EDITOR’S NOTE

With 2013 ending on such a high note, we are now entering a new season when we have to complete the many tasks planned for our fiscal year. Our Council has a clear mandate to deliver with targets to meet. With this in mind, our fired up Managers held their Mid-Year review at the end of September to ensure we meet our deliverables. Enclosed in this issue are some of these activities.

The Industry Policy Forum (“IPF”) has been launched themed A Summit on job Creation, scheduled to take a form of a two day programme held in Port Elizabeth. The conference will include an opening plenary session with speakers from our Stakeholders, Partners, Government and the Business Community. Included in the programme will be a networking gala dinner followed by a full day of working group sessions on various topics affecting our industry namely; The Industry and Trade, The Global Perspective and the Sustainability of our Bargaining Councils in the country. We are going to also include a book which is currently available on order and during the conference to assist our delegates to unpack these issues further.

The coffee table book mentioned includes input gathered during our Regional Breakfast Seminars held country wide. The conference will also afford an opportunity to our industry to showcase their companies’ brands and achievements by participating in our exhibition, which will be of great benefit. Please see the attendance form and partnership proposals enclosed in this issue.

Within this issue you will also read more about our Regional Breakfast seminars championed by our General Secretary together with our members of the Exco and Extended Exco team. The seminars were held in the North West Province through the Free State and Northern Cape Region where our stakeholders gathered and acknowledged the responsibility of creating jobs by all sectors and the community in all spheres. The Eastern Cape Seminar was held at The Border Region situated in East London and we had both academics and business in that region discussing about how to be practical and what to do about solutions in creating jobs in their area. The Midlands Regional Seminar held in Port Elizabeth was also informative. The input from SAMSA, merSETA and business was very useful in planning for our working groups at the National Conference. At all the seminars we were received well, with great eagerness by delegates. Our speakers delivered well researched input and suggestions geared at ensuring that our Industry is actively involved in creating and sustaining jobs in South Africa.

We have included updates on some of our activities with parties such as the Special AGM and the Special Plastics Dispensation Mediation Meeting in a snapshot. Our Call Centre has just been launched also known as the Contact Centre. This forms part of our Siyanqoba Strategic Plan with the emphasis on increasing MEIBC visibility amongst our stakeholders and we are pleased to announce that we have initiated the contact centre project which will provide a platform for effective and on-going awareness of the Council. This initiative will also allow us to implement an industry-wide communication strategy which will enhance the MEIBC communication between employer and employee stakeholders and improve customer accessibility to MEIBC services.

We have included photographs taken of staff members during strategic workshops held during the last couple of months, Our Industry metal fund has gone green see the announcement within this issue. With the beginning of November our Industry has been hectic with the hosting of meetings including the Special MANCO on the 26 November 2013, please see some captured moments of these meetings. December being one of the shortest month within our industry.

On a sad note we would like to convey our deepest condolences to Tata Madiba’s family during his passing, may He legacy continue.

“A good leader can engage in a debate frankly and thoroughly, knowing that at the end he and the other side must be closer, and thus emerge stronger You don’t have that idea when you are arrogant, superficial, and uninform ed” — Dr Nelson Mandela.

As we look forward to 2014 allow me to take this opportunity in complementing you further Congratulations to the Class of 2013 on achieving such good results.

I look forward to meeting most of you in person during the 2014 Industry conference.

Regards
Moniki

MEIBC FEATURED AT SUSTAINABLE WEEK

The MEIBC took part in the Sustainable Energy week 2013 which took place at the Convention Centre from the 24-28 July 2013. This formed part of our Siyanqoba Strategy in creating greater levels of visibility of our brand. Benefits in partnering amongst others created a platform of opportunities for the council to market the brand to a larger consumer base including private sectors; stakeholders; utilities managers; mining houses; suppliers; entrepreneurs; smme’s; power producers and the sustainability conscience audience at large.

MEIBC Staff welcome the event
Creating beyond healthy relations between labour and the industry in South Africa are, at best, described as a minefield where both parties need to satisfy their wishes while, at the same time, ensuring a prosperous and industrious South Africa. The Metal and Engineering Industries Bargaining Council (MEIBC) has the unenviable task of maintaining equilibrium between all important stakeholders. It is no mean feat and, placed squarely on its shoulders, the MEIBC shares that its mandate goes beyond just maintaining healthy relationships. The relations between employers, organisations and trade unions are premised on fundamental differences. On the other hand, employers want to create job opportunities while concomitantly maximising their profits. On the other, labour goes beyond ensuring that jobs are created but that it is decent employment which pays living wages that give workers buying power and also stimulate the economy.

We are, therefore, always encouraging the parties to focus on dealing with issues that are of the industry’s interest, strive to grow the industry, train employees and influence the industry policy making process.

The Council launched the Industry Policy Forum (IPF), we finalised the discussions around the Main Agreement challenges between the MEIBC parties, and also finalised the proposed new plastic dispensation discussions. It is never too early to start preparations and, as such, the MEIBC is already preparing for the 2014 industry wage negotiations. A question that may spring to mind is, that has the Council, then, achieved all it set out to do at the beginning of the year? Indeed we have. Among others, we have formulated our Five Year Siyanqoba Strategy - where we committed to visit 80% of the companies registered within our scope as well as register 10% new companies covered within our scope. The plan was successfully presented and discussed with all the employers, labour and all council staff across all regions.

Another milestone for 2013 for the Council is the Industry Breakfast Seminars that were held throughout the country. Employers and employees had the opportunity to use these forums to share and discuss their ideas with me. Chief among the issues discussed during the breakfast seminars was how the question of unemployment, in South Africa, can be addressed. Industry experts, economists, academics, and government officials were also a component of the discussions as they have their own ideas and plans on job creation and retention thereof.

PARTNERING FOR JOB CREATION

The responsibility does not stop with just mapping the way forward through discussion but, the MEIBC collaborates with such organisations as the Manufacturing, Engineering and Related SETA (merSETA) to ensure that workers in the industry receive training that is relevant to their jobs. Employers are also doing their bit to make certain that employees acquire relevant skills that will assist productivity through the provision of decent working conditions of employment negotiated in our industry. We hope to retain all skilled employees in our industry. A lot more has been achieved, the Council has a solid team; we have managed to turn around the Human Resources, Finance, Communications and Operations departments. We have set a new operational target of 80% for the Operations department which they have accepted and are steadily progressing towards meeting this goal. Our Communications department has embarked on a vigorous marketing for the office of the General Secretary, the General Secretary and the MEIBC in general. Through these campaigns, evidence shows that the industry is slowly getting to grips with the role of the Bargaining Council while simultaneously aggressively advertising and popularising the MEIBC brand.

It is a tricky balancing act for the Council in the times ahead as the key issue remains for the Council to level the playing field for employers. We need to ensure that all employers and companies covered by our scope are registered with the Council and are competing fairly with companies within the sector. The Council needs to make sure that stakeholders have a major say in the processes that are meant to shape industry policies through the IPF process. Having travelled this far with the MEIBC, I believe that the metal and engineering sectors hold untold potential for the country. I would like to urge my fellow South Africans, to join the Council in this critical journey of popularising the MEIBC brand and take part in growing our great industry. By so doing, we will encourage more investors alike to invest in this country and our industry in particular.

May I take this opportunity to thank you for the all the support to make the Council what it is today.

Wishing you and your loved ones a prosperous 2014

Mr Thulani Mthiyane
General Secretary MEIBC
SPECIAL AGM 2013 AND THE GENERAL SECRETARY’S ABRIDGED REPORT

MEETING WAS HELD ON THE 26TH OF JULY 2013 AT THE SOUTHERN SUN IN KEMPTON PARK GAUTENG

INTRODUCTION
The National Office Bearers (President and Deputy President), the General Secretary, supported by the Executive Committee of the Bargaining Council and guided by the Council’s Constitution took a decision to urgently convene the Special Annual General Meeting held on the 26th July 2013 at The Southern Sun in Kempton Park, Gauteng. The purpose of the Special AGM is principally to consider and adopt the Council’s Annual Financial Statements for the period 2011/2012, the Auditor’s Report for the same period and to deal with any related financial matters. In addition, I also intend to share with members the status and progress on various matters that affect the Council and in turn its respective parties.

COUNCIL MEMBERSHIP AND REPRESENTATIVITY
Members will be aware that three employers’ organisations have applied for Council membership i.e. Federated Employers’ Organisation of South Africa (FEOSA), Consolidated Association of Employers of South Africa (CAESAR) and the Border Industry Employers’ Association (BIEA). I wish to bring to the attention of members that a further employer body has applied for membership of the Council namely the South African United Employers’ Organisation (UEO). This application was presented to the Management Committee meeting in September 2013 for consideration by the parties. Following the industry membership verification audit, the Office is still awaiting the issuing of the Certificate of Representativeness from the Registrar of the Department of Labour. The Office is attending to this matter with some urgency and discussions with senior Department of Labour officials are at an advanced stage and we expect the certificate of registration to be issued shortly. The Office will keep members abreast of developments in this regard and will report further on progress herein at the Management Committee meeting in September 2013.

COLLECTIVE BARGAINING AND AGREEMENT ADMINISTRATION THE MAIN AGREEMENT
Members will be aware that the MEIBC Main Agreement for the period 1 July 2011-30 June 2014 has been under considerable scrutiny since its coming into operation in 2011. Members will be aware that attempts to prevent the Department of Labour and the Minister of Labour from gazetting and extending the Agreement to non-parties have, to date, been unsuccessful. Members will recall that on 20 December 2012, Judge Van Niekerk set aside and suspended the Agreement for a period of four months in order to afford the Minister of Labour an opportunity to exercise her discretion in line with section 32(5) of the Labour Relations Act. On 12 April 2013, the Main Agreement was signed, re-gazetted and extended to all non-parties by the Minister of Labour. We note that NEASA has exercised their right to challenge the Minister of Labour in this regard. The Office will be monitoring developments in this matter very closely. In the interim, we must report that Council agents on the ground are facing challenges from some employers who seem to have been advised that the Main Agreement has no force and/or effect. In this regard, I wish to draw to all parties’ attention and onward communication to all respective constituencies the following comments of Judge Van Niekerk contained in his judgement: - “If an order of invalidity were to operate with immediate effect or retrospectively, uncertainty and confusion are likely to arise in the ranks of both employees and employers as to the remuneration and other benefits to be provided to employees. This will, in all likelihood, lead to tension, anxiety and potentially serious disputes which could undermine orderly collective bargaining and labour peace. Recent events, particularly on platinum, gold mines as well as in the agricultural sector, have shown serious prejudicial consequences of a failure to ensure smooth and orderly collective bargaining through recognised structures, sometimes manifesting in violence and unlawful industrial action. It is in the interests of sound collective bargaining and harmonious and peaceful labour relations, and in the interests of workers, their unions and employers and in the general public interest, that the process for a decision as to whether or not to extend under section 32(5) of the LRA should be allowed to run its course without the potential disruption and risk of adverse consequences which could materialise if an order of invalidity were to take immediate or retrospective effect. This is particularly so given the degree of representivity that the parties to the Council enjoy within the registered scope of the council.”

THE LIFT ENGINEERING AGREEMENT
The lift engineering sector is currently negotiating the terms of a new agreement and we expect a settlement shortly. The Office will keep members abreast of developments in this regard and will report further on progress at the Management Committee meeting in September 2013.

THE ADMINISTRATION AND DISPUTE RESOLUTION LEVIES AGREEMENT
The Management Committee approved the increase of the above levies by 9.5%. Members will recall that this increase was arrived at by amalgamating the 6.5% adjustment approved in 2011/2012 but not gazetted and a 3% adjustment agreed this year. The Administration and Dispute Resolution Levies Agreement is currently with the Department of Labour and the Office is pursuing its gazetted as a matter of urgency.

TECHNOLOGICAL FUND
The Technological Fund contribution payable by firms affiliated to SEIFSA Association in respect of scheduled employees was increased to R1.58 per employee per month, paid by employers, with effect from 1 July 2013.

COMPLIANCE MANAGEMENT AND ENFORCEMENT
In our on-going efforts to increase the levels of compliance within the industry, the Council has employed a Compliance Manager. The Compliance Manager will assume all responsibilities related to strengthening the monitoring and enforcement mechanisms of the Council. The target...
agencies will be expected to visit 80% of the companies falling under their respective areas covered by the Council’s scope of jurisdiction. The overwhelming majority of Council staff have accepted these changes and are giving their best efforts in pursuit of these goals. In respect of the employees who have not accepted these goals the Office is continuing to consult with individual staff members falling which due process will follow.

**FUND AGENTS**

Arrears enforcement and arrears fund collections will be moving over to the responsibility of the newly appointed Funds Agents. Members will be aware that this is in line with the collaborative initiative with MIBFA. These agencies are currently employed on a two year contract.

**DISPUTE RESOLUTION**

The MEIBC remains committed to improving its dispute resolution services to the industry. The Office is continuing to investigate and identify innovative ways to enhance its services to the industry through our Centre for Dispute Resolution Offices located in the different regions of the MEIBC. The Office is in the process of finalising the appointment of the MEIBC CDR Manager. This will allow for the management and oversight of the CDR to fall directly under the MEIBC as opposed to Tokiso.

**PLASTICS NEW DISPENSATION DISCUSSIONS**

Parties will recall that after a lengthy process of trying to get the respective parties together to deal with the plastics question, the Office was given a mandate to attempt to convene a facilitated process between the parties. The Office can confirm that the facilitated process between the respective parties will commence on 23 July 2013. Among the issues that will be discussed 23 July 2013 is the proposed agenda, discussion on which parties may participate in this process, Council membership and consideration by the parties of the documentation submitted by the Plastics Converters’ Association (PCA) on this matter. The Office and the Department of Labour will be monitoring developments in this regard.

**DEMACRATIONS**

A demarcation policy has been approved by the Management Committee. This policy will guide agencies when dealing with demarcation matters. Mr W Lubbee, Technical Administrator; has been contracted to the Council for a two year period to train and up skill Regional Managers, Senior Agents and Agents on demarcation principles, handling of disputes and related matters.

**MEIBC SIYANQOBA STRATEGIC PLAN**

To note that the MEIBC Executive Team led by the General Secretary will be arranging a meeting with parties to present the 2013/5 Siyanqoba Strategic Plan. The Strategic Plan has been presented to all Council staff. All activities in the Council are guided by this Strategic Plan.

**INDUSTRY POLICY FORUM PROCESS**

Members will recall that StratAlign was appointed by the parties to oversee and facilitate discussions between the parties on the Industry Policy Forum (IPF) process. To date a number of guiding documents and processes have been drafted, discussed and endorsed by the Management Committee. Members will also recall that the draft founding document is awaiting feedback from certain trade unions before it can be signed off. The IPF process related to the Main Agreement challenges has commenced with a number of meetings under the auspices of an independently appointed mediator having already taken place with further meetings planned. The General Secretary initiated a discussion between the respective employer bodies aimed at encouraging employer bodies to talk with one voice on issues where they share a common objective. Following this engagement, the trade unions have been requested to reconsider their position in leading to the decision taken by the Management Committee to exclude NEASA from the IPF process. The unions have undertaken to confirm their decision on this matter at the Management Committee meeting in September. It is further noted that CAESAR, FEOSA and the BIEA could continue to participate in the IPF process as observers.

**2014 WAGE NEGOTIATIONS**

The Council is in the process of preparing for 2014 Main Agreement wage negotiations. It is important to note in relation to next year’s negotiations that all parties and non-party will be invited to submit their proposals in due course. Furthermore, all Council members will be encouraged to participate in the negotiation process and contribute towards the shaping of a new industry agreement. The General Secretary intends arranging a session with all members in order to share the Office perspective in relation to the forthcoming negotiation process.

**MEIBC BUDGET AND FUTURE AGMS**

As per the General Secretary’s undertaking earlier this year, the Council will prepare a budget and present it to parties in February. This is an arrangement the Council wishes to continue undertaking going forward. The Council further aims to hold its Annual General Meeting every November in order to deal with all matters that need the attention of the AGM. Again this is an arrangement the Council wishes to commit to effect going forward. The delay in holding the normal AGM meeting this year has been largely influenced by a number of reasons. Key among them has been the industry membership verification exercise, the delay by the Department of Labour in providing the Office with a certificate of representativeness and lastly the delay on the part of employers to agree on the population of employers’ seats on the Council. At the time of writing this report, the associations federated to SEIFSA and NEASA have agreed that the seat allocation dispute will be heard in the last week of September 2013 and second week of October 2013.

**COLLECTIVE BARGAINING LEVY AGREEMENT**

Members will recall that a dispute has been declared by NEASA and the PCA against the MEIBC and the parties in relation to the Collective Bargaining Levy Agreement (CBL). This dispute has been referred to arbitration. Notwithstanding the declaration of dispute, a new CBL agreement has been approved by the Management Committee, submitted to the Department of Labour and we are awaiting gazettal of the agreement for a further five year period. In the interim the Council has notified the Industry that during this hiatus period employers are not obliged to make CBL deductions from employees who are not members of one of the party trade unions and employers who are not members of party employer organisations are likewise not required to contribute towards the CBL. The Office has further informed and advised industry that in the event that CBL payments have been made, an approach in writing should be submitted to the Office with a request for reimbursement. A number of such applications have been received to date and all of them have been or are in the process of being dealt with accordingly.

**FINANCIAL PERFORMANCE**

**ANNUAL AUDIT AND ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDING 29 FEBRUARY**

The annual audit of the year ending 29 February 2012 commenced in April 2013. The Council obtained an unqualified audit opinion. The financial statements were recommended by both management and FACOM.
and will be presented to MANCO for approval. The audited financial statements reveal the following important facts:

- A slight increase in revenue from traditional sources – From R97 million to R99.5 million.
- Continued profitability – R4.3 million.
- Growing bank balance – increase in bank balance of R79 million.

The audit of the financial year ending 28 February 2013 is scheduled to commence in August 2013 and should be completed in September 2013. Preliminary accounts have revealed the following information:

- Growing revenue despite annual increase of levies not effected – R105 million compared with budget of R98 million.
- Cost management – cost saving of R7 million when compared with budget.
- Increased surplus – retained profit of R13.6 million; and
- Increase in bank balances by R4.8 million.

The finance department has produced management accounts for the first two months of the financial year being March and April 2013. The income has exceeded budget by over R1.2 million while expenses are below budget by R3 million. The following expenses are the main cause of the variance:

- Salaries where some vacancies are not yet filled;
- Legal fees;
- IFF; and
- Travel costs of managers and delegates.

This compares favourably considering the budget has provided for a loss of R1.6 million for the same period.

BUDGET FOR FINANCIAL YEAR ENDING 28 FEBRUARY 2014

A workable budget for the financial year ending 28 February 2014 was prepared by management and presented to both FACOM and MANCO. This budget was approved in March 2013. The preparation of the budget followed the principle that acknowledges that budgets are tools to support the strategic plans of the organization and should not be used to dictate such plans.

Management continues to monitor income and expenses in line with this budget to ensure that its objective of financial sustainability is achieved and maintained. The budget provides for a net surplus of R4.5 million and if achieved will add to existing reserves of R29 million.

YEAR TO DATE INCOME AND EXPENDITURE

The finance department has produced management accounts for the first two months of the financial year being March and April 2013. The income has exceeded budget by over R1.2 million while expenses are below budget by R3 million. The following expenses are the main cause of the variance:

- Salaries where some vacancies are not yet filled;
- Legal fees;
- IFF; and
- Travel costs of managers and delegates.

This compares favourably considering the budget has provided for a loss of R1.6 million for the same period.

INTERACTIVE WEBSITE

The Council website has been under development for over 12 months. While this development had to take into account the sophisticated process of interaction between MEIBC and its stakeholders, the period it took to develop was unacceptable. More efforts and management attention was deployed to ensure that the website is launched and functions as desired. The benefits of this form of website became clear when the Council received various enquiries and complaints that would otherwise not have been formally documented. The Council will continue to monitor this website for stability and integrity of information it supplies to stakeholders.

SYSTEMS ACCPAC

The Council continued to use Accpac to process and store its accounting financial records. This system is well supported and proved reliable with all necessary updates effected. This system has enabled the provision of information for the 2012 audit, and prior periods for comparison purposes.

MARKETING AND BRANDING

The overall aim of the MEIBC for 2013 going forward is to create greater levels of visibility and acceptance of the MEIBC’s value in business, beyond legislated/compliance aspects. The past vision of the Council was to promote growth, employment and decent work and currently our vision is “To Sustain Collective Bargaining through administering and ensuring compliance with industry standards.” Consideration was given to previous strategies as well as the General Secretary’s (GS) key performance obligations. Consequently, the General Secretary’s Plan, includes more detail on how the various objectives will be achieved going forward. The Plan was compiled and called the MEIBC Strategic Plan. When compiling this plan, specific consideration was given to the following aspects of the 2006 Strategic Plan which was to be implemented in two phases namely; Phase 1: 2006 – 2011 which has been finalised and had special focus on people, innovation and development as well as customer & stakeholder relationships. Phase 2: 2013 – 2018 is now currently being implemented with special focus on organisational culture, marketing and branding, service delivery, processes and systems and financial management. Part of the MEIBC communications is to ensure that the Council’s travel and accommodation is effectively managed with cost savings. The Communications Department therefore took the initiative of establishing strong partnerships with service providers such as the airlines to get better services on offer as well as to reduce or do away with additional fees charged by agents or intermediary companies. Currently SAA is on board with the programme allowing the Council to book online as well as to save costs by doing so. The MEIBC communications component has an obligation to offer implementation support to the integrated group strategic plan, informed by the current approved strategic document. The strategy was inspired by the current environment of the MEIBC’s programme culture and policy framework. This plan will therefore give specific focus on marketing and branding.
BRAND MANAGEMENT
The focus will be on:
- Advertising
- Brand Visibility
- Public Relations
- Publications - The Council is launching a corporate video to be distributed nationally as an industry introduction pack to the stakeholders as well as to brand the Council’s programmes.

Celebrating Excellence in Organisations, the Council has established a partnership with various organisations such as the CEO Communications to use the CEO Magazine for six editions featuring various Council activities including the General Secretary on the cover page distributed since May 2013 Nationally from publisher distributors such as Exclusive Books and CNA.

We are also publishing the MEIBC coffee table book titled Job Creation in the Industry – The Council is embarking on launching the book in January during the National Conference as part of the Council’s knowledge library as well as an initiative to fund raise and story development. The book will also serve as a fundraising mechanism whereby the book will be strategically sold in various platforms as well.

The Council First Hand Newsletter will be distributed quarterly. The newsletter will inform the industry about developments within the Council and issues of common interest in the industry.

The first re-launch issue is to be distributed on July 26 during the special AGM.
- TV and Radio Advertising Nationally, Provincially and Local Community Stations – The Council has partnered with several media houses on a continuous basis to feature the services we offer through interviews with the General Secretary. Currently partnerships have been with Kaya FM, Classic FM, Mamelodi FM, Rainbow FM, Eldorado FM, East Rand Stereo and East Wave Stereo. The General Secretary was also featured at Bay TV during the Midlands Industry Breakfast Seminar. There are currently discussions to partner with the SABC and other TV stations, particularly to promote the conference.

BRAND LEVERAGE PARTNERSHIP PROGRAMMES
The Council will be participating in several partnerships as part of brand leveraging on bigger brands, namely:
- Khaya FM 67km Relay Charity Programme in participating on Nelson Mandela Day as well as contributing towards the Nelson Mandela Centre of Memory. The event is scheduled for Sunday 14 July 2013.
- Sustainable Energy Seminar at the Sustainability Week 2013 to be hosted at the Sandton Convention Centre over 24 – 28 July 2013. Benefits for participating in this event included Marketing to large energy consumers; the private sector; energy sector stakeholders; utilities managers and mining houses.

- The MEIBC staff also took part in the 2013 Rotary Greatest Train Race on Saturday the 24 August 2013. The Tshwane and Witbank Mpumalanga offices represented the Council.

MARKETING MANAGEMENT
As part of the marketing plan, high profile events will be implemented to create and maintain an ongoing awareness of the value that the Council brings not only to the industry but also to business in general. This would also contribute towards the establishment of the Council as thought leader. The General Secretary embarked on a National Road show as part of introducing himself to every member of staff on a one-on-one session, also to introduce the Siyanqoba Business Strategy Plan, and to conduct the Industry visits and the Industry Regional Breakfast Seminars. The Siyanqoba Strategy was launched in a form of workshops conducted in all Regions between April and June, presented by the Council’s executive and management committee to every member in the regions. The strategy was welcomed by all present as an important step in securing the sustainability of the Council and ensuring that the Industry we serve receives quality service. The workshop also provided an opportunity for both management and members of staff to share their perspectives on the direction the MEIBC is adopting thus ensuring that both role players’ concerns and needs are addressed. Through breakfast seminars and the National Conference, the MEIBC is therefore creating a platform opportunity for our key stakeholders such as Organisation as well as the Research Institutions, Academic Institutions, Business Community and the government leadership share their views on these matters and also share with the Council their respective views on the role that should be played by the bargaining councils in creating job opportunities in various industries in particular the metal and engineering industry. The breakfast seminars were held at Provincial level as follows:

BRIEF SUMMARY REPORT ON THE INDUSTRY’S BREAKFAST SEMINARS:
15 April 2013 – Cape Town Breakfast Seminar
In Cape Town with an attendance of over 130 delegates mainly from the employers. The objective was to give both business and labour the opportunity to share a platform and debate their perspectives on the role of bargaining councils and how jobs could be created in the sector.

29 April 2013 – KwaZulu Natal Industry Breakfast Seminar
Durban, one of our country’s key coastal manufacturing cities, hosted the second MEIBC breakfast seminar. The seminar was well attended by representatives from labour; business and government with 190 in attendance – a clear indication that job creation is a challenge that all parties are willing to wrestle with. During the General Secretary opening remarks, the importance of hearing as many voices as possible on issues of job creation and the role of bargaining Councils was highlighted. The MEIBC has a wide range of stakeholders that all need to be given a voice and an opportunity to share their perspectives. There is a distinct trend towards employers utilising a smaller labour force. There are many reasons for this; technological advances and the increasing role of mechanisation in production which are putting the work of unskilled labour in jeopardy. Fluctuating exchange rates, rising energy costs and increasing transport costs all contributed to an environment where both business and labour are finding themselves under financial pressure. In the midst of these challenging times we are now also facing calls for labour market reform. Suggestions are made that the low cost of labour is a vital sign that Government policy is business-friendly. It is also suggested that cheap labour will boost employment.

13 May 2013 – Gauteng Breakfast Seminar
As part of the MEBC’s efforts to play a supporting role in the South African manufacturing sector; one of the venues to host the breakfast seminars was in Gauteng. The overall industry is represented by over 10641 Companies of which 8000 are based in Gauteng. Gauteng represents over 60% of our economy in South Africa. This afforded key role players in the province the opportunity to share their views on the challenges of job creation in this region. 150 delegates were in attendance.

30 May 2013 – North West Industry Breakfast Seminar
The Council visited the North-West province to discuss with manufacturing role players in the region the challenges they face on the issue of creating jobs. During the session’s opening remarks the General Secretary shared with those in attendance the need to address misconceptions around the role of the MEIBC. He said the erroneous impression was created that the Council existed to police the industry; issue compliance notices and target any perceived wrong-doing. The Council responsibility is to enforce the main agreement in a manner that contributes to stable labour relations. This is an important undertaking because it facilitates positive labour relations and allows all role players in
the industry to focus on what they do best, whilst knowing the employee and employer relationship is on a sound footing. The MEIBC would like to work with more employers. There are a multitude of benefits available to companies that work with the Council. Very often it is simply a question of companies understanding the role the MEIBC plays in the industry, before they are willing to work with the Council. Employers were encouraged to enter into dialogue with the Council. This will facilitate a process whereby mutually beneficially approaches can be adopted to move the industry forward. The seminar had over one hundred delegates in attendance.


In East London, we had full support of both the research and academic institutions. Representatives gave presentations on how best the job creation subject can be addressed in their area and the country at large. The seminar served as a basis for stakeholders in the manufacturing sector to share their perspectives on how the challenge of creating jobs in their field can be addressed. There were over one hundred delegates in attendance.

24 June 2013 – Midlands Industry Breakfast Seminar - Port Elizabeth

The Council hosted one of the last seminars for the current year in Port Elizabeth with the Midlands industry invited to the seminar. The seminar was graced by key partners such as merSETA, SAMSAS, FET Colleges and regional community trusts who formed partnerships with the Council in ensuring that we reach our objectives in playing a significant role on the job creation challenge facing the Country. The Council had full support from both Employer and Labour and key businesses in the area with a good attendance of 180 delegates.

16 April 2013 – Cape Town Industry Visit

The General Secretary’s 80% Industry Full Compliance Visits by March 2014 – Target Launched. As part of the MEIBC’s drive to increase visibility and build strong working relationships with its stakeholders, the Office paid a visit to the head office and production facility of CFW Fans in Parow Industria, Cape Town. CFW Fans holds a respected market position in Southern Africa, specialising in the design, manufacture and distribution of fans to the industrial, mining, power generation and heating, ventilation and air conditioning industry. The company was founded in 1966 and is a family concern. Mr. Joe Raad, a company director, welcomed the MEIBC delegation and provided a brief outline of its activities. The company has remained true to its core business of producing fans and over the years extended its product offerings to cater for a wide variety of industries.

30 April 2013 – The Kwa Zulu Natal Industry Visit

Southern African Shipyards was one of the companies visited during the KZN industry visit. The company is Africa’s leading commercial and naval shipbuilder and ship repair company. It provides solutions to the marine industry worldwide. Equipped with key facilities and specialised technical expertise, it has the capacity to undertake the entire works spectrum of in-venture and port repairs on all vessels. It is located in Africa’s busiest port, the port of Durban. The yard is strategically positioned at the northern extremity of the Kwa Zulu Natal Southern Industrial Basin and is well supported by a wide range of complementary industries. The leading shipyard was the destination for the MEIBC’s industry visit. The executive team was welcomed by company representatives who explained that the company currently has a workforce of about 200 people.

30 May 2013 – North West Industry Visit - Potchefstroom

As part of a drive to visit companies within the manufacturing sector, an MEIBC delegation visited WJ Engineering in Potchefstroom to learn more about the industry and the challenges it is experiencing. Based in Potchefstroom, WJ Engineering is one of the oldest mining equipment manufacturing companies in South Africa. It was started in 1964 and has been supplying quality steel structures and conveyances for the mining and other industries for more than 47 years. WJ’s experience is without parallel, drawing on the skills and expertise of personnel from a variety of engineering disciplines. With this support it is able to remain at the forefront of new design and manufacturing innovations. The high esteem the company enjoys within the mining sector was evident in 2010, when the company was approached to assist with the development of equipment that helped free the trapped miners in the Chile mining disaster.

11 June 2013 – The Border Industry visit - East London

As part of the Council’s drive to visit at least 80% on a full compliance visit and to move closer to our industry, the Council hosted one of the last industry visits in East London. The visit was graced by key partners such as the General Secretary, The Boarder Regional Office and the members of the Executive Committed visited several enterprises in the East London region to assess the status of the industry as follows: Floorworx Africa (Pty) Ltd. The company has been in the business of manufacturing floor coverings in the form of semi-flexible tiles, fully flexible vinyl sheeting and tiles for over sixty years. The MEIBC delegation was welcomed at the East London factory by Operations Director, Andy Halls. Defy Appliances (Pty) Ltd is Southern Africa’s largest manufacturer and distributor of major domestic appliances. The company markets its products under the Defy and Ocean brand names. DLP Manufacturers - The last stop for the MEIBC delegation was a visit to DLP Manufacturing. The company consists of three divisions: the light fitting manufacturing division, high pressure aluminium die casting division and plastic injection moulding division. DLP Manufacturing, has for many years manufactured industrial and exterior light fittings, marketed locally and exported to the UK, other European countries, the middle East and now also Australia. Its standard floodlights are manufactured from aluminium and polycarbonate materials.

25 June 2013 – Midlands Industry Visit - Port Elizabeth

One of the companies visited during the 5G Road shows was the Borbet Group based in Port Elizabeth. The company has been in existence for over 100 years, established in Germany. The company is known for its traditional casting methods. For decades, the traditional Borbet enterprise has been listed as one of the most successful leading aluminium wheel manufacturers in the world, and is the supplier to a multitude of renowned automobile companies.

The Council plans on hosting an annual conference which is to take place on the 27 – 28 January 2014. The objective of the conference is to develop a programme that would be informative, educational and of value to business, thereby attracting as many delegates as possible from various industries. The target is to accommodate at least 800 delegates. Therefore, the conference theme and topic will be derived from the Regional Industry Breakfast Seminars held on job creation. The speakers at the National Conference will also be in line with this objective to ensure that the Council obtains maximum media value from the conference. The conference will not only brand the Council but offer an opportunity to produce a substantial additional income stream as an initiative by the Council. Why the topic on Job Creation? The biggest debate in South Africa today is what needs to be done to create job opportunities. Some of the arguments are centred on small and medium size companies’ contribution towards job creation opportunities. Leaders in business, labour and in government are expected to establish or suggest policies that will encourage more employment opportunities and investment in South Africa. The MEIBC is therefore creating a platform opportunity for research institutions, academic institutions, and government to share their views on these matters and also share with the Council their respective views on the roles that should be played by the bargaining councils in creating job opportunities in various industries they form part of.

HUMAN RESOURCE LEADERSHIP AND ORGANIZATIONAL CAPABILITY DEVELOPMENT MEIBC

The MEIBC has partnered with GIBS leadership school. Various leadership development programmes have commenced:

- Leading and coaching for superior results
- General Management July 2013
- Managing managers for results
- September 2013
- Managing for results August 2013
- Coaching for the General Secretary
- commenced in February 2013
- Coaching for Exco member to commence in August 2013
- GS to nominate at least one HYPO to attend the High Potential Talent Programme
- Map for Life is rolled out to all Senior Managers and Staff – “MAKE IT HAPPEN”
- Thinking Styles for Leadership development team building was conducted in July 2013.

TALENT MANAGEMENT

- Job requirements are reviewed with line managers as vacancies become available
- This will be further reviewed with the job evaluation project
- Induction programme on design stages for completion in August 2013 and all new employees are inducted within the first 3 months
- All employees have signed IOs with POPs
- Performance Reviews are conducted and submitted to HR
- People Objectives for Managers
- Personal Objectives for all employees
- Succession planning is completed for
programme has been designed, presented at Exco and awaits approval and comments by the Executive Committee and Regional Managers.

- First nominations to be announced at the industry conference in January 2014.

**PAYROLL MANAGEMENT**

- Job evaluation has been completed April 2013
- Process Audit has been completed May 2013
- Payroll closing date implemented effective February 2013
- Skills Gap Analysis

**RECOGNITION PROGRAMME MANAGEMENT**

- A rewards and recognition programme was designed, presented at Exco and awaits approval and comments by Executive Committee and Regional Managers.
- First nominations to be announced at the Staff conference to be hosted by Executive Committee and Regional Managers.

**COMPENSATION & BENEFITS**

- CTC presentation designed and handed to line managers for presentation to staff.
- Internal pay scales and salary bench marking is conducted for all positions.
- Job evaluation is conducted for all positions.
- The MEIBC is registered as a sick pay fund contributor and consultation will be activated with employees to ascertain willingness to contribute.

**TRAINING and DEVELOPMENT**

- Skills Gap Analysis is conducted for all employees so all employees have been requested to submit PDPs.
- Training Plan is completed and executed.
- Skills Forecasting - Funds Agents are paired with Agents coached and trained as Designated Agents. PDP Programme for all Arrears Funds Agents.
- GRO Funds Agents are starting in August 2013.

**BUILDING EMPLOYEES POSITIVE RELATIONS**

- A climate survey is rolled out and results are communicated to all employees.
- Policy Review Projects is executed as per the project plans.
- IR Training design completed first roll out on 22 July 2013 for Exco and extended to Exco Senior Agents and supervisors to be trained by end September.
- Source and finalise a cost effective wellness programme based on utilisation and employee profiles.
- All employees are sent good wishes on their birthdays.
- All regions have a budget for year-end functions.

This concludes my report. In closing, I wish once again to thank my staff, my executive committee members, members of the Management Committee and all members of the MEIBC for your continued support, hard work and guidance. You have assisted us to meet our mission to ensure stable and sound relationships between labour and business in our industry by serving all stakeholders with commitment, fairness and integrity.

Thank you.

MrThulani Mthiyane
General Secretary MEIBC

**NAME OF PARTICIPANTS from The Tshwane Region**

were Ms Lerato Kgudi, Mr Josiah Kgothe, Ms Gugu Chukuyeku, Ms Letsholonolo Molokane, Ms Pamela Njubane, Ms Melisa Mqobile, Mathapelo Matala, Ms Angela Moodley, Ms Alphi Modimeng, Ms Hope Ramokolo, Ms Gcina Manyemoratsa, Mr Mathiienezile Sontshaba, Mr Louis Bitsi, Mr Banky Phlene, Mr Ambrisae Mhembou, Mr Lazarus Hlale, Mr Motsi Mphethume, Mr Simo Tshwili, Mr Saseko Tletengui and Mr Redicko Joseph together with The General Secretary Mr Thulani Mthiyane (back row sixth from left) and The Communications Department Ms Monki Hlutwa and Ms Regina Mkhumbeni.

**MEIBC PARTICIPATES AT THE ROTARY GREAT TRAIN RACE MIDDLESBURG**

The Tshwane Region together with the Witbank office participated at the Rotary Great Train race in Middelburg on 24 August 2013, at the Middelburg municipal grounds. This is part of the Council’s Siyanqoba Strategy to embark on various brand leverage partnership programmes and special focus events to create and maintain an on-going awareness of the value that the Council brings, not only to the industry, but also to business in general. This also contributes towards the Council’s participation as a thought leader in the industry.

In 1987 the Rotary Club of Coalfields launched the first relay event against a steam train on Coalfields launched the first relay event against a steam train on the industry.

This has become the largest community event in the country, accommodating athletes and anyone who is in good health and up for a challenge in various categories in running and walking events. Teams of five members each are required to complete a total distance of 25km or they can go solo and complete the entire distance on their own. In light thereof the following is suggested if it still captures what the writer is conveying. Teams of five members each are required to complete a total distance of 25km or any member can go solo and complete the entire distance on his/her own. Long distance walkers were required to complete a distance of 13km in total. The MEIBC team comprised of the Tshwane and Witbank, Mpumalanga regions which accumulated a number of medals and made us proud!
The MEIBC Team GRO, CDR and Head Office took part at the Kaya FM 67km Corporate Relay for Mandela Day. The event took place on Sunday 14 July 2013 at the Waterfall Estate Polo Fields in Sunninghill. The event afforded the Council an opportunity to participate in this important National biggest charity events, brand leverage, network with potential partners as well as team building. In his own words “I have always believed exercise is a key not only to physical health but to peace of mind” Dr. Nelson Mandela from Long Walk to Freedom, 1994.

The MEIBC General Secretary Mr. Thulani Mthiyane networking with the CEO of Thebe Investment Bank Mr. Mokgethi Tshabalala.

The Chairman and members of the Executive Committee of the Constructional Engineering Association of South Africa invited MEIBC and their stakeholders to join them for the annual luncheon, which was held on the 6th of August 2013 at the Private Dining Room, The Rand Club, Loveday Street in Johannesburg. Part of the programme included MEIBC General Secretary Mr. Thulani Mthiyane’s presentation to the delegates which emphasised the need for the industry and the bargaining council to work even closer together to ensure improvement on matters affecting our members and CEA employees.
The Industry Policy Forum was launched as part of the deliverables of the Council following the Industry Settlement Agreement reached on 18th July 2011. The union and employer parties having noted the significant challenges facing the Metal and Engineering Industry in the context of the imperative of creating and sustaining decent jobs and competitive manufacturing capability in the domestic and global market, have agreed to establish an Industry Policy Forum (hereinafter referred to as the IPF) under the auspices of the MEIBC. The parties have further agreed that in referring the matters contained in this document to the IPF, each party reserves its right to negotiate on the said matter in the IPF. The definition and objectives of the IPF will be tasked with having the mandate of securing agreement between the parties on changes required to promote the growth and viability of the industry as a key contributor to SA’s growth, investment, employment objectives, and in the national discourse on national economy.

- Promote international trade and provide assistance to neighbouring states as they develop their industrial policies
- Develop employment retention and job creation programs
- Facilitate the allocation of industry funds
- Promote the well-being of all employees and employers in the industry
- Implement programmes and strategies aimed at reducing the cost of living for employees living and reducing the cost of business in the industry
- Formulate strategies to secure the increased allocation of merSETA funds for skills training, bursaries and mechanisms to secure access to funds from national Skills Fund.
- Identify industry challenges and threats and devise appropriate strategies to positively address these
- Any other jointly agreed objectives and strategies aimed at the common good of the industry and all its stakeholders

The Launch was facilitated by the MEIBC General Secretary Mr Thulani Mthiyane who opened the meeting, welcomed the delegates and officially launched the Industry Policy Forum – remarking on its slogan “A concept that’s about to become a reality!” In his message, he mentioned that “Members will recall, within the relative comfort of a return to normality following the massive disruption of the 2011 industry strike. Although the eventual settlement failed to satisfy many of the stated parties objectives, it certainly was successful in initiating a high-level commitment by the industry’s employer and trade union leadership to start engaging one another on the critical challenges facing the metal industry today... including the very survival of the industry itself.

THIS IMPORTANT ACHIEVEMENT, IN THE FACE OF AN OFTEN CRITICISED WAGE SETTLEMENT, IS ABOUT TO BE REALISED WITH THE IMMINENT LAUNCH OF THE INDUSTRY POLICY FORUM

A crucial new industry leadership platform on which the employer leadership, the unions’ presidents and general secretaries and government ministers will commence engagement on a range of national challenges, including the following:

- The identification of the specific factors that have contributed to the decline of the metal industry (in terms of output, employment, contribution to GDP and the like) and then design strategies and implementation plans to grow investment, promote business, develop skills and create a competitive manufacturing capability in the domestic and global market.
- The identification of the specific factors that have contributed to the decline of the metal industry (in terms of output, employment, contribution to GDP and the like) and then design strategies and implementation plans to grow investment, promote business, develop skills and create a competitive manufacturing capability.
in the domestic and global market.
- The promotion of the growth and viability of the industry as a key contributor to SA’s growth, investment and employment objectives
- The development of strategies and implementation plans to secure the long-term future of the industry, including a dispensation for small business, some form of regional dispensation, more effective wage exemption processes and other relevant policies
- The formulation of an industry view on the national industrial and trade strategies
- The development of strategies directed at promoting effective job retention and employment creation mechanisms in the industry

To date a strategic and operational planning process has been agreed between employers, trade unions, the bargaining council and StratAlign (the independent body appointed by the parties to facilitate and co-ordinate the IPF project) with a view to giving proper definition to and enable buy-in to the objectives and plans of the IPF. The work of the IPF has for all intents and purposes now begun. While the challenges are formidable, the achievement of its objectives will provide a platform for the reengineering of the industry to meet the key challenges of the retention and creation of jobs as well as the enhanced competitiveness of the industry to the immense benefit of all the stakeholders. Parties acknowledge that the success of the IPF depends on the adoption by all stakeholders. The partnership approach and engagement will result in commitment towards constructive participation, collaboration dialogue and joint problem solving to finding solutions for industry challenges.

The Industry is privileged and honoured by the partnership and the presence of various government departments who formed part of the guest speaker programme. Mr Alan Macun, Executive Manager Collective Bargaining from the Department of Labour; Mr Jack Monedi, Chief Director Corporate Permits from Department of Home Affairs, Mr Kaemete Tsotetsi, Chief Director Economic Development from The Economic Development Department, and our keynote Speaker Mr Garth Strachan, Chief Director of Industrial Policy from the Department of Trade and Industry and Dr Raymond Patel, Chief Executive Officer merSETA, StratAlign, through Mr Charles Nupen and Allan Brews shared on work that has been done and achievements upon their appointment. Mr Mthiyane further made parties aware that there are two legs of the IPF process one which deals with National Trade and Policy challenges (which we aim to launch immediately after this session) and the other that deals with various important IPF Main Agreement Challenges. Mr Meshack Ravuku the facilitator appointed will be responsible to drive these matters and share his views with the parties on the progress to date.

“IT IS IMPORTANT TO NOTE THAT WHEN STAKEHOLDERS IN AN INDUSTRY WITH DIVERSE IDEOLOGICAL ECONOMIC AND SOCIAL GOALS AGREE TO STAND TOGETHER TO DECIDE ON HOW BEST TO CONFRONT THE IMMENSE CHALLENGES FACING THE INDUSTRY, IT IS INDEED A HISTORIC DEVELOPMENT”.

The mere establishment of the industry policy forum in the metal and engineering industry is therefore cause for optimism. There will undoubtedly be robust debates and serious challenges in reaching agreement on the objectives of the forum but the fact remains that the first step has been taken in setting up the body and the industry stakeholders should be justifiably proud of this achievement. The much anticipated scoping phase of the IPF has now been concluded based on consultation with all the relevant parties with the aim of designing the process by which the IPF will be formally established, he concluded.
JOB CREATION

A QUESTION OF ATTITUDE

As part of the MEIBC’s drive to increase visibility amongst its key constituents and to build strong working relationships in all areas of its influence the Council visited the North-West province to discuss with manufacturing role players in the region the challenges they face.

The Regional Manager Free State and Northern Cape Mr Jan le Fleur opened the session and was joined by Mr Lee Coetzee the Committee Chairperson of the Region who welcomed the delegates. The General Secretary, Mr Thulani Mthiyane addressed the delegates and shared on the purpose the seminars. He also shared about the misconception around the role of the MEIBC. He noted the erroneous impression that has been created of the Council’s existence to police the industry, issue compliance notices and target any perceived wrong-doing. Our responsibility is to enforce the role players’ responsibility to facilitate the processes that will benefit us all. This is one of the approaches when adopted can move the industry forward. The objective of the road show is to give the industry role players the opportunity to share their views on how address the challenges we face in particular of creating jobs. Moving the economy forward is not simply a matter of outsourcing to get cheaper products. It is inevitable in a global economy that some of our country’s needs will be met by products sourced from other nations. We need to work together to create opportunities for ourselves, he concluded.

Mr Francois Orton of the Tlokwe Chamber of Commerce highlighted the urgency around the need to get job creation initiatives under way. As a member of the chamber, his portfolio responsibility is job creation. One must not consider job creation in future terms, rather one must view it as something that has to be done here and now.

“The MEIBC needs to be commended for taking the bold step of initiating discussions around job creation. They want to move this debate forward. We have respect for that as a chamber. Because we too are of the opinion that one needs to start making a difference and tackling the issues head on.”

The Tlokwe Chamber of business was only established in 2011 and while this makes us one of the youngest business chambers in the country, we are also the fastest growing. In part this is the result of the Chamber’s progressive approach to dealing with issues of job creation. The chamber believes that taking small steps, which are sustainable actions, is the way to resolve the employment challenge. The Chamber has established a business mentorship programme where retired people with business experience help aspiring entrepreneurs in the settlements around the city with the business challenges they experience in their enterprises. We are in the process of establishing a project in the city whereby all the domestic workers and gardeners will be placed on a database detailing their skills and availability in an effort to create a level playing field for people working in this sector.

Waste management also presents a huge opportunity in the region. Aligned to this is the need for the roadside between Potchefstroom and Klerksdorp to be cleaned.

This presents an opportunity that can give as many as 3000 people work opportunities including those that are in the recycling sector. The chamber is currently in discussion with the provincial authorities in order to work on a way forward with respect to this concept. Building a trustworthy relationship across the business sector and other organisations like the MEIBC will be absolutely critical if there is to be any real dent made in the rising unemployment figures within the country, he concluded.

Professor Tommy Du Plessis, Director: Potchefstroom Business Potchefstroom Campus addressed the delegates on the many challenges facing South Africa. He called the delegates to appreciate the fact that we are a developing nation. Comparing ourselves to countries such as Australia, Japan and Canada would be a mistake at the moment. Such countries are currently much higher in their per capita incomes. Botswana currently have a higher per capita income than South Africa.

The difference between a poor country and a developing one is not necessarily the availability of resources, Japan is a rich nation, however it is an island with very limited resources. Similarly, one can consider Switzerland, a country widely recognised as one of the best dairy producers in the world. Yet, it is under snow for a quarter of the year. What differentiates these countries from others is the attitude of their people. This attitude doesn’t just hold by itself; it is the result of years of education and cultural re-enforcement that starts to frame their thinking and their approach to work and life. A positive attitude, good ethics, integrity, individual responsibility, respect for the law and individual rights, a love of working, the will to succeed and punctuality were all elements that are present in abundance amongst the citizens of the two world’s leading nations.

We need to revisit our attitudes and give serious thought to the best way that we can collectively address the fundamental challenges we face. This is why the type of initiative the MEIBC is undertaking is so important. This will assist us in re-considering our attitude towards work and how to make a success of our initiatives.

Re-visiting one’s attitude is not an activity exclusively reserved for employees; entrepreneurs also need to revisit their attitude. On a world ranking of sustainable small business development, South Africa is currently ranked at 55th position out of 59 countries. In South Africa small businesses tend to discontinue in their businesses 28 months after establishment. This is something that needs to be addressed urgently. Around the world, governments, including our own, view small businesses as one of the future job creators. In China, small businesses employ about 65%
of the working population. In South Africa they create jobs for 60% of the total workforce. However, the high incidence of failure makes this a precarious livelihood for many employees of small businesses. Du Plessis also refuted the notion that starting a business in South Africa is a difficult exercise. He advised the audience that any person or South African company that has tried to open a business or start operations in some of the world’s richest nations, can testify to the fact that their bureaucratic processes are often much more rigid than ours.

Our biggest challenge is not starting businesses, it is keeping them alive. Aside from ensuring that we give potential entrepreneurs the right training, we must work on giving them the right attitude. People need to believe that becoming an entrepreneur is an important career choice, it is not something you do if you can’t find employment with a large company. In closing Prof Du Plessis advised the delegates that South Africans need to change their attitude towards work and the challenges and opportunities work brings, to overcome the challenges we face. There is a need for a positive approach to build each other and instal a positive attitude in each other. Professor Christoff Botha a Labour Relations Expert from the Potchefstroom Business School at North West University, the Potchefstroom Business School at North West University, Mr Brian Muir

Standing from left to right: Mr Jan le Fleur: Solidarity & Chairperson of The Regional Council Committee, Mr Harman Kriel: NEASA, Mr Gerrit Watkins: NEASA, Mr Lasarus Moetsela: Solidarity, Mr Johan Harrison: NUMSA, Mr Rikus Truter: Council Committee Secretary, Mr Frans Shokopa: NEASA, Mrs Sherel Kwane: NUMSA, Mr Francois Calldo: NEASA, Mr Vusumzi Mabho: Solidarity & Chairperson of The Regional Council Committee, Mr Lee Coetzee: NUMSA, Mr Thulani Mthiyane: The General Secretary MEIBC

Delegate from The Chamber

Mr Brian Muir

Delegates from North West University

Mr Johan Janse van Rensburg

Chairperson Tlokwe Chamber of Commerce
According to Managing Director, Bert Werkman, the current situation within the mining industry is not looking very positive and this is placing pressure on the company. “We are certainly appreciative of the work the MEIBC is doing and the effort it is making to discuss ways in which new jobs can be created is definitely appreciated” he shared.

Many companies were willing to comply with fair labour practices and he believed this was happening because they did not understand the value it added to their companies. It certainly costs money to be a fair employer and sometimes the costs do impact on your price competitiveness which can make it difficult to secure business in the type of price sensitive environment we find ourselves in. The company employs approximately 280 people across all three of its divisions. It has established its own training division to ensure that it has quality skills available and takes on about 30 apprentices a year. There really is a shortage of skills in our industry and we believe that we need to play our part in developing the skill set in the sector.” Even if it does mean that we lose some of the artisans we train to our competitors,” reveals Werkman.

During the tour of the manufacturing facility it was apparent that the company undertakes a wide range of work for the mining industry and that this varies from basic to precision engineering activities. While there is certainly a lot of pressure on the local industry the interest shown by international mining companies in the services of WJ Engineering gives the company cause for optimism. The company has a heritage of producing equipment for some of the most difficult mining environments in the world. – which is found right here in south africa.

As part of a drive to visit companies within the manufacturing sector MEIBC delegation visited WJ Engineering in Potchefstroom to learn more about the industry and challenges experienced. Based in Potchefstroom, WJ Engineering is one of the oldest mining equipment manufacturing companies in South Africa. It was started in 1964 and has been supplying quality steel structures and conveyances for the mining and other industries for more than 47 years. WJ’s experience is without parallel, drawing off the skills and expertise of personnel from a variety of engineering disciplines. With this support it is able to remain in the forefront of new design and manufacturing innovations. The high esteem the company enjoys within the mining sector was evident in 2010, when the company was approached to assist with the development of equipment that helped free trapped miners in the Chile mining disaster.
During the Regional General Secretary’s Road shows, Midlands was one of the last stops for the year. Through this, the Council continues its drive to move closer to businesses in the manufacturing industry. The MEIBC General Secretary and the management team visited the Borbet Group based in Port Elizabeth. The company specialises in the casting of aluminium wheels and is listed as one of the most successful leading aluminium wheel manufacturers worldwide. They are the supplier to a multitude of renowned automobile companies, experienced all over the world. “The company does have its fair share of competition and faces economic challenges like any other company but continues to thrive” says the managing director of the group. Mr Borbet who is a descendant of the family-run business founded in 1881 in Westphalian Altena, Germany. The company has been producing light alloy wheels in South Africa since 1977 and is recognized throughout the world as a specialist for top quality aluminium wheels with a fascinating design. Currently the company offers a product line of approximately 2,000 different types of light alloy wheels – from ostentatious and sporty to dynamic, classic and noble. This production of aluminium wheels contributes to the driving passion experienced all over the world.

The South African metalworkers’ pension fund is investing R1 billion in renewable energy projects as a power capacity shortage threatens outages in our country. The Metal Industries Benefit Funds Administrators manage 400,000 members’ savings in two funds totalling R90bn. We have planned to invest R1bn in Mergence Investments Managers’ Renewable Energy Debts Fund. “The plan followed changes to pension fund rules that allowed savings to be directed toward projects promoting environmental and social benefits”, said Omar Gire, the principal officer of the fund administrators. – Bloomberg . . . extracted from April 25, 2013 Business Report.

The Council bid farewell to its valued members of staff who have since moved on.

Mr Veli Miyako spent over 15 years of his life serving as a Project Manager until this year. Ms Salmina Mosia served for 20 years and retired in December 2012. Also, Ms Lynette Gardner served the Council for over 40 years and retired this year. We also would like to thank Mr Nick Faasen, former GM Operations who served the Council for over 23 years and is currently pursuing new ventures. Ms Nomsa Mofokeng our former Exco member and Manager Human Resources has moved on, she has played a huge role in the establishment and implementation of the Siyanqoba Strategy, ensuring that Human Resources in the Council becomes world-class.

Their absence is already felt and we wish they could be around for a little longer. Life has set some other amazing plans for them and we wish them all our heartfelt good luck on their new journeys.
In commemoration of 9 August 1956, where over 20 000 women marched to the Union Buildings in Pretoria to protest against legislation aimed at tightening the apartheid government’s control over the movement of black women in urban areas, the Council of Women were treated to a world class breakfast at the Pyramid Conference Centre in Johannesburg on Thursday 8 August 2013. The event was an early session where the women were warmly welcomed at 9am with a healthy meal. Programme Director Ms Monki Hlutwa – Communications Manager opened the occasion and explained the purpose of the gathering. The women only jazz group, Basadi Women of Jazz which is fronted by lead singers Mabatho and Dineo. Ms Nomsa Mofokeng Human Resources Manager, welcomed the delegates and highlighted the importance of such gatherings from an HR perspective. She stated the idea was to encourage and instil unity in our diversity in line with Phase 2 of our Siyanqoba Strategy. One of the Council’s main aims is to be an Employer of Choice by creating a balanced working environment.

General Secretary Mr Thulani Mthiyane, then shared his respect for women and in particular the stalwarts who made this day of democracy possible. He mentioned the unity of the 1956 women’s march leaders who had to reach a common goal. There were no cell-phones or fancy communication mechanisms such as the ones we have today; yet the message was distributed across the country in various modes like word of mouth, telegrams and telephones. The women received this message with great eagerness resulting in a positive outcome for a gathering of that magnitude that shaped our history. There is so much we ought to learn from that generation which demonstrates the support women had for each other’s initiatives, the utmost respect they had for their leadership. In conclusion, Thulani encouraged the women within the Council to be history makers in their different roles by making every effort to make the Council’s brand shine.

Ms Ketso Moorosi a psychologist, coach & motivational speaker from KJM Health and Wellness provided a clinic service in the form of a workshop. The workshop focused on the topic of wellness at work, transformation and on how to manage one’s attitude, conduct and how to avoid stress resulting from change in the workplace, home and country. With her expertise she provided expert advice and judging from the feedback during the session’s engagement, women were looking forward to spending the whole day with her. In her closing, Ketso Moorosi shared her quote which appeared in The Teacher, a Mail and Guardian publication in March 2012: “While every situation is unique and needs to be treated as such, it is interesting for me as a psychology practitioner to see people through therapy interventions changing their negative thoughts to positive ones thereby resulting in behavioural change.”

Ms Nonkululeko Ndlovu a business women of note and founder of Turning Heads as well as founder of “I don’t” – A movement to end women abuse formed part of the guest-speaker programme. Her energy and enthusiasm focusing on the topic of moving forward as women and not dwelling on past hurts and mistakes made an impact on the women.

As a child born to an activist, she grew up in the United States of America with her father who was in exile, Mr Duma ka Ndlouvou, the owner of Word of Mouth Productions and a respected businessman and activists. On his return back to the country he produced productions such as Woza Albert and Sarafina. Nonkululeko was a blessing to the women as she shared details of her diverse upbringing with her own mixed race family. She knows no culture and race but associates with individuals. She encouraged women on how to operate effectively in this ever changing world by focusing on the end result. With a positive mindset, developing yourself and those around you, South Africa will be the best place for women. The women were treated to some surprise prizes, courtesy of the hotel and Ms Nonkululeko Ndlovu.

In closing, Ms Monki Hlutwa Communications Manager thanked the women for taking the time to attend the prestigious occasion and further encouraged women to actively participate in making the Council’s Vision and Mission Statements a reality and focus on the bigger picture.
THE KEY TO JOB CREATION

THE MEIBC HOSTED A BREAKFAST SEMINAR IN EAST LONDON. THIS SEMINAR SERVED AS A BASIS FOR STAKEHOLDERS IN THE MANUFACTURING SECTOR TO SHARE THEIR PERSPECTIVES ON HOW THE CHALLENGE OF CREATING JOBS IN THE MANUFACTURING INDUSTRY CAN BE ADDRESSED.

Communications Manager, Ms Monki Hlutwa opened the proceedings by thanking all in attendance and expressing appreciation on behalf of the MEIBC executive committee and management team for the warm welcome received in East London. Everyone present was encouraged to contribute to the discussions. The Chairperson: MEIBC Border Regional Council Committee, Mr Andy Halls made a welcome address, he also thanked all in attendance and stated that everyone present was aware of the huge employment challenges the region faced and that there did not appear to be any end in sight in terms of the rising number of unemployed. “The MEIBC should be applauded for its willingness to enter into a debate that is often fractious, emotional and without simple solutions,” he said.

The General Secretary Mr Thulani Mthyanye addressed the delegates on the purpose of the breakfast seminar followed by the Chairman of East London Industrial Development Zone, Mr Zolile Tini who shared with the audience their perspectives on the issue. He started his career as apprentice at a panel-beating firm. In those years it was common place for apprentices to join the organisation and learn their trade through the practical application of the theory. It is a model he believes worked very well and allowed his career to grow and thus obtained a qualification. “Today we are struggling with huge joblessness and when positions become available it is almost inevitable that those people who want to take up the positions do not have the requisite skills. We then end up debating why this is the case.”

We ask where have our skills gone? We have departed from the basics. We have moved away from tried and tested methods that injected new skills into our economy. We have not invested enough in the future and that is coming back to hurt us. The solution for many of the challenges that we face is a return to basics, a return to those fundamentals that we know worked. “This is how we are going to address the challenges we face.” He concluded.

The Chief Executive Officer of the Eastern Cape Socio Economic Consultative Council, Mr Andrew Murray made his address on contextualising the challenge of job creation in the border region by reminding all present that during the last 4 to 5 years the world had experienced the worst economic recession since The Great Depression.

The Eurozone, which is our major trading partner has, and still is, suffering huge economic losses. As a country we have not moved quickly enough to re-align our economic strategy and while forming part of BRICS, it is certainly a boost for us. We have yet to fully capitalise on relationships in this regard.

“Many of our African counterparts are among nations that are predicted to enjoy strong economic growth in the next five years. There are economic forecasts that suggest the regional GDP of which South Africa forms part, can double in the next five years. The challenge for us is to ensure we can capitalise on this,” he noted.

By expanding on services such as mining and banking, where we have some of the best service providers in the world, we can share in some of this growth. However, the minerals-energy finance complex is also one of the biggest hindrances to growth in our economy as we are struggling as a nation to break out of this cycle.

“Our economic landscape is dominated by a number of large players in this space and there is not enough diversification to cushion against economic threats or downturns. If we situate the Eastern Cape within the South African economic landscape, it becomes evident that the picture for our region is presently quite gloomy.”

The region’s rates of poverty and in-equality are higher than the country’s averages. Half of the households in the Eastern Cape do not have a wage earner, while more than half of the households in the province receive a social grant of some kind.

“We are the second poorest province in the country, we rely heavily on the financial and public sector services, the resilient auto sector and a fast dwindling non-automotive sector to keep us alive. Our agricultural sector is smaller than Gauteng’s and it contributes only 3% to our GDP. All of this clearly amounts to a precarious situation and does not represent a recipe for sustainable growth.”

The Province has framed its response in terms of the National Development Plan, New Growth Path, IPAP and National Infrastructure Plan. As part of this response it has prioritised logistics infrastructure, sectors that can catalyse industrialisation, such as petrochemicals and steel, which can serve as feedstock industries for manufacturing. There is also a drive to secure and deepen sectoral linkages such as automotive supplier parks. The green economy, expansion of the agro-processing sector and expanding beyond the public and finance sectors are also enjoying attention.

“There are five objectives that the province hopes to achieve through this approach. To retain jobs and where possible create new ones. To boost the social economy, ensuring that the infrastructure development remains on track and build skills. The
The debates are continuous endeavours informed by the challenges of society and the challenges that business experience.

The university engages with the community through the CCIP and in this manner contributes to the resolution of challenges the communities face. “The CCIP is a decisive and intentional way of speaking to society. It is a co-ordinated and structured approach. The university is aware that we cannot just have an approach that is

able to make the most of available opportunities. Some of the models needs to equip the community with basic learning on skills such as basic bookkeeping and other traits. These are critical skills that will allow one to gain access into the formal market on available opportunities. The university is aware of the need to play a much stronger role in the development of communities and skills development. It is currently the university’s focal areas going forward and an area where contribution can make a significant impact.

Walter Sisulu University’s Professor Sandle Songca urged everyone present not to massage the question of poverty and to talk about its eradication.A much more direct approach is required. “It’s a war we need to fight, in order to eradicate unemployment and poverty. We all have a role to play and higher education must assume a leadership role in this regard.” The private sector education by its very nature responded to the principle drivers of the economy. In the public sector the situation is more complex, as the onus is on these institutions to respond to the broad national agenda for the re-engineering of society. “This does not mean we are blind to the challenges and at the university we are involved in intense debates designed to shape our agenda. To ensure our teaching, research and community engagement legs are delivering upon the needs of our nation.”

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“FROM OUR PERSPECTIVE ENSURING THAT THE RIGHT SKILLS ARE IN PLACE TO MANAGE SMALL BUSINESSES IN A SUSTAINABLE MANNER IS AS IMPORTANT AS ENSURING THAT WE CREATE JOBS,”

Ingonyama yamaBhaca Madzikane II made a vote of thanks by sharing with the delegates the gratitude they have as a community to listen to the re-ignition job creation within the region. Many of have alluded to the desperate situation in the urban areas, however; the situation in the rural communities is possibly even worse.

The region is faced with continuous returning labourers from the various industries including the metal and engineering who have toiled their entire lives in that platform, with poor families and no financial plan for their descendants to cater for their needs in particular education. More needs to be done to explore the potential of rural communities. New approaches needs to be adopted in working with these communities. Being a traditional leader and not in the day to day running of business “I know the difference between a sustainable intervention and simple hand outs” he said. The committees are past the point where short-term relief is what they seek to achieve. People are ready and eager to be empowered, they are willing to learn and willing to work. In summary the King shared urged the delegates to be ready join hands, with everyone in the region and create opportunities that will better the lives of everyone in the region, he closed.

The purpose of The Management Committee (MANCO) meeting held on the 26 November 2013 at the Emperors Palace was to replace the MANCO meeting held on 5 November together with the Special MANCO meeting which was supposed to be discussed on the 14 November 2013. This was the last MANCO for the year 2013.

Our Call Centre has just been launched also known as the Contact Centre, as part of our Siyanqoba Strategic Plan with the emphasis on increasing MEIBC visibility amongst its stakeholders.

The MEIBC contact centre will provide a platform for effective and on-going awareness of the Council. It will allow us to implement an industry wide communication strategy which will ease the MEIBC communication between employers and employees as well as stakeholders and improve customer accessibility to MEIBC services. The contact centre deployment started effectively from the second of September 2013 with head office and Gauteng region, followed by the other regions. The system will assist our implementation of a “stable and sound relationships between labour and business in our industry.” It will also allow us to serve our stakeholders with commitment, fairness and integrity.

The Gauteng Region went live on 29 August, followed by the Tshwane office on the 16 October, 2013. This will help the regions with accurate reporting. The teams have made good progress for the past month and we are pleased to inform our industry that through the support of Vice Ngonyama (Acting General Manager, Operations) and Humphrey Molemoeng (General Manager, Finance) the team has completed the staff briefing sessions in all the regions. The purpose of the briefing sessions was to ensure that all offices were aligned with the Contact Centre progress and that enquiries received through the Contact Centre are addressed effectively. We are confident that with the knowledge gained during the sessions, the Council is in a position to support and ensure effective implementation of the contact centre.

Through the Contact Centre initiative, our goal is to be accessible and visible to our stakeholders.
The delegation was met by a representative that took them on a guided tour of the production plant. The East London plant manufactures electric fridges and is one of three manufacturing facilities that Defy has around the country. The East London manufacturing facility is a busy manufacturing venue where the shifts all have production targets to meet. It was evident from the tour that the majority of components utilised in the building of fridges are produced locally, some within the plant. The General Secretary received a particularly warm welcome from a number of staff members at the plant who took the opportunity to thank him for the work the MEIBC is doing. While this plant has also felt the impact of the global recession and the pressure this has placed on the workforce and the various shifts, “We negotiated this approach with the Union, one cannot afford to let the plant become idle. If it does the raw material starts cooling and this has a negative effect on the entire production cycle,” explained Mr. Hall.

The delegation also paid a visit to the Mercedes Benz manufacturing plant in East London. The Mercedes Benz plant has been in operation in South Africa for over 60 years. Presently this plant is rated as one of the leading production plants in the daimler automotive group. The plant produces Mercedes Benz C-Class sedans for the local and US markets, as well as completely knocked-down Mercedes Benz, Freightliner and Fuso trucks, and Mercedes Benz bus chassis.

A tour of the plant by the MEIBC delegation revealed that the state-of-the-art production facility is geared towards producing this leading brand to exacting standards and specifications. During the course of the past year the plant produced 54 300 units of the C204-C model.

The company has already been awarded a contract from the Daimler Automotive Group in Germany to produce the new C-Class, production of which will commence next year.
plant has recently expanded and some 800 new positions were created. This is a positive development in a region where the scourge of unemployment is rife.

DLP MANUFACTURERS

The last stop for the MEIBC delegation was a visit to DLP manufacturing. The company consists of three divisions: light fitting manufacturing division, high pressure aluminium die casting division and plastic injection moulding division. DLP Manufacturing has for many years manufactured industrial and exterior light fittings, marketed locally and exported to the UK, other European countries, the Middle East and now also Australia. Its standard floodlights are manufactured from aluminium and polycarbonate materials. The Die Casting Division has in total seven machines. These include a 200 ton Italpress, 280 ton Wotan, 300 ton Italpress, 350 ton and 400 ton Buhlers, 400 ton Italpress (new), 750 ton Italpress (new) and a 800 ton Idra. Prism Die Casting manufactures a wide range of aluminium castings of various grades of aluminium such as LM6, LM20, LM24 and GD -al Si 12Cu giving us a throughput of 45 to 70 ton of aluminium per month. Further facilities available are: a finishing process which ranges from fettling to drilling and tapping and a complete functional powder coating plant; a tool room and maintenance facilities equipped to handle general tooling maintenance and minor adjustments. The Plastic Injection Moulding Division has twenty two injection moulding machines in operation. These range in tonnage from 25 to 700 and are all fitted with PLC Control units. The Plastic Division has its own tool room facilities with four fully qualified tool makers, capable of making and modifying moulds. While this company is also well placed to take advantage of the weakening of the Rand and the benefits it brings in its key export markets. The weaker Rand also provides a number of challenges because of the impact it has on input costs.

The Siyanqoba Strategy was unveiled to the Border Regional Office by the MEIBC’s Executive and Management Committee. It received a green light from those at the workshop and everyone is keen to start contributing to its success.

**BORDER REGION SMALL BUT POWERFUL**

**EAST LONDON**

The Siyanqoba strategy was unveiled to the Border Regional Office by the MEIBC’s Executive and Management Committee. It received a green light from those at the workshop and everyone is keen to start contributing to its success.

M onki Hlutwa, Manager Communications welcomed everyone and introduced the various members of the executive team and briefly described their primary roles in the organisation. She then introduced General Secretary, Thulani Mthiyane to the team and handed over to him to further unpack the strategy.

The General Secretary noted that during his last visit to the region accompanied by Ms Nomsa Mofokeng, HR Manager was for the purpose of introducing himself and Nomsa to the border team. “You will recall that during this visit I said we will return to this region to share with you the details of our strategy. This is why we are here today,” he stated. He observed that the strategic groundwork that had been done by the previous CEO had placed the Council on the right path. However, as with any endeavour it was important to periodically revisit the plans to ensure that the overall direction was still in keeping with the needs of the organisation.

Late last year a process was undertaken where the various managers and the executive team came together to appraise the strategy and determine whether it still served the purpose of the Council. “We decided that the strategy will still serve us and the Siyanqoba Strategy is in fact the second part of the overall strategy that was developed a few years back,” stated the General Secretary. “There are obviously a few things that have not worked as well as we anticipated and we will address those. For now our focus is very much on ensuring that there is synergy between what we are doing on the ground and our overall strategy.”

One of the key aspects of the strategy is the formulation of a new vision for the Council. The new vision: To sustain collective bargaining through administration and ensuring compliance with industry standard brings into alignment the capabilities of the Council.
with its mandated role in the sector. The new vision speaks to the challenges that we have in the industry,” explained the General Secretary. Currently there is a lot of confusion around our role in the industry. The Council needs to be branded as a neutral and objective body. Our new vision will therefore guide us on our role.

The Council represents over 10 000 firms and over 300 000 employees. To serve the interests of these companies and employees we need to be viewed as a thought leader which comes with a responsibility of good conduct. The Council is required to be visible in the industry-by means of conducting routine inspections that will include interviews with employees at their companies to determine their rate of pay, their social security funds contributions in line with the agreement. This remains the core business of the Council and the expectation from our stakeholders. Courtesy visits and management 80% of our firms with each 12 month period. Currently the individual performance assessments will be based on the mentioned target. The industry will be assessing the council as a collective to determine progress and how well we achieve on our goals. For the council to successfully manage positive perceptions, such targets are quite prudent for our brand. By so doing the Council will be lifting its profile through targeted media engagements as well as our revamped website that brings together a number of social media platforms. Communications is exploring a number of other important products such as the production of a corporate video, newsletters and coffee table book that will record the Council’s activities and serves as an important reference tool for people that want to know more about the industry. We are going to host an annual industry conferences to provide platforms to further build out our thought leadership aspirations.

The challenge remains with the Council staff members to tackle the objectives that have been set for them. Reaching the target of 80% industry routine inspections will also play an important role in lifting the profile and general awareness of the Council. This in turn could have a positive impact on new registrations. While we do have our eye on those activities that can be used in the media space to raise our profile, routine inspections equally are, an important task by being visible in the industry. These activities will attract companies to our new member nursery.

The new member nursery will make provision for a process whereby new members of the council are inducted into the processes associated with the council and are given training and support to ensure they understand the value the council is adding in their companies. There are currently policies that contributes to greater operational efficiencies in the Human Resource arena. The main goal in Human Resource is to ensure that all employees are given opportunities to develop themselves and benefit both the employees and the Council. Part of the HR plan includes regular climate surveys to be used as an assessment tool that will ensure that everyone has the support needed to perform at their best. The survey will also assist in ensuring that our people management and development is accurate. The Council will be lifting its profile through targeted media engagements as well as our revamped website that brings together a number of social media platforms. Communications is exploring a number of other important products such as the production of a corporate video, newsletters and coffee table book that will record the Council’s activities and serves as an important reference tool for people that want to know more about the industry. We are going to host an annual industry conferences to provide platforms to further build out our thought leadership aspirations.

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"THE COUNCIL HAS COME A LONG WAY IN ITS RECENT PAST, WITH RESPECT TO THE ADOPTION AND USE OF TECHNOLOGY. PRESENTLY WE ARE EXPERIENCING SOME CHALLENGES, BUT THE VISION IS TO HAVE TECHNOLOGY SYSTEMS THAT AIM US IN WORKING MORE EFFECTIVELY.

The Employee Self Service System is one the newly introduced systems that allows employees to digitally perform activities such as Leave Applications Online. The simplification and updating of the technical schedules of the main agreement is on track and the development of a grading model for smelters has full attention in the Operations Department managed by the Acting General Manager Mr Vice Ngonyama.

The Finance and Administration Department is committed in ensuring that the Council’s financial systems are functioning smoothly. Employees can look forward to receiving their pay slips 3 days prior to pay day online via ESS to allow enquiries made on any discrepancies. There is great emphasis on financial planning going forward to build a financially sustainable Council. This will entail optimising existing council revenue, developing additional revenue streams, spending within budget; parameters, investigating cost benefits associated and managing risk. We are vigilant with respect to the way we spend our money and plan to keep to our financial plan. Our Council finances are in a sound position. The GM Finance and Administration together with his team have put the right financial processes and budgeting mechanisms in place to address financial challenges we may face, such as in the case should the Industry be involved in protracted strikes which may also affect the collecting of levies, the council will still be able to thrive financially for at least a period of three months.

In his conclusion the General Secretary wrapped up the proceedings by alluding to the fact that the executive team received a warm reception at the Border Office. Team Border was one of the groups who presented much evidence on their teamwork spirit. They have proven to be a team that is characterised by being self-starters, self motivated and self-driven in everything they do. This is one of the small teams the council has in regions but their unity in flying the MEIBC flag makes us proud to be part of this team.
MIDLANDS GETTING THE INDUSTRY READY FOR GLOBAL MARKET OPPORTUNITIES

As part of the MEIBC’s drive to increase its visibility amongst its stakeholders, the Council continues to build strategic relationships, a breakfast seminar was held in Port Elizabeth hosted in conjunction with the Midlands Region. The objective was to deliver a lecture from researched information and input gathered by the Midlands people on job creation within the area and the role the Council can play creating jobs opportunities in the sector of Metal and Engineering.

Manger Communications Ms MonkiHlutwa opened the gathering as Programme Facilitator for the day and introduced the Council delegation present as well as Regional Manager Mr Joshua Horn who welcomed the delegates, the speakers and the Council officials. He stated that the attendance was great and highlighted the importance of having such gatherings in his region which would assist in building even stronger relationships. He also mentioned that his role within the seminar was a coordinating role within the seminar was a coordinating role within the seminar.

He pointed out that the creation of jobs and the existence of bargaining councils were the type of issues that could raise many views and he called all in attendance to respect the opinions that would be aired by the speakers. Thulani shared the MEIBC’s perspective and overview and this year’s bargaining perspective, the bargaining council, also be aware that parties, by the bargaining table. It is important to be innovative in finding alternative ways to resolve disputes such as the delay in the resolution of a wage dispute which will have a direct impact on the date of the actual implementation of the wage increases, once agreed. Parties have high expectations that their Bargaining Council has the ability to break the impasse and to broker a deal with the disputing parties. We need to realise that parties expect the Bargaining Council to be acquainted with all the factors leading up to the impasse and therefore as a Bargaining Council we need to be aware of the fact that parties expect their Bargaining Council to be innovative in finding alternative feasible solutions to options already unsuccessfully pursued at the bargaining table. It is important to also be aware that parties, by the time of mediation, are exhausted and will readily fall into a comfort zone – allowing the Council to become the shuttle between the disputing parties, conveying their respective (unsuccessful) messages. The Bargaining Council must guard against this and undertake frequent reality checks and bring the parties together for properly facilitated face-to-face engagements. In preparation for the industrial action, the Bargaining Council should assess the likelihood that industrial action will take place in the sector and promote the formulation of appropriate strike, lock-out and picketing guidelines between the parties. Facilitation should continue (and intensify) during the course of the strike. Following Mr Mthiyane, the delegates were then addressed by Mr Kerryn Lloyd from the Eastern Cape Training Centre, an established training centre as well as a private FET College, aimed at providing and improving skills in a variety of disciplines such as technical welding and other industry related trades. She described their role as an institution and the partnerships they have with the Council and the industry. Mr Zwelethemba Ngayeka, the merSETA PE Regional Manager, was amongst the programme guest speakers who also explained about the partnership the industry has with merSETA. merSETA’s vision is to increase access to high quality and relevant skills development and training opportunities in order to reduce inequalities and unemployment and to promote employability and participation in the economy.

TO INCREASE ACCESS TO HIGH QUALITY AND RELEVANT SKILLS DEVELOPMENT AND TRAINING OPPORTUNITIES IN ORDER TO REDUCE INEQUALITIES AND UNEMPLOYMENT AND TO PROMOTE EMPLOYABILITY AND PARTICIPATION IN THE ECONOMY.
The merSETA is one of the key partners within the Council. The merSETA scope in the region is made up of five economic sectors: namely Metal Well Drilling, Algoa Oil, Plastics, and Rehau Polymer Auto. The MBMSA, GMSA, Ford Engine Plant, Motor, Ronnes Motors, Meyers Motors and New Tyre—Continental Tyre, Goodyear SA. The merSETA is one of the 21 SETAs established through the Skills Development Act (no. 97 of 1998). It was re-licensed in 2011 to 2016. The merSETA sector covers about 50,000 firms (of which 13,500 are levy-paying) with about 655,967 employees. The manufacturing sector provides employment for about 1.735 million or 13.2% of the total employed population. The merSETA sector constitutes about 37.8% of the total manufacturing employment and 5.0% of total national employment. The levy distribution is categorised in the following manner: PIVOTAL is an acronym for Professional, Vocational, Technical and Academic Learning programmes leading to qualifications or part qualifications. The pivotal grant has been introduced through legislation as an incentive to companies that support national skills priority areas. Examples of PIVOTAL programmes included all companies submitting Mandatory Grants/applications that have an option to apply for PIVOTAL programmes as well such as Learnerships, Apprenticeships, Workplace Experience, Recognition of Prior Learning, Skills Programmes, Graduate Development, Public FETC Graduate placement, Bursaries for university students and public FETC learners. Any other programme not listed above but registered on the NQF will be regarded as a PIVOTAL programme. The SAQA website is another source of information. There are participation and employability opportunities within merSETA which include in excess of 200 unemployed apprenticeship opportunities nationwide (UIF merSETA); the merSETA DG4 and 5 awards with (employment opportunities), possibility for the 2013/4 funding window in October 2013. Unemployed P1 & 2, apprenticeship and learnership opportunities (OT/P merSETA agreement), Company self-funded “learnerships” with (employment opportunities), funded trade tests for the unemployed with proven relevant experience, NGO/CBO and Cooperatives and Accelerated Artisan Training Programme and Apprenticeships, he concluded.

Commander Sobantu Tilayi from SAMSA presented the delegates with information from SAMSA titled Using Maritime Connectivity of Africa to Support Africa’s Economy.

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Commander Sobantu Tilayi from SAMSA presented the delegates with information from SAMSA titled Using

Coastal Shipping to Support African Infrastructure Development and the Growth of the African Maritime Industry. The purpose of this is to explore the Maritime Economic Development issues in the Shipping and Offshore Energy Sectors on Offshore Oil and Gas Industry Support—The Supply Chain Perspective. It included the maritime sector—particular shipping can play in advancing Africa’s global geo-economic and geo-strategic interests and indicating the missing link with shipping, resulting in making a case for the development of an African Indigenous Shipping Tonnage on the back of Africa’s transportation and industrial support requirements. The current key focus issues are the Oil and Gas Support Industry, General Economic Infrastructure Developments, Regional integration, Geo-economic imperatives and the Geo-strategic interests which includes the destination value proposition. SAMSA’s role and mandate in all this includes the Foundational Maritime Policy Mandate: National Transport White Paper 1996.

The grand vision for South Africa’s transport is stated in the White Paper as being to support government strategies for economic and social development whilst being environmentally and economically sustainable. The maritime policy imperatives and goals in the transport policy are articulated as developing maritime awareness and assisting in the creation and fostering of an economic environment for the maritime transport industry which will allow it to compete with other nations. This will contribute to the release of the full potential of the maritime industry in South Africa and modernise South Africa’s shipping administration. SAMSA legal mandate as per the South African Maritime Safety Authority Act, 5 of 1998 is to ensure the safety of life and property at sea, to prevent and combat pollution of the marine environment by ships; and to promote the Republic’s maritime interests. The mandate positions SAMSA as the country’s strategic centre for maritime governance and development. SAMSA is currently profiling Africa’s offshore oil and gas support design shortcomings and is quite aware that offshore Oil and Gas support requires an industry for the fabrication of structures. It also requires transportation of often large equipment from the support bases. The region is best positioned to provide logistics bases for the booming industry owing to the proximity to exploration sites. South Africa has had a head start in this regard with the facilities in Cape Town and Saldanha ports albeit not developed as fully as they should have been by now. With the discovery of gas on the East Coast of the continent, more support bases will be necessary and the Southern Cape and KwaZulu-Natal offer opportunities. SAMSA as the country’s strategic subject of maritime transport and logistics, has become an essential and strategic area of economic consideration and therefore the development of the maritime transport infrastructure becomes a key enabler and catalyst for the competitiveness and development of Africa’s economy.

Projects in Africa and these projects require transportation of equipment into the region. While this equipment largely does not originate from the region, there is scope for Africa’s involvement in the transportation chain of the equipment. Currently most African countries import the equipment CIF and in some instances this includes the services that could be offered in African countries. South Africa has undertaken a lot of port development projects which require ship to shore cranes, and other cargo handling equipment.

“The maritime connectivity of African countries is largely determined by the amount of mineral resources they possess, leading to resource export-led urbanisation of Africa, which is a very unsustainable model.” Presently Africa’s trade is dominated by coastal economies in all the four regions of the East, West, North and South. Africa’s GDP of 1,05 billion people and USD of 1 trillion has a fair amount of intra-regional trade that should be used to develop and grow the coastal shipping on the continent. The trade is largely seaborne and moves through its ports by (91%). The development of the landlocked countries and their access to international markets is dependent on the performance of the network of maritime transport and logistics corridors, including ports and ships. Transport, in the case of maritime transport and logistics, has become an essential and strategic area of economic consideration and therefore the development of the maritime transport infrastructure becomes a key enabler and catalyst for the competitiveness and development of Africa’s economy.
AFRICA IS THE ONLY WORLD REGION WITH NO MERCHANT TONNAGE OF NOTE UNDER ITS CONTROL (REGISTRY) TO HANDLE HER COASTAL INTRA-REGIONAL AND EXTRA TERRITORIAL SEABORNE TRADE.

In Africa imports transport and logistics services with every import-export activity have no tax and tonnage related benefits hence the skewed balance of trade. The decimation of maritime services expertise (sea based and ashore) and competitiveness resulted in lost opportunities for possible investment in shipping by Africans as well as vulnerability to foreign geopolitical and geo-economic pressures, which undermine the establishment of a viable coastal industry. This is needed to complement the land and aviation national transport infrastructure and services, loss of opportunities for domestic industrial development and job creation, a weaker position in coordinating intra-regional Acting GM Operations Mr-Vice Ngoyama with Floorown Africa Ms Nadia Booyzen MEIBC Border Region Benefits Clark Address by Development Institutions Ms Kerryn Lloyd from Eastcape Training Centre African coastal trade strategies and weakening of the capacity of countries and governments to govern their ocean territories by providing safety and security. The key challenge Africa must face up to is the absence of tonnage to keep the sea lines of communication open. The current situation is not sustainable and undermines Africa’s naval support ability for off-shore operations, ability to carry influence in world trade and shipping affairs, ability to secure and diversify opportunities for African investors, and the ability to sustain Africans who could find jobs at sea if they had berths for training. We need to promote the maritime industrialisation programme by providing adequate ship repair infrastructure facilities on the continent and establish regional maritime industrial hubs for ship building, boat building and component manufacturing.

Also we have a responsibility to provide world class ‘soft’ infrastructure development programmes which will introduce maritime awareness and education in the populace, provide high tech training and research centres as well as improve participation of females in the maritime industry. Focusing on maritime industry development, there is a need for the continent to cooperate in ship building capacity building.

Africa, through its trade and strategic requirements, has a substantial market for ships that it requires to support its shipbuilding industry and the offshore industry has a huge requirement for logistics support bases that have steelwork and fabrication requirements. The booming offshore industry needs support that would significantly contribute to maritime industry activity and further enhance the expertise and capacity that the continent requires.

THERE IS A POTENTIAL FOR SKILLS DEVELOPMENT USING THE ALREADY EXISTING OFFSHORE OPERATIONS IN ORDER TO ADDRESS UNEMPLOYMENT.

“This is in the areas of seafaring and general artisan work,” he concluded. Dr S. Pillay from Madiba Bay Community Trust shared some input on job creation, opening with a quote “The paradox of our time in history is that we have; taller buildings but shorter tempers, wider freeways, but narrower viewpoints. We spend more, but have less, –we buy more, but enjoy less. We have bigger houses but smaller families, more conveniences, but less time. We have more degrees but less sense, more knowledge, but less judgment, more experts, yet more problems, more medicine, but less wellness.”

With 43% unemployed youth currently in the country we are faced with huge inequality in society. There is a perceived feeling of neglect, abandonment and apathy and the risk of losing our “miracle democracy” with signs of a second revolution as evidenced by the service delivery protests, Marikana experience, crime and riots such as Galvendale. The international phenomenon is evident in the Arab Spring, Iran, Spain, Greece, Turkey and Brazil.

The current economic situation is characterised by the global meltdown in the Euro zone, USA and locally. The global ratings force governments to decrease social spending, the developing countries have infrastructure backlogs and are unable to compete globally. The poor social security as per Taylor Commission Health; Education; Housing; Basic Services; Public Transport and Food Security; the added responsibility for employers, the increased wage demands to survive, the desperation, frustration and distrustment, the blame-game; us and them divide and the difficulty to find unity of purpose against poverty and unemployment. Government’s response on these issues from the Cabinet Lekgota from 26-28 July 2011 by the President on Infrastructure Commission and the Job Creation Commission adopted a 12 point strategy within the New Growth Path namely: Short-term employment Schemes: This includes the expansion of the Community Works Programme; the Jobs Fund; other Government Employment schemes – R12 bn.

Infrastructure and public investments: The Infrastructure Commission will ensure systematic implementation, planning and monitoring of large projects worth R320bn. Unblocking investments in major projects; A small high level team was established and will report to the co-ordinating Ministers for the Employment Cluster Industrial Policy Action Plan (IPAP); specific action will be implemented to expand productive sectors and to improve competitiveness-supporting a reduction in the costs of, amongst others, communication, transport, electricity, construction and food and strengthening the Competition Act. Enterprise development and promotion of small businesses: Interventions include scaling up small business incubation programmes, use of the Broad-Based Black Economic Empowerment (B-BBEE) Codes to encourage private sector support, improve small business funding and expand micro-finance, and possible financial penalties for CEOs and accounting officers who fail to pay small businesses within 30 days. Rural Development: Scaling up existing rural programmes of agricultural production, farmers, extending core infrastructure, increasing jobs and revitalising rural towns e.g. water, roads, fencing and energy. Greening the economy; Measures include Power Purchase Agreements involving 1000MW of renewable energy by 2013 with clear commitments to local procurement. Scale up to achieve target of a million solar water heaters installed by 2014. Beneficiation: Ministers of Trade and Industry; Mineral Resources and Economic Development will recommend concrete steps and targets; target to reduce steel prices; a report on the work of the state-owned mining company and setting out its role and the business plan for realising greater beneficiation. Public Sector Training; all Government Departments must spend at least 1% of payroll to develop skills with regular reports to DHET. Artisan training should be expanded across the state. Local procurement there should be inter-departmental consultation to identify an initial list of products that can be designated for local procurement and firm action to combat corruption in tender processes with a high level team to be put in place to consider complaints about tender delays or abuses Post Bank; accelerate the implementation process following the legislation passed recently to operate Post Bank as a registered bank. African development: maximise benefits from the Tripartite Free Trade Areas Agreement that brings together SADC, East African Community and COMESA (common market) to remove obstacles and to identify interventions in the continent that will strengthen regional integration and opportunities for the domestic economy.

Government therefore created interventions on this issue. In the 2011 State of the Nation Address, the State President said that research had indicated that we could create jobs in six priority areas namely; Infrastructure development, Agriculture, mining, Beneficiation, Manufacturing, Green economy and Tourism. The was the establishment of at least one million jobs by 2012/13. This was followed by the establishment of various initiatives which included: - The Gauteng Department of Social Development has launched 20 job centres - Government established a Jobs Fund of R9 - The IDC set aside R10 billion for FIRSTHAND NEWSLETTER 2013 - The IDC set aside R9 - Government established a Jobs Fund of R9 - The IDC set aside R10 billion for Gro-E Scheme - R20 billion in tax allowances or tax breaks to promote investments, 60 FIRSTHAND,
NEWSLETTER 2013

Expansions and upgrades in the manufacturing sector?
- Government’s continued financial and non-financial support to SMMEs, small-scale agriculture as well as cooperatives.
- Merging the three agencies: Khula SA, Micro-finance, Apex Fund and IDC’s small business fund.
- Campaign to pay SMMEs within 30 days, with DTI hotline: 08607663729.
- R1.0bn for digital migration.
- R5bn for Square Kilometre Array.
- R10bn for digital migration.
- R5bn for Square Kilometre Array.

- Tourism Enterprise development R1.00m - a grant-making, training and on-going assistance programme.

These were also followed by the development of various policies to support their operations. The observation on this is SADC; East African; COMESA; BRICS etc. not fully exploited and we need new markets and should not be bullied by WTO; TRIPS etc. The PFMA and PMFA is a paradox in a Developmental State as opportunity costs are not considered. While strategy is coherent, the implementation is scattered, fragmented, patchy and uncoordinated. Too much concentration on non-sustainable lower-end jobs which will NOT improve the economy. We need a holistic sectoral approach that will increase manufacturing and production inclusive of all stakeholders i.e., Government; funders, investors, labour; trainers and educators; market and community (Social Engineering with common vision and goal). Initiatives must be under national policy framework but coordinated and driven at local level – with strict and impartial entry criteria.

Job creation (secondary goal) must not become a primary goal at the expense of service delivery. The MIDP review is very instructive at the expense of service delivery. The MIDP review is very instructive. The implementation is scattered, fragmented, patchy and uncoordinated. Too much concentration on non-sustainable lower-end jobs which will NOT improve the economy. We need a holistic sectoral approach that will increase manufacturing and production inclusive of all stakeholders i.e., Government; funders, investors, labour; trainers and educators; market and community (Social Engineering with common vision and goal). Initiatives must be under national policy framework but coordinated and driven at local level – with strict and impartial entry criteria.

MEIBC 2013

The entire MEIBC Regional Managers and their Agents gathered at the Head Office offices for a full day’s workshop and a conference on the Thursday 28 November 2013. This conference was facilitated by the Acting Operations Manager Mr Vice Ngonyama. The objective of the conference was to discuss various issues affecting the Council Operations Department including The Operations Manual, Compliance and Enforcement Policies & Procedures to mention a few of the discussed issues. We also invited a motivational speaker, a life coach and a businessman of note Mr Abner Mariri to form part of the programme.

The seminar attracted interaction and input from delegates who were keen to see the industry readiness in achieving the discussed and suggested solutions. The General Secretary thanked the delegates for making the time to attend the breakfast seminar and concluded by sharing the Council’s plans of hosting a national conference to discuss the inputs gathered at regional level at this conference.
The Exco team paid a visit to the Midlands Region to deliver a workshop on the Siyanqoba Strategy, Monki Hlutwa, Manager Communications welcomed the team to the workshop and introduced the executive team members from Head Office and briefly described their primary roles in the organisation. She then introduced General Secretary, Thulani Mthinyane to the team and handed over to him to further unpack the strategy.

The General Secretary’s opening remark noted the impressions the team has had on Management in their unity while being such a small team, they have worked together with the Head Office Communications team to ensure success of the industry’s breakfast seminar held earlier the same day. On presenting the Strategy the GS reminded the team about the last visit he conducted in the region with the purpose of introducing the new team members. Ms Nomza Mofokeng, HR Manager was one of the Managers who have been to the Region already and the purpose and objectives of her appointment is to ensure that the Council remains an Employer of Choice. Nomza’s main passion as presented by her in the previously visited regions is to ensure staff development through various opportunities within the Council. By so doing the Council will be able to retain members of staff.

Part of the HR strategy includes a climate survey to be conducted throughout the Council by the entire staff. This will help in assessing the Council’s current environment. The GS shared that this exercise is purely meant to address issue that might have been missed during the GS one on one with members of staff that was conducted during the roadshows and therefore staff members are encouraged to make every effort to participate. The new approach will also see systems and processes put in place that will underpin the HR policies of the Council and will contribute to greater operational efficiencies in the HR area.

He also advised everyone attending the workshop that the Council would be lifting its profile through targeted media engagements and making itself more accessible to the media. The Council has a revamped website that brings together a number of social media elements and will serve as an important resource platform going forward.

He observed that the strategic groundwork that had been done by the previous CEO had placed Mr Joshua Horn Regional Manager the Council on the right path. However, as with any endeavour it was important to periodically revisit the plans to ensure that the overall direction was still in keeping with the needs of the organisation.

Late last year a process was undertaken where the various managers and the executive team came together to appraise the strategy and determine whether it still served the purpose of the Council.

“We decided that the strategy will still serve us and the Siyanqoba Strategy is in fact the second part of the overall strategy that was developed a few years back,” stated the General Secretary. “There are obviously a few things that have not worked as well as we anticipated and we will address those. For now our focus is very much on ensuring we are doing on the ground and our overall strategy.”

One of the key aspects of the strategy is the formulation of a new vision for the Council. The new vision: “To sustain collective bargaining through administration and ensuring compliance with industry standards’ brings into alignment the capabilities of the Council with its mandated role in the sector.

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The new vision speaks to the challenges that we have in the industry,” explained the General Secretary. “Currently there is a lot of confusion around our role in the industry. We need to brand ourselves as neutral and objective. Our vision will play an important guiding role in this regard.”

Also the Council will be embarking on brand visibility programmes which will be championed by the Communications team under the newly appointed leadership of Ms Monki Hlutwa Manager Communications to include a number of other important products such as the production of a corporate video, bi-Monthly newsletters and possibly even a book that captures the history of the Council and serves as an important reference tool for people that want to know more about the industry.

“We also anticipate hosting an industry conference. This will provide an important platform to further grow our thought leadership aspirations. It may also, at some stage in the future, serve as such an important milestone in the industry, that participants are willing to pay to attend.”

The council represents about 10 000 firms and 300 000 employees. If the Council is going to serve the interests of these companies and employees it needs to be viewed as a thought leader. However, a thought leadership position also means that the Council needs to lead through its conduct and this means that the requests by stakeholders to ensure that more regular inspections are conducted, the Council and its staff

**ANOTHER SMALL BUT POWERFUL TEAM**

**MIDLANDS REGION**
need to accept that industry wants it to be active within the industry by means of conducting routine inspections. Conducting interviews with workers about the jobs they do, determining if rates of pay are correct and monitoring contributions to social security funds.

Mr Vice Ngonyama Acting General Manager Operations’s main focus will be to ensure that The Council’s core activity being to be actively visible in the industry is realised. Our goal for the current period is to ensure that the Council conducts 80% of inspections in a region by the agents and this is part of our stakeholders’ requests.

THE 80% WILL FORM PART OF OUR PERFORMANCE MEASUREMENT TARGET, WHILE INDIVIDUALS WILL BE ASSESSED TO DETERMINE IF THEY HAVE REACHED THEIR TARGETS, THE REALITY IS THAT THE WHOLE INDUSTRY WILL ASSESS US AS A COLLECTIVE TO DETERMINE IF WE ARE REACHING THIS GOAL.”

Thulani continued to share that, the Council needs to be able to achieve these targets set before it. This will re-enforce the influence the Council already has and will help shape the long-term policy giving guiding input to the debates and discussions that shape the future of labour practices in South Africa.

As the Council’s brand custodians, our contributions will have a great impact in the success of our operations within the entire Council. We should strive to live up to our reputation as the oldest private sector Bargaining Council and deliver the type of service that comes with being a respected and established institution in our field.

He noted that this service delivery approach was part of the new approach to the organisational culture that the Council was embarking upon. As part of this move the staff members will see the HR department become less of a transactional service provider, to a department that is focused on developing the human talent within the Council.

He noted that so much depended on the willingness of the Council’s staff to tackle the challenges and objectives that have been set for them. Reaching the target of 80% routine industry inspections will also play an important role in lifting the profile and general awareness of the Council. This in turn could have a positive impact on new registrations.

“While we do have our eye on those activities that can be used in the media space to raise our profile, you can play an equally important task by being visible in the industry. Your activities can for instance attract companies to our new member nursery.”

The new member nursery will make provision for a process whereby new members of the council are ‘inducted’ into the processes associated with the council and are given training and support to ensure they understand the value the council.

The General Secretary then moved on to the changes that were taking place with respect to processes and systems within the Council with the appointment of the General Manager Finance and Administration, Mr Humphrey Molemoeng who will be ensuring that technology and front challenges with Siyandiza and Phoenix and Contact Centre are attended to fully.

The Council was looking at merging the two and ensuring that the problems that currently exist are eliminated so the system no longer proves a frustration.

We do acknowledge the current challenges experienced, but the vision is to have technology systems that aid us in working more effectively in meeting our objectives. The Employee Self Service system ESS is one of the processes currently in place and functioning effectively allowing employees to simplify an activity like applying for leave and ultimately this is the aim of using technology moving towards a paper-less system.

Humphrey will also be making sure that financial systems within the Council nationally are functioning smoothly. This means that employees could look forward to receiving their pay slips 3 days prior to pay day and that any discrepancies around bonuses will be dealt with as effectively as possible.

There will also be great emphasis on financial planning going forward. This will mean that levy collections will occur timeously and that there will be greater focus on building a financially sustainable Council. This will entail optimising existing Council revenue, developing additional revenue streams, sticking to budget frameworks and investigating more carefully cost benefits and associated risk management.

The Council will still remain vigilant in their expenses and comply to prior agreed financial planning frameworks. This keeps us in a sound financial position, but we also appreciate the fact that financial challenges such as un-protracted strikes which results to non-collection of levies may affect us. Therefore we have put financial processes and budgeting mechanisms in place to ensure sustainability of the Council financially.

The General Secretary concluded by detailing the Siyanqoba Business Plan and thanked the Team Midlands for their support and as well as the Management team for their hard work in putting the plans in place.

In closing the GS encouraged the team by saying that what they have displayed is evident of the fact that no matter how big or small a team is with unity teams such as Midlands and Border will keep the MEIBC flag flying and that he is optimistic about the future of The Industry in Midlands.
TEAM FREE STATE AND NORTHERN CAPE REGION

AND THE CENTRE FOR DISPUTE AND RESOLUTION

GEARED UP TO ACHIEVE BEYOND!

Another stop for the Siyanqoba Strategy workshop was with team CDR and the Welkom office. The workshop was held shortly after the Potchefstroom seminar, where programme facilitator Ms Monki Hlutwa, opened the session by advising everyone present that the workshop would be an interactive session.

Questions were most welcome as they presented an opportunity for engagement, which is what the workshop was all about. General Secretary, Thulani Mthiyane told everyone present that the workshop was a continuation of the roadshows conducted last year during which new management members were introduced to the team and the Free State was also one of the visited regions.

Thulani also reiterated that the sessions held prior to the Strategy on a one-on-one basis with him to allow members of staff to meet with him on a more open-door policy platform.

The CDR Team and the Free State & Northern Cape Region Staff members

THE SIYANQOBA STRATEGY WAS UNVEILED TO THE CENTRE FOR DISPUTE RESOLUTION COMMONLY KNOWN AS THE CDR TOGETHER WITH THE FREE STATE AND NORTHERN CAPE REGION. COLLEAGUES IN THESE REGIONS RECEIVED THE OFFICE OF THE GENERAL SECRETARY TOGETHER WITH THE EXCO TEAM WITH A WARM RECEPTION IN A SESSION HELD AT THE HISTORIC ELGRO HOTEL IN POTCHEFSTROOM, NORTH WEST REGION. GEOGRAPHICALLY THIS REGION IS WIDELY SPREAD.

During the 2012 roadshows the GS accompanied by EXCO made a commitment to start addressing the challenges within the Council and therefore these workshops form part of delivering on such commitments and will give employees a clear understanding of where the Council is heading strategically and objectively. The Siyanqoba strategy was the second-phase of the strategy launched in 2006 by the previous CEO, Alistair Smith who was mandated by stakeholders to develop the strategy. The strategy was divided into two phases phase 1 & 2. Phase 1 has already been implemented and currently in place. The Council is now delivering on phase 2 of the strategy which positions the MEIBC as an important role player in the sector by being the industry thought-leader. “It is not only big events and seminars that will raise our profile but we need to make sure that we are active amongst our members, doing inspections and ensuring compliance with the main agreement, all our stakeholders will increasingly become aware of us and our role, the easiest way for us to achieve this is by doing our work in the way it is meant to be done,” the General Secretary stated.

The MEIBC’s new vision: “To sustain collective bargaining through administering and ensuring compliance with industry standards”, essentially means that the onus is now on all MEIBC employees to provide the service the industry needs. This in turn will support the drive to enhance the Council’s profile. The strategy was therefore unveiled by the General Secretary telling everybody present about the Council’s plans and the appointment of Monki Hlutwa, Manager:

Communications whose role is to ensure that the overall aim of the MEIBC for 2013, to create greater levels of visibility and acceptance of the MEIBC’s value in business, beyond legislated/compliance aspects is achieved. We also have Mr. Vice Ngonyama currently acting in the capacity of the General Manager Operations whose main focus is to ensure that the Council grows from 10 624 firms and over 306 747 employees within the industry and to conduct at least 80% Full Compliance Routine Inspections within our industry. The Free State and country needs to upgrade from operator welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan welders to artisan.
our role. The easiest way for us to achieve this is by doing our work in the way it is meant to be done,” he shared.

The strategy was therefore unveiled by the General Secretary telling everybody present on the Council’s plans and the appointment of Monki Hlutwa, Manager: Communications whose role is to ensure that the overall aim of the MEIBC for 2013 is to create greater levels of visibility and acceptance of the MEIBC’s value in business, beyond legislated/compliance aspects. We also have Mr. Vice Ngonyama currently acting in the capacity of the General Manager Operations whose main focus is to ensure that the Council grows from 10,624 firms and over 306,747 employees within the industry and to conduct at least 80% Full Compliance Routine Inspections within our industry. The Free State and country needs to upgrade from operator welders to artisan welders to compete internationally.

Other operational and compliance challenges include backyard companies which are difficult to access by our agents. Members of the CDR Team and the Free State and Northern Cape Regions present at the workshop were in agreement that building the MEIBC’s value in business, beyond legislated/compliance aspects, is important.

With the appointed of Mr. Johan Van der Walt the Compliance Manager whose role will help in addressing various concerns facing compliance. He also acknowledged the formal labour influx within the region due to skills shortages. Moving HR from purely a transactional activity to a transformational and development of human capital role is one of the key focus areas and the Council has managed to do that by appointing the Human Resources Manager Ms. Nomusa Mofokeng.

Currently in place HR has an officer and a contracted Payroll Officer who work on separate functions to streamline processes within the department in ensuring adequate focus on each of these function areas. Thulani confirmed that part of the HR strategy in place is to assist with talent management in the Council which will form part of performance charters. With this in place the Council will be in a better position to focus and excel in meeting organisational goals.

The General Secretary also shared on the skills gap and specialist skills that necessitate the recruitment of individuals from outside the existing structures to ensure continuous services delivered by the council. He mentioned and assured members of the team that such appointments were purely based on meritocracy, qualifications, aptitude and ability to do the job.

He also stated that employee equity forum meetings and the establishment and maintenance of workplace forums are high on his agenda and that if necessary he would ensure his personal involvement in these areas to ensure they gained momentum within the Council.

He further acknowledged and introduced Mr. Humphrey Molemoeng, GM Finance and Administration whose biggest role is to ensure that the Council remains in a sound financial position despite the economic pressure. He concluded by taking the delegates through the Strategy in detail.

Section 52 of the Labour Relations Act no 66 of 1995 (the LRA) gives the Commission for Conciliation, Mediation and Arbitration (the CCMA) the powers to accredit bargaining councils to conduct dispute resolution functions. Accordingly, the Metal and Engineering Industries Bargaining Council (the MEIBC) has been duly accredited to render this service to the parties that operate within the scope of the MEIBC. The Council has seven (7) regions and two (2) satellite offices nationally and all these offices have a Centre for Dispute Resolutions (the CDR). If you are an employee in dispute with your employer, or vice versa, over a matter such as:

- alleged unfair dismissal disputes (section 191 of the LRA);
- alleged unfair labour practice disputes (item 2 in Schedule 7 of the LRA);
- disputes about the interpretation or application of the provisions of Chapter II (section 9 of the LRA);
- disputes that form the subject matter of a proposed strike or lockout (section 64(1) of the LRA);
- disputes in essential services (section 74 of the LRA);
- disputes about severance pay (section 196 of the LRA); and
- Pre-dismissal arbitrations.

You may want to approach the CDR to conciliate or even arbitrate your dispute. A union or employer’s organization may also initiate this action. You do not need the other party’s consent before taking a matter to the CDR.

STEPS FOR DISPUTES AT THE CDR

Step 1: In the case of an unfair dismissal dispute, you have only 30 days from the date on which the dispute arose to open a case and if the case is an unfair labour practice, you have only 90 days.

Step 2: If you have decided to lodge a dispute, you need to complete a CDR case referral form (also known as LRA Form 7.11). These forms are available from the CDR offices, and the MEIBC website (http://www.meibc.co.za).

Step 3: Once you have completed the form, you need to ensure that a copy is delivered to the other party and you must be able to prove that a copy was sent. Acceptable methods include faxing a copy (keep the fax transmission slip), sending it by registered mail (keep the postal receipt), send it by courier (keep proof) or deliver in person (ask the person receiving it to sign for it).

Step 4: You do not have to bring the referral form to the CDR in person. You may also fax the form or post it. Make sure that a copy of the proof that the form had been served on the other party is also enclosed.
WORKSHOP ON JOB CREATION

The MEIBC General Secretary together with the Da Vinci Institute created a valuable opportunity for all of the MEIBC parties to participate in a once-off workshop to explore job creation, in South Africa’s metal and engineering industry, held on Wednesday 17th July 2013 at Emperors Palace Gauteng. This condensed, one-day workshop used the Davinci Institute’s (mode 2 university) unique, cutting edge technology on Design Thinking workshop.

Qualified experts facilitated smaller work groups, enabling participants to use this think-tank method to activate creative thinking and explore job creation from different perspectives. In the process, delegates gained more in-depth insight into the dynamics underlying the subject of job creation, leading to more effective practical solutions.

DESIGN THINKING IS NOW RECOGNISED AS THE FOREMOST PROCESS TO ASSIST ORGANISATIONS IN DEVELOPING A NEW STRATEGIC POSITION. ITS ELEGANCE BEING BASED ON THE RECOGNITION OF THE FAILURE OF THE MORE TRADITIONAL PROCESSES TO ACCOMMODATE A WORLD OF GROWING COMPLEXITIES.

Members of the MEIBC parties across the country attended the workshop and actively participated in ensuring desired outcome results. The workshop was passionately organized by Nicky Dewar from The Service Cafe and facilitated by Prof Ben Anderson CEO, Da Vinci Institute and Prof Roy Marcus Chairman of the Da Vinci Institute.

Vuyo Maqubela
CDR Case Management Officer

Rendani Mashila
CDR Case Management Officer

Mpotseng Moloi
CDR Front Desk Clerk

Duduzile Mahlangu
CDR Case Management Officer

WORKSHOP ON

Step 5: The CDR will inform both parties about the date, time and venue of the first hearing once the case has been scheduled.

Step 6: Usually the first meeting is called conciliation. Only the parties, trade union or employers’ organization representatives (if a party to the dispute is a member) and the CDR Commissioner will attend. The purpose of the hearing is to reach an agreement acceptable to both parties. Legal representation is not allowed.

Step 7: If no agreement is reached, the commissioner will issue a certificate to that effect. Depending on the nature of the dispute, the case may be referred to the CDR for arbitration or the Labour Court as the next step.

Step 8: In order to have an arbitration hearing, if you were in attendance, you have to sign the certificate of outcome. Parties may cross-examine each other. Legal representation may be allowed on application. The commissioner will make a final and binding decision, called an arbitration award, within 14 days.

Step 9: Arbitration is a more formal process and evidence, including witnesses and documents, may be necessary to prove your case. Parties may cross-examine each other. Legal representation may be allowed on application. The commissioner will make a final and binding decision, called an arbitration award, within 14 days.

Step 10: If a party does not comply with the arbitration award, it may be made an order of the Labour Court.

Allowed Representation

The parties may appear in person or be represented in terms of section 188A(5) by the following:
• a co-employee,
• a director or employee – if the party is a juristic person,
• any member, office bearer or official of that party’s registered trade union or registered employers’ organization, and
• a legal practitioner, only by agreement between the parties.

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IN MEMORY OF
MR MALCOLM
"THE BIG O" OWEN
9 JANUARY 1955 - 17 OCTOBER 2013

THE COUNCIL HAS LOST A GREAT CADRE WHO SELFLESSLY CONTRIBUTED TO OUR TRANSFORMATION, WITH HIS UNTIMELY PASSING, SOUTH AFRICA, TOO, HAS UNDOUBTEDLY LOST. MALCOLM HELPED BUILD THE MEIBC TO WHAT IT HAS BECOME.

When his health was failing him, he was allowed to continue as Gauteng Regional Manager and to contribute to the organisation in a more suitable position. So genuine was his dedication to serve others, he responded when MEIBC workers called on him to represent them as a trustee on the Pension Fund board of trustees. Even when his health was poor, he again responded when called upon recently to lead the board of trustees as its Principal Officer until the time of his death. He played a big role in the handsome pensions staff now enjoy. True to a dedicated cadre, he died with his boots on and we will be consoled in the knowledge that he will continue to do good at the side of his Maker. We were privileged to have been associated with him... Hamba kahle qhawe lethu... tribute by Mr Joshua Horn, Regional Manager Midlands and Border Regions.

These were some of the many messages that were sent from staff members and stakeholders as they recounted the wonderful life Malcolm shared with us. Malcolm worked for the Council since 1987 and over 26 years he was known for his commitment and consistency to the Council until he was called to rest on 17 October 2013 after a brief hospitalisation period.

IN MEMORY OF
MR TAKALANI
NETHAVHAKONE

We bid farewell to our fellow member of staff, colleague and a friend, Mr Takalane Nethavhakone a Designated Agent based at the Western Cape Region, who sadly passed away in a car accident on the 25 August 2013. The Cape and George Region as well as Head Office, MEIBC Stakeholders as well as his fellow colleagues from The SA Navy held a memorial service in his honor to pay their respect. The funeral was held in Venda where he was laid to rest with The Cape and George Office attending. The Council as well as the Nethavhakone family wishes to express sincere gratitude for the love and support during this difficult time.
The overall aim of 2013 and beyond is to create greater levels of visibility and acceptance of the MEIBC’s value in business, beyond legislated/compliance aspects.

When compiling the plan, specific consideration was given to:

- The vision of the Council “To promote growth, employment and decent work” – The Council needs to position itself as an industry thought leader.
- The impact of macro socio-political events in 2012 and the threats and challenges that it presents to the Council.
- Establishing strategic relationships with all key stakeholders.
- Organizational branding and sustainability.
- Service quality and performance standards.

Consideration was also given to previous strategies as well as the General Secretary’s (GS) key performance obligations. Consequently, the General Secretary’s plan, includes more detail on how the various objectives will be achieved. The GS arranged a workshop in December 2012, for the management team. During this facilitated workshop, a specific methodology to identify which factors from past strategies are still relevant, their degree of importance as well as how effectively these factors are currently implemented and/or maintained. The workshop served a two-fold purpose which is to orientate and give insight to all new team members regarding the MEIBC activities as well as to create awareness of the factors that should be considered in their planning for 2013 and beyond. The plan addresses key dimensions such as the macro-threats and challenges. Addressing this aspect is critical if the Council wishes to deal effectively with the changing environment. New approaches and innovative solutions are required. The Council recognizes that the identification and solutions to these macro-threats and challenges cannot be addressed by the management team alone and that input from various disciplines would be necessary to deal with this factor effectively.

Another key dimension includes Thought Leadership. This includes focusing on the Council’s vision formally known as “to promote growth, employment and decent work” to establish a vision that the council can identify with and be measured against. During the adoption of Siyanqoba Strategy Session facilitated by Ms Monki Hlutwa Manager Communications held at the Birchwood Conference Centre in February 2013. The management team was confident that as the largest bargaining council in the country; this presents a valuable opportunity for the Council to lead and become recognized as a thought leader in this arena. Various leaders in areas of thought leadership were invited to address the team. A workshop on Levels of Leadership was delivered by a Life Coach Mr Sam Stark who has rich experience, not only as a consultant, coach and trainer; but also in directing businesses and non-profit organisations. As a trainer also at the Dale Carnegie organisation for the past ten years across industries, his clients include Anglo American, Aspen, BASF amongst others. His input was well received by delegates. The team were also addressed on the topic “Why Leadership Development” by Dale Carnegie Sales Director Mr Neville de Lucia and another energetic workshop on How Do We Develop Effective Teams was conducted by the Dale Carnegie Sales Consultant and CEO of Impact Coaching and Training Ms Thuli Tshabalala. The team also had a full Make IT Happen workshop by Mr Andrew Hendricks from MAP4 Life Woodmead.

The workshop had a major impact on the team and assisted in identifying and dealing with macro-threats and challenges namely; Organisational Branding and Sustainability. The changing socio-political climate has, in various respects, impacted negatively on the perceptions of the value of bargaining councils.

Subsequently, there is an increasing resistance by some businesses to pay the required levies, and adhere to agreements. To ensure continued sustainability of the Council, it is vital that the organisation is visibly branded as bringing value to business, leading to membership becoming a voluntary choice rather than only a legislated act. In addition, the Council needs to continuously develop new products, in line with customer expectations and requirements. The Council needs to clearly understand the current perceptions and expectations of its members and partners. Identifying current perceptions and expectations will also be used to identify the current perceptions and expectations of all
stakeholders, such as structured surveys, company visits and customer circles. The result of these surveys would provide insight regarding stakeholder needs.

Consequently, management would be able to direct their efforts more accurately to meet the needs of stakeholders and influence their perceptions. These climate surveys will be conducted regularly and plans will be made to adjust where necessary in line with the outcome. Marketing and Events; High profile events will be implemented to create and maintain an on-going awareness of the value that the Council brings not only to the industry but also to business in general. Such events will include the Council’s Annual National Conference. The objectives of such a conference will include developing a programme that will be informative, educational and of value to business, thereby attracting as many delegates as possible from various industries.

Regional breakfast meetings will focus on regional specific issues while also creating a build-up towards the national conference.

Media Relations: Establish positive relationships with media as well as with editors of industry-related in house publications which will include a library being launched which will also include a New Member Nursery which will focus on enabling new members to be eased into the Council smoothly. Another project will include the development and distribution of educational literature on various topics such as health, financial management etc. as well as reinforcing the Council’s media and literature such as the corporate video and publications to be made available via our website as well as our offices nationally.

The Council also has Organisational Development in place to maintain an effective organisational structure that will ensure adequate human resources to meet the Council’s strategic objectives and maintain productive achievement throughout the organisation at all levels. The Council also has Organisational Development in place to maintain an effective organisational structure that will ensure adequate human resources to meet the Council’s strategic objectives and maintain productive achievement throughout the organisation at all levels. The climate survey report was gathered for a two day intense Regional Mid-Year Review and leadership team building session on thinking style analysis at the Team Building Institute (TBI) in the City of Tshwane on September 30, 2013 with the theme: “MEIBC Building Effective Team, Enhancing Leadership”. The Metal and Engineering Industry Bargaining Council, as part of its HR strategy, has prioritised leadership development and team effectiveness.

The programme included a staff climate survey results presentation to help the MEIBC to understand what needs to be done to realise our continuous improvement drive as an aspirant preferred employer. This is aimed at achieving the identification of strengths and weaknesses impacting the organisation’s performance, identifying areas of focus for improvement resulting in action plans and aligning culture change and leadership. Also covered within the survey was the need to define a direction, purpose and blueprint, the level of employee involvement in terms of commitment, ownership and responsibility focusing on focus, communication and diverse thinking styles. He introduced the concept “metaphorical transfer of learning”, and set the stage for the rest of the programme, introducing the different parts of the brain and understanding one’s own thinking preferences as well as team members’ preferences.
The event was aimed at showing each and every one of the Council’s employees their added value and contribution to the council. The conference was facilitated by The Human Resources Department under the leadership of Ms Nomsa Mofokeng who presented the purpose and objectives of the conference to the delegates. In his address The General Secretary Mr. Thulani Mthiyane shared on the importance of such initiatives. The programme included a full day of activities where the council’s climate survey presentation was delivered to all staff by Ms. Christine Ayiotis. Team building exercises were coordinated by TBI to further promote team work towards a common purpose.

A wellness talk workshop was conducted by Psychologist Ms Ketso Moorosi from KJM Health & Wellness who touched base on the campaign against women and children, how to identify such and when to seek help. We were graced by one of the Country activists living with HIV and AIDS Ms Chriselda Kananda, CEO of Positive Talk and Metro fm Host. She encouraged members of staff on the benefits of living a positive life.

Also included in the activities were staff recognition award programme which were aimed at demonstrating effective ways of raising staff morale and encouraging higher levels of performance in the workplace. Recognising the valuable contribution, members of staff make throughout the year, such as going beyond the call of duty in order to advance the vision and mission of the council. This forms part of the Human Resource retention strategy which also seek to encourage long serving staff members who have appreciated the company culture. The conference was held at the Velmore Hotel and Conference Centre based at The City of Tshwane in Gauteng. This is an initiatives in line with our Siyanqoba Strategic plan which honours our aspirations to become an employer of choice.
Mr Thulani Mthiyane
Addressing the Delegates during the Morning Session

Ms Christine Ayiostis
Presenting the Council Climate Survey Results

Ms Chriselda Kanada
Positive Talk & Metro FM Host

Ms Nomsa Mofokeng HR Manager
Making Opening Remarks and the Purpose of the Conference

Mr Humphrey Molemoeng GM Finance and Administration
Making Opening Remarks during the Recognition Award Evening

Ms Ketso Moorosi
Psychologist and Coach

Ms Farzana Hassan, Ms Amanda Mzimane and Menenyana Langa
Announcing Head Office's support to Queen Bheki Matshed</p>
NEW INDUSTRY WAGE RATES
FOR THE PERIOD 1 JULY 2013 TO 30 JUNE 2014

In accordance with the wage model as per the Industry Settlement Agreement (published per Government Notice R268 in Government Gazette 36338 dated 12 April 2013) as corrected by Government Notice R314 in Government Gazette 36393 dated 26 April 2013, industry wage rates will increase as per tables below with effect from 1 July 2013. Please refer to the attached schedules for the new minimum general and subsidiary wage rates.

Please note that the Gazette publication provides for the percentage wage spread between the respective grade will be the same as previously applied, i.e. equal percentage increases between the higher and lower levels.

The increases may be set off against any interim increases granted on or after 1 July 2013.

Any employee earning more than the specified minimum wage must receive the percentage increase mentioned above on the actual amount earned for a particular grade.

It should be noted that the deadline for wage exemption applications is 31 July 2013.

The new wage rates are also available on the Council’s website at www.meibc.co.za.

The Jutas publication of the Consolidated Main Agreement is available from any of the new wage schedules later in the year – a notice will be published on our website.

For further information, kindly contact the MEIBC regional office in your area, or visit the council’s website at www.meibc.co.za.

Yours sincerely

Thulani Mthiyane
General Secretary
A SUMMIT ON JOB CREATION
27-28 JANUARY 2014
THE METAL AND ENGINEERING INDUSTRY NATIONAL CONFERENCE

PARTNERSHIP - PACKAGE – OPTION – 1
The partnership contribution investment of R30,000.00 to include
• A Standard 3x3 Shell Scheme Package
• Marketing to The Metal & Engineering Industry as your target audience.
• Direct networking opportunities with industry suppliers.
• Direct networking with Industry Stakeholders.
• Meet & greet the Industry conscience audience at large.
• Exposure to the Industry’s topics of discussion in the plenary.
• Host a table of 10 members from your organisation during the Gala Dinner proceedings to include Industry Recognition Award Programme
• To include 2 members from your Marketing and Public Relations Team to manage the Exhibition stand and be part of your gala dinner table
• Your company name and logo will be placed on the conference programme
• Your company name will be acknowledged by the guest speaker and also during the vote of thanks
• Your company name and logo will form part of the award recognition programme recipient as a valued contributor to making the conference a success.
• Your company name and logo will be placed on the conference programme
• To include 2 members from your Marketing and Public Relations Team to manage the Exhibition stand and be part of your gala dinner table
• Host a table of 10 members from your organisation during the Gala Dinner proceedings to include Industry Recognition Award Programme
• Exposure to the Industry’s topics of discussion in the plenary.
• Meet & greet the Industry conscience audience at large.
• Direct networking with Industry Stakeholders.
• Direct networking opportunities with industry suppliers.
• Ownership level branding and naming across all communications and throughout the venue
• Form of lead high profile PR and media campaign in the run up to the event including TV, radio, outdoor, print and electronic association with all aspects of conference build up programme and activities
• Platform opportunity for your company / organisational leadership to form part of the ceremonial welcome and deliver the awards presentations during the gala dinner
• Exhibition stand to be positioned as focal point of expo plus meeting rooms and mini auditorium for presentations and video.
• Title branding and extensive profile on the event website home page
• Access to full and detailed database of all attendees
• Full colour work follow up articles for MEIBC First Hand Newsletter Vol 1 Issue 3 to be distributed in 2014

PARTNERSHIP - PACKAGE – OPTION – 2
The partnership contribution investment of R60,000.00 to include
• Ownership level branding and naming across all communications and throughout the venue
• Form of lead high profile PR and media campaign in the run up to the event including TV, radio, outdoor, print and electronic association with all aspects of conference build up programme and activities
• Platform opportunity for your company / organisational leadership to form part of the ceremonial welcome and deliver the awards presentations during the gala dinner
• Exhibition stand to be positioned as focal point of expo plus meeting rooms and mini auditorium for presentations and video.
• Title branding and extensive profile on the event website home page
• Access to full and detailed database of all attendees
• Full colour work follow up articles for MEIBC First Hand Newsletter Vol 1 Issue 4 & 5 to be distributed in 2014
• A Standard 3x3 Shell Scheme Package
• Marketing to The Metal & Engineering Industry as your target audience.
• Direct networking opportunities with industry suppliers.
• Direct networking with Industry Stakeholders.
• Meet & greet the Industry conscience audience at large.
• Exposure to the Industry’s topics of discussion in the plenary.
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• Your company name and logo will form part of the award recognition programme recipient as a valued contributor to making the conference a success.
• Ownership level branding and naming across all communications and throughout the venue

Partnership Options (please x)

Option 1 – R30,000.00

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Partnership Delegates Booking Form

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The MEIBC wishes you a HAPPY and PROSPEROUS 2014