



**CHAMBER GOLF DAY – SUCCESSFUL**

Chamber members and their guests made up a group of 110 very happy golfers at the Annual Golf Day held at the Kloof Country Club on 8<sup>th</sup> November 2005.

Master of Ceremonies, Dick Burgess, formerly of Peters Papers and now a semi-retired, thanked the supporters of this event on behalf of the Chamber. Sponsors of the event were highlighted and given special thanks.

Prizes went all the way down to the very last pair of players. Competition winners were rewarded for their efforts.



Seen below are the winners Mervin Perry and Russell Steynberg with Chamber 2<sup>nd</sup> Vice President Paul Knock.

The highly sought after booze hamper kindly donated by ProPrint – was won by Jim Short of Shave and Gibson.

Funds raised by this event will go towards upgrading the facilities and operation of the Chamber.

**ANNUAL COCKTAIL FUNCTION**

The Chamber’s year- end cocktail function was held at the ABSA Stadium for the second successive year. Thanks to sponsorship by Mondi Business Paper and assistance from ABSA, the function was well attended and Chamber Members were treated to good company, eats and drinks.

Derek Mc Aslan, Sales, and Distribution Director of Mondi Business Paper addressed members, providing an overview to the substantial upgrade of equipment at the Merebank Mill. Derek also

emphasised the need for printers and paper manufacturers to work together for the better of both industries.

**PIFSA FINANCE – GAINS MOMENTUM**

The very successful joint venture between PIFSA and ABSA Bank has resulted in a significant number of Chamber members channelling their Asset Finance (equipment and vehicles) through **PIFSA Finance**.

**Competitive rates** are obviously an important criterion used by businesses when making investment decisions. PIFSA Finance is able to offer very competitive rates, and is willing to finance both new and second-hand equipment.

In its first year of operation, PIFSA Finance has financed more than R50m in print equipment deals. The second year has outstripped this figure in the first six months! **Members should give Geoff Warren at the Chamber 031 7058744 or Ralph Howell of ABSA 082 466 0437 a call and see how we can assist you.**

**Wall Charts**  
The Chamber has a stock of wall charts that companies should display on their premises.

- Basic Conditions of Employment Act
- Occupational Health and Safety Act
- Employment Equity Act

These are available at a discounted price of R75,00 per chart (excl. VAT)

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### **Appeal Hearing – Lose It!**

Many members of PIFSA have Disciplinary Codes and Grievance Procedures which they inherited from the old National Industrial Council, or one which was either negotiated with a union after the demise of the Council or was drafted for them by a well-meaning consultant or attorney. Whatever the case, many of these procedures, Contain the right of an employee to lodge an Appeal against a dismissal, or even worse, against any disciplinary action taken against him/her.

Members are advised to get rid of this ‘Appeal’ provision at their earliest convenience. Practice has revealed that employees or their union representatives who are bent on “working” the system will use every opportunity to tie management up in unnecessary administrative procedures. It is an undeniable fact that management already complain of an over – regulated labour system and yet are guilty of adherence to an out dated and unnecessary step in the disciplinary process which only serves to further complicate matters.

The fact is that the law does not require that a Disciplinary Procedure has the right to an Appeal, either in the Statute or in Schedule 8 (Code of Good Practice). Secondly, the Law provides for an “Appeal Hearing” in the form of the existence of the Commission for Conciliation, Medication and arbitration – the CCMA. This body is the final arbitrator in terms of any labour dispute, whether it be an alleged Unfair Dismissal or simply an alleged Unfair Labour Practice, which is the heading under which any other disciplinary action may be appealed. It is also fact that any employee who has requested the right to Appeal has, by this action, given an indication that he/she will not accept any outcome which is not in their favour. This means that the step which follows an unsuccessful appeal is to refer the matter to the CCMA in any case.

The result is a cautionary note from PIFSA, on the advice in of our attorneys, that management delete all references to an Appeal Hearing as soon as possible. It must be noted that this is not simply an administrative task, as a Disciplinary Procedure is deemed to be a vital document in furtherance of labour peace. Consequently, there are

procedures which have to be adhered to, before anything maybe amended – particularly so if the workforce is unionised.

Management are advised to take advice before amending any Code or Procedure.

**Acknowledgements: Central Chamber**

### **Interest Rate for Official Purposes**

Government Gazette 2787778 of 5 August 2005 provides that, with effect 1 September 2005, the official rate of interest shall be 8 per cent.

**Acknowledgements: ICSA Corporate Governance Technical Newsletter.**

### **Directors and Officers: Disqualified Persons**

Section 219 of the Companies Act, as amended now provides that any person who knew, or could reasonable be expected to know that a disqualified person is participating in the management of the company, will be jointly and severally liable for all the company’s debts incurred during the period in which such person acted as a director or officer.

It is noteworthy that his provision now applies to those involved in the “management” of the company and not only to a person who acts as a director.

**Acknowledgements: ICSA Corporate Governance Technical Newsletter.**

### **VAT Invoices**

From 1 March 2005 SARS requires all VAT merchants to have the VAT number of each supplier, on their invoice. Failure to have a supplier’s VAT number on the invoice will result in the vendor not being able to claim input tax. This requirement will apply to all invoice in excess of R3 000.

Subsequent debit or credit notes will also require the supplier’s VAT number to appear on the invoice.

**Acknowledgements: ICSA Corporate Governance Technical Newsletter.**

### **Estimating Course for Printers 2006**

Start Date: 2 February 2006  
Registration: Closes 20 January 2006  
Course fee: R3000.00 (Inclusive)

See page 8 for further details

## **Tech Support**

**Customer:** I'm trying to connect to the Internet with your CD, but it just doesn't work. What am I doing wrong?

**Tech Support:** OK, you've got the CD in the CD drive, right?

**Customer:** Yeah..

**Tech support:** And what sort of computer are you Using?

**Customer:** Computer? Oh no, I haven't got a computer. It's in the CD Player and all I get is weird noises. Listen ...

**Tech support:** Aaaaarrggghhh!!!

**Tech support:** What kind of computer do you have?

**Customer:** A white one ...

**Tech support:** Click on the 'my computer' icon on the left of the screen.

**Customer:** You're left or my left?

**Customer:** Hi, good afternoon, this is Martha, I can't print. Every time I try, it says 'Can't find printer'. I've even lifted the printer and placed it in front of the monitor, but the computer still says he can't find it ...

**Customer:** I have problems printing in red...

**Tech support:** Do you have a color printer

**Customer:** Aaaah ..... thank you.

**Customer:** I have a huge problem. A friend has placed a screen saver on my computer, but every time I move the mouse, it disappears.

**Tech support:** How may I help you?

**Customer:** I'm writing my first e-mail.

**Tech support:** OK, and what seems to be the problem?

**Customer:** Well, I have the letter 'a'! in the address, but how do I get the circle around it?

## **INNOVATE '05 – HILTON HOTEL, DURBAN, 27<sup>th</sup> OCTOBER 2005**

Chris Sykes, CEO of PIFSA, was the keynote speaker at a very informative seminar hosted by Xerox/Bytes Document Solutions, at the Hilton Hotel, Durban.

The all day seminar was well attended by a host of people from the printing; re-pro and creative agency fields.

Chris's address, "Is South Africa ready for the digital revolution", focused on his belief that South Africa is standing on the threshold of one of the most exciting developments in the history of printing, the emergence of a new business model and new opportunities, which he called the "digital revolution".

Chris Jordan, (Independent Consultant, Workflow (Pty) Ltd), in his address "The big picture : applications that improve business results", gave examples of how companies across a wide range of industries are using digital printing to implement more effective sales and marketing programs. He went on to show attendees how to assess their marketing, sales, I.T. and creative assets in order to implement programs in their own organizations.

Gustav Abundis, (Specialist on Variable Data Publishing and Printing, Xerox Mexico (Pty) Ltd), explained how variable data publishing solutions, when combined in a more holistic approach to meeting clients needs, delivers a new set of capabilities that leverage the tools and solutions one may already have.

Jamie Macleod, (Divisional Sales Manager, Direct and On-Demand Communications, Ince (Pty) Ltd), gave a very open and informative address from a South African company perspective, and detailed how digital printing had been embraced and implemented by his company.

Harry Waldman, (Private Independent Consultant, Harry Waldman Corporation), explained how, as a designer, you need to keep up with changes in technology and proper design techniques for digital print.

Chris Jordan, in his second address, "Accelerating performance and profit through workflow", went on to explain how the right workflow can increase and simplify creative/print provider collaboration and why JDF is becoming an industry standard and what it can do to maximize job profitability. He also explained where to learn the best strategies and technologies for commercial print and digital workflows.

All in all this was a very worthwhile and enlightening seminar, and was thoroughly enjoyed by all the delegates who attended.

**Acknowledgment: Trevor Cape, Intrepid Printers**

### **Considering flying over the festive season?**

Here is something to consider when you fly.  
"Airline Meals: Anything that's white is sweet. Anything that's brown is meat. Anything that's grey, don't eat!"

### **Domestic Workers to get pay rise**

Domestic workers earning the required minimum wage will be eligible for an increase of 6.7 percent from 1 December 2005, according to the labour department.

### **PIFSA SERVICES**

Remember that the Chamber offers a wide range of services to members. See details below

#### **Industry Level Representation**

- Statutory Council
- MAPPP SETA
- Labour Affairs
- SACOB
- Government Lobby and Consultation
- Trade Exhibitions
- Access to the Graphic Arts Information Network
- World Print and Communication Forum
- Representation on SATU Retirement Funds

#### **Dispute Resolution**

- Commercial Disputes
- Labour Disputes
- Technical Expertise

#### **Management Consulting Services**

- Broad Based Black Economic Empowerment

#### **Industry Communication**

- Regular News Bulletins
- Printalk (Graphix)
- Website Home Page
- Impressions Magazine

#### **Labour Relations Services**

- CCMA/Statutory Council Hearings
- Chairing Disciplinary Hearings
- Counselling
- Union Relations
- Wage Negotiations
- Retrenchments and Restructuring
- Wage Surveys
- Notice letters and other documentation

#### **Human Resources Management**

- Job Descriptions
- Job Evaluation
- Personnel Filing Systems
- HIV/AIDS Policy
- Policy and Procedure Manuals
- Various Employment Guidelines
- Performance Management Systems

#### **Training and Development**

- Cross Media Training Centre
- SA Printing College
- Estimator Training
- Short Course Programmes
- Skills Development Planning
- Skills Development Facilitation
- Representation at MAPPP SETA
- Introduction to Print

### ***Need Technical Training?***

The Chamber can facilitate technical training for single and two-colour offset litho printing. This training is conducted in house.

**Contact Geoff at the Chamber for details.**

## PRINTERS LEAGUE GOLF SOCIETY



### Printers' League Golf Society

Now in its 15<sup>th</sup> year, the very successful Printers League Golf Society stages seven games at various courses in KZN spread throughout the year. The finale is made up of Grand Prix and Team awards for total points for the year.

Print Companies put in a four member team, and there are currently, 19 teams in the League.

Well done to team **M.O.G.T.** who won the Coates trophy for 2005. It was a really tight finish with Fastprint "B" in second place. Any one of the top 4 teams could have taken the Team trophy. The same could be said for the 2005 Individual Grand Prix. Paddy Murgatroyd was leading from Mannie Esterhuizen, with Damian Lynch coming third. Only a few points separated the three. On the day, Paddy unfortunately bombed and Damian shot a 73 gross to take the Grand Prix by 3 points from Mannie with Paddy third one point further back.

It was really unfortunate that the Umkomaas course was in very poor condition. This situation was due to severe water restrictions on the South Coast. The conditions affected a number of players, and there were some notable glitches in the scores. This did not however detract from the competitive edge that the seventh and final round displayed.

The league kicks off again in February 2006. Should anyone be interested in joining the League, put a team of four together, and contact Barry Lynch on 031 7163100

### Paprint Golf Society Kwa-Zulu-Natal

PAPRINT is a golf society that has been in existence since 1949 and as the name indicates stands for the Printing Allied and Paper Industries.

The aim of the Society is to provide a means by which members of the industry plus their very valued guests can get together for a round of golf and enjoy each others company away from the hustle and bustle of business life.

Five events are held each year at courses such as Wild Coast Sun, D.C.C Beachwood, Royal Durban, Umkomaas and Umhlali.

Chamber members are invited to affiliate as member of Paprint. The annual subscription is R100 per year, and green fees range from R100 to R160 per event depending on venue. Meals and prizes are included.

The most recent event was held on 25<sup>th</sup> November, 2005. This was a Championship event and included the Society's Annual General Meeting. Both events took place at Umhlali. Members who "misbehave" were "fined" by the fines master and an amount of R6000 was collected during the year and was handed over to charity.

If you are interested in joining PAPRINT, then please contact either:

Robert Haupt Telephone and fax 031-5638459  
Cell 0827285937

There is an answering machine so please leave a message and contact number.

Nevill Hierons Cell 0833035918  
E-mail [nhierons@mweb.co.za](mailto:nhierons@mweb.co.za)

Events for 2006 are:

Wild Coast Sun	Friday 10 <sup>th</sup> March 2006
D.C.C. Beachwood	Friday 19 <sup>th</sup> May 2006
Royal Durban	Friday 14 July 2006
Umkomaas	Friday 22 <sup>nd</sup> September 2006
Umhlali	Friday 17 <sup>th</sup> November 2006

## **Deadline for Application for Discretionary Grants**

Application for Discretionary Grants and Expression of Interest must be submitted by 3 January 2006.

The MAPPP-SETA is calling for:

1. Employers, trade unions and professional and employer associations to submit proposals for discretionary grants against the current guidelines in the following areas:
  - Adult Basic Education & Training (ABET)
  - Scarce and Critical skills (Please see the Sector Skills Plan Update and the list on the MAPPP-SETA website).
  - Learnerships, apprenticeships, internships and mentorships
2. Accredited training providers to submit proposals against registered qualifications for learnerships, mentorships and skills programmes in the following sectors:
  - Advertising
  - Arts and Culture
  - Film and Electronic Media
  - Packaging and Printing
  - Print Media
  - Publishing

In addition, proposals are required for apprenticeships; assessor, designer, evidence collection facilitators and moderator training; facilitator, leaning programme designers and mentors; materials and curriculum development; qualifications development; capacity building for providers; various research projects; verification services; and SDF training.

3. FET and HET institutions to identify bursary opportunities at NQF levels 4, 5, 6 and 7 in the areas defined as scarce and critical skills in the MAPPP-SETA.

For further information, guidelines, the list of registered learnerships, terms of reference and

application forms please see the MAPPP-SETA web-site ([www.mappp-seta.co.za](http://www.mappp-seta.co.za)). Employment Equity and the Broad-Based Black Economic Empowerment profile of organisations will be an important consideration in the adjudication process. As such, please ensure due consideration to these matters when submitting proposals.

### **Closing date:**

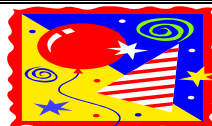
Please address submissions to Ms Doris Cerfonteyn, MAPPP-SETA, 7<sup>th</sup> Floor, Manhattan Plaza, 100 Edward Street, Bellville, 7530 or PO Box 5821, Tygervalley, 7536. The due date for submissions is **Tuesday, 3 January 2006 at 12h00.**

For further information, please contact the relevant SETA staff members:  
Ms. Trish Persad Print Media and Publishing Chambers [trish@mappp-seta.co.za](mailto:trish@mappp-seta.co.za)  
Mr. Linda Mngadi Print & Packaging Chambers [mngad@mappp-seta.co.za](mailto:mngad@mappp-seta.co.za)  
Ms. Sonja van der Westhuizen LETQA [sonjavdw@mappp-seta.co.za](mailto:sonjavdw@mappp-seta.co.za)

Late submissions will not be considered: Applications that do not comply with the Guidelines and Criteria or the specific Terms of Reference are requested to refrain from submitting a proposal.

**Please note that the SETA offices will be closed for the festive season between 22 December 2005 and 2 January 2006.**

*Source: MAPPP SETA*



Chamber wishes all it's members the very best for the festive season and a prosperous New Year.

Chamber offices will be closed from 24 December 2005 to 2 January 2006 (Dates inclusive).

Incase of emergency contact  
Geoff Warren 0836267768

## Seen at the Chamber's Annual Cocktail Function



Felicity Faithful, Bill Kewley (Chamber President)  
Mickey Bryce and Ralph Howell



Ron Oborn, Trevor Cape, Lukeshan Maistry  
and Rishi Singh

*Also having a great time were:*



Beverley Ramlakan, Rachael Brijlal  
And Dianne Coventry



James and Cheryl Naidoo and Johnny and  
Shabana Singh of Intrepid Printers



Shave and Gibson Trio of Martin Conway,  
Jim Short and Allan Hay



Moti Rampersad, Lighty Singh and  
Gopal Rampersad

# Golfing in KwaZulu-Natal