



Adopting a Philosophy of “Developing from Within.”

Never a week goes by that the Chamber is not contacted by a member who is in search of some or other technically skilled person.

Years ago we were able to assist members with recruitment. Unemployed technical people would regularly leave their CV's at the Chamber, and the Chamber would forward these to those employers who made enquiries. In effect, an informal recruitment service.

The past 24 months has seen a dwindling of applicants. We probably receive one or two every six months. Machine Minders are particularly scarce, and we have not received a single application for a qualified journeyman in two years.

This together with the increasing frequency of calls from members in search of technical skills tells even the biggest fool that we have a severe skills shortage.

In the 70's and 80's there was a philosophy out there that apprentices were trained and then, when qualified, they were released into the open market. In 1987, Seifsa had 15 000 apprentices in the steel, metal and engineering industries. Today that figure stands at 3500. Those days are over. Today, most employers providing technical training retain the staff that have been trained.

Training an Apprentice

To take on and provide training for an apprentice is not as daunting a task as it may seem. Admittedly there is some administrative work, but this is not over-burdensome. The advantage is that you end up with a home grown qualified journeyman who can add value to your business.

Ensure that your selection criteria are good. When this is coupled with the practical and theoretical training, it results in a technically skilled employee on your shop floor.

How do you go about it?

An employer needs to be licensed to train an apprentice. Many of the requirements for this licence are formalities (getting paper work in order) and not unduly onerous on the employer. Other requirements are that the employer has at least one qualified journeyman in the trade in which the apprentice is to be trained, that the employer does registered colour work. (For Litho Sheetfed, one needs a press that uses at least an A1 format.)

Ask the Chamber for Assistance

The Chamber can assist you with the licensing process, and help to get you on your way. Call Geoff Warren on 031 7058744/Cell 0836267768

Workplace Skills Plans are due 30 June 2008

Make sure that you qualify for a mandatory grant from MAPPP SETA. Contact Geoff Warren for assistance in compiling your workplace skills plan and claim back around 45% of your skills levies paid to the SETA.

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Basic Conditions of Employment Act – Exclusions

From 1 March 2008, employees earning more than R149 736 per annum will be excluded from the following sections of the Basic Conditions of Employment Act 1997:

Hours of Work
Amount of Overtime
Compressed Working week hours
Averaging hours of work
Rest periods
Night Work
Work on Public Holidays
Work on Sundays
Meal Breaks

For these purposes, earnings refer to “the regular annual remuneration before deductions, i.e. income tax, pension, medical and similar payments but excluding similar payments (contributions) made by the employer in respect of the employee”. Provided that subsistence and transport allowance received or achievement awards, intermittent payments for occasional overtime shall not be regarded as remuneration....”.

Acknowledgments: The Southern African Institute of Chartered Secretaries

Sureties and Prescription Pains

In *KH Eley v Lynn and Main Inc* (2007) SCA 124SA, Mrs. Eley bound herself as surety and co-principal debtor for the repayment of all sums of money which the debtor (a company of which she was a director) may “now or from time to time hereafter owe or be indebted to” the bank. She subsequently left her domicilium address and the company fell behind in payments.

In 2001 the bank obtained default judgement against the company and in 2003 the bank ceded its book to L&M who obtained default judgement against Mrs. Eley in 2005.

Mrs. Eley contended that the claim against her had prescribed as the summons was served on her more than 3 years after the date of the judgement against the company.

The court disagreed and found that the common law claim against a surety does not prescribe prior to the claim in respect of any judgement debt against the principal debtor.

The case illustrates the dangers of suretyship and it should be stressed that sureties may be held liable for debts arising from judgements they do not even know about.

Acknowledgments: The Southern African Institute of Chartered Secretaries

Amendments to administrative regulations (companies and close corporations)

The Government Gazette of 11 February 2008 (GG 30764) contains the proposed amendments to the Close Corporations and Companies Administrative Regulations.

In terms of the amendments, some Notices will, in future, be published on the CIPRO website.

Late lodgement of Annual Returns for CCs will carry an additional fee of R150-00.

Regarding companies, only the original memorandum and articles will need to be lodged upon registration. New Regulations 27B and C are envisaged to bring the Regulations in line with the amended Section 148 and the new Section 148 B of the Companies Act, 1973, which deals with the correction of information obtained in a prospectus and an application to omit information from a prospectus. The fees for an application to omit will amount to R500-00.

If a company has been deregistered due to its failure to lodge an annual return, the proposed Sub-regulation 28(4) requires certain documents to be lodged with the application for restoration. They include Form CM17 to apply for late lodgement of the return, proof of lodgement of the outstanding returns and proof of payment of the fees as well as a written application for the restoration of the company. The fees for an application for restoration will amount to R150-00.

Forms CM29 and CM31 will be amended to make provision for the new requirements regarding auditors and also contains general updates.

Acknowledgments: The Southern African Institute of Chartered Secretaries

Witness Scoops Mondi Shanduka Awards

At the *Mondi Shanduka Awards*, Media24's newspapers made a clean sweep, when the *Witness* took the McCall trophy in the under 50 000 circulation category, *Beeld* took the Frewin trophy for newspapers in the over 50 000 circulation category and *Weekend Witness* took the Joel Mervis trophy for the best weekend newspaper.

The *Witness* won the coveted award for the fourth time in six years. The *Weekend Witness* was judged alongside the Sunday papers, and won for the second time since it was launched in 2003. The judges said it demonstrates "definitely the very best of visual presentations", and represents the best of a new, emerging "uniquely African style of layout design".

The award for the year's best story in the "Hard News" category also went to the *Witness*. Journalist Nerissa Govender was recognised for her work on the story on the reckless abuse of their "blue light" privileges by motorcades of KZN Premier S'bu Ndebele and ANC president Jacob Zuma, among others.

From a total of 575 entries across 10 categories, the judging panel handpicked a shortlist of some 32 finalists and 25 commended journalists.

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)

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.

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.

Apprentice Trade Theory I Block

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

- **Lithography Sheetfed**
- **Rotary Printing and Re-reeling**
- **Flexography**
- **Packaging**

Date : 30 May – 30 June 2008

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

For registration, contact Helen on 031 7058744

Cross Media Training Centre – TT III

A class of 4 students are currently attending TT3 classes at the Chamber's offices.

This is a follow up to the TT II class which ran during March and April 2008. The next class to be run will be the TT1 block which commences on 30 June 2008.

Second semester blocks for 2008 are as follows:

TT1	30 June – 30 July
TT2	18 August – 17 September
TT3	6 October – 5 November



TT 3 Students attending lectures together with Lecturer Stuart Schafer. Lectures are presented by the Cross Media Training Centre based at the PIFSA KZN Offices.

Botswana School Terms - 2009

Information has been received from the Ministry of Education in Botswana that the school terms for Botswana for 2009 will be as follows

	<u>1ST Term</u>	<u>2nd Term</u>	<u>3rd Term</u>
Open :	13-01-09	05-05-09	01-09-09
Close :	09-04-09	07-08-09	27-11-09

The information has been compiled from an official source 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 inaccuracy by the source.

Namibia School Calendar - 2009

Information has been received from the Ministry of Education in Namibia that the school terms dates for Namibia for 2009 will be as follows:

	<u>1ST Term</u>	<u>2nd Term</u>	<u>3rd Term</u>
Open :	14-01-09	26-05-09	08-09-09
Close :	29-04-09	25-08-09	04-12-09

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

2009 Hindu Festivals

We list hereunder the 2009 Hindu Festivals for the information and interest of your members:

Makar Sankranti		14 th January
Thai Pongal		14 th January
Vasant Panchami		31 st January
Thai Poosam Kavady		08 th February
Maha Shivaratri		23 rd February
Holika Dahan		10 th March
Hindi/Telegu New Year		27 th March
Ramayan Week	begins	27 th March
Sri Raam Naumi		03 rd April
Sri Hanuman Jayanti		09 th April
Tamil New Year		14 th April
Nirjala Ekadasi		03 rd June
Guru Purnima		07 th July
Naag Panchami		26 th July
Varalakshmi Vratham		31 st July
Raksha Bandan/Shravani		05 th August
Gita Week	begins	06 th August
Sri Krishna Janmashtami		14 th August
Sri Ganesh Chaturti		23 rd August
Pithar Paksh	starts 18.04pm	04 th September
Mahalaya Paksham		05 th to 18 th September
Purattasi		17 th September- 17 th October
Pithar Paksh	ends	20.45pm 18 th September
Navaratri	starts	19 th September
Sri Saraswathi Pooja		26 th September
Sri Durga Pooja		27 th September
Vijay Dashmi		28 th September
Dhan Trayodasi		15 th October
Narak Chaturdasi		16 th October
Deepavali – Maha Lakshmi Pooja		17 th October
Gujarati New Year		18 th October
Inder Govardhan Pooja		18 th October
Skanda Sashti		23 rd October
Prabodhani Ekadasi		29 th October
Kartik Purnima		02 nd November
Gita Jayanti		28 th November
Karthigai Deepam		01 st December

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Significant days of the Islamic Calendar: 2009

Day of Ashura	Wednesday 07 Jan	10 Muharram 1430
Birth of Prophet (Peace Be Upon Him)	Tuesday 10 Mar	12 Rabi- ul-Awwal 1430
Laylatul- Me'raj- Eve	Sunday 19 July	27 Rajab 1430
Laylatul- Bara'ah- Eve	Thursday 06 Aug	15 Sha'baan 1430
1st Ramadaan Commencement of Fasting)	Saturday 22 Aug	1 Ramadaan 1430
Eid-ul-Fitr (Termination of Fasting)	Sunday 20 Sept	1 Shawwal 1430
Eid-ul-Adha (Day of Sacrifice)	Friday 27 Nov 2009	10 Zul- Hijjah 1430
1st Muharram (Islamic New Year)	Friday 18 Dec	1 Muharram 1431
Day of Ashura	Sunday 27 Dec	10 Muharram 1431

NB : Please note dates have been computed on the basis of expected visibility of the moon and are subject to change depending on actual sighting

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Jewish Holidays 2009

	2009 (5769-70)
TU-B'SHVAT	Monday February 09
TA'ANIT ESTHER (Fast of Esther)	Monday March 09
PURIM	Tuesday March 10
PESACH (Passover)	Thursday/Friday April 09 / 10 through to Wednesday/ Thursday April 15 / 16
LAG B'OMER	Tuesday May 12
SHAVUOT (Pentecost)	Friday / Saturday May 29 / 30
SHIVA ASAR B'TAMMUZ (Fast of 17 th Tammuz)	Thursday July 09
TISHA B'AV (Fast of 9 th Av)	Thursday July 30
ROSH HASHANA (Jewish New Year)	Saturday / Sunday September 19 / 20
TZOM GEDALYA (Feast of Gedalya)	Monday September 21
YOM KIPPUR (Day of Attonement)	Monday September 28
SUKKOT (Tabernacles)	Saturday / Sunday October 03 / 04
HOSHANA RABBA	Friday October 09
SHMINI-AZERET- SIMCHAT TORAH	Saturday / Sunday October 10 / 11
CHANUKAH	Saturday / Saturday December 12 / 19
ASSARAH B'TEVET Fast of 10 th Tevet	Sunday December 27

The information has been compiled from an official source 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

PIFSA Finance

For the purchase of New/Second hand Equipment/Machinery

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

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 this can help your next purchase.

2009 Lesotho Public Holidays

We list hereunder Public holidays that will be observed in Lesotho in the year 2009 for the information and interest of members.

New Year`s Day	01 Jan 2009	Thursday
Moshoeshoe`s Day	11 Mar 2009	Wednesday
Good Friday	10 April 2009	Friday
Easter Monday	13 April 2009	Monday
Workers` Day	01 May 2009	Friday
Ascension Day	21 May 2009	Thursday
Africa / Heroes Day	25 May 2009	Monday
King`s Birthday	17 July 2009	Friday
Independence Day	04 Oct 2009	Sunday
Christmas Day	25 Dec 2009	Friday
Boxing Day	6 Dec 2009	Saturday

NB: The information has been compiled from official sources 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 in information supplied.

2009 Swaziland Public Holidays

We list hereunder Public holidays that will be observe in Swaziland in the year 2009 for the information and interest of your members as advised by the High Commission of Swaziland.

New Year`s Day	01 Jan 2009	Thursday
Good Friday	10 April 2009	Friday
Easter Monday	13 April 2009	Monday
King`s Birthday	19 April 2009	Sunday
National Flag Day	25 April 2009	Saturday
Labour Day	01 May 2009	Friday
Ascension Day	21 May 2009	Thursday
Public Holiday	22 July 2009	Wednesday
Umdlhanga Reed Dance	To be announced	-----
Somhlolo Day	06 Sept 2009	Sunday
Incwala Day	To be announced	-----
Christmas Day	25 Dec 2009	Friday
Boxing Day	26 Dec 2009	Saturday

NB: The information has been compiled from the official source (Ministry 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.

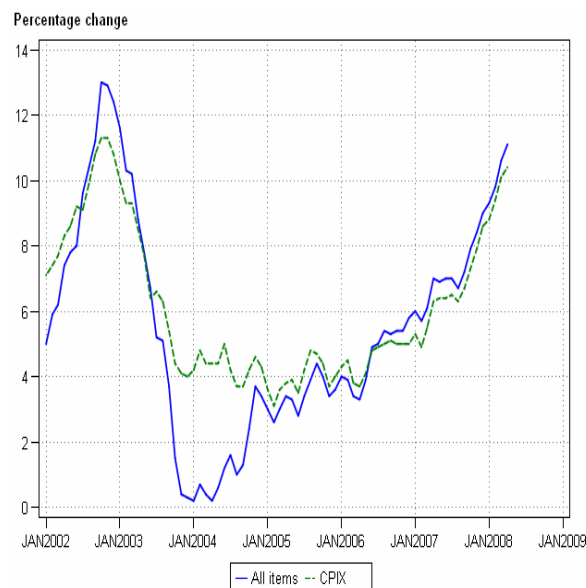
CPI and CPIX on the Increase

The headline inflation rate (year-on-year) was 0,5 of a percentage point higher than the 10,6% recorded at March 2008. The year-on-year increase in the CPIX for April 2008 was 0,3 of a percentage point higher than the 10,1% y/y increase recorded at March 2008.

This higher headline rate at April 2008 can be explained by increases in the annual rates of change for:

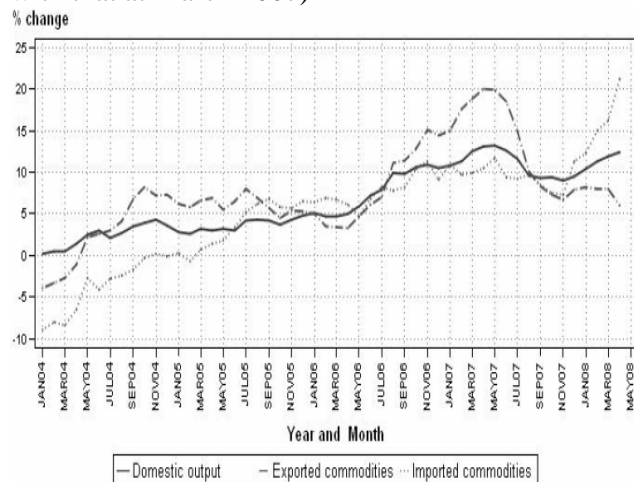
- The CPI for food which increased to 15,7% at April 2008 from 15,3% at March 2008.
- The CPI for household operation which increased to 12,5% at April 2008 from 7,2% at March 2008.
- The CPI for housing which increased to 11,4% at April 2008 from 10,2% at March 2008.
- These increases were slightly counteracted by a decrease in the annual rate of change for:
- The CPI for transport which decreased to 15,6% at April 2008 from 16,1% at March 2008.

Annual percentage change in the Consumer Price Index



Annual percentage change in the Producer Price Index:

The annual percentage change in the PPI is higher at +12,4% at April 2008 (i.e. the PPI at April 2008 compared with that at April 2007). The Producer Price Index (PPI) for domestic output shows an annual rate of change of 12,4% at April 2008 (i.e. the PPI at April 2008 compared with that at April 2007). This rate is 0,5 of a percentage point higher than the corresponding annual rate of 11,9% at March 2008 (i.e. the PPI at March 2008 compared with that at March 2007)



Tobacco Products control Amendment Act, 2007

The amendments will come into operation on a date to be fixed by the President.

The amendments include a ban on smoking in public places or within a prescribed distance from a public place from the ban.

Furthermore, smoking in a motor vehicle in which a child under the age of 12 is present, will be prohibited. The Minister may regulate smoking in outdoor public places.

Employers must display prescribed signs, protect non-smokers from having to work in smoking areas and not allow anyone under the age of 18 years where smoking is permitted.

The indications are that the owner/person in control/employer shall have to “ensure” that transgressions do not take place or face a penalty of R50 000-00.

An employer also needs to “ensure” that non-smoking employees are free to object to smoking, are not exposed to smoke or required to work in an area where smoking is permitted and any failure to do so may lead to a fine of R100 000.

Acknowledgements: The Southern African Institute of Chartered Secretaries

SAIP DRUPA FEEDBACK



Venue: Point Yacht Club

Date: 3 July 2008

Time: 16h30

Join the S.A. Institute of Printing for the Drupa Feedback session to be held on 3 July 2008.

Selected speakers will address a range of subjects, giving up-to-date insight and the practical evaluation of the Drupa Exhibition.

We would like to share the latest developments in technology with everyone in our industry and although this is free to SAIP members, we always welcome new membership and any non-member can attend the seminar at a once off fee of R150. (This covers the joining fee and membership of the South African Institute for 2008. Institute tie included.) The duration of the feedback evening will be a few hours but will obviously depend on what technological advancements have been made as well as interest shown by the audience towards each presentation.

Printers' League Golf Society Selborne Results 4/5/08

4 Ball Scramble results

1st place – Roses & Thorns – Katie, Jenatte, Cuzz, Peter – 96 Pts.

2nd Place : Coates – David, Bux, Kuben, Krish – 94 Pts.

The longest drive

Hole 9 - Don Bowen

Hole 9 - Ann Sartor

CHAMBER COURSES June-August 2008

Course	Details	Duration	Date	Price
Professional Reception Skills	Realise the value of an efficient and motivated receptionist. First impressions are long lasting and customers can be won or lost during their first encounter with your business. This could be at the switchboard or reception desk.	1 Day 08h30 – 16h30	23 June	R1 100,00 (Incl. VAT) Tea, Lunch and Course Notes
Professional Minute Taking	Sending out Notice, Agenda, Taking Minutes, Format of Minutes, Style, The use of the English language.	Half day	1 July	R750,00 (Incl. VAT)
Telephone Technique and Front Office Skills	The contents of this workshop is supplemented with video modeling and delegates' practical role play of effective practices that should be used.	1 Day 08h30 – 16h00	2 July	R965, 00 (Excl. VAT) Tea, Lunch and Course Notes
Supervisor Leadership Development	A course for first line Supervisors/Managers. Specialising in the principles of Management and dealing with staff.	2 Days 08h30 – 16h30	14-15 July	R2 035,00 (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	20-21 July	R570,00 (Excl. VAT)
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	31 July-1 August	R2 345,00 (Incl. VAT)
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	6 August	R1 250,00 (Incl. VAT) Tea, Lunch and Course Notes