



Printing Industries Federation of South Africa **KwaZulu-Natal Chamber BULLETIN**

JUNE 2006

NUMBER 823

Are you Making the Most of your Skills Levy?

Employers have often expressed concern about having to pay a Skills Levy to their relevant SETA. This concern is not limited to the Printing and Packaging Industry.

It is not true that an employer can only claim back from a SETA if they have employees on an official Learnership or Apprenticeship.

How to ensure that you can claim some of your Skills Levy back.

Mandatory Cash Grant

Any employer – regardless of the size of the company, can apply to the MAPPP SETA to claim a Mandatory Cash Grant.

To do this, the employer has to prepare a Skills Plan (**Due by 30 June 2006**) and then submit a Quarterly Training Report together with a Cash Grant Claim Form.

A successful application for a Mandatory Cash Grant will see an employer claiming up to 50% of the Skills Levy that they have paid over. This is paid back to the employer quarterly in arrears.

This exercise is more than a mere “numbers” exercise, as a genuine attempt should be made to carry out the training per the plan. The Quarterly Reports will provide an indication to the SETA that the training planned is being carried out. SETA staff also call on employers from time to time to monitor training.

Not all training has to be provided by training providers who are registered with MAPPP SETA. Training can be in the form of:

- Short Courses
- In-house On the Job Skills Training
- Registered Learnerships/Apprenticeships

Short Courses

Employees should receive some form of certification (certificate from the training provider) so as to indicate that the person has indeed attended the training course.

In-house Training

Many employers are involved with in-house training on an on-going basis.

For this training to qualify there needs to be an element of formality. This means a plan. The plan must be documented together with relevant objectives, a pathway to reaching these objectives, and milestones achieved. There must be some means of measurement of the employee’s competence at the end.

To merely submit that an employee is on in-house on the job training and to then just let the employee work in a particular area is not sufficient.

Registered Learnerships/Apprenticeships

This is the most advantageous route to follow, it is formal and registered with the SETA.

Discretionary Grants

An employer is entitled to apply for a discretionary grant from the SETA. Such an application has to be submitted by following prescribed guidelines. (**Due by 30 June 2006**).

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Discretionary grants may be awarded to employers in addition to the mandatory grants to which they are entitled. Typically they are awarded for special projects such as:

- Adult Basic Education and Training
- Learnerships
- Apprenticeships
- HIV/Aids Training Interventions

See page 5 for details on how to apply.

An employer's Employment Equity and BBBEE profile are important considerations when applications are considered in the adjudication process.

Need Help

Contact the Chamber for assistance in preparing a Skills Plan and submitting your Quarterly Claims and Reports.

Directors Liability

The extension of liability to Directors in terms of Section 16 (2C) of the fourth schedule to the Income Tax Act which provides that every shareholder and Director who controls or is regularly involved in the management of a company shall be personally liable if the company fails to pay employees' tax to SARS. This liability applies to all Directors and controlling shareholders, in their personal capacities. Liability also applies, in the case of environment, to the Directors of a company or members of a close corporation who are jointly and severally liable for the unacceptable negative impact of environmental damage or degradation.

This reveals a tendency to lift the corporate veil and can be expected to extend to other legislation.

Acknowledgements ICSA Corporate Governance Technical Newsletter

Pensions: British call for older retirement

The British Pensions Commission has examined the question of retirement benefits. It was recommended that, in gradual increases, the official retirement age should be between 67 and 69 by the year 2050.

The Pension Commission points out that workers are living longer. Present indications are that a pensioner could expect to live to the age of 87 in the case of males and 89 in the case of females. The British Pensions Commission believes that

pension contributions, as a percentage of gross domestic products will have to increase from the present 6.2% to approximately 8%. This, it is believed, should be done in gradual stages, to the year 2050. The report suggests that a National Savings Plan be commenced to which employees would be required to contribute 5% of their earnings, employers 3% of the earnings and the Government 1% of the earnings. This would provide benefits which are not as discriminatory to women and to which means tests will not apply. **Acknowledgements ICSA Corporate Governance Technical Newsletter.**

Retirement Age - Germany

The new German Chancellor has announced that the State Pension age of retirement will increase from the present 65 to 67 by the year 2035. This is a consequence of more people claiming benefits and fewer people paying taxes.

There would seem to be a good case, for companies to increase the retirement age, in order to retain existing skills. This would also enable workers to increase their retirement packages, which is sorely needed by most retirees.

Acknowledgements ICSA Corporate Governance Technical Newsletter.

Voluntary Public Traffic Observers

How many times have you said: "there's never a traffic cop around when needed". A National Traffic Call Centre has been set up so the public can actively participate in making our roads safer.

As a voluntary Public Traffic Observer (TO) you could report traffic offences, unroadworthy vehicles, reckless, negligent or aggressive driving behaviour, and fraud or corruption in traffic situations. In response to information provided by TOs, letters are sent out cautioning the alleged traffic offenders. Where drivers are identified as regular offenders, traffic officers will meet with them to discuss the unacceptability of their behavior. Information received is also correlated with traffic offence notices sent out. Reports are prepared identifying routes or locations where regular offences occur.

Courteous and helpful road users and traffic officers can also be acknowledged through this system.

To register as a Voluntary Public Traffic Observer, call 0861-400-800 or send an e-mail to ntcc@rtmc.co.za requesting a registration form.

Acknowledgements NAFCO/JCCI

Employment Equity Public Register

Employers who intend tendering for state contracts are required to provide proof of submission of their employment equity report to the Department of Labour.

The next reporting deadline is 2 October this year and all employers with 50 or more employees are required to submit their reports, as well as employers with fewer than 50 employees whose turnover exceeds their sector threshold in schedule 4 of the Employment Equity Act. (Currently 10 million Rand).

The Public Register for the 2005 reporting period is available from the departmental website <http://www.labour.gov.za>. Hard copies of Government Gazette No. 28642 are available from the Government Printer at telephone (012) 3344508/09/10.

Enquiries: Mokgadi Pela – cell: 0828082168.
Acknowledgements Department of Labour

Media Alert: Fraudulent Scheme Targets Business

Pretoria – The South African Revenue Service (SARS) cautions all taxpayers to be on the lookout for a fraudulent scheme aimed at extorting money from business.

SARS has received information from businesses that an individual, purporting to be a SARS official, visited two business premises in the south of Johannesburg recently.

The suspect demanded payment of R5000, 00 and R8 000, 00 from two business owners in exchange for a “Compliance Clearance Slip”.

This fraudulent document was issued for a period of five years. The document contains a fraudulent SARS stamp and was issued by the “Audit Section (0773), Receiver of Revenue”. No such unit exists in SARS.

SARS officials do from time to time engage in site visits and inspections of business premises. However taxpayers can be assured that the following protocols or guidelines will always be adhered to:

- A SARS official will not visit a business premises alone. If inspections or visits are done, they are undertaken by teams
- Officials will always produce SARS identification and provide businesses with an office telephone number to confirm their identities
- SARS does not issue “Compliance Clearance Slips”. An authentic Tax Clearance Certificate is issued only at a SARS Branch, office as the taxpayer’s file has to be examined electronically on the SARS system
- A Tax Clearance Certificate is valid for up to one year and is issued based on past behaviour by the taxpayer
- No taxpayer should ever pay over cash to a SARS official other than at a SARS Branch office or into an approved SARS account at a commercial bank
- Every Tax Clearance Certificate that SARS issues has a unique identifier number which enables a taxpayer to question its validity at any SARS branch office. These certificates are issued free to compliant taxpayers

SARS requests the public to be vigilant and keep SARS informed of such scams through the SARS Fraud and Anti-Corruption hotline 0800002870.
Enquiries Adrian Lackay –
SARS Communications

Tel (012) 4224206 Cell 0833882580
Acknowledgments Department of Labour

Workplace Skills Plan 2006/7

The submission date for the next Workplace Skills Plan to MAPPP SeETA is 30 June 2006.

The SETA has advised that no extensions for submission will be permitted.

Mandatory claims not submitted in the specified time period will result in the funds being transferred to the discretionary grant fund.

The above is applicable to all levy paying companies irrespective of the number of employees.

*Need assistance with your Workplace Skills Plan?
Contact the Chamber for assistance.*

Public Holidays – 2007

This information has been compiled from the official source (Department of Home Affairs) and whilst every effort is made in ensuring that the information supplied to us is correct, PIFSA cannot be held responsible for any changes or inaccuracies by the Department.

South Africa

New Years Day	1 Jan 2007
Human Rights Day	21 Mar 2007
Good Friday	6 April 2007
Family Day	9 April 2007
Freedom Day	27 April 2007
Workers Day	1 May 2007
Youth Day	16 June 2007
National Women's Day	9 August 2007
Heritage day	24 Sept 2007
Day of Reconciliation	16 Dec 2007
Christmas Day	25 Dec 2007
Day of Goodwill	26 Dec 2007

Malawi

New Years Day	1 Jan 2007
John Chilembwe Day	17 Jan 2007
Matyr's Day	3 March 2007
Good Friday	6 April 2007
Easter Monday	9 April 2007
Labour Day	1 May 2007
Freedom Day	14 June 2007
Republic Day	6 July 2007
Mothers Day	2 nd Monday of October
Christmas Day	25 Dec 2007
Boxing Day	26 Dec 2007

NB: The above information has been compiled from official sources (Malawi High Commission) and whilst every effort is made to ensure that the information supplied to us is correct PIFSA cannot be held responsible for any changes or inaccuracies.

Kenya

New Years Day	1 Jan 2007
Good Friday	6 April 2007
Easter Monday	9 April 2007
Labour Day	1 May 2007
Madaraka Day	1 June 2007
Moi Day	10 Oct 2007
Kenyatta Day	20 Oct 2007
Jamhuri Day	12 Dec 2007
Christmas Day	25 Dec 2007
Boxing Day	26 Dec 2007

NB: Please Note that Kenya celebrates the Muslim holiday of Eid-ul-Fitr (Termination of Fasting). This day is determined by the lunar calendar as advised by Chief Kadhi.

The information has been compiled from the official source (Kenya High Commission), and whilst every effort is made to ensure that the information supplied to us is correct, PIFSA cannot be held responsible for any changes or inaccuracies.

Swaziland

New Years Day	1 Jan 2007
Good Friday	6 April 2007
Easter Monday	9 April 2007
Kings Birthday	19 April 2007
National Flag Day	25 April 2007
Labour Day	1 May 2007
Ascension Day	17 May 2007
Public Holiday	22 July 2007
Umhlanga Reed Dance	To be announced
Somhlolo Day	6 Sept 2007
Incwala Day	To be announced
Christmas Day	25 Dec 2007
Boxing Day	26 Dec 2007

NB: The above information has been compiled from official sources (Embassy of Swaziland) and whilst every effort is made to ensure that the information supplied to us is correct PIFSA cannot be held responsible for any changes or inaccuracies.

Ghana

New Years Day	1 Jan 2007
Eid-ul-Adha	20 Jan 2007**
Independence Ann	6 March 2007
Good Friday	6 April 2007
Easter Monday	9 April 2007
Labour Day	1 May 2007
Africa Day	25 May 2007
Republic Day	1 July 2007
Eid-ul-Fitr	Nov 2007 **
Farmers Day	First Friday in Dec
Christmas Day	25 Dec 2007
Boxing Day	26 Dec 2007

** Holidays are subject to change

NB: The above information has been compiled from official sources and whilst every effort is made to ensure that the information supplied to us is correct PIFSA cannot be held responsible for any changes or inaccuracies.

Consumer Price Index

The headline rate at April 2006 (i.e. the Consumer Price Index for the historical metropolitan areas at April 2006 compared with that at April 2005) is 3.3%.

The official inflation rate (i.e. the percentage change in the CPI for the historical metropolitan areas at April 2006 compared with that at April 2005) is 3,3% at April 2006. This rate is 0,1 of a percentage point lower than the corresponding annual rate of 3,4% at March 2006 (i.e. the percentage change in the CPI for the historical metropolitan areas at March 2006 compared with that at March 2005).

From March 2006 to April 2006 the Consumer Price Index for the historical metropolitan areas increased by 0,5%.

CPIX

The annual percentage change in the Consumer Price Index excluding interest rates on mortgage bonds (CPIX) for the historical metropolitan and other urban areas is 3,7% at April 2006 (i.e. the CPIX at April 2006 compared with that at April 2005).

The annual percentage change in the CPIX, which is the Consumer Price Index excluding interest rates on mortgage bonds, for the historical metropolitan and other urban areas is 3,7% at April 2006 (i.e. the CPIX at April 2006 compared with that at April 2005). This rate is 0,1 of a percentage point lower than the corresponding annual rate of 3,8% at March 2006.

From March 2006 to April 2006 the CPIX for the historical metropolitan and other urban areas increased by 0,4%.

CPI Headline April 206 = 3,3%

CPIX April 2006 = 3,7%

PO142.1 Production Price Index (PPI) April 2006.

Annual percentage in the PPI is higher at +5,5% at April 2006 (i.e. the PPI at April 2006 compared with that at April 2005).

The Production Price Index (PPI) for all commodities for South African consumption shows an annual rate of change of +5,5% at April 2006 (i.e. the PPI at April 2006 compared with that at April 2005). This rate is 0,1 of a percentage point higher than the corresponding annual rate of +5,4% at March 2006 (i.e. the PPI at March 2006 at March 2006 compared with that at March 2005).

From March 2006 to April 2006 the PPI for all commodities for South African consumption increased by 1,0%.

PPI for April 2006=5,5%.

MAPPP - SETA Application for Discretionary Grants (CLOSING DATE 30 JUNE 2006)

The MAPPP-SETA is calling for discretionary grant applications from MAPPP-SETA constituents for:

- * Adult Basic Education & Training
- * Internships/Mentorships
- * Apprenticeships Learnerships and Skills
- * Programmes aligned to registered qualifications and unit standards
- * HIV/Aids prevention

For the application forms, guidelines, the list of registered learnerships place are available. 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 for the attention of Ms. Heidi Foba, MAPPP-SETA, Tuscany Park, Building No. 2, Coombe Place, Rivonia, 2191 or PO Box 199, Rivonia, 2128. The due date for submissions is **Friday, 30 June 2006 at 12h00**. No faxed or electronic copies will be accepted. The MAPPP-SETA cannot accept responsibility for applications that arrive late due to the postal system.

In-House Technical Training

The Chamber offers the following Technical Training on an in-house basis.

- * Die Cutting Operator
- * Guillotine Operator
- * Litho Operator (small sheetfed)
- * Flexo Operator (narrow and wide web)
- * Bindery – Mechanised
- * In line Cutting

Contact the Chamber on Telephone 031-7058744

Electronic Origination Training

Companies that are interested in having staff trained in Electronic Origination should contact Geoff Warren at the Chamber's Offices
Tel: 031-7058744.

International Media Production Zone

Dubai's International Media Production Zone (IMPZ) seeks to create a unique cluster environment for media production companies from across the industry value chain, and from across the world, to interact and collaborate effectively.

Catering exclusively to companies in the 3P industries – Printing, Publishing and Packaging – IMPZ is an initiative of the visionary Dubai government, under the patronage of parent company, Dubai Holding.

As a master developer, IMPZ will provide an environment of growth by building key facilities, investing in infrastructure, and forming a unique free zone that incorporates industrial, commercial, residential and community service projects under its mantle.

Each unit will act as a complete facility for production operations with exits for loading and unloading raw materials and finished goods. The thermally-insulated production units will be made available on an annual rental basis.

Printing companies also have the option of taking multiple units or having a combination of both land and production units.

The vast complex will be housed on a territory of over 43 million square feet of land, in the heart of commercial Dubai.

The IMPZ initiative is part of Dubai's vision to develop itself into a global media hub. As such, it will provide a pro-business environment, sophisticated technology and community infrastructure to support and foster the growth of media production.

Key investments

IMPZ has committed to an initial investment of approximately US\$ 280 million and it is expected that tenants in the printing and packaging business will invest a further US\$ 280 million in machinery alone.

Irresistible advantages

The IMPZ initiative is designed to bring a wide range of benefits to the industry. As with other free zones in Dubai, companies joining IMPZ can avail of 100 per cent ownership and will be exempt from almost all corporate and personal taxes including those for machinery, equipment, raw materials and spares utilised by the industry. Furthermore, rules governing media production have been simplified to provide maximum ease of operations.

The innovative concept of creating a cluster of similar businesses in physical proximity is not a new one to Dubai, and its strategic advantages have been proven to pay off. Co-existing at a single location will enable print companies to coordinate production activities efficiently with feeder companies like machinery and equipment providers and suppliers of raw materials and spares. For small and medium-sized businesses, the time and costs involved in sourcing requirements will be considerably reduced, as they can avail of several shared services.

Multiple choices

The Zone's production cluster focusing on the printing and publishing industries will provide superior infrastructure for various activities, available as leasehold land and distinct units for printing, production and warehousing.

Ideal location

Situated on the Emirates Road, in close proximity to the Jebel Ali port and the recently announced Jebel Ali Airport City, IMPZ's strategic location will considerably ease imports, exports and logistics operations. The new airport, when completed, will have a handling capacity of about 120 million passengers annually along with 12 million tonnes of cargo.

As for the location of Dubai at the crossroads of Asia, Europe and Africa, and with its enviable proximity to multiple markets, it has already proven its mettle as a central for various international operations.

Eco-friendly environment

IMPZ will deploy and promote eco-friendly industrial environments, where tested concepts and practices will be adopted to recycle waste and enable companies to utilise each others' by-products instead of disposing them as waste.

Renewable energy sources will be included in the site's infrastructure to guarantee reliable and clean power.

Fulfilling lifestyle

Complementing and completing the community infrastructure, IMPZ has planned several residential and commercial amenities including family apartments and low-cost accommodation for blue collar workers. Supermarkets, recreational and healthcare facilities and services like banking will also be available in the Zone.

Source www.impz.ae

Industrial Relations Update

Can an employee resign and then take leave during the notice period?

The Basic Condition of Employment Act states (S20 (5)(b)) that "the employer may not require or permit and employee to take annual leave during any period of notice of termination of employment."



IPEX Feedback

The SA Institute of Printing Invites you to join us for the IpeX Feedback presentation.

Date: 22 June 2006

Time: 16h00

Venue: Point Yacht Club

Speakers will be presenting on the following:

A guide to understanding JDF - Johnny Singh,
Works Manager, Intrepid Printers

Processless Plates – A new trend in CTP –
Mike Atkinson, Antalis Graphics

Heidelberg's New Analox Inking System –
Ben Hartman, Heidelberg, South Africa

The future of Digital – Grant Martin, Xerox –
Bytes Documents Solutions

The topics to be presented should be of great interest to all of those who are involved in Print and Packaging.

Please feel free to bring a colleague along with you.

Snacks will be provided afterwards together with a cash bar.

To confirm your attendance for catering purposes please contact Helen on 031-7058744, fax 031-7054408 or email kzn-chamber@pifsa.org by 15 June 2006

CHAMBER COURSES – 2006

Course	Details	Duration	Date	Price
Telephone Technique and Front Office Skills	<p>Realise the value of an efficient and motivated Receptionist and ensure that customers and other business contacts receive a good first impression.</p> <p><u>Course Contents</u> Customer Service, Grooming and Appearance, the Reception Area, Communication Skills, Handling Appointments, Greetings, Messages, Dealing with Complaints, Telephone Technique, Security and the Reception Area.</p>	1 Day 08h30 – 16h00	8 June 2006	R860,00 (Incl. VAT) Tea, Lunch and Course Notes
Supervisors' Course	A course for first line Supervisors/Managers	2 Day 08h30 – 16h30	14 – 15 June 2006	R1720,00 (Incl. VAT) Tea, Lunch and Course Notes
Labour Relations Course	This course gives an overview of the Labour Relations Act and the Basic Terms and Conditions Act applicable to the Printing and Packaging Industry.	1 Day 08h30 – 16h30	11 July 2006	R860,00 (Excl. VAT) Tea, Lunch and Course Notes
Health and Safety Representative	Delegates will understand the role and duties of the Health and Safety Representative.	1 Day	8 August 2006	R520,00 (Incl. VAT)
Basic Safety Training	An introduction to the requirements of the OHS Act.	1 Day	16 August 2006	R450,00 (Incl. VAT)
Dealing with Misconduct and Poor Work Performance	A hands-on practical workshop where delegates get to understand and apply the code of good practice, ensuring fair water-tight disciplinary action.	1 Day 08h30 – 16h30	12 September 2006	R860,00 (Incl. VAT) Tea, Lunch and Course Notes