones to record lengthy conversations and members entering a disciplinary hearing are advised to ensure that cellphones are either switched off or left outside the room.



## Kwa-Zulu Natal Chamber News

### KZN Chamber Hosts Adobe and PEAC Presentations

The KZN Chamber hosted three presentations to its members during August - in collaboration with suppliers to the industry.

#### Adobe Creative Suite II

The KZN Chamber were thrilled with the response from the industry when 43 people packed the Chamber's board room for a very informative presentation by Adobe Senior Product Evangelist (Europe) - Alan Rosenfeld. Alan is responsible for presenting and positioning Adobe's creative professional products and technologies to the EMEA markets. Alan displayed a real passion for Adobe's software and in his role as an evangelist, he was able to present the benefits of Adobe's products to creative professionals and to find out from them what features and services they need in software. The information session was useful in ensuring that Adobe constantly maintain a close relationships with its customers.

Alan has over 15 years industry experience and described his five years at Adobe as his 'dream job'. During this time with Adobe Alan has been responsible for helping to significantly build the Adobe business and is a recognised expert in this field. Alan was ably assisted by Mo Jogie of Adobe, South Africa who began the presentation and warmed the audience to what was to come. Some of the topics covered were:

- PDF Workflows
- Adobe Indesign CS2
- Illustrator vs Macromedia Freehand
- Apple Integration

Questions from the floor were welcomed, and both Alan and Mo were both able to deal with all the technical queries that arose. The exciting thing about this presentation is that the KZN Chamber will be working more closely with Adobe SA in the future, and plans to host further similar presentations.

#### Printing Estimating Accounting and Costing (PEAC) Software Solutions

PEAC Software Solutions sent a delegation of their senior staff to KZN where they were hosted by the KZN Chamber and gave two presentations - one late evening, and the other early morning to interested printing companies.

Chamber members came from as far as Pietermaritzburg and Eshowe for this presentation. It was clear from all who attended that this is a very important part of the business. If you don't get your estimating right, not much else matters in your business - because you will probably end up going out of business.

PEAC has undergone major expansion since its launch at PIFSA Honeydew in October 2004. The developers of this comprehensive print management system, David Gill and Diany du Toit, have teamed up with an experienced communications team to bolster its marketing profile and launch the software internationally. PEAC is a Windows-based software computer program.

PEAC founder David Gill, together with Financial Consultant Warren Homber and Marketing expert Hilary Rogers were assisted by

PEAC convert, Patrick Mc Lavery of Zululand Times in presenting the system to those who came to hear of its benefits. Patrick has been using PEAC software - almost from its inception and has lived through the growing pains of the software development. His practical knowledge and experience of the system, as well as his commitment to it, proved to be a valued marketing tool for the PEAC organisation. Judging by the interest shown by the industry, PEAC will be back with a follow up in the not too distant future.



Left to right Mark Backhouse and Colin Maher of city Printing Works Pietermaritzburg and Vinay Soni of Pala Printers in Westmead



Patrick Mc Lavery of Zululand Times in Eshowe, Bruce Meilhon of Bramprint, Pinetown and Charles Dean of Trade Litho, Westmead



## Profile

# Christopher Mason



I joined the Printing Industry in 1984 as an apprentice film compositor with Beith Process and Phototype specialising in Annual Report make up. On completion of my apprenticeship I remained with Beith as a qualified artisan, during which time I involved myself in apprentice training within the company.

I left the employ of Beith in 1994 to join the Printing Newspaper Packaging Industries Education Training Board (PNPIETB) during which time I was responsible for assisting member companies with advise on the competency based modular training system and overseeing the then apprenticeship training

system in the Gauteng region. I was involved in the conducting of and administering of final competency trade tests in the Origination fields. I have studied further and have completed a number of training related courses including an Adult Education Training Practitionership through Unisa.

In 1998 I left the employ of the (PNPIETB) now MAPPP SETA to join the Southern African Printing College as the Training Manager. A position I still currently hold but in the capacity of Training Director.

My experience at the college to date has been the most rewarding part of my working career. I derive great personal satisfaction from being a part of young students future careers. Our students are the future leaders of our industry

and it is vital that all efforts are made to instill a work ethic into them before they formally enter into a career in our industry.

My interests are varied and include developing my small holding into one which is of an eco-friendly nature, motorcycle riding, woodwork, DIY projects as well as collecting American made guitars and playing them.

I am married to Carol Kerby-Mason who until recently was employed in the pharmaceutical industry. She has subsequently decided to experience her first mid life crisis, which she has elected to do by being unemployed and at home. With this in mind a job jar has been ordered by yours truly as a form of Carol's daily entertainment until such time as when this new found experience wains.



## Celebrating Women's Day with style at Cross Media Training Centre

The Cross Media Training Centre decided to do something special for the Women's Day this year, which was to host an inter-college sports day.

The sports committee comprising of current students, with the support from management managed to arrange and host a sports day at Cross Media Training Centre. Several institutions namely Monash University, South West College and Alberton College were invited and jumped at the opportunity to participate. The ladies played volleyball and the guys played soccer.

It was an exciting day for all students involved and everyone had been looking forward to it. The kick off time for soccer was 10:00. The first game was between Monash University and South West College, which South West College managed to win 5-2. This was followed by a match between Cross Media Training Centre

and Alberton College with Cross Media Training Centre winning 5-2. In the meanwhile the ladies volleyball match was heating up with the end result of our ladies not winning any games as they were playing against the experienced teams from Monash and South West College. The Cross Media ladies however did put up a spirited fight and enjoyed themselves tremendously.

The day progressed with lots of fun and support from other students who were shouting, singing and supporting the teams and players. In the final match of the day it was Cross Media Training Centre versus the tough and experienced team from South West College.

The match proved to be a tough challenge for both teams going down to the wire with the end result being determined through a penalty shootout, which unfortunately South West College won.

The entire day was a huge success which unified the students. Thanks of appreciation go out to the sports committee comprised of Jerry Mohlala (Rotary Student), Makgapjane Manyaka (E/O student), Miss Dipou Thobejane (E/O student), Mpfunzeni Mapholi (Rotary student), Kenneth Makungo (Litho student), Shadrack Maphayi (E/O student and Claude Hailey (E/O student from Botswana).

Last but not least a word of thanks to the Management team comprising of Nick Delpport, Chris Mason, Hannes van Vuuren and Helga Weiland for their support and for making this day a big success.

The next activity planned is a cultural day, which will be hosted at Cross Media Training Centre in Honeydew, and we are looking forward to seeing all the fun things the students will be getting up to on the day.



Cross Media Training Centre Soccer Team



Cross Media Training Centre Volleyball Team



## Cross Media Training Centre

# Important TT Block dates in 2006

An important reminder that Cross Media Training Centre shall be offering two sets of Technical Theoretical Blocks per level at our Johannesburg and Cape Town centres during the 2006 training year. Learner registrations for TT blocks can be completed via Cross Media Training Centre. For further information and registrations please contact Renel van Rooyen at (011) 699-3000 CMTC Johannesburg or Patrick Pederson/Carmelita Sauls at (021) 552-4013 CMTC Cape Town.

### Cross Media Training Centre Johannesburg TT Block Timetable 2006

#### First Semester

#### TT3 Special Block 9 January - 3 February

Exams (30 January, 1 February and 3 February)

#### TTI Block 20 February - 17 March

Exams (13 March, 15 March and 17 March)

#### TT2 Block 8 May- 2 June

Exams (29 May, 31 May and 2 June)

#### TT3 Block 5 June - 30 June

Exams (26 June, 28 June and 30 June)

#### Second Semester

#### TT1 Block 17 July - 11 August

Exams 7 August, 8 August and 10 August

#### TT2 Block 9 October - 3 November

Exams (30 October, 1 November and 3 November)

#### TT3 Block 6 November - 1 December

Exams (27 November, 29 November and 1 December)

### Cross Media Training Centre Cape Town TT Block Timetable 2006

#### First Semester

#### TTI Block 20 February - 17 March

Exams (13 March, 15 March and 17 March)

#### TT2 Block 20 March - 14 April

Exams (10 April, 12 April and 13 April)

#### TT3 Block 14 August - 8 September

Exams (4 September, 6 September and 8 September)

#### Second Semester

#### TT1 Block 11 September - 6 October

Exams 2 October, 4 October and 6 October

#### TT2 Block 9 October - 3 November

Exams (30 October, 1 November and 3 November)

#### TT3 Block 6 November - 1 December

Exams (27 November, 29 November and 1 December)

### Important Cross Media Training Centre Business School Dates

Health & Safety	(1 Day) 3 October
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
	(2 Days) 10 & 11 November
Finance for Non Financial Managers	(2 Days) 3 & 4 November

### Cross Media Training Centre – Cape Town After hours DTP course 2005

#### Duration:

15 weeks (90 hours)

Tuesday and Thursday from 17:30 to 20:30

#### Dates:

30 August to 08 December

Programs covered:

Colour Theory, Repro, Prepress & Print issues.

Adobe Illustrator, Adobe Indesign, Macromedia FreeHand,

Adobe Photoshop, Desktop Scanning.

PDF issues

#### The aim of the course:

Being the official Printing Industry training provider, our course objective is to provide delegates with a good basic knowledge of the programs, with the emphasis on Repro, Prepress and Printing issues rather than Graphic Design features.

#### Price:

R 9 747.00 (include 14% VAT)

#### Payment Option:

R 747.00 on enrolment

R2 250.00 on 30 August 2005

R2 250.00 on 30 September 2005

R2 250.00 on 31 October 2005

R2 250.00 on 30 November 2005

The course will be run with a minimum of five delegates and a maximum of ten.

#### Contact:

Patrick or Carmelita Sauls on (021) 552 - 4013

At the time of publishing this edition of Printalk, the 15 week course would have already commenced. Should anyone wish to attend specific items on the programme and not the full programme this can be arranged. Dates are indicated in the timetable below.

### 30 August to 08 December 2005 – 17:30 to 20:30

<b>August</b>			
30	Session 1		Mac OS
<b>September</b>			
1	Session 2		Colour theory
6	Session 3		Adobe Illustrator CS
8	Session 4		Adobe Illustrator CS
13	Session 5		Adobe Illustrator CS
15	Session 6		Adobe Illustrator CS
20	Session 7		Adobe Illustrator CS
22	Session 8		Repro issues 1
27	Session 9		Scanning
29	Session 10		Scanning
<b>October</b>			
4	Session 11		Adobe Photoshop CS
6	Session 12		Adobe Photoshop CS
11	Session 13		Adobe Photoshop CS
13	Session 14		Adobe Photoshop CS
18	Session 15		Adobe Indesign CS
20	Session 16		Adobe Indesign CS
25	Session 17		Adobe Indesign CS
27	Session 18		Adobe Indesign CS
<b>November</b>			
1	Session 19		Adobe Indesign CS
3	Session 20		Repro issues 2
8	Session 21		Macromedia FreeHand MX
10	Session 22		Macromedia FreeHand MX
15	Session 23		Macromedia FreeHand MX
17	Session 24		Macromedia FreeHand MX
22	Session 25		PDF issues
24	Session 26		PDF issues
29	Session 27		Exercises
<b>December</b>			
1	Session 28		Exercises
6	Session 29		Exercises
8	Session 30		Exercises



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