



Who serve on your Executive Committee?

At a recent Executive Committee meeting of the KZN Chamber there was a change in the office bearers of the KZN Chamber.

The incumbent President Bob Allan-Reynolds of Lithotech Manufacturing in Pinetown indicated that he was to leave the industry and therefore tendered his resignation.

Bruce Pender-Smith: General Manager of DBC Plastics was elected as the new President of the KZN Chamber.

Your other office bearers/committee members are as follows:

Vice President:

Mr. Craig Hardman - Mailbox Print Shop

Executive committee Members

- Mr. Martin Conway - Shave and Gibson
- Mt. Aaron Ganesh - Paarl Media
- Mr. Devan Gounder - Fishwicks Printers
- Mr. Yogan Govender - Silveray Stationery
- Mr. Paul Knock - Knox Printing
- Mr. Barry Lynch - Independent N/papers
- Ms. Yvette Roberts - ProPrint
- Mr. Tim Stewart - ITB Manufacturing
- Mr. Peter Tubb - UVP Pro Bind
- Mr. Victor Pillay - NuPrint
- Shan Gurunand - Hirt and Carter

These are you elected officials who meet and take decisions on your behalf. Feel free to contact the Chamber of any of the Chamber's Executive to discuss relevant industry matters.



Bruce Pender Smith: KZN Chamber President

Celebrating 100 Years

The Federation celebrates its Centenary in 2011.

The Chamber will be hosting a gala dinner in celebration of the Federation's Centenary Year.

SAVE THE DATE

- 8th September 2011
- Gateway Hotel



See page 4 for details

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Update on FP & M SETA

Most members will know by now that Print and Packaging now fall under the Fibre Processing and Manufacturing SETA. (FP & M SETA)

The FP & M SETA is a merger between the Print, Packaging and Publishing sectors of the MAPPP SETA, the Clothing, Textiles, Footware and Leather SETA and the Forest Industries SETA.

The FP & META Chairman is Mr. Siphon Ngidi. Mr. Ngidi is no stranger to our industry, having worked in an executive position for Nampak. It is expected that the SETA's CEO is to be appointed by the end of September 2011.

In the mean time, the three merging SETA's are finding their feet as a single unit. This obviously will involve some staff movements.

By now companies will have submitted their Workplace Skills Plans and Annual Training Reports (due 30th June 2011) and will be setting up structures to ensure that they meet their training goals.

Business will be offered the opportunity to apply for Discretionary Grants funding. The window for applications for discretionary grants will open during the final quarter of 2011.

PIFSA will keep members informed of any new developments.

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.

Consumer Price Index

The headline CPI (for all urban areas) annual inflation rate in June 2011 was 5,0%. This rate was 0,4 of a percentage point higher than the corresponding annual rate of 4,6% in May 2011. On average, prices increased by 0,4% between May 2011 and June 2011.

Disciplining Staff

A common problem experienced when handling disciplinary matters is that the complainant is unprepared for the case.

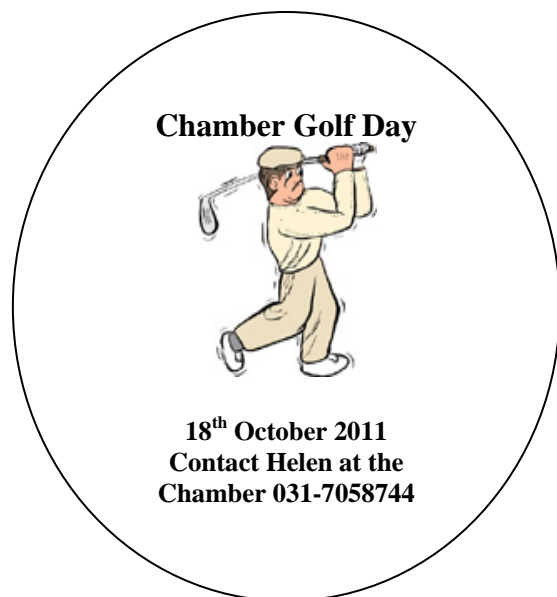
When an employer wishes to discipline a staff member there are many factors that need to be taken into account.

Two of the most important are:

- Make sure that the charge relates to the problem.
 - This may sound simple, but it can rear its head when a dismissed employee raises a dispute at the Council or CCMA.
 - A common problem is the differentiation between Misconduct and Poor Work Performance.
 - Misconduct relates to employees behaviour.
 - Poor work performance is related to the quality and/or quantity of the employee's output.
- Prepare your case against the employee. This is an essential part to any disciplinary matter. Simply charging an employee is insufficient. The complainant needs to provide evidence in support of the charge. This may include material evidence or witness testimony.

Learn how to deal with Misconduct and Poor Work performance matters.

Attend one of the Chamber's Workshops on the above. See page 8 in this issue for details.



Apprentices visit Rubber Engineering



Apprentices on Trade Theory Training at the Chamber were treated to an outing to Rubber Engineering in Pinetown together with a tour organised by the SA Institute of Printing. They were exposed to how rubber rollers are manufactured and as to how they “behave” in the workplace.



Apprentices visited Shave & Gibson recently where they were treated to a view of the new Roland 700.

Site visits are seen as an important part of an apprentice’s development, and the Chamber organizes these visits on a regular basis.

Apprentice Psychometric Testing

The Chamber is equipped to conduct SHL Developed Tests that have been validated for testing in the technical field related to apprenticeships in the

Printing and Packaging Industry
Contact Geoff Warren 031 7058744

21 Shepstone Rd, New Germany, P.O. BOX 1212, KLOOF 3640 TELEPHONE 031-7058744 FAX 031-7054408
E-MAIL: kzn-chamber@pifsa.org WEBSITE: <http://www.printkzn.co.za>

TT1 students – July 2011



Apprentice TT Blocks 2011

Trade Theory Blocks will continue to be presented at the Chamber’s Offices in New Germany.

Trades offered:

- Lithography Sheetfed
- Rotary Re Reeling Flexography
- Packaging
- Rotary Web Offset
- Continuous Stationery
- Envelope and Stationery Adjuster
- Electronic Origination

Other trades are catered for on a demand basis.

Remaining Blocks 2011

TT 2: 5th September 2011

TT 3: 24th October 2011

Estimating For Printing

The Estimating for Printing Class of 2010 graduated at an awards function held at the Chamber’s offices recently.

Lecturer: Alan Hay did it again, producing yet another set of excellent results with all students who saw out the gruelling one year programme.





**YOU ARE CORDIALLY INVITED
TO
THE PIFSA 100TH BIRTHDAY CELEBRATIONS**

Date: 8th September 2011
Time: 18h30 for 19h00
Venue: The Gateway Hotel
Dress: Jacket & Tie
Cost: R 300 per person

RSVP: Jane Perry - The Conference Company by 15th August
Tel: 031 308 9852 • Email: jane@confco.co.za

This event is not to be missed, with entertainment by
Aaron McIlroy and Lisa Bobbert and MC'd by Neville Pillay.
Exciting spot prizes to be won.

For guests requiring accommodation, the Gateway Hotel
is providing accommodation at a special rate of
R650 per person per night, and breakfast at an additional R100p.p.

Guests who have any special dietary requirements are requested
to contact Jane Perry in advance so that arrangements can be made.

THANK YOU TO ALL OUR SPONSORS



To all the following sponsors who have contributed towards the material,
printing and finishing produced to mark our Centenary Celebration.

Antalis - Graphics Supplies - BK Bookbinders
Knox Printing - UVP Probind - Pro Print

Please note that your formal invitation will be sent to you once we have received your reply

Significant Days of the Islamic Calendar 2012

Sunday, 05 February 2012	Birth of Prophet (Peace Be Upon Him)	12 Rabi-ul-Awwal 1433
Sunday, 17 June 2012	Laylatul-Me'raj - Eve	27 Rajab 1433
Wednesday, 04 July 2012	Laylatul-Bara'ah - Eve	15 Sha'baan 1433
Saturday, 21 July 2012	1st Ramadaan (Commencement of Fasting)	1 Ramadaan 1433
Sunday, 19 August 2012	Eid-ul-Fitr (Termination of Fasting)	1 Shawwal 1433
Friday, 26 October 2012	Eid-ul-Adha (Day of Sacrifice)	10 Zul-Hijjah 1433
Thursday, 15 November 2012	1st Muharram (Islamic New Year)	1 Muharram 1434
Saturday, 24 November 2012	Day of Ashura	10 Muharram 1434

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

This information has been compiled from an official source 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.

South African Public Holidays 2012

We list hereunder for the information and interest of members the dates of Public Holidays that will be observed in South Africa in the year 2012.

New Year's Day	01 January 2012	Sunday
Human Rights Day	21 March 2012	Wednesday
Good Friday	06 April 2012	Friday
Family Day	09 April 2012	Monday
Freedom Day	27 April 2012	Friday
Workers Day	01 May 2012	Tuesday
Youth Day	16 June 2012	Saturday
National Women's Day	09 August 2012	Thursday
Heritage Day	24 September 2012	Monday
Day of Reconciliation	16 December 2012	Sunday
Christmas Day	25 December 2012	Tuesday
Day of Goodwill	26 December 2012	Wednesday

Your attention is drawn to the Public Holidays Act of 1994 that if any of these Public Holidays fall on a Sunday, the following Monday shall be a Public Holiday.

NB: The above information was obtained from the Government website 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.

Hindu Festivals 2012

We list hereunder Hindu Festivals that will be observed during the year 2012 for the information and interest of members.

Makar Sankranti	14 January	Saturday
Thai Pongal	15 January	Sunday
Vasant Panchami	28 January	Saturday
Thai Poosam Kavady	6/7 February	Monday/Tuesday
Maha Shivaratri	20 February	Monday
Holika Dahan	8 March	Thursday
Hindi/Telegu New Year	23 March	Friday
Ramayan Week	23 March	Friday
Sri Raam Naumi	1 April	Sunday
Sri Hanuman Jayanti	6 April	Friday
Tamil New Year	13 April	Friday
Nirjala Ekadasi	31 May	Thursday
Guru Purnima	3 July	Tuesday
Naag Panchami	23 July	Monday
Varalakshmi Vratam	27 July	Friday
Raksha Bandan/Shravani	2 August	Thursday
Gita Week	3 August	Friday
Sri Krishna Janmashtami	10 August	Friday
Purattasi	17 Sept to 16 Oct	
Sri Ganesh Chaturti	19 September	Wednesday
Pithar Paksh	starts 30 Sept ends 14:00 - 15 Oct	
Mahalaya Paksham	1 Oct to 15 Oct	
Navaratri	16 October	Tuesday
Sri Saraswathi Pooja (North)	21 October	Sunday
Sri Durga Astami	22 October	Monday
Sri Saraswathi Pooja (South)	23 October	Tuesday
Sri Durga Naumee	23 October	Tuesday
Vijay Dashmi	24 October	Wednesday
Dhan Trayodasi	11 November	Sunday
Narak Chaturdasi	12 November	Monday
Deepavali – Maha Lakshmi Pooja	13 November	Tuesday
Annakuta Govardhan Pooja	14 November	Wednesday
Gujarati New Year	14 November	Wednesday
Skanda Sashti	18 November	Sunday
Prabodhani Ekadasi	24 November	Saturday
Kaarthigai Deepam	27 November	Tuesday
Kartik Purnima	28 November	Wednesday
Gita Jayanti	23 December	Sunday

NB: This information has been compiled from an official source 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.

Legislation 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 R105.00 per chart (excl. VAT)

Tuesday 27 December not a public holiday

We have been informed that Tuesday 24 December 2011 is not a public holiday.

In terms of the Public Holidays Act 1994, whenever a public holiday falls on a Sunday, the following Monday shall be a public holiday.

However, Tuesday, 27 December, is not a public holiday. The confusion has evidently arisen because Christmas of this year falls on a Sunday, while the following Monday, 26 December, is the Day of Goodwill.

It is the prerogative of the State President to declare any day that is not so prescribed, as a public holiday. Should the State President decide to declare such a day as a public holiday, the nation will be informed accordingly.

Kenya Public Holidays 2012

We list hereunder Public Holidays that will be observed in Kenya during the year 2012 for the information and interest of members.

New Year's Day	01 January	Sunday
Good Friday	06 April	Friday
Easter Sunday	08 April	Sunday
Easter Monday	09 April	Monday
Labour Day	01 May	Tuesday
Madaraka Day	01 June	Friday
Kenyatta Day	20 October	Saturday
Jamhuri Day	12 December	Wednesday
Christmas Day	25 December	Tuesday
Boxing Day	26 December	Wednesday

Your attention is drawn that if any of the Kenya Public Holidays fall on a Sunday, the following Monday shall be a Public Holiday as per information received.

NB: This information has been compiled from an official source 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.

FIRST AID BOXES IN THE WORKPLACE

Order your First Aid boxes and refills from the Chamber.

Sizes available to suit your business

Call Helen: 031 7058744

School Calendar for Learners in Public Schools for the year 2012

Coastal Provinces: Eastern Cape, KwaZulu-Natal, and Northern Cape and Western Cape

Term	Duration	Number of weeks	Number of days	Number of Public Holidays	Actual no. of school days
1	(9) 11 Jan. - 23 March	11	(55) 53	1	(54) 52
2	10 April - 22 June	11	54	2 + 1	51
3	16 July - 28 Sept.	11	55	2 + 1	52
4	8 Oct. - 7 (11) Dec.	9	(47) 45	0	(47) 45
Total		42	(211) 207	7 (5 + 2)	(204) 200

Inland Provinces: Free State, Gauteng, Limpopo, Mpumalanga and North West

Term	Duration	Number of weeks	Number of days	Number of Public Holidays	Actual no. of school days
1	(16) 18 Jan. - 30 March	11	(55) 53	1	(54) 52
2	10 April - 22 June	11	54	2 + 1	51
3	16 July - 28 Sept.	11	55	2 + 1	52
4	8 Oct. - 7 (11) Dec.	9	(47) 45	0	(47) 45
Total		42	(211) 207	7 (5 + 2)	(204) 200

N.B: Dates in brackets () are for Educators.

The information has been compiled from the official source (Department of Education), 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.

National Book Week 2011 5th-10th September 2011

With the aim of promoting and sharing the joy of reading books, the South African Book Development Council (SABDC), in partnership with the Department of Arts and Culture, is proud to announce National Book Week 2011 (NBW), which is scheduled to run countrywide from **5-10 September**.

With only 14% of South Africans being active book readers, and a mere 5% of parents reading to their children, National Book Week is an important initiative to encourage citizens to view reading as a fun and pleasurable activity, and to show how easily it can be incorporated into one's lifestyle.

National Book Week aims to celebrate books and promote the love of reading, while promoting South African and African writers, publishers, booksellers and related businesses.

"It is in our interest to invest in reading promotion and increasing access to books," says SABDC CEO Elitha van der Sandt. "We launched National Book Week last September to instil a sense of national pride and encourage South Africans to read books, be they books in English or in our own languages."

The Department of Arts & Culture bestowed Ministerial Project Status on National Book Week, and would like to see it become a platform for all stakeholders to collectively work towards a National Reading Campaign for South Africa.

The purpose of National Book Week is to:

- Become the premier platform for collective efforts to promote reading in SA
- Be a credible gateway for corporate Social Investment (CSI)
- Be a platform for collaboration, networking and partnerships aimed at growing our reading market
- Showcase local and African authors
- Test and sell new kinds of publishing while reducing the cost of books.

The New Growth Path of Government requires a more informed citizenry, capable of recognising opportunities being created by various programmes, empowered to actively participate in building a prosperous democratic country. The book remains one of the best mechanisms to help achieve this.

Through its emphasis on reading promotion and access to information, National Book Week is a key strategy in governments New Growth Path as it has the potential to influence scientific, technological and industrial advancement, while at the same time also placing emphasis on socio-cultural development, public private partnerships, fostering an informed citizenry, to the benefit of government, industry and civil society alike.

THE SHOCKING FACTS

In a recent Quantitative Research Survey conducted by the South African Book Development Council, it was deduced that a whopping 51% of South African households did not have a single book in their homes and that only 14% of South Africans are active readers. Sadly, only 5% of South Africans read to their children.

Another significant finding is that 45% of the poll felt that books were too expensive, while 27% said they do not read because there is no library nearby, and 22% said that books are too difficult to read.

Commenting on the above findings, Van der Sandt says: "The success of National Book Week will drive growth in our industry. It calls on us to become very creative, pool our resources and be consistent in our efforts to promote reading. The SABDC and the DAC are therefore providing a platform to be used by all in industry to reach out to new readers, expand our markets and together create a more sustainable, viable book publishing sector."

More information on National Book Week 2011 and opportunities for participating in the programme will be coming your way soon... so diaries these dates!

For further information:

The South African Book Development Council
T: 021 914 8626 bookweek@sabookcouncil.co.za
www.sabookcouncil.co.za

Course	Details	Duration	Date	Price
Fire Fighting	NQF LEVEL 1 Theoretical and Practical Training.	Half day	22 July 5 th August	R320.00 (excl 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	11 August	R1 325.00 (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	16-17 August	R2 500.00 (excl. 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	16-17 August 2011	R715.00 (excl VAT) Tea, Sandwiches
An Introduction to Printing ID2	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	15-16 August	R2 500,00 (excl. VAT) Tea, Lunch and Course Notes
Health and Safety	Employers who employ more than 20 employees at any work place are required to appoint a Health and Safety Representative. This requirement is in terms of the Occupational Health and Safety Act. NQF Level 2.	1 Day	18 August	R850.00 (excl. VAT) Tea, Lunch and Course Notes
TT 2 Block: for Apprentices	Rotary Web, Continuous Stationery Envelope & Stationery Adjuster, Flexography Rotary Reeling, Lithography Sheet Fed, Packaging, Electronic Origination	08h30-15h45	5 September 2011 Exam date: 3, 4 and 5 October 2011	R 8 240.00 (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 in the sales Department or Office Administration.	1 Day 08h30 – 16h30	14 September	R1 250.00 (excl. VAT) Tea, Lunch and Course Notes