



Colour Planet host Shooting Star Awards

What seems like ages ago – it was last year, December 14th, Colour Planet hosted their annual Shooting Star Awards. MD Mike Dewar initiated these awards for the first time back in 2002. Now, an annual event, Designers whose work is printed by colour Planet are given recognition for outstanding achievements.

There were twelve Designers who made it through to the finals, and the judges had the difficult task of narrowing down their selection. In the end, 1st place went to Rod McCleod of Lightship Communications for the Ilimonetwork Report. In 2nd place was Lorraine Joubert of Raven Advertising for the San Bush Willows Brochure and 3rd place went to Sue Elliot of Stey Braes for the Gasuta Lodge Brochure.



Mike Dewar, Ravesh Nandlall, Logan Reddy & Nicole Dewar

Reminder

VAT Registration Numbers

Please forward you VAT registration No. to the Chamber's Offices if you have not already done so. Amendments to the VAT registration Act require the insertion of your Vat No. on Chamber invoices.

Notice of Annual General Meeting

The Chamber will be holding its Annual General Meeting as follows:

Date: 8 March 2006

Time: 17h30

Venue: Royal Natal Yacht Club

Nomination forms for the election of Office Bearers are available from the Chamber's offices. Please contact the Chamber for the necessary form and return to the Chamber's offices by Fax to 031 7054408.

In moving away from the traditional format of the AGM, this year will see long serving members being awarded certificates of membership to those companies who have in excess of 25 years membership with the Chamber.

Members are urged to attend the meeting and to join the incoming President and Committee for drinks and snacks after the meeting.

Purchasing New Equipment/Machinery?

If you are considering the purchase of new or secondhand equipment or machinery, then you should consider using the Federation's Finance arm **PIFSA Finance**.

PIFSA Finance is a Joint Venture between PIFSA and ABSA Bank. It has been structured specifically for the Printing, Packaging and Allied Industries.

Make a call to the Chamber 031 7058744 to see how we can help your next purchase.

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Pinetown Printers Celebrate Long Serving Employees & Good Performers

On shut down day, 23 December 2005, Pinetown Printers invited all their employees to join in a shut down braai and celebration of long serving employees, those who were not absent from work during the whole year, and those who qualified for merit awards.

The function was held in a jovial mood, and it was great to see 12 new qualifiers for employees who had not been off sick for the whole year. These employees joined the six who had completed two years, the four who had completed three years, the two who had completed five years, two who had completed six years, one for seven years and one for a record breaking 11 continuous years without missing a single day.

Long Service Awards were next on the list, and four employees were awarded certificates and vouchers for more than twenty years continuous service. This was topped by John Dasruth and Assa Rampersad who were awarded certificates for 40 and 35 years continuous service respectively.

Merit Awards for outstanding service to the company were awarded to four very special individuals who had displayed exceptional qualities and made a special contribution to the company during 2005.

Merit Awards 2005



Seen above together with company Directors are L-R: Haydn Mottram, Stuart De Beer (offices), Ken Aranky, Kubashnie Singh (offices), Mark Samouilhan, Rishal Bhyrodeyal (factory), Vishal Dasruth (factory) and Rod Samouilhan

Others who received awards at the Pinetown Printers year-end function:

Long Serving Employees



Seen above from L-R are John Dasruth (40 years) Mark Samouilhan (Director) and Assa Rampersadh (35 years)

A new crop of employees who were not absent from work for the whole of 2005.



L-R: Vinesh Sundlall, Mike Brown, Dave Dumbleton, Rishal Bhyrodeyal, Ramesh Dasruth, Cedrik Mkhonzeni, Devan Moodley, Jimwell Ndobe, Neville Nair, Martin Mbatha, Preshini Govender, Gorden Ramsurmon, Assa Rampersadh, Oscar Cele and Stuart De Beer

Celebrating a record eleven years – no absence from work – Congratulations Jaya.



Jaya Govender is seen here together with company Directors Ken Aranky and Mark Samouilhan receiving a special award for 11 continuous years without absence from work.

Inaction lets HIV wildfire rage out of control

Fifteen years ago, South Africa had an HIV infection rate of a mere 1% but a failure to respond timeously has allowed it to soar to 30%.

This is according to the latest UNAIDS Global Aids Epidemic Update Report which was released worldwide recently.

The report states that the most notable feature of South Africa's epidemic was the speed at which it evolved, and it shows no sign of relenting.

Sub-Saharan Africa has just over 10% of the world's population but is home to more than 25,8 million people living with HIV. Some 6 million of those are in South Africa, making the epidemic here one of the largest in the world.

The report also blames Aids for a 62% increase in deaths of South Africans aged 15 years and older from 1997 to 2002, and a more than 50% rise in deaths in the 25 to 44 age group.

While the picture may look bleak for South Africa, the report indicates that parts of Southern Africa have shown optimistic signs.

In Zimbabwe, recent data from the country's national surveillance system has shown a decline in HIV prevalence among pregnant women, from 26% in 2002 to 21% last year.

The report states that condom use within casual partnerships had reach high levels (86% among men and 83% among women) and there appeared to be a reduction in the number of sexual partners that individuals have.

Acknowledgements: SACOB

Sexual Harassment

The publication of the Code of Good Practice on the handling of harassment cases in the workplace, which appeared in Government Gazette 27865 of 4 August 2005, has redefined sexual harassment and refined proceedings for managing claims.

In a recent case of the Labour Court, *Christian v Colliers Properties*, a secretary who rejected her

superior's advances, after he had kissed her on the neck, was awarded two years salary and R10 000 in damages, despite her having worked for the company for a period of only three days.

Experts warn that companies have a liability, which becomes particularly evident at annual Christmas parties, company conferences and similar events.

Acknowledgements: ICSA Corporate Governance Technical

Absenteeism Losses Frightening – Study

South African Companies are losing more than R23m annually due to absenteeism in the workplace, says new research by research group Occupational Care SA (www.ocsa.co.za) and UNISA.

The research was carried over one year and included a total of 12 000 employees in 26 companies across a wide range of industries.

As many as 3152 days per 500 employees are lost due to absenteeism, which costs as much as R851 000 for every 500 employees annually. (Extract from *The Star* 26 August 2005)

Acknowledgments: SACOB

Income Tax Act depreciation and deduction in respect of wear and tear.

In SARS Practice Note No. 13, taxpayers are informed that when the cost of an asset is depreciated on a straight line basis, it will no longer be necessary for the taxpayer to obtain the prior permission of SARS.

It will however be necessary:

- To maintain adequate records
- To apply the straight line method to all assets of the same class
- The Annual tax return must include a schedule disclosing the following information in respect of each asset disposed of during the year:
 - ❖ The date of acquisition as well as the original cost
 - ❖ The income tax value at the end of the immediate (preceding) tax year

The price realized on disposal or scrapping as well as the tax value of any profit or loss

- An asset written off in full must be brought into account at a residual value of R1 for record purposes
- The records to be maintained must be such that it will be possible for the aforementioned details to be established at any point in time.

The note confirms that assets must be written off in equal annual instalments over the estimated useful life of the assets.

“Small items”, such as loose tools, to a maximum cost of R250 per item, may be written off in full in the year of acquisition.

Acknowledgements ICSA Corporate Governance Technical Newsletter

VAT facts - did you know?

Depending on the nature of your business, certain items are VAT free:

- Brown bread, milk, petrol and diesel.
- The sale of your business
- Certain educational services, rail, bus and taxi fares, home rental and life insurance.

Wall Charts

The Chamber has a stock of wall charts that companies should be displaying on their premises.

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

These are available at a discounted price of R85,00 per chart (excl. VAT)

New Members

The Chamber welcomes the following new members:

DG Print

Raflatac SA (Pty) Ltd.

We wish them a long and valued association with the Chamber.

TO PLACE AN ADVERTISEMENT IN THIS NEWSLETTER PLEASE CONTACT HELEN (031)7058744

Members' News

Should you wish to have news from or about your company published in the Chamber Bulletin, please send details by fax or e-mail to the Chamber. See address at bottom of page 1 in this issue or contact Helen on 031 7058744.

Statistical Surveys

Job Creation in 2005

658 000 jobs were created between September 2004 and September 2005 according to Stats SA's Labour Force Survey. There was also an increase in the number of people actively seeking employment, accompanied by a fall in the numbers of discouraged work-seekers who did not actively seek employment in the month prior to September 2005. The growth in the numbers of both employed and unemployed leaves the unemployment rate virtually unchanged at 26,7% in September 2005, as against 26,2% in September 2004.

Through the conducting of face-to-face interviews with members of over 30 000 households countrywide, Stats SA estimates that the number of employed in September 2005 exceeded 12 million (12 301 000). This brings the percentage of working-age South Africans (15–65) in employment to over 40%. The number of discouraged work-seekers (those not actively seeking employment opportunities) declined from 3,9 million in September 2004 to 3,3 million in September 2005. Over 600 000 people shifted from being discouraged to actively seeking work or being employed. (*This decline probably contributed to the marginal increase in unemployment*)

In the year to September 2005, agricultural employment continued a downward trend but this was more than offset by employment gains in trade (which increased by 482 000 jobs), finance (up 148 000) and construction (up 111 000).

Over a longer period, from September 2001 to September 2005, job gains in the labour market were over 1 million (1 120 000), of which 960 000 were in the non-agricultural formal sector.

Consumer Price Index

The headline inflation rate at December 2005 (i.e. the Consumer Price Index for the historical metropolitan areas at December 2005 compared with that at December 2004) is 3,6%. The official inflation rate (i.e. the percentage change in the CPI for the historical metropolitan areas at December 2005 compared with that at December 2004) is 3,6% at December 2005. This rate is 0,2 of a percentage point higher than the corresponding annual rate of 3,4% at November 2005 (i.e. the percentage change in the CPI for the historical metropolitan areas at November 2005 compared with that at November 2004).

From November 2005 to December 2005 the Consumer Price Index for the historical metropolitan areas remained unchanged.

The annual percentage change in the CPI, which is the Consumer Price Index excluding interest rates on mortgage bonds, for the historical metropolitan and other urban areas is 4,0% at December 2005 (i.e. the CPI at December 2005 compared with that at December 2004). This rate is 0,3 of a percentage point higher than the corresponding annual rate of 3,7% at November 2005.

From November 2005 to December 2005 the CPI for the historical metropolitan and other urban areas increased by 0,1%.

Liquidations and Insolvencies on the decline

The total number of liquidations recorded for the year 2005 decreased by 8,1% (from 3 510 to 3 225) compared with the year 2004. The total number of insolvencies recorded for the three months ended November 2005 decreased by 6,8% (from 339 to 316) compared with the previous three months.

Producer Price Index

The average annual rate of increase in the PPI for all commodities for South African consumption is higher at 3,1% for the year 2005 (i.e. the average PPI for the year 2005 compared with that for the year 2004). The average annual rate of increase in the PPI for all commodities for South African consumption for the year 2005 is 3,1% (i.e. the average PPI for the year 2005 compared with that for the

year 2004). The average annual rate of 3,1% is 2,5 percentage points higher than corresponding average annual rate of 0,6% for the year 2004 (i.e. the average PPI for the year 2004 compared with that for the year 2003), while it is 1,4 percentage points higher than the corresponding average annual rate of 1,7 for the year 2003 (i.e. the average PPI for the year 2003 compared with that for the year 2002).

The Production Price Index (PPI) for all commodities for South African consumption shows an annual rate of change of + 5,1% at December 2005 (i.e. the PPI at December 2005 compared with that at December 2004). This rate is 0,6 of a percentage point higher than the corresponding annual rate of + 4,5% at November 2005 (i.e. the PPI at November 2005 compared with that at November 2004).

From November 2005 to December 2005 the PPI for all commodities for South African consumption increased by 0,1%.

SOURCE: Stats SA

Need Technical Training?

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

Contact Geoff at the Chamber for details.

Graphic Designer

The Chamber has details of a Graphic Designer with a relevant Diploma who seeks employment.

Contact the Chamber on 031-7058744

1 March 2006 Public Holiday

Due to Local Government Elections,
1 March 2006 has been declared a public holiday.

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
- Charring 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

Quality Management Systems

The Chamber is able to facilitate the implementation of the following Quality Management systems:

ISO 9001:2000 – Consulting/Implementation, Training, Audits and Maintenance

ISO T/S 16949:2002 -Consulting/Implementation, Training, Audits

ISO 14001 - Consulting/Implementation, Training, Audits

ISO 17025 - Consulting/Implementation, Training, Audits

OHSAS 18001 Consulting/Implementation, Training, Audits

HACCP - Consulting/Implementation, Training, Audits

Quality Control Systems

Quality Costing Systems

Process and Productivity Improvement

Integration of Management Systems

Electronic Process Management systems

Industrial Cleaning Services

Services are provided by a qualified Industrial Engineer with experience in the Printing and Packaging Industry.

Contact Geoff Warren at the Chamber for further details.

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Others

Ian Short of Shave and Gibson was the winner of the highly sought after booze hamper donated by ProPrint.

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
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The You will be advised concerning to address you Attend the Chamber's presentation on Broad Based Black Economic Empowerment..AC Braby arrived in South Africa in the late 1890's and joined Donaldson & Hill directory publishers, selling advertising space and assisting with general accounts. In 1901 he opened a small Durban office for this Cape based company. After three years, he bought the copyright to the Natal Directory publication. In 1904, Brabys was born with the first appearance of the Brabys' Natal

**64 Henwood Road, New Germany P.O. BOX 1212, KLOOF 3640 TELEPHONE 031-7058744 FAX 031-7054408
E-MAIL: kzn-chamber@pifsa.org WEBSITE: [htt://www.printkzn.co.za](http://www.printkzn.co.za)**

Directory. A significant stride in the business came about with the advent of the telephone in 1912. Brabys acquired a 10-year contract to publish the Durban telephone directory!

The firm grew steadily over the years filling the growing need for new publications and forging lucrative contracts throughout Sub-Saharan Africa. AC played an active role as chairman throughout, and retired at the age of 82 in 1954. He was succeeded by his son Horace. Horace matriculated at DHS and read a B. Comm degree at the University of Natal. The business prospered under his guidance, and after 46 years, he retired as MD but continued to serve as chairman until 1985. David Smith, an outsider to the family brought fresh ideas to the business and was appointed MD in 1977. It was shortly thereafter - 1978, that the company joined the Federation of Master Printers of SA (Chamber) through the company's Rockhaven Press. *(Continued on page 2)*

Proposed Technical Training - a mute response

In the Chamber's June Bulletin, it was stated that the Chamber was considering the introduction of Technical Training in 2004. Besides those companies that the Chamber had already been in contact with prior to the publication, the response from Chamber members has been mute. Regrettably, it appears that the need for technical training is not as critical as it was originally thought to be. Members are invited to contact Geoff Warren in this regard.