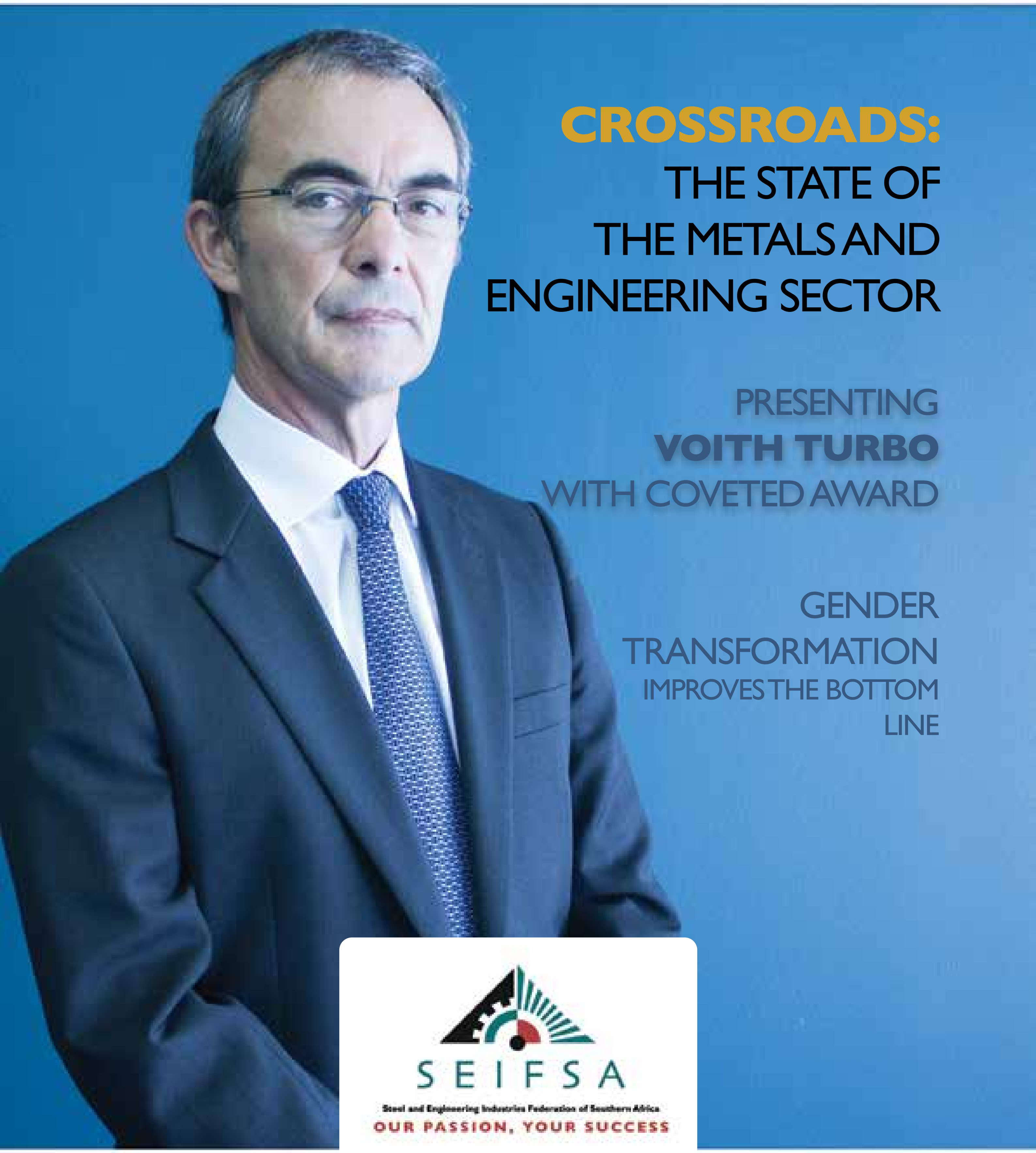
SEIFSA NEWS

SEPTEMBER/OCTOBER 2016



CROSSROADS: THE STATE OF THE METALS AND ENGINEERING SECTOR

PRESENTING VOITH TURBO WITH COVETED AWARD

GENDER TRANSFORMATION IMPROVES THE BOTTOM LINE

SEIFSA

Steel and Engineering Industries Federation of Southern Africa

OUR PASSION, YOUR SUCCESS

SEIFSA

Steel and Engineering Industries Federation of Southern Africa

OUR PASSION, YOUR SUCCESS

SEIFSA PRESIDENTIAL BREAKFAST

Presents Guest Speaker:

Professor Susan Booysen

She is Professor in the Wits School of Governance (WSG), author of three solo-authored and three edited books and experienced researcher in politics, public policy and governance.

The ANC and the Regeneration of Political Power (2011) and Dominance and Decline: The ANC in the time of Zuma (2015), as well as her contemporary analyses, focus on the ANC's struggle to remain dominant, and how this affects government and governance in South Africa.

Booysen is also a political analyst, media commentator and regular columnist for a range of print and online publications

Booysen is a past president of the South African Association of Political Studies (SAAPS) and serves on the editorial board of the South African Journal of Political Studies, Politikon.

At the SEIFSA Presidential Breakfast, Professor Booysen will speak on the changing political landscape, elections, democracy, stability and change.

Invite your senior executives and clients to this enlightening event with excellent opportunity to network with other people in the industry

Date and venue

14 October 2016

Sunnyside Park Hotel, Parktown

Prince of Wales Terrace & Carse O'Gowrie Rd, Parktown,

Fees per delegate

SEIFSA Member R630.00

Non-Member R690.00

Book a **Table of 10** and pay only R5,355.00 (Members and Non- Members)!

Group and individual bookings are welcome

For bookings: Thabiso Lebea on 011 298 9400

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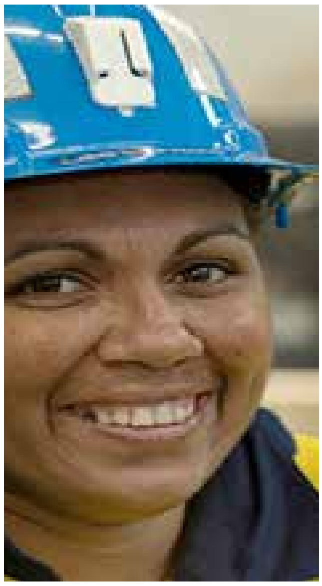
Sub-industries in the metals and engineering sector should be treated differently and relevant policy interventions designed to protect them, argues Henk Langenhoven.

September / October 2016

CONTENTS



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Advertising
Kristen Botha | kristen@seifsa.co.za
(011) 298-9455

Editor
Israel Mlambo
Tel: (011) 298-9411 | Fax: (011) 298-9511
E-mail: israel@seifsa.co.za
PO Box 1338 | Johannesburg, 2000

Design and layout
Zandile Ngubeni
Tel: (011) 298-9421
E-mail: zandile@seifsa.co.za

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July Malakoane
Tel: (011) 298-9418
E-mail: july@seifsa.co.za

FROM THE CHIEF EXECUTIVE OFFICER'S DESK

The 2016 SEIFSA Golf Day – which took place at the Reading Country Club in Alberton on 26 August – was a great success, thanks to the many companies that entered teams and to our supportive sponsors.

For the second year in a row, the SEIFSA Golf Day was over-subscribed: 156 golfers making up 39 four-ball teams participated in the event at Reading Country Club this year, and 160 golfers making up 40 four-ball teams participated in the event at the Glendower Golf Club in 2015. Both events took place on the back of a successful Southern African Metals and Engineering Indaba three months earlier.

On behalf of the Federation, I take this opportunity to express our deepest appreciation to the companies that entered teams into the 2016 SEIFSA Golf Day and to the individuals who participated in the respective companies' four balls. Without their support and participation, the SEIFSA Golf Day would not be the exciting event that it is.

This is an annual industry Golf Day that brings together companies in the metals and engineering sector and some of their customers and suppliers for networking, team building and fun. Your Federation, SEIFSA, is merely the organizer and facilitator. This is a day that makes it possible for people from different companies to build or strengthen relations with counterparts from other companies.

It is wonderful to see so many business leaders putting a day aside in a year to participate in an important industry event to build or strengthen relations with their stakeholders. Colleagues and I are grateful to these leaders and deeply appreciate their support.

During the past two years we have worked hard to improve the SEIFSA Golf Day. We will continue to make improvements to ensure that it becomes an event not to be missed in the industry. Look out for more innovations next year.

This year's event stood out particularly because of the phenomenal amount of support that we received from sponsors, some of which are SEIFSA's established suppliers. So high was the level of support that, in addition to the various prizes that were distributed during the prize-giving ceremony just before dinner, almost all 18 holes at the golf course were sponsored.

With almost every hole being a watering hole, golf players and their caddies were spoilt for choice when it came to drinks to quench their thirst on what was a very warm day. There were drinks, crisps, peanuts and biltong aplenty – in addition to other edibles – at every hole. This was a major change from what SEIFSA Golf Days used to be in the past.

My thanks go to each one of the companies that were among our sponsors for the 2016 SEIFSA Golf Day, and to the members of our staff – particularly Marketing Assistant Kristen Botha – who worked hard to encourage as many companies as possible to come on board as sponsors. We hope that we will be able to count on these companies' support again in the years to come.

It was also very pleasing to see a number of member companies prominently exhibiting or displaying their products and services at some sponsored holes and distributing their business cards to potential customers or clients. The SEIFSA Golf Day, like the annual Southern African Metals and Engineering Indaba, is intended to serve, among other things, as a great platform at which member companies exhibit or display their expertise and products and services in an effort to win new business or increase their market share.

We remain deeply indebted to these companies.

Over the past three months Operations Director Lucio Trentini, Chief Financial Officer Rajendra Rajcoomar and I have held a series of meetings with the Chief Executive Officers / Managing Directors of some of our member companies in the Gauteng region. I have been very happy with responses from these captains of industry to my written requests for courtesy meetings with them so that we would get to understand their companies and their concerns better and take the opportunity to brief them on SEIFSA and the metals and engineering sector.

> It is wonderful to see so many business leaders putting a day aside in a year to participate in an important industry event to build or strengthen relations with their stakeholders.

It has been most heartening that senior business leaders – some of whom lead multi-national companies – have seen merit in making time to meet with colleagues and me. Some have taken us on tour of their plants, while many others undertook to ensure that their respective companies were much more meaningfully involved in the activities of SEIFSA and their member Associations.

More importantly, we were deeply touched by the fact that many of these business leaders were themselves greatly appreciative of our efforts to reach out to them. Often we were told by people whose companies had been members of SEIFSA for many decades that they had never before had such a courtesy visit from SEIFSA and that they were very happy to have heard from us.

Time permitting, we intend to continue with such engagements, over the next months, with leaders of companies affiliated to SEIFSA member Associations. We hope that all business leaders with whom we ask for an audience will make themselves similarly available.

For now, I want to convey my thanks and appreciation to the CEOs and Managing Directors who have made time to see us in the past three months.

The year is fast coming to an end. Soon December will be here and we will be looking forward to the beginning of new calendar year, 2017, with the hoping that it will be a much better year economically and otherwise for Southern Africa. Among our wishes, no doubt, will be that South Africa will have a much better quality of political leadership than it has at the moment.

It is no secret that, even though the global economy is not exactly flying at the moment, South Africa would be performing much better than it has done in the past few years if it had a better quality of leadership that put the country first, and not itself or some factional interests. Regrettably, 2017 is not likely to be much better politically. Instead, it is likely to be a year characterised by even more tepid leadership as the governing ANC shifts its focus to internal battles ahead of its elective congress in December.

As year-end approaches, I would like to invite all readers of this publication to look at the criteria for the SEIFSA Awards for Excellence (www.seifsaawards.co.za) and to prepare their entries. Any work done in the 2016 calendar year is eligible for the 2017 SEIFSA Awards for Excellence, for which entries will be invited early next year. Winners in each category will be announced at a function to take place in April/May next year.

CROSSROADS: THE STATE OF THE METALS AND ENGINEERING SECTOR

Henk Langenhoven

Sub-industries in the metals and engineering sector should be treated differently and relevant policy interventions designed to protect them, argues **Henk Langenhoven.**

There is no doubt that the metals and engineering sector in South Africa is at a crossroad. Unfortunately, the debate about what needs to be done focuses almost entirely on tariff protection and whether upstream or downstream industries will benefit or harmed by this move. This makes the perspective a type of zero-sum game analysis.

We are locked in this zero-sum-game scenario because we are asking the wrong questions. The reality is that the sector is diverse. It does not consist individually of the basic ferrous industry and the rest or downstream industries. Analysis should

When one looks at the current job losses in isolation, the situation looks dire, especially due to an apparent acceleration in jobs lost recently.

be focused on the dynamics of the component sub-industries, with sustainable solutions devised that will revive them individually. In time, this holistic approach would, in turn, put the sector as a whole on a growth trajectory.

To break it down, the overall South African market for metals and engineering products consists of production by local producers, minus their exports to the world, plus imports into the country. This aggregate market kept on growing and peaked in 2013 – higher than in 2008. It has since fluctuated somewhat, but is estimated to be at virtually the same level as in 2008.

For each sub-industry, this situation differs due to its unique dependence on exports and the dynamics of its own domestic market. Since 2000, for example, the domestic markets for rubber products grew by 33%, ferrous products by 66%, metal products by 18%, machinery by 56%, electrical machinery and equipment by 54% and other transport equipment by 73%.

Why, then, is the sector production languishing at 30% below the 2007 peak levels? Part of the answer lies in export markets being important, at around 50% of production, but weak. This weakness is coupled with depressed export prices in tandem with commodity price trends. The other side of the coin is that domestic producers continued to lose market share in their own market, from about 50% in 2013 to only 43% this year. The opportunity cost is a massive R50 billion worth of production forfeited and an estimated 40 000 jobs not created (going by the current sector employment multipliers). Again, the numbers differ widely for each sub-industry.

When one looks at the current job losses in isolation, the situation looks dire, especially due to an apparent acceleration in jobs lost recently. Alarmingly, jobs are shed slower than current production declines, indicating that the worse may still come. Over the last 12 months (middle 2015 to mid-year 2016), an estimated 25 000 people lost their jobs in the sector, from a total of 400 800 employees to 375 000 at the last count (mid-2016).

The cost, in terms of company closures and value destroyed, makes for equally bad reading. At an average company size of 50 employees, these numbers translate into 500 companies closing down during the year. (The losses differ again per sub-industry.) However, in the context described above, a set of different questions should be asked.

Surely, in-depth analyses of what each individual sub-industry is exporting to which countries, and what competing products are being imported will yield an array of answers and options of what could be done to regain South Africa's product share in the domestic market, and larger export successes. To look at the overall sector and attempt one-size-fits-all solutions seems unproductive.

The issue of the sector's inability to compete with cheap imports is often thrown in the fray willy-nilly. Almost in the same breath, the perceived benefit of a weaker exchange rate comes up, and the fact that exports are not rising concomitantly is then used as further evidence of lack of competitiveness.

> The cost, in terms of company closures and value destroyed, makes for equally bad reading. At an average company size of 50 employees, these numbers translate into 500 companies closing down during the year.

Instead, questions must be directed at how to regain domestic market share in niches where the sub-industries can compete and improving efficiencies through modernisation and fixed investment where they are lagging. Recovery in each of the mining, construction and auto sectors is crucial for demand growth. World-class cost effectiveness and moral suasion will ultimately attract private sector demand. Stimulation and redirection of domestic general government procurement demand towards domestic metals and engineering producers is a policy measure over which South Africa has control.

The net result of losing domestic market share is, of course, lower production (**-4,5%** over the last 12 months) and lower capacity utilisation (**-2,4%**). At **77%** capacity utilisation (against a benchmark of 85%), it means that fixed cost of production could be up to three times higher than at full capacity. Variable production costs have also shot up dramatically during the last two years. The combination of labour costs (20% weight), dollar-based prices (40% weight), administered prices (15% weight) and other costs (25% weight) increased by 12% during the year, while producer and merchant prices increased by only 10% and 3% respectively. The continued pressure on profits is obvious.

Mitigating against some of these variable costs seems critical. A "labour partnership for growth" will have to be formed. The reciprocal damage caused by industrial disruptions (autos, mining, construction and metals) in the past is something to be avoided. The exposure to international prices for inputs makes exchange rate movements a double-edged sword. It helps with export earnings, but simultaneously pushes input prices up. The situation is different in the case of administered prices, over which the country has control.

The debate about the costs of energy (and Eskom's flier that it may sell electricity cheaper when in surplus) and carbon taxes, for example, is critical for the survival of the sector.

It cannot be over-emphasised that each sub-industry in the metals and engineering sector has unique circumstances and has to be treated individually and policy designed to support growing and successful entities and mitigate against the constraints each may experience.

It seems as if the structural shifts in market dynamics have not sunk in for companies, with some still viewing it as a cyclical downturn, and policymakers who are largely stuck on the "pipeline" construct of how to focus policy. The result of these tendencies is that the wrong questions are asked and the changing of course on a new path of efficiency and competitiveness is delayed.

Henk Langenhoven is the Chief Economist of SEIFSA

THE NET RESULT OF LOSING DOMESTIC MARKET SHARE IS LOWER PRODUCTION

-4,5% over the last 12 months

AND LOWER CAPACITY UTILISATION **-2,4%**

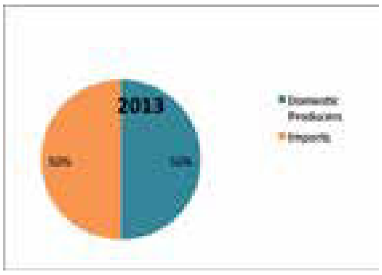
77% capacity utilisation

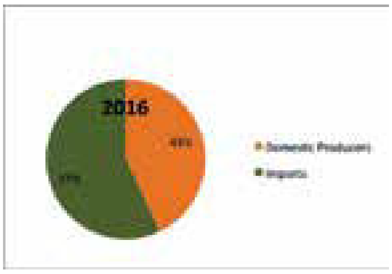
AGAINST A BENCHMRK OF **85%**

IT MEANS THAT FIXED COST OF PRODUCTION COULD BE UP TO THREE TIMES

SA METALS AND ENGINEERING SECTOR AT THE CROSSROADS

DOMESTIC MARKET
CONTINUES TO LOSE SHARE





The opportunity cost is a massive **R50 billion** worth of production forfeited and an estimated **40 000 JOBS** not created (going by current sector employment multipliers)

DOMESTIC PRODUCTION

2016

Production -4.5%

Capacity utilisation -2.4%

JOB LOSSES

Over the last 12 months

An **estimated 25 000 people lost their jobs** in the sector, **from a total of 400 800 employees to 375 000** at the last count (mid-2016).

VARIABLE PRODUCTION COST

shot up in the last two years

Labour costs	20% weight
Dollar-based prices	40% weight
Administered prices	15% weight
Other cost	25% weight

Increased by 12% during the year, while producer and merchant prices increased by only 10% and 3%, respectively

IMPORTS HURT THE LOCAL MARKET IN 2015

Total exports of R234 Billion

Total imports of R376 Billion

R142 Billion Trade deficit

Henk Langenhoven

Henk Langenhoven is the Chief Economist of the Steel and Engineering Industries Federation of Southern Africa.

WINNING SARACCA AIMS TO STAY ON TOP OF THE GAME FOR MEMBERS

The South African Refrigeration and Air Conditioning Association (SARACCA) is committed to the observation of fair and ethical tendering procedures in the air conditioning and refrigeration industry. The association won the SEIFSA Association of the Year Award 2016. **Simphiwe Mahlangu** chatted to Barney Richardson, the Executive Director of SARACCA, about this achievement.

SARACCA, a Bedfordview-based association is one of the over 26 associations federated to SEIFSA. Through demonstration of exemplary service, SARACCA clinched the Association of the Year Award which was presented in winter this year at the SEIFSA Awards for Excellence, an annual event which recognises excellence in the metals and engineering industries.

Explaining what SARACCA is and does, Richardson said that it is an association of contractors who have individually and jointly agreed to a set of governing standards while operating in free competition against each other. The association was founded in 1961.

SARACCA's common aim is to continually strive to improve the image and standards of the industry. It has done good work in this space, and this is one of the reasons it won the recent prestigious award. The award recognises excellence in training, development, and benefits provided to members.

To ensure that members stay on top of the game, SARACCA is keeping them abreast about all the regulations and standards that affect them in running successful companies. "The association is extremely honoured and proud to have been presented with this award and we plan on staying on top of our game," said Richardson.

Regarding dealing with manufacturing, metals and engineering industry economic pressures, the association ensures that its members are aware of the dangers in contracting in a very competitive market and that they should always offer a quality service where clients will always return for future business, among other value-adds.

The goal is also to rally members to comply with standards and legislation, particularly the Pressure Equipment Regulations that form part of the OHS Act. The regulations were implemented in 2009 by the Department of Labour while there is also a

phasing out process of certain refrigerants as required by the Montreal Protocol.

The United Nation Environment Programme Ozone Secretariat explains the Montreal Protocol on Substances that Deplete the Ozone Layer as a tool designed to reduce the production and consumption of ozone depleting substances in order to reduce their abundance in the atmosphere, and thereby protect the earth's fragile ozone Layer.

On SARACCA's relationship with the Federation, Richardson said that "SEIFSA has been a great support base on matters such as labour relations and commodity indices used in the industry".

SEIFSA established the awards to encourage manufacturing and to foster a culture of innovation and excellence.

President of SARACCA, Mr R. Futter, receiving the Association of the Year Award handed by Kaizer Nyatsumba, CEO of SEIFSA

Q & A Barney Richardson

Barney Richardson is the Executive Director of the South African Refrigeration and Air Conditioning Association (SARACCA).

His attention to the needs of members and support of Association Presidents has greatly contributed towards his success. **Simphiwe Mahlangu** takes a closer look at how Barney describes the challenges of his job and what his goals are for SARACCA.

How are you involved with SARACCA?

I am the Executive Director of the association.

What is your job and role at SARACCA?

I am responsible for the day-to-day running of the association, answering to the National Executive Committee.

When did you start working with SARACCA?

I started working with SARACCA in April 2002.

Please elaborate what you joined as and how you rose through the ranks to your current position

I was recruited and joined as Executive Director of the association.

What contributed to your success at SARACCA?

Attention to the needs of members and the support of various association presidents and a very competent Association Secretary in Mrs. Cathy Owen contributed towards my success at SARACCA.

Attention to the needs of members and the support of various Association Presidents and a very competent Association Secretary in Mrs. Cathy Owen contributed towards my success at SARACCA.

What is challenging about your job?

Balancing all the facets of the refrigeration and air conditioning industry and keeping members up-to-date with engineering standards, legislation and regulations is very challenging.

Describe your work with SARACCA on a typical day?

A work day is planning, organising and attending to member requirements and needs and attending various meetings to stay informed about standards, regulations and industry developments that can influence members's activities.

What advice do you have for other leaders who aspire to succeed in management level in the metals and engineering industries?

Keep focused on what the members needs are and constantly make sure that everything is up-to-date.

What are your goals for SARACCA?

To grow the membership base and provide support for training and skills upliftment of the workforce.

Where is SARACCA going from here, regardless of the challenges faced by manufacturing and the metals and engineering sectors?

SARACCA aims to continue being a source of information to members.

Tell us a bit about your family.

I am married with grown adult children.

What hobbies do you have and what do you do to relax?

My wife and I enjoy sailing and bird watching and to travel when the opportunity presents itself.

Workers at Voith Turbo a workshop in Boksburg

ON COMPANY OF THE YEAR AWARD

SPEECH BY SEIFSA CEO KAIZER NYATSUMBA, ON THE OCCASION OF THE PRESENTATION OF THE 2015 COMPANY OF THE YEAR AWARD TO VOITH TURBO

Thank you very much, Charl, for the invitation and that introduction. My colleagues and I are delighted to be here with you on this important occasion.

Before I proceed to present Voith Turbo with its richly-deserved 2015 Company of the Year Award, I would like to take a few minutes to talk generally about the SEIFSA Awards for Excellence, by way of context. At a time when the world has become so intricately intertwined in every conceivable way and when globalization and technological innovation are galloping at a frightening and previously unforeseeable pace, innovation remains one of the few possible enduring sources of sustainability, let alone competitive advantage.

We experience phenomenal changes almost on a daily basis. Some of you will no doubt relate to how few of us are able to take full advantage of the technological advancement in our mobile phones, cars and other high-tech products or gadgets, and how often we have to turn to our children for assistance to navigate such innovations.

In their book, No Ordinary Disruption: The Four Global Forces Breaking All The Trends, McKinsey Global Institute Directors Richard Dobbs, James Manyika and Jonathan Woetzel warm about "four forces colliding and transforming the global economy: the rise of emerging markets, the accelerating impact of technology on the natural forces of market competition, an aging world population, and accelerating flows of trade, capital and people." They stress that any business or country hoping to remain in business or competitive simply has no choice but to understand, embrace and anticipate these powerful forces and to move either in tandem with or, whenever possible, ahead of them.

Innovation, then, is the name of the game. If there is any business out there to which that has not yet become clear, that business is seriously in danger of being left behind.

That is the context in which, two years ago, we launched the SEIFSA Awards for Excellence. We launched these Awards in order to recognize the excellence that we know exists within the metals and engineering sector in Southern Africa, and to encourage many other companies to embrace innovation and to excel. The inaugural SEIFSA Awards for Excellence took place on 27 May 2015 at Emperor's Palace, on the first day of the Southern African Metals and Engineering Indaba, and the 2015 SEIFSA Awards for Excellence – at which Voith Turbo was one of the proud winners – took place at the IDC Conference Centre on 27 May 2016, the second day of the 2016 Southern African Metals and Engineering Indaba.

There are seven categories for the Awards, and any company in the metals and engineering sector in Southern Africa is eligible to enter. There are clear criteria for each one of these categories and judging panels made of independent experts adjudicate in each category. Those categories are:

- The Artisan of the Year Award;
- Health and Safety Award of the Year;
- The Most Innovative Company of the Year;
- Best Customer Service Award of the Year;
- The Most Transformed Company of the Year Award;
- Best Corporate Social Responsibility of the Year; and
- The Environmental Stewardship Award.

In addition to these seven categories for which companies submit entries, we, the SEIFSA Executive Committee, also offer what we call the CEO Awards to a member Association of the Year, a member Company of the Year and individuals whose service to the sector deserves recognition. For instance, our former Presidents, Scaw Metals Group Executive Chairman Ufikile Khumalo and Duys Engineering Chairman Henk Duys, were the individuals so honoured for 2015. For 2014, former Cobra Watertech CEO Tubby Boynton-Lee received a Lifetime Achievement Award.

At the SEIFSA Awards for Excellence Ceremony on 27 May this year, your wonderful company, Voith Turbo (Pty) Ltd, was announced as the deserving winner of the SEIFSA 2015 Company of the Year Award. This is an honour conferred on a member company that, in the calendar year under review, has made a significant contribution to Supplier Development, which is key in the equitable and sustainable growth of the country's economy. Companies are required to spend 3% of their net profit after tax on Supplier (2%) and Enterprise (1%)

> Innovation, then, is the name of the game. If there is any business out there to which that has not yet become clear, that business is seriously in danger of being left behind.

Development. Although it is not a particular requirement, Voith Turbo was intimately involved in the process of developing five black owned suppliers and invested a considerable amount of time and effort, over and above the financial investment. The manner in which Voith Turbo immersed itself in the development of these small companies while excelling in its own right, made it stand out and earned it this prestigious award.

Kaizer Nyatsumba (middle left) and Charl Folscher (middle right) shaking hands at Voith Turbo offices in Boksburg. They are flanked by their teams from SEIFSA and Voith Turbo

On behalf of my colleagues on the Executive Committee and the SEIFSA Board, I congratulate Voith Turbo on winning the 2015 Company of the Year Award. We are immensely proud of you and are honoured to be associated with yourselves. May you grow from strength from strength.

In conclusion, if I may, I would like to express the hope that we may see Voith Turbo entering for one or more of the other categories for the 2016 SEIFSA Awards for Excellence, which will be presented a function to take place in April/May next year. We look forward to your company's continuing involvement in our unrivalled annual conference, the Southern African Metals and Engineering Indaba.

Congratulations, Charl and your team. Well done.

CEA (LBD)
ACCREDITED COMPANIES

AS AT 5 SEPTEMBER 2016

- Alos Holdings (Pty) Ltd
- Amani Industrial Services
- AMT Placement Services
- Bathusi Staffing Services (Pty) Ltd
- BDM Management (Pty) Ltd
- CAP Personnel Placements (Pty) Ltd
- Capacity Outsourcing (Pty) Ltd – a Division of ADCORP
- Capital Outsourcing Group
- CDR Contracts (Pty) Ltd
- Central Technical Services (Pty) Ltd
- Consortium Personnel Consultants) cc
- EFS Labour Consultants cc
- ESG Recruitment cc
- Global Industrial Consultants cc
- Global Isizwe Placements cc
- Inqaba Services (Pty) Ltd
- JLH Services and Consulting (Pty) Ltd
- Khuboni Placements (Pty) Ltd
- Mabhele and Associates cc
- Molapo Quyn Outsourcing (Pty) Ltd
- Parsons Engineering cc
- Phakisa Technical Services
- Primeserv ABC Recruitment (Pty) Ltd
- Primeserv Staff Dynamix (Pty) Ltd
- Scribante Labour Consultants (Pty) Ltd
- Sebcon Contracting Services
- Seven Stars Investments (Pty) Ltd
- Sizuluntu Staffing Solutions (Pty) Ltd
- Sizwe Staffing Solutions (Pty) Ltd
- Staff-U-Need a Division of ADCORP Staffing Solutions
- Swift Human Resources (Pty) Ltd
- Transman (Pty) Ltd
- Valorem Recruitment (Pty) Ltd

SEIFSA WELCOMES **NEW MEMBERS**

The following companies became members of associations federated to SEIFSA during August - September 2016

COLT ENERGY (PTY) LTD
SEIFSA Associate Membership

CONVEYOR & INDUSTRIAL SUPPLIES (PTY) LTD
South African Engineers & Founders Association

CTE INVESTMENTS (PTY) LTD
Constructional Engineering Association (South Africa) (CEA Division)

ER WINDERS
Electrical Engineering and Allied Industries Association (EEAIA)

IDC INTERNATIONAL DEVELOPMENT CORPROTATION
SEIFSA Associate Membership

INDUSTRIAL FIRE & EMERGENCY
SEIFSA Associate Membership

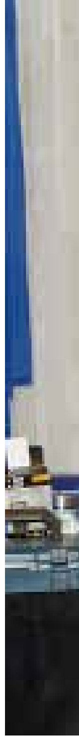
ONE STEEL ENGINEERING
Constructional Engineering Association (South Africa) (CEA Division)

PEAC TECHNICAL RESOURCES (PTY) LTD
Constructional Engineering Association (South Africa) (LBD Division)

REINFORCING STEEL CONTRACTORS (PTY) LTD
Constructional Engineering Association (South Africa) (CEA Division)

SUID OOS BELT SPLICING CC
SEIFSA Associate Membership

ZIMELE ENGINEERING
SEIFSA Associate Membership



SEIFSA ANNUAL GOLF DAY

The 66th SEIFSA Golf Day was held on the 26th August 2016 at the Reading Country Club with 156 players. Great weather complimented good teams with the event an incredible success

The master of ceremonies, Michael Scholz participated in the SEIFSA team and also entertained the guest and players at dinner.

The competition was a four ball alliance with two scores to count. The wining team was Sachwarr Construction with a score of 96.

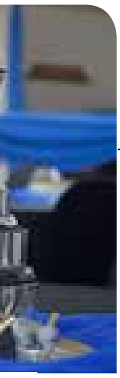
SEIFSA would like to thank the following organisations for sponsoring holes and prizes:

- merSETA
- Malesela Taihan Electric Cable
- Nicro Industrial
- Metal Connection
- Gijima Holdings
- SA Tool
- Tellumat
- Aveng Steel
- Transman
- Sach Warr Construction cc
- SAGE SA
- PRP Solutions
- Network IT
- Xpedia Application
- Weldamax
- Allied Steelrode
- iSmart SA
- Reading Country Club
- W Fearnehough t/a Zanogen Machine Knives
- Sigma Coatings
- Shereno Printers.

SEIFSA Golf Day Troph

SPONSORS

1st place winners - SACH WARR CONSTRUCTION CC



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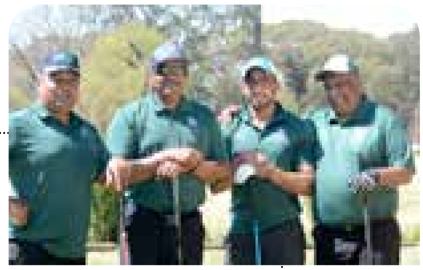
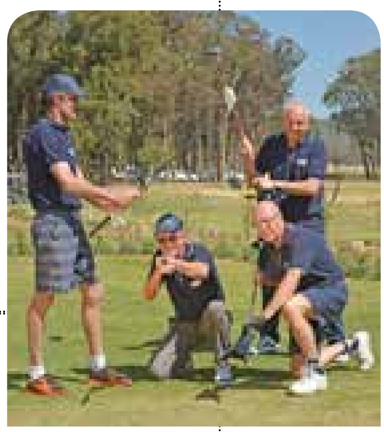
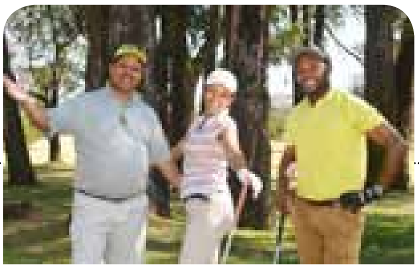
2nd Place: Ottowel Pullens Engineering

3rd Place: Monoweld Galvanisers



GOLF DAY 2016





WOMEN'S DAY EVENT
WITH ENLIGHTENMENT

On 30 August, SEIFSA held its annual Women's day breakfast at the Johannesburg Country Club. With a line-up of interesting, entertaining yet enlightening women speakers, including Noma Nibe, Director and shareholder at Steloy Castings; Ntsakisi Mkhize, Human Resources Manager and Global Business Partner at Voith Turbo and Ridwana Jooma-Cook as the keynote speaker.

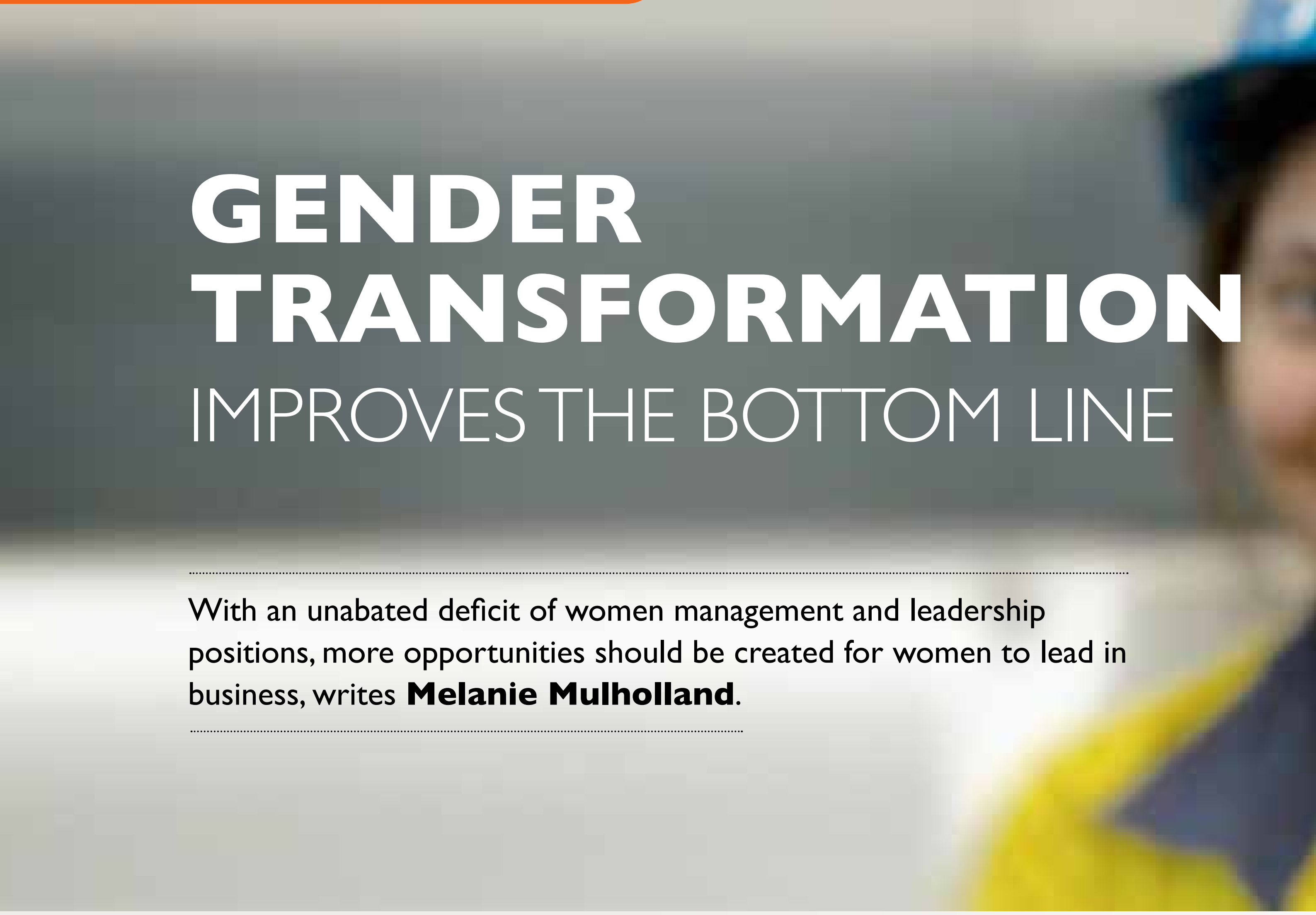
Jooma-Cook is a business and life coach, specialising in, among others, stress management, entrepreneurship and leadership. On that morning, Jooma-Cook focused on enlightening the delegates on how to manage career stress and build great relationships in the office and personal relationships.

The annual breakfast is a platform for women in the metals and engineering sector to come together and network, create new business relationships and opportunities in a relaxed environment. The event will return again in 2017 during women's month.






SEIFSA
WOMEN'S
DAY



GENDER TRANSFORMATION
IMPROVES THE BOTTOM LINE

With an unabated deficit of women management and leadership positions, more opportunities should be created for women to lead in business, writes **Melanie Mulholland**.

Gender transformation, particularly in the metals and engineering sector is very slow. According to research findings issued by the Department of Labour through the 2016 Commission for Employment Equity Report, white males continue to dominate top and senior management levels in the metals and engineering sector.

In the 16th annual report, the analysis of the "Workforce profile for Manufacturing by race and gender" compared 2014 and 2015 statistics. It found that there was a slight increase in the representation of women of all races at the top management level. At the same time, African and Indian men managed to have a slight increase in their representation at this level, while there was a decrease of white men. The number of coloured men remained constant. The professionally qualified level indicated that the representation of whites in the manufacturing sector has decreased by 2.3%. There was a continued reduction of whites and Indian males at the skilled technical level in the manufacturing sector and a 0.2% decrease of African women, while their African men increased by 1% during the same period.

FORMIDABLE GENDER GAP

Talent is critical to staying competitive, but despite the growing number of qualified women in the workforce in all areas, the female talent pool continues to remain underutilised. This is a worldwide phenomenon in which women in business continue to face a formidable gender gap in senior, leadership positions. The barriers too are well known: a mix of cultural factors, ingrained mindsets and stubborn forms of behavior, including a tendency to tap a much narrower band of women leaders than is possible given the available talent pool. However, data also showed that including at least three women on company Boards improves the tone and responsibility of Boards.

A 2015 report by the African Development Bank on "Women Board Directors of Africa's Top Listed Companies" found that women hold 12.7% of Board Directorships (364 out of 2,865) in 307 listed companies based in 12 African countries. This is 4.6% lower than the 17.3% women representation on the Boards of the 200 largest companies globally. Kenya (19,8%) has the

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highest percentage of women Board Directors, followed by South Africa (17,4%), Botswana (16,9%) and Zambia (15,7%).

The paucity of women directors is due, to some extent, to companies' lack of understanding of the necessity for and benefits of diverse Boards.

In South Africa, women currently hold less than four percent of CEO positions in JSE-listed companies. According to Carmen Le Grange, PwC Partner in Advisory Services: "Companies that are actively promoting and advancing women to the highest levels of management and leadership tend to have more engaged Boards, with a greater diversity of talent and wealth".

IMPACTING BOTTOM LINE

Recent research found that companies with the highest percentage of women on Boards also tend to outperform those with lower percentages of women on Boards. This includes higher returns on sale, a greater return on invested capital and a higher return on equity.

There is now a plethora of over 30 studies undertaken by academics, women's groups, management consulting firms and accounting and investment firms from different countries showing a correlation between more women in senior corporate leadership roles and a company's better financial performance. Ample research has shown that the impact of women on Boards takes effect when women are no longer solitary figures on otherwise all-male Boards. When three or more women directors serve on the same Board, women's voices are more likely heard and boardroom dynamics change substantially.

The three South African companies with a quarter of their Boards comprised of women include Barclays Africa Group (which is chaired by a woman, Wendy Lucas-Bull, and who's CEO is also a woman, Maria Ramos), consumer goods company Tiger Brands and telecommunications company Vodacom.

NEED FOR LEGISLATION

The 2015 report by Women Board Directors of Africa's Top Listed Companies further highlights that South Africa has succeeded, since 2005, in ensuring that at least 30% women Directors serve on the Boards of its State-Owned Enterprises (SOEs). The 2012 Business Women's Association (BWA) Census actually recorded 33% women's representation on SOE Boards, proving that this government mandate has been effective.

The law, however, does not cover listed companies. As a result, without a similar framework, the percentage of women Directors on the country's blue chip index, the JSE40, has stalled at 17.4%.

> The paucity of women directors is due, to some extent, to companies' lack of understanding of the necessity for and benefits of diverse Boards.

To address this issue and other areas of gender equity, there is now proposed legislation introduced by the Ministry of Women, Children, and People with Disabilities to "establish a legislative framework for the empowerment of women; to align all aspects of laws and implementation of laws relating to women empowerment, and the appointment and representation of women in decision making positions and structures." The Women Empowerment and Gender Equality Bill calls for equal representation (50%) on boards of all public and private corporations. If passed as currently written, all companies – listed, private, and state-owned – would have to provide a plan for increasing the percentage of women Board Directors towards 50%.

Beyond gender equity laws, there is actually an existing South African legislative initiative which provides a door to the inclusion of women in corporate leadership. The Broad-Based Black Economic Empowerment ("B-BBEE") Act, passed in 2003 and revised in 2013, gives points to companies with black Directors and extra points for black female Directors. At the senior management level, the revised Act sets a compliance target for senior management at 60% black and 30% black female. Any company seeking government contracts, whether at a provincial or national level, is evaluated on the basis of its score on Black Empowerment Code measures. Consequently, the B-BBEE provides a financial incentive for companies to advance black females onto Boards and senior leadership and could serve as a model for legislation in other countries to accelerate gender diversity on Boards for all women.

PAY GAP

PwC's 2014 "Executive Directors' Remuneration" report showed that at Board, level the gap between male and female Executive Directors widens according to industry type. The report also indicated that more effective work needs to be done to achieve better representation of women on Boards. Gender equality at management level has tended to remain flat at about 24% since 2009. According to the report, without proactive support at Board level, in another five years organisations that do not mainstream women may find that there are even fewer female leaders in decision-making positions.

It is also interesting to note that 23% of male senior executives and senior managers were paid in the upper quartile of the market, while only 2.3% of females were paid at the same level, according to research carried out by PwC's REMchannel® on-line survey.

2013 Tax Statistics issued by the National Treasury and the South African Revenue Service (SARS) show that women accounted for 43.6% of the assessed individual taxpayers, had an average taxable income of R167 489 and were liable for tax of R27 980 at an effective rate of 16.7%. On the other hand, men had an average taxable income of R225 919 and were liable for tax of R50 100 at an effective rate of 22.2%.

BOARDROOM DIVERSITY

The matter of Boardroom diversity in the context of increasing the number of women sitting on Boards is a global phenomenon and not unique to South Africa. In the US women hold only 11% of Board seats at the world's largest and most well-known companies, with little progress being made on gender diversity for more than a decade.

Diversity and inclusion must become a Boardroom imperative and norm. Under-representation of women is not new – it is a matter which gets ignored in the business world. There are those who say that women "unintentionally hold themselves back" in their careers, meaning that they don't allow their voices to be heard in the business world. Others contend that women's lifestyles change the outcome of their professional careers. PwC's "Women in Work" index shows that in countries where there is a more equal proportion of women to men in executive positions, both mothers and fathers share the workload of raising a family and promote a healthier work/life balance for both genders.

KING CODE OF GOVERNANCE

"The King Code of Governance Principles" and the "King Report on Governance for South Africa" (known as King III) published in 2009 also mentions gender as a factor to be considered in appointing Directors. The Code recommends that a Board consider "whether its size, diversity and demographics make it effective" and lists gender as one of the factors of diversity (Section 71). As a whole, the King Code has strong guidelines regarding nominations and corporate governance principles, but the language regarding gender diversity lacks force and has not been as effective in increasing the number of women Board Directors.

EMPOWER MORE WOMEN

There is no quick fix: the pace of transformation has been slow and more needs to be done by the business world to address transformation to change the culture of building a diverse workforce. Businesses and policymakers have a vital role to play in addressing the needs of female employees in a variety of areas and diversity goals. Businesses need to empower more women to step up and be counted and included for their knowledge, talent and skills and what they can bring to the business when they are placed in high-level positions.

Let's provide opportunities to ensure women get the experience they require to be appointed to senior positions on Boards. These could include work-integrated learning training, executive coaching, mentoring and sponsorship programmes, to name a few.

At this rate, it will take many years for equitable representation in the labour market. Are we willing to take that risk?

Mulholland is the Human Capital and Skills Development Executive at SEIFSA.

PLAN WELL FOR EMPLOYMENT EQUITY COMPLIANCE

According to the 16th CEE Annual Report in 2015, a total of 25 030 Employment Equity reports were submitted compared to 24 291 reports in 2014, representing a slight increase of three percent. These figures are representative of designated employers across all sectors of the economy.

The Employment Equity Act (No 55, 1998) aims to facilitate workplace transformation. It incorporates two elements:

a) elimination of unfair discrimination and

b) implementation of affirmative action and measures to enable equitable representation of employees from different race and gender groups in the workplace.

One cannot stress enough that companies must be prepared. No matter the size of the company, Employment Equity affects any company; whether you employ fifty individual or your turnover exceeds R30 million – or both – in the Manufacturing industry. The Department of Labour (DoL), through its Labour Inspectors', is visiting companies conducting inspections. You need to understand that the DoL inspectors do not need to make an appointment with your company to conduct their wok. They should find your company ready.

A company must be able to evidence and demonstrate that effective communication, consultation and awareness about Employment Equity has been implemented as per Section 16 of the Act. You should not wait until just before the online deadline date of 15 January 2017 to make your submissions. Preparation is tantamount to success and must be inclusive. The DoL has indicated on numerous platforms that hefty penalties will be issued and enforced to companies who do not comply.

Awareness, consultation and communication to all staff about employment equity, diversity, work place inclusion and why it exists is important in this submission. It shows what a company looks like compared to and in relation to South Africa's provincial and national economic active population targets (all individuals classified as being in employment). Other mandatory factors of submission include occupational levels indicating terminations and promotions, which should be broken down statistically against race and gender. These should include workers who have been identified for skills development.

There should also be an analysis on potential barriers which are or could be perceived as unfair and unequal. For example, this could include whether your company has policies around barriers that include fairness and equality in the workplace? One needs to be careful and understand that this is not, for all intents and purposes, a tick box exercise by a senior manager appointed in terms of Sections 24 of the Act. It is clearly about consulting all members of the workforce and creating awareness specifically focusing on action needed to become fair and equitable. A company cannot aim to achieve Employment Equity goals for the next five years if the year-on-year targets show little or no indication of attempts to transform.

Implementation holds its own set of challenges especially for small and micro enterprises that focus on keeping their business alive and have the added component to comply with this legislation. DoL, which is the custodian of Employment Equity, needs to understand the reasons and challenges that face companies rather than companies indicating lack of transformational changes. Based on experience with assisting members, the top three reasons for not implementing targets have ranged from restructuring, economic instability as well as retrenchments.

THE LABOUR MARKET CONTINUES TO BE INEQUITABLE

The Metals and Engineering sector is not alone in lacking behind on achieving transformation targets and goals. According to the research findings issued by the DoL to the Commission for Employment Equity (CEE), our sector is still predominantly over-represented at top and senior management levels with white males and low female representation is indicative across all occupational levels.

The 2016 CEE Report reflects the status of Employment Equity in South Africa and how the country has progressed in its workplace transformation. Indications of progress are evidenced at some levels in the implementation of affirmative action measures to enable equitable representation of employees from different race and gender groups in the workplace. The representation of people with disabilities remains of concern as low levels representation is reflected.

The CEE is a statutory body established in terms of Section 28 of the Employment Equity Act. Its role is to advise the Minister of Labour on any issues concerning the Act, including policy and matters pertaining to the implementation of the EE Act.

The Minister of Labour and the CEE remain committed to facilitating the regulatory compliance to employment equity and affirmative action in increasing and managing the equitable representation of designated groups at all levels, managing diversity and identifying barriers to fair employment. The CEE is pleased to note an increase in the level of reporting compliance and encourages employers to report meaningfully in 2016. It recognises that the legislative directives require significant progress in its overall aims and objectives to address the systemic disempowerment of discriminatory practice.

The South African labour market continues to be racialised and gendered. It remains hierarchical with blacks concentrated at the lower levels and the white group occupying decision-making positions.

There is a pool of employees from designated groups who do not receive promotion opportunities and remain stuck at the professionally qualified and skilled technical levels. This is despite the continued outcry for lack of skilled employees from these groups. The pace of transformation in the labour market is moving very slowly, at this rate, it will take many more years for equitable representation in the labour market, especially at the upper levels of management.

The DoL in partnership with the CEE started stakeholder engagements with business leaders from various economic sectors in June 2016. This reiterates the seriousness regarding the continued slow pace of transforming the South African labour market.

It will be interesting to note what follows these engagement sessions to enable companies to overcome their challenges with preparation and implementation of the EE Act.

ONLINE SUBMISSION

Online submissions via the DoL's website for Employment Equity submissions are straightforward especially if you have a plan in place. Companies would need first to communicate their intentions with regards to Employment Equity to all their staff – Use the EEA1 forms to compile the workforce data into quantitative information representing the employees occupational levels, race, gender and/or especially persons with disabilities.

SETTLEMENT REACHED

LIFT ENGINEERING INDUSTRY COLLECTIVE AGREEMENT

A 7% wage increase settlement reached for the Lift Engineering Industry Collective Agreement : for the period: 2016 / 2017, negotiated by SEIFSA's Industrial Relations division

COLLECTIVE AGREEMENT

The Lift Engineering Industry Collective Agreement is a sectoral agreement applicable to the lift engineering industry, comprising the installation, repair and maintenance of lifts, escalators and elevators. The sector resides under the scope and jurisdiction of the Metal and Engineering Industry Bargaining Council.

Negotiations traditionally take place on an annual basis between representatives of the Lift Engineering Association (LEA), a registered employer organisation federated to SEIFSA and the South African Equity Workers Association (SAEWA), the majority representative trade union in the sector. The LEA is represented by SEIFSA in the annual negotiations with the SAEWA.

THE 2016 NEGOTIATIONS:

An agreement has been reached in the lift and escalator industry following negotiations, over May and June 2016.

The South African Equity Workers' Association (SAEWA's) key demands were for:

- A wage demand of 12% to address the cost of living increases,
- An one year duration agreement,
- The duration of the fatigue and rest periods to be increased,
- The various allowances to increase by 12%.

Employers in the sector responded, indicating that the following factors needed to be taken into account:

- These are difficult economic and trading times and a highly-competitive market,
- Operational costs are continually increasing above consumer price index (CPI). This leads to diminishing margins and returns, which has been exacerbated by the weakening Rand, making the imported products much more expensive. In addition, companies have to deal with increasing power costs which lead to expensive call-outs and increasing transport costs (fuel and e-tolls),
- Business is slow with very few new contracts if any, likewise with maintenance contracts. In addition, the fee escalation to clients of maintenance contracts is generally based on CPI,
- And it should be taking into account that employees in this sector are on good remuneration packages with very favourable benefits.

The negotiations on the Lift Engineering Collective Agreement comprising wages and amendments to terms and conditions of employment took place over two days on 20 May 2016 and 15 June 2016. The main issue to be negotiated and agreed on quickly became the wage and allowance increases. This enabled the parties to quickly focus on wages, with hardly any other distractions. Due to this and with the assistance of the MEIBC General Secretary who acted as mediator on the second day, the parties were able to conclude negotiations on the 15 June 2016.

- The Lift Engineering Industry Collective Agreement will remain in force and effect until 30 June 2017 and this ensures another year of peace and stability for the industry, without any industrial action taking place. This is a credit to all those that took part in the negotiations.
- The MEIBC is assisting the parties in making formal application to have the terms of the agreement gazetted and extended to all non-party employers and employees in the sector.
- The key elements of the 2016/ 2017 Lift Engineering Industry Agreement comprise:
- A 7% across the board wage increase; and
- A 7% increase to the following allowances:
  - Standby allowance,
  - Travelling allowance,
  - Subsistence allowance,
  - Out of Pocket Expenses,
  - Dirt allowance,
  - Certificate allowance; and
  - Underground allowance.

SCHEDULE OF WAGE AND ALLOWANCE INCREASES EFFECTIVE 1 JULY 2016

(FOR THE PERIOD 1st JULSY 2016 TO 30 JUNE 2017)

1. General Wage Increases: (hourly rate)

Wage Group	Current Schedule Rate	Personal Increase (Rand Value)	New Wage Rates	Percentage Increase
1	92.46	6.47	98.93	7%
2	67.95	4.76	72.71	7%
3	43.35	3.03	46.38	7%
4	35.23	2.47	37.70	7%

1.1. Apprentice Rates: (7% Increase)

Year	Percentage	Current Scheduled Rate	New Scheduled Rate
1st Year	35%	32.36	34.63
2nd Year	40%	36.98	39.57
3rd Year	50%	46.23	49.47
4th Year	80%	73.97	79.14

2. Dirt Allowance: (7% Increase)

R 26.28 per shift	R 28.12 per shift

3. SubsistenceAllowance: (7% Increase

R 247.45 per day	R 247.45 per day

4. Standby Allowance: (7% Increase)

Days of work	Current Allowance	New Allowance
Mon - Fri	R 97.07	R103.86
Sat	R145.60	R155.79
Sun & Public Holiday	R194.15	R207.74

5. Out-of-Pocket Expenses Allowance: (7% Increase)

R 35.54	R 38.03

6. Underground Allowance: (7% Increase)

R 65.01	R 69.56

7. Certificate Allowance: (7% Increase)

R 0.61	R 0.65

A SEIFSA IR/Labour Law seminar

THE HOTTEST LABOUR LAW ISSUES!!

ARE YOU COMPLIANT?

- Equal Pay for Work of Equal Value - Employment Equity: the latest Constitutional judgment
- Dismissals: the need to prove broken trust
- Dismissals and probation
- Temporary Employment Services / Labour Brokers: the latest rulings

27 October 2016

Boksburg: Functions Incorporated
Cnr of 2nd and Gelofte Street
Boksburg North

Fees per delegate

Members:	R2,385.00
Non-members:	R2,700.00

GUEST SPEAKER

Jonathan Goldberg - Jonathan is a nationally acclaimed consultant, lecturer, lawyer and author on matters relating to Labour Law, Industrial Relations and Broad-Based Black Economic Empowerment. Jonathan is also an Arbitration and Mediation panelist, former Commissioner of the Commission for Conciliation, Mediation and Arbitration, member of Tokiso dispute settlement panel. He was also appointed as a committee member of the Employment Conditions Commission and was an integral member of the BUSA Negotiating Team at NEDLAC where these acts were drafted.

VISIT SEIFSA WEBSITE FOR MORE DETAILS: WWW.SEIFSA.CO.ZA

Who should attend?

- HR Managers
- Managing Directors
- Industrial Relations Practitioners
- Financial Manager

Enquiries

Thabiso Lebea I Events and Facilities Coordinator
Tel: 011 298 9442
Email: thabiso@seifsa.co.za

INDUSTRIAL RELATIONS
LEGAL SERVICES

EXEMPTION ON LEAVE BONUS

Seeking Exemption from paying the Leave Enhancement Pay (Leave Bonus) in December in which a company could effectively reduce your December wage bill by 50%.

SEIFSA is acutely aware that the current economic environment may pose severe constraints on certain member companies, particularly regarding the payment of Leave Enhancement Pay (LEP). Affected members are advised that the industry's current exemption procedure regarding LEP, or the Leave Bonus, continues to apply.

A company which is unable to afford the LEP may submit an application to its local regional council for exemption from paying the LEP to its employees.

Companies do not only have the choice of applying for a full exemption to the LEP, but may choose to apply for total exemption, partial payment and /or a deferred or staggered payment. However, employers who are successful will be expected to become compulsory contributors to the monthly scheme, where a monthly amount equal to the value of the LEP accumulated by employees in that month must be paid over to the MEIBC. At the end of the year this amount is then paid back to the company who then uses it to pay the employees their LEP for that year.

This is on the understanding that if companies cannot remain on the monthly compulsory contribution scheme, due to financial difficulties, they can apply for a further exemption to be exempted from the scheme and paying out LEP in that succeeding year.

Management's attention is drawn to the importance of the council's requirement that an application must be accompanied by the following important information in order for the application to be considered:

- A fully detailed motivation explaining the difficulties that the company is experiencing and hence the need for the application.
- Audited Financial Statements for the financial year ending 2014/2015. In the case of a closed corporation - a full set of financial statements which are to be signed by an Accounting Officer and the latest management accounts for the last three months. If the financial statements are older than six months, then the management accounts for the recent three months are required.

Continues on page 33

- Formal confirmation that employees were informed of the company's decision to make an application for exemption.
- Where employees reject the company's approach, they are to be informed of their right to submit written reasons for objecting to the exemption application and such reasons should be attached as an annexure to the company's application.
- The signature of at least two employees who accept being the representatives for the workforce and who will be affected by the application. Representatives of the workforce are to sign the form, contained in the exemption application questionnaire, consenting to this.
- The signatures of employees accepting that they have been informed of the implications of what the firm is proposing to the Council.
- Where the employees are trade union members, the company should inform the local trade union office of the intention to apply for an exemption and request, in writing, a meeting with the local official to discuss the impact of the exemption on the company and the members of the union.
- Where employees have elected a trade union representative or representatives (shop stewards) these persons should be requested to sign that they were consulted and that they understand the need for applying for the exemption. Where the local trade union official and/or shop stewards have been consulted and where they reject the application, such refusal must be recorded in the application and countersigned by at least two witnesses.
- Where the local trade union official and/or shop stewards and affected employees support the exemption application, this signed agreement should be included with the application.
- It is recommended that all meetings in this regard between management, employees, shop stewards and union officials have signed attendance registers, and that the minutes of such meetings be submitted with the exemption application.
- The application itself is to be signed by either a director of the firm, member, owner or a senior accountant - neither a bookkeeper nor the human resources manager's signatures will be acceptable.

Any member wishing to apply for exemption is encouraged to contact the SEIFSA Industrial Relations and Legal Services Division for advice and assistance. In addition please note that you can download the SEIFSA Management Brief and Pro-Forma Questionnaire on Applying for Exemption from the LEP on the SEIFSA Main Agreement online portal at www.seifsa.co.za. Companies that have purchased a Main Agreement handbook are also entitled to a pin code to access the portal.

SEIFSA 2016 Annual Review cover

TRANSFORMING A RICH LEGACY FOR A LEADING FEDERATION

October is an exciting month for SEIFSA, with the Federation hosting a much-awaited Presidential Breakfast on the morning of the 14th, followed by the Annual General Meeting (AGM). The breakfast builds on the momentum of two recent well-attended events, the SEIFSA Women's Breakfast, and the SEIFSA Annual Golf Day – both featured in this issue of SEIFSA News.

SEIFSA ANNUAL REVIEW

At the AGM, the Federation's Annual Review is distributed. The SEIFSA Annual Review 2016 is an informative overview of the Federations activities for the year passed. The design, presentation and treatment of the publication is exciting and engaging, reflective of the Federation's forward outlook. The cover is presented above.

MANAGING HIV/AIDS IN YOUR WORKPLACE

Following on the previous article, let's debunk a few more myths and misunderstandings about HIV/AIDS. Why? Well, simply put, myth-based attitudes lead to stigma and discrimination, which stops people getting the help they need because they are worried about being rejected or what people will think. The Department of Labour's Code of Good Practice also says that workplace education programmes should include information on myths and misconceptions. So, here are a few more myths and truths to contemplate.

MYTH: HIV IS MAN-MADE

Truth: HIV is closely related to a similar virus (called SIV) found in chimpanzees. It's estimated that HIV has existed in humans since at least the 1950s. Scientists believe the virus crossed to humans when a man who was hunting chimpanzees was wounded and blood from a chimpanzee entered his bloodstream.

MYTH: PEOPLE WITH HIV CAN INFECT OTHERS DURING EVERYDAY SOCIAL CONTACT

Truth: HIV can only be passed on when one person's body fluids (that means: blood, semen and vaginal fluids, but not saliva) get inside another person's body. There is no risk of passing on HIV in situations where you hug or talk to someone, or when you use the same fork, cup, towel or bathroom as another person.

MYTH: YOU CAN BE CURED OF HIV

Truth: There is still no cure for HIV despite a lot of scientific research. While treatment can get rid of most of the HIV in the body, but it never entirely disappears. If you stop taking your antiretrovirals, HIV will start spreading throughout your body.

MYTH: HERBS AND SUPPLEMENTS CAN BE AS EFFECTIVE AS ANTIRETROVIRALS

Truth:: While some herbs and supplements are good for your general health, they cannot prevent HIV from infecting new cells and spreading. Only antiretrovirals are proven, by scientific research, to prevent HIV from spreading in the body. Also, be careful because some herbal supplements stop antiretrovirals from working properly. So make sure to check your supplements with your healthcare provider.

MYTH: A COMPANY HAS FOUND A CURE FOR HIV, BUT IS KEEPING IT SECRET TO PROTECT PROFITS

Truth: A crazy thought, but some people believe it. A cure for HIV has not yet been discovered, though progress is being made with vaccine research. There are many different pharmaceutical companies producing antiretrovirals, and they are very competitive. Think about it, if one of the companies could sell a cure, they would earn far more money than their competitors.

DIVISIONS: Economics and Commercial (**EC**), - Health, Safety, Environment & Quality (**SHEQ**), - Industrial Relations (**IR**) and Legal Services (**L**)
Human Capital & Skills Development (**HC&SD**) SEIFSA Training Centre (**STC**) - Small Business Hub (**SBH**)

Upcoming SEIFSA Workshops / Events 2016

MONTH	DATE	DURATION	REGION	PRICE (Member)	PRICE (Non-member)	DIVISION	WORKSHOP/ EVENT
SEPT	1	1 Day	JHB	R2 520.00	R3 150.00	L	Business Contracts and SLAs
	2	Half Day	JHB	R1 700.00	R2 584.00	SHEQ	OHSE Legal Liability
	6	Half Day	JHB	R1 900.00	R2 385.00	IR	Managing Sick Leave
	14	Half Day	JHB	R2 000.00	R2 950.00	EC	Contract Price Adjustment
	15	Breakfast	JHB	R 650.00	R 810.00	HCSD	HCSD Breakfast Seminar
	20	1 Day	JHB	R1 250.00	R1 885.00	SHEQ	Incident Investigation
	22	1 Day	JHB	R2 500.00	R3 120.00	HCSD	Employment Equity Submissions
	27	1 Day	JHB	R2 520.00	R3 150.00	L	Law of Evidence
	28	Half Day	Boksburg	R2 000.00	R2 950.00	EC	Contract Price Adjustment
	28-29	2 Days	JHB	R3 750.00	R4 685.00	HCSD	Supervisory Training
OCT	4	Half Day	JHB	R1 900.00	R2 385.00	IR	Handling Conflict and Common Problems at the Workplace
	4	1 Day	JHB	R1 250.00	R1 885.00	SHEQ	Hazard Identification and Risk Assessment
	5	1 Day	JHB	R2 520.00	R3 150.00	L	Chairing a Disciplinary Hearing: Doing it the right way
	7	Half Day	JHB	R1 900.00	R2 385.00	IR	Handling Conflict and Common Problems at the Workplace
	11	1 Day	JHB	R2 500.00	R3 120.00	HCSD	Skills Development Planning and Reporting
	12	1 Day	JHB	R2 000.00	R2 950.00	EC	Contract Price Adjustment
	13	1 Day	JHB	R1 250.00	R1 885.00	SHEQ	Health and Safety Representative Training
	14	Breakfast	CCJ	R630.00	R630.00	Corporate	SEIFSA Presidential Breakfast
	17	Half Day	JHB	R1 700.00	R2 584.00	SHEQ	OHSE Legal Liability
	18	Half Day	Benoni	R1 900.00	R2 385.00	IR	Handling Conflict and Common Problems at the Workplace
	19	1 Day	JHB	R2 500.00	R3 120.00	HCSD	Employment Equity: Successful Submissions
	20	1 Day	JHB	R2 520.00	R3 150.00	L	Protection Of Personal Information (POPI)
	20	1 Day	KZN	R2 000.00	R2 950.00	EC	Contract Price Adjustment
	25-26	2 Day	JHB	R3 750.00	R4 685.00	HCSD	Supervisory Training
	26	1 Day	Boksburg	R2 000.00	R2 950.00	EC	Contract Price Adjustment
	27	Half Day	Boksburg	R2 385.00	R2 700.00	IR	IR Seminar
NOV	2	1 Day	JHB	-	-	SHEQ	Quality Management
	3	1 Day	JHB	R2 500.00	R3 120.00	HCSD	Employment Equity: Successful Submissions
	8	Breakfast	JHB	-	-	HCSD	Breakfast Seminar
	9	1 Day	JHB	R2 000.00	R2 950.00	EC	Contract Price Adjustment
	9	Half Day	Boksburg	R1 900.00	R2 385.00	IR	A - Z of the Main Agreement
	10	1 Day	JHB	R2 500.00	R3 120.00	HCSD	Employment Equity: Successful Submissions
	14	1 Day	JHB	R1 250.00	R1 885.00	SHEQ	Health and Safety Representative Training
	15	1 Day	JHB	R2 520.00	R3 150.00	L	Business Contracts and SLAs
	15	Half Day	Mnandi	R1 900.00	R2 385.00	IR	A - Z of the Main Agreement
	17	1 Day	JHB	R 2,500.00	R3 120.00	HCSD	Labour/union/employee Representative Training
	17	1 Day	CPT	R2 000.00	R2 950.00	EC	Contract Price Adjustment
	18	1 Day	CPT	R1 900.00	R2 385.00	IR	A - Z of the Main Agreement
	21	Half Day	JHB	R 980.00	R1 485.00	SHEQ	New Environmental Waste Management
	22	1 Day	JHB	R2 665.00	R3 330.00	L	Key Aspects of Labour Relations Law
	23-24	2 Days	JHB	R3 750.00	R4 685.00	HCSD	Supervisory Training
	23	1 Day	Boksburg	R2 000.00	R2 950.00	EC	Contract Price Adjustment
	29	Half day	JHB	R1 900.00	R2 385.00	IR	A - Z of the Main Agreement
	29	1 Day	JHB	R1 250.00	R1 885.00	SHEQ	Health and Safety Representative Training

ALL PRICES EXCLUDE VAT

To book, please contact **Thabiso Lebea** on (**011**) **298-9442** or make an **online booking** - www.seifsa.co.za/events.html

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