



**Annual Cocktail Function
13 November 2008**

Printing Industries Federation of South Africa

KwaZulu-Natal Chamber BULLETIN

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The Way Forward for Apprentices

The KZN Chamber hosted the CMTC recently at the Westville Country Club where some thirty five Company representatives in the Printing and Packaging Industry attended a talk on the way forward for apprentices within the new curriculum framework for apprentices. These frameworks have been developed by PIFSA in association with the CMTC and some major role players in the industry.

Feedback from those who attended the seminar thought that good work had been done to date. The promise of more to come concerning the proposed revamp of the apprentice system was also received as good news.

Now it is to work out the detail and ensure that the approach is SETA compliant.

Visit www.pifsa.org for details of the new Curriculum Framework.



Barry Lynch KZN EXCO Member together with CMTC Managing Director Nick Delpont and Training Director Chris Mason

Employers are reminded that Employment Equity Reports are due at the end of September

This applies to all employers who:

- Employ 50 or more employees or
- Employers whose annual income is greater than R10m (for manufacturing)

Buying new or second hand equipment?

PIFSA Finance

If you are considering the purchase of new or second hand 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.

We have financed a large number of deals for PIFSA members over the last three years.

Make a call to Geoff at the Chamber 031 7058744 to see how this can help you.

PIFSA Golf Day

Enter a Fourball or sponsor a hole:

Date : 14th October 2008

Venue : Kloof Country Club

Great atmosphere and exceptional prizes are to be won.

Join in the fun! For entries and sponsorship of holes and prizes contact Helen: 031 7058744

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Absenteeism – what is the cost

Many manufacturing companies identify absenteeism as a problem that not only drains their resources, but is a drain on management's time. The cost of a single day's absenteeism is often valued at more than a day's pay. Then there is the nuisance value, the frustration and the delay in work output, the hiring of temporary staff etc. One could go on and on.

How to reduce absenteeism levels

- Keep accurate records of employees' attendance and absenteeism.
- Make it a requirement that employees have to contact the company by a specific time on the first day of absence.
- Employees must have to explain to their manager/supervisor the reason for their absence.
- Get a company official to call on absentees in cases of regular and /or prolonged absence.
- Send telegrams/registered letters to employees who are absent.
- Ensure that employees produce a valid medical certificate as appropriate.
- Policy should insist that an employee first reports to his/her supervisor when returning to work before reporting to the work station.
- Conduct a follow-up meeting when the employee returns to work.
- Follow up any suspicious looking medical certificates with the relevant medical practitioner.
- Use disciplinary action where appropriate.

Conciliation

Should a commissioner dismiss a conciliation matter in the absence of the employee, the employee can continue the matter to the next level – be it arbitration or the Labour Court. This means that if an employee refers a dispute to the Statutory Council or the CCMA (as applicable) and then does not attend the Conciliation process, the matter is not automatically dismissed.

Previously if an employee failed to attend a conciliation hearing, the matter would be dismissed and the employee was effectively

prevented from taking the matter any further, either to arbitration or to the Labour Court.

Following a recent Labour Appeal Court judgement, that practice has now changed.

The Labour Appeal Court has held that the practice of dismissing the matter is in conflict with the powers afforded to the relevant Council and the CCMA by the Labour Relations Act.

The case in question was one where an employee had referred his dismissal to the relevant Bargaining Council. The referral was set down for conciliation.

The employer attended the conciliation, but the employee and his union did not. The commissioner dismissed the dispute. Some months later the union referred the dispute to the bargaining council for conciliation including an application for a ruling condoning the late filing.

Despite the employer's opposition, condonation was granted. The aggrieved employer then approached the Labour Court for relief. Being unsuccessful at this stage, the employer took the matter on appeal to the Labour Appeal court.

The LAC found that while a council or CCMA Commissioner does have the power to dismiss a conciliation matter in the absence of the employee, this does not prevent the employee from requesting that the matter proceed to arbitration or to the Labour Court.

The employee can apply directly for arbitration or can refer the dispute to the Labour Court, depending on the nature of the dispute.

Need Technical Training?

The Chamber can facilitate technical training for Litho sheet fed and Flexographic printing. This training is conducted in-house.
Contact Geoff at the Chamber for details.

Apprentice Trade Theory III Block

The following Trade Theory Blocks together with the associated subjects will be offered in KZN in October 2008

- Lithography Sheetfed
- Rotary Printing and Re-reeling Flexo
- Packaging

Date : 6th October – 30th October 2008

Venue : PIFSA KZN Chamber Offices
21 Shepstone Rd.
New Germany

For registration, contact Helen on 031 7058744

Cross Media Training Centre – Year to Date

Since its inception in January this year, the CMTC KwaZulu Natal facility has successfully run five trade theory blocks. The sixth is to commence in October 2008.

As the year has progressed, we have seen a small but steady increase in the number of students in attendance. There have also been a number of queries for new trades for 2009.

All of this together with the development of a new curriculum framework and the re-writing of notes in selected trades is exciting news for the industry. It is **now** that the industry needs to initiate action to see that the enthusiasm and momentum that has built up during 2008 does not wane. It needs to bear the fruit of new and better ways to prepare our apprentices for their in-house training with their employers.



TT 2 Students attending lectures together with Lecturer Stuart Schafer. Lectures are presented by the Cross Media Training Centre based at the PIFSA KZN Offices.

Training Forges Ahead

The Chamber has trained some 191 delegates in various training programmes this year. This has stretched our resources to the full, and the premises has seen a steady flow of feet. This is good for the Chamber, and good for the Industry as a whole.



Delegates at a recent Supervisor Leadership Programme



Delegates tackle one of the exercises during the Supervisor Leadership Programme

Statutory Council Busy with Labour Disputes

The Statutory Council has heard more than 70 labour disputes in the Printing and Packaging Industry this year. This figure is for the KwaZulu Natal region alone. Many disputes are being resolved at conciliation – in much the same way as is being experienced at the CCMA.

Council General Secretary, Leon Pillay has provided training seminars around the country for employers and trade unions alike. His most recent seminar concerned recent developments and decisions - case law. This was well attended, and the subject content was very well received by all. The General Secretary is knowledgeable when it comes to law related to Labour Relations in South Africa.

CEO's Legal role and responsibilities in terms of the OHSA (Act 85 of 1993)

It is the duty of an employer to provide and maintain a safe, healthy working environment that is without risk to employees. This responsibility is placed on the Chief Executive Officer or person deemed to be the Chief Executive Officer of the organisation.

With regard to the OHSA Act, the CEO is responsible for:

- Ensuring that the duties of the employer, as contemplated in this Act, are properly discharged.
- The CEO may assign duties to any person under his control. However, this does not derogate from his/her responsibility or liability in terms of the Act.
- The provisions of the Act does not (subject to the provisions of section 37) relieve an employer of any responsibility or liability under this Act.

The CEO of the business is appointed as the accountable person, responsible to provide and maintain a safe and healthy work environment that is without risk to employees and others. (S16(1))

The CEO may delegate responsibility but not accountability.

Section 37 of the Act stipulates that whenever an employee does or omits to do any act, which would be an offence for the employer of such employee to do or omit to do, the CEO would be seen the **accountable** person.

Without derogating from this responsibility or liability, the CEO may however delegate safety and health related responsibilities to the management of the business.

In terms of this appointment, the appointee(s) will then be responsible for the management of occupational health and safety matters at the designated area of appointment.

The manager so appointed will become legally responsible.

Such appointment should be in writing.

Print a Novel in Seven Minutes

Blackwell book shops (UK) recently that they are to install an Espresso Book Machine that will allow customers to print out a novel in seven minutes. The self-service machine, which will eventually be installed in 50 stores across the United Kingdom offers a choice of about one million titles. The fully bound books are printed to library quality, including a front cover.

A more sophisticated version of the machine is smaller and prints books in just three minutes. The older version has already been installed in 11 sites worldwide and Blackwell hopes to eventually have the faster machine in its stores.

Britain's book industry has hailed the machine's arrival as potentially revolutionary. It means that book shops can offer a range of books that will compete for the first time with online stores such as Amazon.

Blackwell is leasing the book making machine from its American owner, On Demand Books according to The Bookseller, Vince Gunn, the chief executive of Blackwell, described the technology as "trail-blazing". He said the machine was meant to enhance the choice in a book store, but that Blackwell stores would still retain a vast amount of titles on their shelves.

"I'm a real advocate of books and I think they are here to stay. I don't think the book is dead, but this is a great invention that will give more choice to readers," he said. Alison Flood, news editor of The Bookseller, said: "Imagine going into a book store and getting an obscure title while you wait.

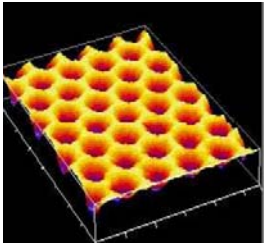
"It could be a way for street chains to compete with the range that is offered online. "The novelty for readers will also be exciting and it could be a great thing for the high street."

Source: The Independent

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.

Effective cleaning is critical!



All printing shops experience the same problem: Customers require improved, but consistent print quality. Ink suppliers are making ever greater advances in the development of printing inks. These high-quality inks are more difficult to clean due to their more complicated composition. Optimal maintenance of the press is thus vitally important in order to maintain quality. Cleaning using simple suds is not a real solution to your cleaning problems. Only the correct combination of daily and periodic cleaning using the optimal cleaning products for your situation will provide you with the guarantee of long service life and constant colour strength.



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Recommended Products:

- Printer Cleaner Low Foam
- Flexo Anllox Cleaner
- Deep Clean Ultra
- Roller Gel
- Multi-Clean

Chamber Golf Day



14th October 2008

SA Institute of Printing Upcoming Events



Annual Dinner

Venue: Westville Country Club
Date: 17th October 2008
Time: 18h30

Join the S.A. Institute of Printing at their Annual Dinner to be held at the Westville Country Club.

Members R300.00 per couple.
Non members R450.00 per couple
(Includes membership entrance fee and one year's membership of the Institute)

Eco/Day International Blanket Chemistry Seminar

Date : 9th October 2008
Time : 17h30
Venue : Embizweni Room (the large outside hall)
Independent Newspapers
SAIP Members free
Non members R100.00

Mondi Mill Tour

Some thirty people including TT2 Apprentices from Cross Media Training Centre's New Germany facility were kindly hosted by the staff of the Mondi Merebank Mill.

Claudia Karrappan and Chris Cox and the Mondi staff kindly gave SAIP members a very interesting tour of the mill. This was appreciated.



Chris Cox and Claudia Karrappan of Mondi

Employer Liability

Employers do not simply have the right to issue instructions and exercise control over employees in the workplace.

There are legal requirements attached!
The employer has a liability for any wrongful acts employees may commit in the scope of their duties. This is known as ‘**vicarious**’ liability.

The principle of vicarious liability means that the employer becomes automatically liable, together with the employee, for losses or damages suffered by others (whether fellow employees or third parties) as a result of the employee’s wrongful act committed in the course and scope of his or her employment.

Example: if a vehicle driver, while making a delivery, drives negligently and collides with another vehicle, damaging the vehicle and injuring the other driver, the employer may be sued civilly for the damage to the other vehicle and the other driver’s injuries. The employer is only civilly and not criminally liable. This means that, besides the civil claims against the driver and the employer, the driver may also be prosecuted for reckless or negligent driving.

The liability applies only to wrongful acts, i.e. there is no liability if the employee has acted lawfully. If the employee, for example, knocks someone down with the fist in self defence, neither the employee nor the employer can be held liable.

Discrimination

While employers can go a long way towards avoiding liability by ensuring that clear rules are in place to prohibit discrimination and by also sensitising employees about it, case law examples abound where employers, who did all of those, were nevertheless successfully sued for not taking reasonable steps to deal with incidents of discrimination. Typically, managers in those cases turned a blind eye to complaints or grievances regarding discrimination, or dragged their feet in dealing with the problem or did not take adequate steps to protect and support the victim.

INTERNATIONAL PUBLISHERS ASSOCIATION’S CONGRESS ON ITS WAY TO AFRICA FOR THE FIRST TIME IN 2012

THE International Publishers Association’s (IPA) Publishers Congress will for the first time ever be held in Africa in 2012. The announcement that Cape Town and the Western Cape in South Africa won the bid to host this prestigious congress, was made in the city on Friday, 13 June 2008 – on the eve of this year’s Cape Town Book Fair at the Cape Town International Convention Centre (CTICC).

The Cape Town and Western Cape Convention Bureau, a business unit of Cape Town Routes Unlimited, the official tourism destination marketing organization for Cape Town and the Western Cape, assisted the Publishers’ Association of South Africa (PASA) in securing the bid. The congress will be held at the CTICC from 11 to 14 June 2012.

Says Calvyn Gilfellan, Chief Executive of Cape Town Routes Unlimited: “Cape Town and the Western Cape is extremely proud to have beaten competitors such as India, Russia and Bosnia Herzegovina to secure the 29th IPA Publishers Congress. Not only will the congress bring 1 000 delegates and an estimated economic impact of R12.5 million to our destination, but it will also assist us in addressing seasonality – drawing more tourists to Cape Town and the Western Cape during its winter months and traditional low season. It just once again illustrates the power and potential business tourism (meetings, incentive travel, conferences and events) has to sustain tourism.”

In the 2006/2007 financial year, the Cape Town and Western Cape Convention Bureau and its tourism partners submitted 30 bids for conferences, congresses and events with a potential economic value of more than R590 million. To date 10 of these bids have been secured with an economic value of R240 million.

The IPA Congress flag was handed over to Cape Town, PASA, South Africa and Africa by IPA President Ana María Cabanellas at last month’s IPA Publishers Congress in Seoul, Korea. She says: “The 29th IPA Publishers Congress will be a unique opportunity to understand the South African publishing industry and the African book market as a whole.”

Don't be caught out on this one!

Source: Independent

Brian Wafawarowa, Chair of the African Publishers Network (APNET), concurs: "Every region that has won the bid to host the IPA congress has utilised the rare opportunity to emphasise the centrality of the book to national economic and social development. With the Cape Town Book Fair becoming the premier book fair in Africa, the hosting of the 2012 IPA congress by South Africa will have a positive impact on the book sector on the continent."

IPA organises an international Publishers Congress or Copyright Symposium every two years alternately, in co-operation with one of its member associations. Previous IPA congresses were held in Seoul, Korea in 2008, in Berlin, Germany in 2004, in Buenos Aires, Argentina in 2000 and in Barcelona, Spain in 1996.

"The success of the Cape Town bid is a success for Africa," says Dudley Schroeder, Executive Director of PASA. "It was a proud moment when the IPA Congress flag was handed to me to bring home to Cape Town. As this is the first IPA Publishers Congress to be held on African soil, the flag is a reminder of the great responsibility that has been entrusted to us."

"In 2012, the IPA Publishers Congress will be held back-to-back with the Cape Town Book Fair, which has already established itself as a rallying point for African publishers. Many delegates to the IPA Publishers Congress will attend both events and will also have an interest in exploring our beautiful city, province and country. The IPA Publishers Congress programme will focus on networks between publishers and creating two-way exchanges between the African continent and the rest of the world," says Schroeder.

Dirk Elzinga, managing director of the CTICC, adds: "The IPA Congress has never been held in Africa before and Cape Town's win sets a very important precedent. Publishers from more than 50 countries will be represented at this congress and the economic spin-off for Cape Town is huge. Together with the very popular Cape Town Book Fair at the CTICC, it will present significant opportunities for local business and tourism in the Western Cape."

Source: www.internationalpublishers.org

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 R96.90 per chart (Incl. VAT)

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

Printer's League Golf Society

The 2008 competition is running very close at present with the two top teams separated by a single point after six games.

Below are the first eight teams' ranking as at September 2008.

1 st P.A.W.	734 points
2 nd Pinetown Printers	733
3 rd M.O.G.T.	681
4 th Shave and Gibson	637
5 th African Products	630
6 th Shepco	570
7 th Heidelberg	564
8 th Bluff Clan	552

Grandprix Standing

1. Wayne Charsley	215
2. Rajen Naidoo	206
3. Bryan Paradies	191
4. Rob Van Zyl	189
5. Paddy Murgatroyd	183
6. Allan Hay	175

CHAMBER COURSES October - November 2008

Course	Details	Duration	Date	Price
An Introduction to Printing	An in-depth explanation of traditional printing processes, current and future development, Paper and its influences on the printing process, Colour and ink.	2 Days	1-2 October	R2 345,00 (Incl. VAT)
Professional Minute Taking	Sending out Notice, Agenda, Taking Minutes, Format of Minutes, Style, The use of the English language.	Half day	9 October	R750,00 (Incl. VAT)
Telephone Technique and Front Office Skills	Impressions are long lasting and customers can be won or lost during their encounters with your business. This could be on the telephone, at the switchboard or reception desk.	1 Day 08h30 – 16h30	16 October	R1 200,00 (Incl. VAT) Tea, Lunch and Course Notes
First Aid Level I	Delegates will receive First Aid Training to equip them as an In-house First Aider. This course includes CPR.	2 Days	21-22 October	R570,00 (Excl. VAT)
Supervisor Leadership Development	A course for first line Supervisors/Managers. Specialising in the principles of Management and dealing with staff.	2 Days 08h30 – 16h30	18-19 November	R2 035,00 (Incl. VAT) Tea, Lunch and Course Notes
Handling Misconduct and Poor Work Performance	A hands-on practical programme for Managers and Supervisors who have to deal with Misconduct and Poor Work Performance issues.	1 Day 08h30-16h30	25 November	R1 250,00 (Incl. VAT) Tea, Lunch and Course Notes