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The town clerk of Ugie, Mr Deon de Bruyn, said Provincial Administration officials had completed a survey of the premises and their decision was expected shortly.

The idea is to offer practical training to municipal staff from town clerk level Courses would be multi-racial.

Mr De Bruyn said the need for such a centre stemmed from the success experienced in Port Elizabeth where black municipal staff was trained.

This success had aroused considerable interest in the other three provinces and requests that all staff be given practical training were soon being made.

Mr De Bruyn explained that the land and buildings in question belonged to the Ugie municipality. As maintenance costs on the premises were excessive, his council felt compelled to find a lessee so as not to overtax their ratepayers.

“Training has become an essential cog in the work sphere and as Provincial Authorities were looking to establish another training centre, my council suggested an inspection of the former Children’s Home.”

“Accommodation is adequate, all necessary facilities are on hand and, as finance is not immediately available to erect a new training complex, we feel confident that approval will be granted to the scheme.”

If this approval is forthcoming, the Provincial Authorities will not only lease the premises but will establish their own health and computer programming departments.

The Ugie municipal operation moves to the former home complex next Monday.

The closing of the home and the loss of ancillary benefits had been a severe blow to the local business sector.

“However, since news of the possible establishment of a training centre here has spread, two industries have been attracted to the town. A poultry concern, soon to have its own abattoir, is now functioning, and a brick and engineering works is under construction.” — DDR

Former EL MP dies at 95
Training centre plan for children's home

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— DDR
Trainee-thinking skills get priority

VIVIAN HARTNETT

VAST changes are taking place in the training and education of scientific and technical personnel as commerce and industry pour millions of rand into the development of trainee-thinking skills.

Professor Jackie Naude, of the Unit for Cognitive Development of Vista University, believes most trainees, do not have certain thinking or coping skills, and training programmes which teach by rote deprive trainees of those skills.

Initiative

Naude, who has the support of such organisations as Anglo American’s Chairmark Education Trust Fund, says “The problem is that trainees have gone through a schooling system where they haven’t been taught to think, to use their initiative or to understand the duties they are given when working in industry or commerce.

“This shortcoming is costing the country man hours lost and production.”

In one mining situation, apprentices were shown how to cope with day-to-day problems by “thinking out” machine faults or breakdowns that had ample mechanical failure. In that way, machines were made operational much quicker and management did not lose production time waiting for a mechanic or engineer.

Naude is convinced these skills have to be taught as they do not just materialise out of nowhere.

Dr Alan Clark, who is part of Naude’s unit and specialises in industrial training, agrees Clark has spoken to a cross section of industry in banking, computers and mining and found that there is a major shortage of black managers because training programmes in these areas are not producing enough.

Clark says “One industrial group has 2% of black managers and has set a target of 40% by 1996, to cover their future needs and they have no idea how they are going to get them. Right now their trainees are not coping on the job because the training programmes are not designed to make them to.

Most training programmes were non-racial and where supervisors were prone to point out black apprentices as lacking in those skills, it was discovered that white apprentices were having problems too.

Clark says “Black advancement and the need to employ blacks has made industry aware of the defects in white groups as well.”

He believes most major companies are making serious efforts with equal opportunity and black advancement programmes but conceded there is still a great deal of job discrimination in the job market.

“This discrimination does not exist as far as the organisations themselves are concerned but more on the level of certain managers and employees.”

Naude and Clark take their academic backgrounds on site and work with trainee-developing programmes to fit a particular situation.

Clark says “If they are playing at window dressing we tell them they are wasting their time and the programme will not work because it would be sabotaged from within by people who do not want to see others being effective or advancing to the top structure of the company.”

Concerned mainly with the training of teachers, lecturers, trainers and other professionals, the Cognitive Department of Vista University has attracted wide interest among other universities, educational departments of the independent states and industry and commerce.

Naude wants more businesses to be aware of what it is they are trying to do at Vista and is actively campaigning for more funds.
The JIMPA was a non-profit organization established in 1972 by the United Nations Development Program (UNDP) to support South African development. The JIMPA's main objective was to provide technical assistance and training to African countries in various fields, including education, health, and poverty alleviation.

Dr. Z. M. Zuma, the former President of South Africa, emphasized the importance of the JIMPA in his speech, stating that the organization played a crucial role in the development of African countries. He highlighted the JIMPA's contributions to the advancement of African nations and expressed his gratitude for the support provided by UNDP.

The JIMPA was dissolved in 1996, as South Africa moved towards a more independent and self-sufficient development path. Nevertheless, its legacy continued to influence the development initiatives in Africa, serving as a model for future international cooperation and assistance.
Joining the fray in the long war against illiteracy

Potential

Previously, due to mistrust and the general "them/us" attitude, only one in five workers ever came forward with information regarding the production process. Following the Alamo programme, this figure went up to around three in five.

Here's how the programme has been presented to a number of interested companies. The initial response has been positive, says B&M training manager Paul Kruger. "It is our opinion that the programme has tremendous potential, especially at the lower level."

At least one major company is in the process of having its system rigorously tested on site with a view to adopting it as an integral part of its personnel structure.

Cult reveals that 95% of black adults in SA are functionally illiterate — unable to read, write or comprehend effectively in English or Afrikaans. Yet by 1999, 50% of supervisory and 95% of manual production jobs will be occupied by blacks.

Cult, headed by Adolf Odendaal, a senior consultant who has had extensive experience in language training and adult education, quotes the shock findings of a 1973 survey into illiteracy which showed that:

- Low educational levels limit the amount and kind of training an illiterate can receive, conceptual abilities are hampered, with limited retention of information.
- Illiterate supervisors cannot cope with demands of either the job situation or formal classroom-type training.
- Trainees have difficulty transferring skills to the job situation.
- Duration of courses needs to be extended to allow for more repetition of information, resulting in cost increases. Training programmes have to be designed differently and all communication has to be verbal, written tests and note taking are impossible.
- A company policy to promote from within cannot be fairly applied in the case of long-term but illiterate employees, resulting in bitterness and reduced productivity among those overlooked in favour of more educated outsiders.

The end result of all this, says Odendaal, is reduced productivity. "And South Africa's productivity is low enough as it is."

Cult aims to address the problem by providing job-related, functional language and cross-cultural communication training. The courses are developed locally and where appropriate, content is further adapted to suit the specific communication needs of the labour organisation.

The Basic English Language Training programme targets three categories of personnel:

- Key workers being considered for promotion to supervisory positions who are hampered by their illiteracy and inability to communicate.
- Workers and supervisors unable to cope with the reading/writing demands of their jobs.
- Workers who frequently communicate in meetings with management.

"A unique feature is the totally functional approach," says Odendaal. "Only language specific to the work and life of the trainee is taught. This results in more cost-effective use of training time."

Thus, about one third of the programme content is job specific — for example, ordering materials or reporting shortages, while the remaining two thirds is generic — for example, opening a savings account or introducing oneself.

"These issues might seem trivial on the surface, but to functionally illiterate workers they are enormous obstacles to career advancement," says Odendaal.

"From the point of view of the employer, this basic education can serve as the basis for further job training, enhanced labour relations and ultimately a more productive workforce."

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Targeting SA's black workers

The problem with many black workers is that they simply can't be trained as white workers. The whys and wherefores of this anomaly are paramount, although they are rarely immaterial at the stage of the immediate problem for most companies. How to get the most out of their black workers so that they can truly benefit from the many training schemes on offer is the issue for many companies.

The Eden Management College believes it goes a long way towards solving this problem. It has been in the business of teaching the education levels of their workers since 1978.

"Our experience has shown that black workers are trained in a way that is not always reflective of the needs of the company," says principal Stan de Yong. "We see ourselves as a launchpad for further in-house training and subsequent advancement." De Yong feels that the white market is fairly well covered for further in-house training and subsequent advancement. He feels that a large percentage of the black student is black, educated to about Std 6 to Std 8 with a couple of years' working experience behind him.

"We take nothing for granted," says De Yong. "Concepts are explained in whatever detail is necessary before we move on to the next stage of the learning process. In fact, our strong point is that our learning environment is non-threatening. We build confidence, something your average black worker at this level is unlikely to have. Yet he needs that more than anything else to get ahead at his company."

The courses cover a wide range of topics, from business education to behavioural skills development.

The companies which have used the services of the college include Bristol Myers, Coca Cola, Gencor, Cullinan Holdings and Robor, a subsidiary of Barlowes.
Welcome to SA . . . for awful service

An international survey has shown that when it comes to training staff to be customer-oriented, South African firms spend less per employee than firms in any other westernised country except France. The findings form part of an international survey on changing customer trends undertaken for the European business publications Excel and Export Times. The survey’s author, Lynda King Taylor, headed the international team of 86 inspectors composed of businessmen, journalists and consumer representatives in co-operation with local consultants.

They travelled to over 20 countries researching consumer and user trends and the way customers were treated by a broad spectrum of industries such as the retail trade, the hospitality industry, government departments, financial institutions and the legal and medical professions.

South African organisations, according to the team of inspectors conducting the survey, came “disgracefully low down the international league table” in customer service.

More precisely, 91% of SA consumers surveyed said they now refuse to return to shops where they get bad service while some 70% recorded similar dissatisfaction with service industries such as hotels, airlines and garages and with professional offices like insurance companies, banks and legal firms.

A “couldn’t care less” attitude among staff pervaded at least one in three firms surveyed in the last six months, said Lynda King Taylor, who headed the study in conjunction with consultancy group Whitehead Morris.

“This is a sad ratio, particularly in a country growing in the international business and tourism sectors,” she said. “The best marketing tool any organisation can have is its staff. It is those firms that offer improved personal customer service that will have the competitive edge in South Africa in 1988.”

She added that some of the survey inspectors walked into certain hotels and offices in South Africa and could smell the climate of poor morale and industrial relations just by the way they were treated by a porter, receptionist, supervisor or a secretary at the end of a telephone.

Asked why SA had fared so badly in the survey, Taylor blamed it on lack of training in SA firms to ensure that their staff were more service oriented.

“If you look at successful companies worldwide, a significant contribution to their success is that they have prepared by making all their staff feel, and be, winners. Sadly, too often managers concentrate on strategies for survival which result in neglecting the employee commitment essential for tomorrow.”

The survey also found that Japanese firms spend 30 times more per employee on customer service and attitude training than the equivalent SA firm. Japanese management views such behavioural training at all levels as crucial to producing high-quality products and providing excellent customer service.

“This is the perspective that SA management must adopt if it wishes to increase productivity and performance levels in ’88 and attract new business,” concludes Taylor.

The way in which international firms have achieved this excellence is the subject of a new book being written by Lynda King Taylor and Edward de Bono, the father of lateral thinking.

The training initiatives in these firms will be discussed at a Whitehead Morris seminar led by Taylor on February 29 at the Rosebank Hotel.

Learning is easy

DA 1988

In response to the new Education Act of 1988, which does not require school leavers to stay in education, the School was formed in response to the needs of its community. Since then more and more students have decided to stay at school as a result of the initiatives of the School’s management.

DA 21988
Special Project aimed at Directing the Directors

Business Day Survival 2019 Edition
THE National Productivity Institute (NPI) has published its 7th training course directory which provides information on training courses available throughout SA.

Improved features of the directory this year are a list of courses offered by universities and a detailed list of conference venues.

The directory is published in the interest of more effective training and a resultant improvement in productivity says NPI industry training studies manager Alvin Riley.

"We have created this most comprehensive catalogue of external training courses in SA in order to improve the effectiveness of the choice of such courses," he says.

The revised directory gives access to the broad spectrum of training courses offered by private companies, societies or associations, in-service training centres, training boards, technical colleges and technikons.

"Attention has been paid to the needs of previous users, with new information added. However, the inclusion of a course in the directory does not mean that NPI recommends its use. It is solely included as an information service to industry," Riley says.

Courses are classified under the headings: management, finance, marketing, computers, technologies/industries, personnel and training, communication and audiovisual libraries.

The directory is available from the Human Resources Departments, NPI, PO Box 3871, Pretoria, 0001.
Correspondence studying fills a big education gap

CORRESPONDENCE students do it at home. That might well be the advertising pitch for what is probably the most active field of education in the country. It is estimated that countrywide at any one time, about 20,000 students are studying via correspondence for the professional institute examinations.

"People often regard the MBA as the quintessential definition of business education, but it is only the tip of the iceberg," says J P Brummer, principal of Damelin Correspondence College. "The real mass of students study outside the framework of the universities.

Correspondence study covers many of the same areas covered at universities. The difference is mainly one of degree. Indeed, many of the diplomas officially approved by the professional institutes are reckoned to be equivalent to certain degrees, at least as far as employment is concerned. This is especially true in the Civil Service, where the diplomas issued by the Institute of Administration and Commerce are sought-after prizes.

There are many other professional institutes which award diplomas upon successful completion of correspondence study. These include, among others, the Institute of Certified Bookkeepers (ICB), the South African Institute of Management (SAIM), the Institute of Marketing Management (IMM), the Association of Advertising Agencies (AAA), the Institute of Administration and Commerce (IAC) and the Institute of Chartered Secretaries and Administrators (CIS).

These diplomas change careers. As Damelin's Brummer puts it: "Being able to write the qualifying letters of an institute after your name means money in your pocket and rapid progress on your way up the executive ladder."

The correspondence field is headed by a handful of major colleges, who have the market pretty well sewn up between them. These are the International Correspondence School (ICS), Damelin Correspondence College, Rapid Results College, Success Correspondence College and Lyceum College. Although all offer business courses of one type or another, some concentrate more on matric and tertiary education.

"Matric is still the most valuable diploma in SA today," says Bert Vugier of Success Correspondence College. "It forms by far the bulk of correspondence courses in the country."

The total correspondence market — comprising both business education and matric — is an important one, and is estimated at around R20m a year. One of the most telling indicators is the amount of advertising done.

Correspondence colleges say the advantages of correspondence study are numerous. Apart from the flexibility of correspondence study — you never miss a lecture and you can enrol at any time — there is the benefit of studying from constantly updated notes prepared by competent, well-qualified tutors and lecturers.

"We are required to use lecturers and authors who are not only properly qualified, but who also have many years of business experience," says John Chemnias, Director of Studies at ICS. "We, like most other colleges, are members of the Association of Correspondence Colleges of South Africa, the body which sets and monitors standards."

In fact ICS is the world's largest correspondence school, its parent company, the National Education Corporation, is quoted on the New York Stock Exchange. Chemnias says ICS covers the entire sub-continent and attracts students from as far afield as Mauritius and the Seychelles. "Since we started out in 1891, more than 10m students in 47 different countries have benefited from our courses,"

However glowing the reports of correspondence study, most principals admit that it is not for the undisciplined student who constantly needs to be prodded into getting work done. Yet this need not be a disadvantage. It is more likely that the student who does a correspondence course will knuckle down and put in as much work as he possibly can.
Self-image: the key to success

A NEW training company called The Personal Development Institute concentrates exclusively on topics related to self-development.

Director Paul Witz believes that "in the same way that flour is the basic ingredient of all cakes, self-image, communication skills and the ability to deal with stress are the basic ingredients for successful selling or management."

He takes issue with managers who send delegates on what he calls symptomatic training.

"If a salesperson's results are poor, a skills programme may not be the answer if the person in question has a poor self-image," he says. "It's like giving a car petrol and oil but not checking to see whether the engine is sound."

The catch is that Witz believes people will only benefit from a self-development programme if they undertake it voluntarily. "We sell the programme to individuals rather than companies because we believe that staff are inherently suspicious and negative about training that management foists upon them," he says.

Delegates assess their needs with course leaders before the programme and can elect to do all 12 modules or only those which pertain to their needs.

Classes contain up to 12 people and are staggered on a weekly basis so that delegates can practise what they have learned before the next session, and gradually break bad habits.

The teaching approach is experimental. After the course leader has communicated a principle, he or she encourages the delegates to discuss it and put it into practice by doing a related exercise.

As homework after every session, delegates are also asked to try out a particular skill and to record the respective interaction and its outcome. To analyse the outcome and consider how they could have done it better. The next step would be to repeat the interaction again in order to evaluate the second outcome.

If delegates have problems in translating some of the theory into reality, they may come for as many personal consultations during the week as the need or desire.

They are actively encouraged to make use of this system as the cost of the consultations is included in the fee.

Chef co-ordinator Natalie Wittmuth played a major role in developing course material as she formerly worked for the SA Institute for the Blind where she designed the first programme in teaching non-sighted people about self-image.

Witz is adamant about the fact that they are not attempting to be lay psychologists: "We don't delve into people's problems or emotions, play games or create negative situations. All we attempt to do is give delegates workable skills so that they can communicate and assert themselves better," he says. — Successful Salesmanship

UCT plans to produce all-round engineers

ASK ANY engineer and he will tell you he has faced the same problem.

When he steps out of university, he is up to his ears in complex design theory ranging from boundary layer flow and rotational kinematics to finite elements and non-linear vibrational analysis. He confidently strides into his first job thinking there's nothing a differential equation or two won't solve — only to find that the average problem he encounters is 80% human relations oriented and only 20% technical.

"It's a sobering experience," says Professor Norman Faull of the UCT Business School, "but it is nevertheless an issue which has to be addressed in order for engineers to function more effectively."

Answers

He explains the dilemma more clearly.

"Four-average engineering graduate is trained mostly to solve closed-ended problems like a machine breaking down or a shaft to be designed: the solution is pretty well cut and dried. However, he is more likely in the course of his work to face open-ended problems which have a multiplicity of answers. For example introducing a new product line, determining potential markets, formulating an appropriate cost-structure. There's the rub."

The UCT Faculty of Engineering believes it has the answer to the problem. It is in the process of setting up a School of Engineering Management where graduate engineers who have between two and five years' working experience can attend a comprehensive training course during which specific emphasis will be placed on management-related subjects.

"We are looking at two specific fields: manufacturing management and project management," says Faull. "But the root of the course will be in the general management disciplines like statistics, marketing, finance, industrial relations, economics, cost accounting and operations research."

Faull explains that he will actually be making use of the first 1/3 of the traditional MBA degree, but will leave off once the less engineering-related areas like banking or merger and acquisitions are encountered.

"Our experience shows that employers are looking for a place where they can send their engineers for further training safe in the knowledge that when they return, they will still be engineers and not something else." As for the practicalities of the course, the intention is for the UCT engineering faculty and the Business School to share each other's resources and use each other's strengths — what Faull calls a cross fertilisation of ideas between two establishments which are all too often regarded as separate entities.

The whole concept is still in the planning stage, and opinions and ideas are actively being sought from different companies around the country. Faull believes that the end result will be the first serious attempt to produce a well-rounded engineer.
Foreign example

It is a poor indication of SA’s commitment to vocational training that the two best courses originate from outside the country.

The Paris Chamber of Commerce is responsible for the Joint Management Development Programme (JMDP) and the South African-German chamber for the Commercial Advancement Training Scheme (CATS).

Says JMDP organiser Clive Acton: “I don’t believe there is a programme in SA which is so sensitive to company needs. Participating companies, ranging from small engineering firms to giants like AECI, are represented in management and have helped the development of the course.”

The three-year programme includes a two-week project every quarter, or 24 weeks in all. Participants are expected to have at least matric and five to 10 years’ working experience.

The emphasis is on the practical application of skills. In the first year management skills are studied, including presentation skills, time management and interpersonal skills. In the second year, functional areas of management, including marketing, finance, and information management, come into play. In the third we move on to courses on economics and business strategy — though these are tailored to the needs of middle management.

The course is fully multicultural: 60% of participants are black and the rest white, coloured and Asian. There are 40 pupils in.

Acton claims the JMDP is the only course that allows itself to be externally assessed. In a survey done by Dr Linda Human of the University of Cape Town Graduate School of Business, in which there was a 25% return, 72% of participants thought they had improved their problem-solving ability — 88% of their immediate managers saw an improvement.

All participants thought their oral communication had improved, as did 100% of their managers. Some 60% thought their written communication had improved, while 88% of managers saw improvements. About 81% thought they had improved their time management, but 100% of managers saw improvement in this area. And 72% thought they now showed more initiative, while 88% of managers concurred.

The CATS programme could act as a feeder for the JMDP as they have agreed to base the future. In four years, at least 22 candidates have enrolled in the two-year course every year, and this could increase to 50 in the February 1988 intake.

The course is modelled on the dual training system, which started in Germany 100 years ago. For four days a week the trainees undergo a commercial apprenticeship course and on the fifth day they are given technical training at the German chamber, including commercial arithmetic, economic theory and industrial management.

Opening the third JMDP course, Southern Life chairman Niel de Beer said while the world now recognised apartheid had to go, it had two choices: “They can take a punitive view and this would lead to increased poverty, violence and despair, or they can take a more mature view that they should act to break down race barriers and educate the disadvantaged.”

“The Paris chamber correctly foresees the future of the country as an advanced modern economy in which a common South African identity is more important than group identity.”
The engineering backlog

Aiden Edwards is property managed to create the jobs and equivalent figure for SA. Where did we go wrong?

The Engineers' Association of South Africa (EASA) has launched a campaign to attract qualified engineers to SA. The campaign is aimed at addressing the shortage of engineers in the country, which is hindering economic growth and development.

Why technicians and engineers are needed in SA?

SA is unique among African countries in that it has a significant skilled workforce. However, the country is facing a shortage of engineers due to various factors, including the erosion of technical skills and the exodus of skilled personnel.

Steps to ensure economic growth and job creation

To address the shortage of engineers, SA needs to adopt a comprehensive strategy that includes investing in education and training, promoting entrepreneurship, and creating a conducive business environment.

With the right policies and incentives, it is possible to attract qualified engineers to SA and boost economic growth. The country needs to focus on developing a skilled workforce that can drive innovation and growth in various sectors.

The Engineers' Association of South Africa (EASA) has launched a campaign to attract qualified engineers to SA. The campaign is aimed at addressing the shortage of engineers in the country, which is hindering economic growth and development.
Building industry improves training methods

The building industry has given training a boost with the establishment of the Building Industries Training Board aimed at streamlining the country's teaching spectrum.

Mr Louis Davis, executive director of the Building Industries Federation (Bifsia), says: "The industry will now have a far better structured training method."

"The most important facet is that trainees must acquire the right skills through accredited training organisations, whether they are technical high schools, technical colleges or private training centres."

Pouting out the effect the recession has had on the industry, Mr Davis said the alarming shortage of skilled manpower meant that a considerable training burden would fall on all contractors and sub-contractors if they hoped to meet the future demands of South Africa.

And by co-ordinating the training efforts through the BIFSA and the BITB, there would bound to be a drop in the amount of wasted manpower. The time taken to train an individual will also be more strictly monitored and controlled.

"Because of the slump," says Mr Davis, "much training time has been lost and it is vital that the industry turns its attention to the problem of getting sufficiently skilled and competent people back on to the building sites around the country."

"When one looks at the demand for buildings, houses and office complexes in the years ahead, it is patently clear that the industry as a whole has very little hope of completing all the work with skilled manpower resources currently available."

...
Living standards may drop, report warns

Political Staff
HOUSE OF ASSEMBLY
— SA will not realize its development potential and offer all its people an acceptable standard of living if it persists in trying to satisfy its high level manpower needs mainly from the white population.

This is the most important message to flow from a new investigation into the use and availability of high- and middle-level skilled manpower by the National Manpower Commission (NMC).

In a report carrying its findings tabled in Parliament, NMC chairman Mr Hennie Reynders warns that if this pattern continues SA can face a relative deterioration in standards.

He stresses that all population groups — in line with the accepted philosophy of the free-market mechanism — should have full and equal opportunity to participate fully in the development process.

Mr Reynders notes that one of the main reasons for the lack of progress in the advancement of blacks, coloureds people and Asians in management is the attitude of white management personnel.

Although they profess to be positively disposed to helping with the upliftment of these groups, there is a notorious unwillingness or inability to put these views into practice.

He declared that this situation should be urgently addressed.

The NMC loosely defines high-level manpower (HLM) as being those people with at least two years of education and training after Std 10, and medium-level manpower (MLM) as those with a minimum qualification of Std 7 or 8, followed by a few weeks’ training.

The HLM made up about 11% of the economically active population in 1985, and MLM about 25%

White men constituted the largest single source of HLM, although it was observed that the percentage of the other three population groups among HLM has been increasing.

With most of the statutory measures which hampered the mobility of blacks in the past now mainly lifted, the NMC expects that the advancement of this population group into HLM and MLM occupations should increase.

As regards manpower shortages, 23% and 36% of all vacancies were for HLM and MLM respectively. The absolute number of vacancies in the case of HLM is generally higher among technicians and technologists, as well as nurses.
SA will not realise potential — report

CAPE TOWN — SA would not be able to realise its development potential and offer all its people an acceptable standard of living if it persisted in trying to satisfy its high-level manpower needs mainly from the white population, the National Manpower Commission (NMC) has found.

In a report — the result of an investigation into the utilisation and availability of high- and middle-level skilled manpower — tabled in Parliament, the NMC said if that pattern continued SA could face a relative deterioration in standards.

Importance

NMC chairman Henne Reynders said it was, therefore, of the greatest importance that all population groups — in line with the accepted philosophy of the free-market mechanism — should have full and equal opportunity to take part in the development processes.

He noted that one of the main reasons why there had been a lack of progress in the advancement of blacks, coloureds and Asians in management was the attitude of white management personnel.

Although they professed to be positively disposed to helping with the upliftment of those groups, there was a notable unwillingness or inability to put those views into practice.

Reynders said that situation should be urgently addressed, particularly as it influenced the acceptability of the free-enterprise system.

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With most of the statutory measures which hampered the mobility of blacks in the past now mainly lifted, the NMC expected the advancement of that population group into HLM and MLM occupations should increase.

As regards manpower shortages, 22% and 30% of all vacancies in the country were for HLM and MLM respectively. The absolute number of vacancies in the case of HLM was generally higher among technicians and technologists, as well as nurses.

Some NMC recommendations to cater for the demand for skilled manpower include:

- In order to promote manpower planning, the National Training Board should compile a guide on the methodology of manpower planning at micro level;

- The NMC should, in co-operation with the Department of Manpower, develop a procedure whereby the demand and supply situation in individual occupations could be determined relatively quickly with a view to, among other objectives, supplying bodies like the Immigration Selection Board and public employment services with information;

- The Department of Home Affairs should investigate the possibility of applying the existing state assistance for immigrants on a differentiated basis, so that immigrants in occupations where there were continual serious shortages, would benefit more than others.
Free training given at 2 Reef centres

A BASIC course for aspirant security officers takes two weeks of intensive theoretical and practical training and is provided free of charge to the unemployed by recognised training institutions. This was said this week by Mr Joos Lemmer, director of Apex Group Training Centre, when he was asked to comment on the one-day training course provided by Conway Security.

"We know of that operation. We believe it is not proper as there is so much involved in this course. It is absolutely impossible to train a person to become a professional security officer in one day," Mr Lemmer said.

Apex Group Training Centre is one of two training centres on the Reef which provide free training in a number of courses to the unemployed. The other is at Chambor, an industrial area in Krugersdorp.

The two institutions are subsidised by the Department of Manpower. Instead of charging their students for the training, they give them transport and daily allowances as well as free meals.

Mr Tommy Hascox, marketing manager of Apex, said in an interview: "It appeared thousands of unemployed people were not aware of the existence of the centre. He said his institution was training at least 350 people in various courses, including security, sewing, storemanship, forklift driving, at any given time. "This is not enough," he said. "We have room for hundreds of people. In fact, we can easily admit double the number." Mr Hascox said.

He said by acquiring new skills, the unemployed were increasing their chances of getting jobs. He said up to 60 percent of people trained at Apex get employed.

Hascox added that the centre was always in contact with firms all over the Reef.
Minister corrects auditor's report

HOUSE OF ASSEMBLY — Administration spent R15.5m of an allocated R16m on a special job creation programme, Budget and Welfare Minister Dawie de Villiers said yesterday.

He was responding to statements by Harry Schwarz (FFP Yeoville) on the allocation of funds for job creation and housing.

The report of the Auditor-General for general affairs in 1966/67, tabled in Parliament on February 11, said only R14.5m was spent of the R16m allocated to the Administration House of Assembly for the special job-creation programme.

It also said only R5.5m of the R17m for housing was spent.

In fact, R17.7m was spent.

The amount was not reflected in the AG's report because of delays in building, the allocation of funds over two financial years and the date of announcement of the allocation — Sapa.
Govt step on training of labour

GERALD REILLY
PRETORIA — A draft Bill to provide a maximum devolution of power to industry for labour training will be published today in the Government Gazette. Manpower Minister Pietie du Plessis said in a statement:

This would be another step forward in government's policy of minimum State intervention in the affairs of the private sector.

Du Plessis said those interested could make representations on the content of the Bill to the Manpower Director-General up to April 8.

The Bill was based on recommendations outlined in the White Paper on the joint report of the Human Sciences Research Council and the National Training Board on investigation into artisan training.

It was intended that existing administrative functions of government and the manpower department on training be transferred to the relevant industries.

"This would be done in a way that would ensure training would not be adversely affected," Du Plessis said.

"On the contrary, vesting responsibility where it belongs will lead to an improvement in training, utilisation of manpower and productivity."
State scheme helps thousands find jobs

By Tyrone Seale, Staff Reporter

MORE than 30 000 unemployed people attended State-subsidised training programmes in the Western Cape between April and December last year, improving their chances of finding a job or starting a small business.

The 30 463 Western Cape trainees were among 157 000 unemployed people who were trained at more than 300 centres throughout South Africa during this period, said Dr Piet van der Merwe, director-general of the Department of Manpower.

Opening the Exhibition of Training at the Cape Show, Dr van der Merwe said “a substantial number” of trainees had found work while others were self-employed or worked as independent contractors.

He said the State had allocated R$246.6-million between June 1985 and March this year for courses including personal computer operation, word processing, security, pipe installation, welding, storemanship, quality control, typing, domestic help, building and motor vehicle driving.

By the end of December last year more than 700 000 people had been trained in about 200 job types on courses varying from three to eight weeks.

In terms of this scheme, the Department of Manpower pays the trainer for hosting the course and pays the trainee a nominal fee for transport and lunch.

Dr van der Merwe said one of the greatest needs in South Africa was to create jobs and “to give people the skills which will give them the confidence to fill a job and do a solid day’s work, which both fills them with dignity and injects vigour into employment creation.

“It is so admirable that such excellent progress has been made with the short-course training, as it is in this field that there is such a vast need.

“This many-sided training has placed so many people in a position either to obtain employment or to enter the small business sector or the informal sector. It has given people new hope through making them feel more useful, providing them with marketable skills and increasing their efficiency and productivity.”

The Exhibition of Training shows opportunities under the State-subsidised scheme as well as projects and individual items completed by trainees.

The exhibition is the brainchild of the Association of Training Centres of the Western Cape. This body was formed in 1986 to promote training in the Western Cape and to help trainees market their skills to commerce and industry.
Filling two needs

Many good ideas are so obvious that one wonders why they weren't thought of before. Such is a scheme recently introduced by Murray & Roberts (M&R) Construction in Natal.

Tackling the acute shortage of skills in the building industry, M&R has been running building training programmes with the support of the Department of Manpower. Part of the course involved students constructing "practice" houses at the training site - then demolishing them.

Now, says MD Andrew Stewart, it has been decided to build such houses in surrounding areas - and leave them standing for occupation by members of the local community.

In this way not only are students acquiring vital skills, but also helping to address - if only in a small way - the housing shortage.

As the necessity for training programmes of this nature becomes recognised, homeland governments are giving preferential treatment to companies which tender for housing developments if they are using and training local labour.

For example, in the documents which developers are now required to submit to the KwaZulu government, in order to be approved as township developers and to obtain land allocations, they are now required to state what use will be made of local labour and how many local people will be trained.

What's more, it could pay developers handsome to comply with these conditions as business in the homelands is increasingly lucrative. The main barrier to developments now is the allocation of land and Stewart has already appealed to black community leaders in Natal and KwaZulu to help make this available.
Black taxis between Johannesburg/Messina: loss of revenue to SATS

Mr C J DERBY-LEWIS asked the Minister of Transport Affairs

What is the estimated loss of revenue to the South African Transport Services as a result of competition experienced from Black taxis running between Johannesburg and Messina for each of the latest specified five financial years for which figures are available?

The MINISTER OF TRANSPORT AFFAIRS

Although there has been a decrease in the number of passengers conveyed it is not possible to determine what percentage of this decrease can be ascribed to competition from Black taxis.

Passenger goods rail traffic: maximum safe speed

Mr C J DERBY-LEWIS asked the Minister of Transport Affairs

(1) What is the maximum safe speed applicable to South Africa’s rail system in terms of (a) passenger and (b) goods rail traffic and (b) what speed is permitted by the Transport Services in each case?

(2) What time saving could be effected through the application of maximum safety speeds in respect of (a) passenger and (b) goods trains journeys between Johannesburg and Cape Town?

The MINISTER OF TRANSPORT AFFAIRS

(1) (a) 100 kilometres per hour except in the case of the Blue Train which is 100 kilometres per hour

(b) Vacuum braked trains and air braked trains on the coal line loaded to a maximum of 26 tons/tonne — 60 kilometres per hour

Vacuum braked trains with selected rolling stock and air braked trains loaded to a maximum of 20 tons/tonne — 75 kilometres per hour

Air braked trains with a limited train length and selected rolling stock — 100 kilometres per hour

(2) Maximum speeds as set out in part (1)

(a) (i) and (ii) of the reply except

where otherwise restricted for technical reasons, e.g. track curvature, down grades, yard station layouts and for other safety reasons

(2) (a) and (b) None All trains are operated at their optimal safety limit which is dependent on factors such as rolling stock, track structure signalling, etc.

Erection of Mankweng hospital, Lebowa

Dr W J SNYMAN asked the Minister of Education and Development Aid

Whether his Department is involved in the erection of the Mankweng hospital in Lebowa, if so, (a) in what respects, (b) what is the (i) tender price and (ii) final cost of erecting this hospital (c) when (i) was the hospital completed and (ii) is the hospital expected to be in operation and (d) for how many beds has provision been made?

The MINISTER OF EDUCATION AND DEVELOPMENT AID

Yes

(a) The Department of Development Aid is involved in an advisory capacity.

(b) (i) R35 271 648

(ii) R 38 550 100

(c) (i) The end of March 1988

(ii) This date will be determined after consultation with Lebowa in whose judicial area the hospital is situated

(d) 415

Black spots removed from Black spots

Mr P G SOAL asked the Minister of Education and Development Aid

How many Blacks were moved from Black spots to Black states in 1987 and (b) (i) from which Black spots, (ii) to which Black States, and (iii) why were they moved in each case?

The MINISTER OF EDUCATION AND DEVELOPMENT AID

None

(b) (i), (ii) and (iii) Fail away

Independent Black states: size in hectares

Mr P G SOAL asked the Minister of Education and Development Aid

What was the size in hectares of each of the four independent Black states as at the latest specified date for which figures are available?

(2) whether any land was added to any of these states in 1987, if so, how many hectares were added to each such state in that year?

The MINISTER OF EDUCATION AND DEVELOPMENT AID

(1) Transkei 4 287 000 hectares

Ciskei 794 000 hectares

Bophuthatswana 4 187 813 hectares

Venda 707 513 hectares

(2) (a) Transkei

(b) Ciskei

(c) Bophuthatswana

(d) Venda

(Note: As at 1 February 1988)

(1) Transkei

(2) None

Engen

Bophuthatswana

Venda

Trapping schemes offered for Whites

Mr C J DERBY-LEWIS asked the Minister of Manpower:

(1) Whether his Department offers training schemes for Whites, if so,

(2) whether Whites being trained under such schemes received payment whilst being trained, if not why not, if so, what are the relevant particulars of (a) these schemes and (b) the payment so received?

The MINISTER OF MANPOWER

(1) Yes

(2) Provided that the training scheme is a government scheme.

Overseas visits

Mr P G SOAL asked the Minister of Manpower

(1) Whether he undertook any overseas visits in 1987 if so, (a) which countries were visited and (b) what was the purpose of each visit?

(2) whether he was accompanied by any representatives of the media on these visits if so, (a) what were the names of the journalists involved, (b) which newspapers or radio or television networks did they represent, (c) to which countries did each of these persons accompany him and (d) why

(3) whether any costs were incurred by his Department as a result of so what total amount in that year?

The MINISTER OF MANPOWER

(1) Yes

(a) Span

(b) Private
President Sepe opens training centre

The Centre, which opened last week, is the result of the efforts of the members of the AFL and the government. It is designed to provide training for workers in the trade. The Centre, which was opened by the Prime Minister, Mr. Sepe, is situated in the heart of the city and is staffed by experienced instructors. The Centre is open to all workers, regardless of their trade or background.

President Sepe said:

"The Centre is a symbol of the unity between government and industry. It is a place where workers can come together to learn and improve their skills."
Training is the key to SA’s future — Du Plessis

By Sally Sealey

Training was the key to South Africa’s future said the Minister of Manpower, Mr Piet du Plessis at the opening of the manpower exhibit at the Rand Show yesterday.

Mr du Plessis said unemployment was one of the most serious problems facing South Africa.

"Unemployment knows no barriers. It cuts across race and class," he said.

Mr du Plessis said that since the inception of the Manpower Training Programme in June 1985, the Government had contributed R325 million to the training of the unemployed.

The Director-General of Manpower, Dr Piet van der Merwe said since the start of the programme almost three years ago 270,000 people had been trained in 300 centres throughout the country in 200 job categories.

He said the Department of Manpower would not have accomplished this without the help of the private sector.

The exhibition is the largest of its kind in South Africa with at least 60 exhibitors from all over the country.
Photo courses for jobless

THE Department of Manpower, together with an independent photographic institution, has organised free photographic courses for the unemployed starting from April 11.

Phototeach will run the courses which cover many aspects of photography. All material, including film and darkroom chemicals, are provided.

Coordinator and tutor Mr Chris Motau said the courses were designed to enable people to earn a living from freelance photography.

Mr Motau or Mr Noel Maphito can be contacted at (011) 783-1013 or 783-1016.
(7) Behoudens die bepalings van hierdie artikel word enige aanstelling gemaak, besluit geneem, magting verleen, heffing of spesiale heffing opgelê, fonds ingestel, registraas gemaak, verbod opgelê, voorskrif, laaggewing, bepaling of kennisgewing gepublisere of enigets anders gedaan, voor die inwerkingtredingsdatum kragtens 'n bepaling van die Droëvrugteskema, en wat onmiddellik voor die inwerkingtredingsdatum van krag is, geag gemaak, geneem, verleë, opgelê, ingestel, gepublisere of gedaan te wees kragtens die ooreenstemmende bepaling van hierdie Skema.

(8) Enige aksie met betrekking tot droëvrugte wat voor die inwerkingtredingsdatum deur die Droëvrugteraad ingestel is, word geag deur die Raad kragtens die ooreenstemmende bepaling van hierdie Skema ingestel te wees.

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DEPARTEMENT VAN MANNEKRAG

No. R. 1063 10 Junie 1988

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSKEMA VIR DIE MYNBEDRYF

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag en van Openbare Werke en Grondseke wysig hierby die Skema vir die mynbedryf van Suid-Afrika waarvan die bepalings in die Bylae tot Goewermentskennisgewing R. 1134 van 29 Mei 1981 gepublisere en die geldighedsluier by Goewermentskennisgewings R. 1036 van 25 Mei 1984 en R. 1205 van 29 Mei 1987 verleng is, deur die volgende klousule 12 na die bestaande klousule 11 in die Afrikaanse teks van die kennisgewing in te voeg:

"12. Ontbinding van die Fonds

Ingeval hierdie Skema ophou funksioneer moet die Fonds ontbond word soos hierbo bepaal.

(i) Alle verpligtings moet nagekom word, en

(ii) alle bates van die Fonds moet te gelde gemaak word en dit, tesame met enige fondse wat oorbyl na die nakoming van die verpligtings bedoel in (i) hierbo, moet ten opsigt van sodanige spesifieke tyd of tydperk as wat die Raad bepaal, aan hydriaars oorbetaal word in verhouding tot die getal ambagsmanne ten opsigt van wie 'n bydrae betaal is;" en

die volgende klousule 12 na die bestaande klousule 11 in die Engelse teks in te voeg:

"12. Dissolution of the Fund

In the event of this Scheme ceasing to function the Fund shall be dissolved as hereinafter provided.

(i) All liabilities shall be settled, and

(ii) all assets of the Fund shall be turned to account and these, together with any funds remaining after the discharge of obligations referred to under (i) above, shall be paid over to contributors in proportion to the number of artisans for whom a contribution was made in respect of such specific time or period as the board may determine."

C. DU PLESSIS,

van Mannekrag en van Openbare Werke en Grond-

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DEPARTMENT OF MANPOWER

No. R. 1063 10 June 1988

MANPOWER TRAINING ACT, 1981

TRAINING SCHEME FOR THE MINING INDUSTRY

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower and of Public Works and Land Affairs, hereby amend the Scheme for the mining industry of South Africa of which the conditions in the Schedule to Government Notice R. 1134 of 29 May 1981 is published and the validity by Government Notices R. 1036 of 25 May 1984 and R. 1205 of 29 May 1987 is extended, by the insertion of the following clause 12 after the existing clause 11 in the English text of the notice:

"12. Dissolution of the Fund

In the event of this Scheme ceasing to function the fund shall be dissolved as hereinafter provided.

(i) All liabilities shall be settled, and

(ii) all assets of the Fund shall be turned to account and these, together with any funds remaining after the discharge of obligations referred to under (i) above, shall be paid over to contributors in proportion to the number of artisans for whom a contribution was made in respect of such specific time or period as the board may determine."

P. T. C. DU PLESSIS

Minister of Manpower and of Public Works and Land Affairs
Mossgas brings jobs and training project

WHATEVER else may be said about the multi-million-rand Mossel Bay project, it is creating many jobs. A total of 500 artisans have been trained for the project, and another 1,000 are in training.

Training is being undertaken by the Port Elizabeth-based Eastcape Training Centre (ETC), master-minded by the Constructional Engineering Association (CEA), an employer organisation affiliated to Sefisa.

CEA chairman Hans Schmetz said at a meeting of the company "SA is in a crisis situation — and has been for a long time — with regard to the chronic shortage of skilled labour."

The CEA has negotiated each page of its training manuals with trade unions and gazetted them to produce schedules that Mr Schmetz believes will provide a lasting pool of skilled labour.

"The graduates are not equivalent to experienced artisans, but will have a sound basis which can be built on in a short time," he says.

DEPRESSED

The question, however, must be — is there life after Mossgas?

An energy consultant believes that far more job opportunities could be created for the less-skilled labour force if the same amount of money was spent to finance low-cost housing and other necessary infrastructure.

"As in all petrochemical plants, the number of permanent jobs is small in relation to the investment," he says.

Even so, more workers will emerge with skills after Mossgas, and the long depressed city of Port Elizabeth is benefiting as much as surrounding towns.
Job training on East Rand

By LULAMA LUTI

UNEMPLOYED people on the East Rand can attend training courses at St Anthony's Centre, Reiger Park, in Boksburg.

The centre offers courses in domestic service, needlework and hat-making, hand-knitting and crochet, basic arc welding and basic fitting.

The free courses are sponsored by the Department of Manpower.

Interested people should apply by calling at St Anthony's Centre, or telephone 52-7448.
Call to involve Taba in training

WHITE programmes designed to uplift blacks have always failed because whites do not have their finger on the pulse of black people, says Transvaal African Builders' Association (Taba) president Joas Mogale.

He was commenting on a report on a R17m building training programme undertaken by the Building Industries Federation of SA (Bifsai).

"What these well-meaning institutions need to do is to work hand-in-hand with organisations that are practically involved with the people and channel all their programmes — educational, financial and otherwise — through them," says Mogale.

If the programmes were conducted in conjunction with Taba, the building industry could only gain "because we have a better understanding of the black builder. Private sector aid needs to be channelled to black builders through us," Mogale says.

Bifsai spokesmen could not be contacted for comment yesterday.
Educated workforce vital — Sasol chief

BLOEMFONTEIN — Businessmen have to become more involved with training institutions because they cannot afford to wait for "from the bottom up" improvements to the education system, says P du P Kruger, executive director of Sasol.

He told the International Association of Commerce and Economic Students at the University of the Orange Free State at the weekend that the first challenge to overcome was the shortage of educated manpower, which remained one of the biggest obstacles to economic development.

"Education structures had not kept pace with the demands of a developing economy," he said.

For example, in 1973, 16 percent of all university graduates were engineers, whereas, in 1985, only 11 percent were engineers.

There were also too few being trained in the scientific and business fields, he said.

The broad economic and social demands of the community needed to be identified.

Mr. Kruger said businessmen needed to find methods that were as constructive as possible in dealing with trade unions. Nor could they allow unions to be "the only communication channel" with their workers.

Unfortunately, some unions had become politicised by both the right and the left and did not always act in the best long-term interests of their members.

He said it was essential that the quality of life for all South Africans, towards other population groups be improved.

"Our country is changing fast and the developing part of the population was experiencing an information and industrial revolution.

Improved productivity was the key to fulfilling economic demands, with business leaders' first responsibility to their customers, shareholders and workers.

"People are a company's most important asset," he said — Sapa
DEPARTEMENT VAN FINANSIES

No. 1782 2 September 1988

13 PERCENT BINNELANDSE GERECHTSTELDE EFFEKTE 2005 — CERTIFICAAT 8268 VIR R16 780 UITGEREIK TEN GUNSTE VAN KAYEMESS NOMINEES (PTY) LTD

Aangesien daar by die Tesoure aansoek gedoen is om 'n duplikaat van bovenmelde sertifikaat wat verloor of verlē is, word hierby bekendgemaak dat, tensy die oorspronklike sertifikaat binne vier weke na die datum van publikasie van hierdie kennisgewing by die Tesoure, Privaatbag X115, Pretoria, ingelewer word, die verlangde duplikaat uitgereik sal word

DEPARTEMENT VAN MANNEKRAG

No. 1767 2 September 1988

WET OP MANNEKRAGOPLEIDING, 1981

VRYSTELLING VAN LOGBOEKVEREISTES — MYNBOWNYWERHEID

Ek, Pieter Theuns Christiaan du Plessis, Minister van Mannekrag en van Openbare Werke en Grondsake, handelende kragtens artikel 47 (1) van die bogenoemde Wet —

(a) trek hierby Goewernementskennisgewing R 2612 van 30 November 1984 in,

(b) stel hierby, vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk eindigende 31 December 1989, alle werkgevers wat betrokke is in die Nywerheid en die gebied ten opsigte waarvan die Nasionale Mannekragopleidingskomitee vir die Mynbownywerheid in die bogenoemde Wet en regulasies geneem het, van hierdie kennisgewing R 2612 van 30 November 1984 genoemde Wet, met onmiddellik as van ingegang gedateer, en

(c) stel hierby alle vak leerlinge of minderjariges in die Nywerheid en gebied vermeld in paragraaf (b) van die bogenoemde Wet en regulasies van 31 Oktober 1985 genoemde Wet, met onmiddellik as van ingegang gedateer, en

P T C DU PLESSIS,
Minister van Mannekrag en van Openbare Werke en Grondsake

DEPARTEMENT VAN MINERAAL- EN ENERGIESAKE

No. 1764 2 September 1988

UITHOU VAN GROND VIR DIE DOEL VAN 'N DORP

Die Staats presidente het drie stukke geproklameerde grond, onderskeidelik ongeveer 33 268 ha, 2 604 vierkante meter en 19 970 ha groot, geleë op die

DEPARTEMENT OF FINANCE

No. 1782 2 September 1988

13 PERCENT INTERNAL REGISTERED STOCK, 2005 — CERTIFICATE 8268 FOR R16 780 ISSUED IN FAVOUR OF KAYEMESS NOMINEES (PTY) LTD

Application having been made to the Treasury for a duplicate of the above-mentioned certificate, the original having been lost or mislaid, notice is hereby given that unless the original certificate is produced at the Treasury, Private Bag X115, Pretoria, within four weeks from the date of publication of this notice, a duplicate as applied for, will be issued

DEPARTEMENT OF MANPOWER

No. 1767 2 September 1988

MANPOWER TRAINING ACT, 1981

EXEMPTION FROM LOGBOOK REQUIREMENTS — MINING INDUSTRY

I, Pieter Theuns Christiaan du Plessis, Minister of Manpower and of Public Works and Land Affairs, acting in terms of section 47 (1) of the above-mentioned Act, hereby —

(a) withdraw Government Notice R 2612 of 30 November 1984,

(b) exempt from the date of publication of this notice and for the period ending 31 December 1989, all employers engaged in the Industry and the area in respect of which the National Manpower Training Committee for the Mining Industry has, in terms of Government Notice 754 of 31 October 1986 has been established, from the requirements of section 44 (1) (b) of the above-mentioned Act and regulation 19 (1) of the regulations framed under the said Act, on condition that every employer shall furnish to every apprentice or minor employed by him in a designated trade, a logbook in the form prescribed by the Mining Industry Engineering Trades Training Board which administers the Mining Industry Engineering Trades Development and Training Fund, established by Government Notice R 1134 of 29 May 1981 read with Government Notices R 1036 of 25 May 1984 and R 1205 of 29 May 1987, and

(c) exempt all apprentices or minors in the Industry and area mentioned in paragraph (b) from the requirements of section 44 (2) (b) of the above-mentioned Act on condition that such apprentices or minors shall at the prescribed stage enter in the logbook furnished to them in terms of paragraph (b) such particulars of the training received by them

P T C DU PLESSIS,
Minister of Manpower and of Public Works and Land Affairs

DEPARTEMENT OF MINERAL AND ENERGY AFFAIRS

No. 1764 2 September 1988

RESERVATION OF LAND FOR THE PURPOSE OF A TOWNSHIP

The State President has, in terms of section 184 of the Mining Rights Act, 1967 (Act 20 of 1967), reserved for the purpose of a township three portions of proclaimed land
Schmetz

Mossgas has highlighted the problems
Together with the major participants, the
Central Energy Fund (CEF) and Gencor,
CEA decided a new approach was required.

"With 425 boilermakers needed on Moss-
gas alone and only 91 qualifying in the whole
of SA in 1987, we clearly had to follow a new
route," says Schmetz.

It was the CEA's study, four years ago,
that discovered about 90% of tasks in the
fabrication and construction industries could
be performed by skilled operators other than
artisans. CEA analysed tasks in the Steel
and Engineering Industry Federation's
13 technical schedules and condensed them
into five categories, with category five being
the trained artisan. These were officially
gazetted in 1987.

"This made it possible for a category one
labourer to progress through to category four
in a relatively short time by increasing his
skills. When the CEF and Mossgas-Mossref
asked industry to find a local solution to our
manpower problem, we had the structure in
place," says Schmetz.

CEA found most of the tasks required for
the Mossgas project could be handled effi-
ciently and without loss of quality by its
category four operators. However, it insists it
is not trying to undermine the position of the
artisan, whose services are still required at
higher-skilled levels.

The local option is cheaper: it costs an
estimated R80 000 to import a trained artis-
san for one year. Training a local man for
long-term use costs about R20 000.

Nevertheless, to train thousands of skilled
operators is expensive. Training costs for the
Mossgas project alone are estimated at
R75m, of which R37.5m has already been
provided to CEA. These funds will be repaid
through a 1.5% levy on local content of all
MEI projects using newly skilled workers.

Providing the country's estimated 30 000
skilled workers, up to artisan level, required
over the next 12 years could cost an estima-
ted R278m. CEA has asked government to
provide financial aid for the project and is
awaiting a response from Deputy Finance
Minister Org Marais.

"Financial relief in the form of training
tax incentives, which could be paid up front,
in the form of cash payments, would help,"
says Schmetz.

It has long been argued that as a largely
Third World country, SA should put more
effort into providing useful skills for many
people, rather than concentrating on small
numbers of highly qualified personnel. It
will be interesting to see how government
responds now that such an opportunity ex-
ists.

INDUSTRIAL TRAINING

Taken to task

SA's engineering sector has decided that spe-
cific skills, not diplomas, are needed to over-
come the country's lack of expertise.

The private sector has launched a deter-
mined training programme to meet SA's
needs in the mechanical, electrical and in-
sertion (MEI) fields.

However, with the Mossgas synthetic fuel
project alone requiring about 7 000 trained
MEI specialists over the next four years,
industry cannot afford the three-and-half
years or more it takes an artisan to qualify.

Instead, taking its cue from a study show-
ing most tasks in the fabrication and con-
struction industries can be performed by
skilled operators, industry has opted for
shorter-term skills training.

About 1 500 operators have already
passed the 16-24 weeks skills training
courses at Port Elizabeth's Eastern Cape
Training Centre and at Mossel Bay, George,
Oudtshoorn and Saldanha Bay.

The traditional SA way of obtaining skills
has been to import them from abroad, poach
from other local institutions or via the ap-
prenticeship route. But competing for lim-
ited skills boosts wage inflation and artisan
training takes up to four years.

"The usual dilemma is that contractors do
not train unless they have a contract — and
when they have the contract, they invariably
do not have the time to train staff. Poaching
or importing staff is other options, but this
does not address the problem of the skills
shortage," says Construction Engineering
Association (CEA) executive director Rene
Blind and self-sufficient

By MOKGADI PELA

THE Soweto Workshop for The Blind is a factory with a difference.

A visit to the workshop, which is situated on the outskirts of Soweto, served as an eye-opener. It was the sound of metal against metal and the to-and-fro movement of a single forklift that gave the place the atmosphere of a factory.

Inside were workers, some totally blind, most only partially, assembling electrical appliances. Others were assembling rods which would be sent to factories for further use.

The workshop for the blind was established in 1926 and spread to other areas. The Soweto Workshop for the Blind was opened last October. According to the manager, Mr. Denver Berry, within three weeks there were 50 blind workers.

He said, "The work done here is not the old-style make-work. We pass the hours and bring in a tiny wage. It is genuine, competitive work, work which has been chosen so that the sense of sight is least important. One of the tasks involves a major contract with National Bots who offer a large volume of work."

"Our vision for the future is to have blind but useful people. At the moment we have about 100 people, but we hope to have 300 in the coming years."

The workshop is a partner to the Transvaal Adult Blind Black Association Funding has come from quarters such as the South African National Council for the Blind. Mr. Berry has appealed to Soweto businessmen to donate funds.

Those wishing to be employed at the centre could contact him at (011) 938-1536 or 933-2247.

Like any other factory, they have knock-off time, and when that happens, Mrs. Nontsuzi Mazibuko, the mobility instructor, steps in. She explained her role as showing the workers their different routes to either their homes or friends. She however, appealed for more people to come to her assistance to overcome her problem.
'Bigger growth needed to create more work'

PRETORIA — SA's grim unemployment problem, and the dire need for high-level manpower, was stressed here yesterday at an in-service training symposium.

National Manpower Commission chief director F S Barker said SA not only needed economic growth but growth that generated more employment than in the past.

Barker said the shortage of high-level manpower was particularly severe. It was estimated there were 40,045 vacancies in the professional, technical and management occupations.

Unemployment was the primary cause of poverty in SA.

During the first three months of 1988, the unemployment rate among blacks was 14.7% (about one-million people) in a strict definition of unemployment. People who worked more than five hours a week were not counted as unemployed.

According to some researchers, however, the actual figure could be as high as three to four-million.

Dismal

In April this year, nearly 70% of black unemployed were younger than 30. The rate among those younger than 30 was about 20%. And more than 60% of all black unemployed had an educational level of not higher than Std 5.

In the first three months of this year 10.5% of coloured people (125,000) and 10.6% (34,000) of Asians were without work.

Barker said scenarios of future unemployment were dismal.

PRETORIA — Many jobs created over the next decade would, to a great extent, be open only to workers with skills and qualifications. Manpower Minister Pietie du Plessis said yesterday.

At the opening of an in-service training symposium, he stressed a great need for training and said SA could not afford to restrict new technologies just for the sake of labour-intensive activities.

To compete in international markets and to sustain jobs and 2.8-million unskilled workers

PRETORIA — The supply of unskilled workers was now as high as 2.8-million, while the demand for high-level manpower far exceeded supply, Manpower director-general Piet van der Merwe said yesterday.

He also told an in-service training symposium there was a serious imbalance between education and training systems and the labour market.

He said in-service training could go a long way to eliminating the imbalance in the labour market.

Technology versus labour — Du Plessis

GERALD REILLY

economic growth, a balance would have to be found between labour-intensive and capital-intensive economies.

The country had an unemployment problem on the one hand and a shortage of skilled workers on the other.

Du Plessis said it could be predicted that there would be less of a need for unskilled workers.
only Skills Wastage.

No Skills Shortage.

Many management information systems (MIS) managers have felt
By year 2000 SA will need 250 000 managers
Education system geared up for the future

New schooling plan puts emphasis on practical training, setting up youngsters for life.
Group aims to find jobs for the people

The "unemployment disease" which threatens to corrode the entire social structure of Alexandra has given rise to a dynamic new organisation known as Progress Through Employment (PTE), which is having growing success at finding jobs for people.

Aware that nearly half the people of Alex were jobless, concerned officials last year invited the private sector's senior management to join them in a brainstorming session seeking solutions to the problem.

Mr Steve Burger, the administrator of Alexandra, and this week that the group soon realised there was no single answer. They decided, therefore, to implement a five-prong plan of attack:

1. Where possible, jobs would be found for unemployed men and women within the existing commercial and industrial enterprises.
2. Hostel industries would be promoted and sales avenues identified.
3. Training, both formal and on-the-job, would be provided.
4. Small businesses would be promoted and venture capital provided.

Mr Burger would create a December employment drive, a project, intended to provide Alexandra pupils with gainful and constructive activities during their Christmas holidays. The plan was initiated.

The five-prong plan was adopted and the association became active within 10 days of its inception.

A youth employment centre was opened on the council's premises to cater for a December employment drive. A two-month employment drive, intended to provide Alexandra pupils with gainful and constructive activities during their Christmas holidays, was initiated.

Mr Burger said it was a "resounding success".

More than 800 children benefited from the drive, which was now under way and 216 companies have been approached with the request to "create a job for an Alex student this year!"

The PTE bureau placed more than 1,000 unemployed people in permanent jobs between January and October this year.

On the home industries front the Alexandra Craft Market was established and operates on two Saturday mornings a month — once at the Park 'n Pay Hypermarket, Norwood, and once at Benny Goldberg's in Bramley.

Mr Burger added: "In the longer term a site within Alexandra has been identified as a market place and plans have been drawn up for the erection of a small business/home industries centre. Funds permitting, this should become a reality in the latter half of 1989."

He said great strides had been made with the training of more than 400 students and unemployed adults who are studying at various tertiary educational or training institutions on bursaries obtained through PTE.

Sufficient funds have also been raised to establish the Alexandra's first tertiary education facility — the Business and Commercial College.

It will accommodate 180 students and will offer four recognised diploma courses, including Personnel Management, Marketing Management, Accounting (Wits Technikon) and Senior Secretarial (Pitman).

Students have already started enrolling for the 1989 academic year, which will start on January 23 1989.

With the assistance of Colgate Palmolive Venture Capital Trust, First National Bank and the Small Business Development Corporation, PTE is now looking at the small business sphere.

"Progress through Employment is now the conduit through which the Alexandra entrepreneur can obtain the necessary financial assistance for setting up or expanding his own business," Mr Burger said.

"Paved and permanent stands have been constructed to assist the "in" tourist. The site caters for 60 small business traders by providing them with a free communal trading area designed to give shelter against the sun, rain and cold.

Furher information is available from the Co-ordinator, PTE, PO Box 39718, Bramley 1938, telephone (011) 766-9613.

Alexandra's school-going children have not been left to fend for themselves entirely on their own.

An organisation known as Protec is operating in the town to help high school pupils acquire a variety of skills, from study techniques to critical thinking.

About 120,000 teenage boys and girls from School and Sixth Form matriculate at Protec's headquarter — a warehouse in Marlboro just a block from Alex on Saturdays and during the holidays to attend a number of courses which could help them in their studies or in their choice of career.

ENRICHMENT

Mr Rod Barnett, the Alex branch co-ordinator, described the work being done by Protec as non-formal education designed both as an enrichment and career development programme.

We started in Alex in 1986 with the cooperation and approval of the department of education. The organisation was initiated when the engineering sector expressed concern at the few who were going for technologically based careers in the black community, particularly few persisted with maths and sciences.

The activities of Protec (free to students) have since diversified to include life skills courses ranging from problem solving to career counselling.

Apart from formal support for academic subjects, it includes training for "World at Work" through which young people are exposed to the realities of the working world.

Wants to factories and offices are arranged so that students can see at first hand various career opportunities.

During the holidays the organisation arranges work opportunities for the young people on a two to four-week basis.

Camps and excursions are also arranged.

"The average white child takes books and travel for granted," Mr Barnett said. "Many township children do not have well-educated parents and have not had the opportunity of getting around — all of which is necessary for a well-rounded education."

He said Protec students were given all the assistance possible to complete matric, to find a job or enter university.

"It is often difficult for young people to study because their homes are overcrowded," Mr Barnett said.

To obtain the maximum benefit from the courses offered by Protec, students are invited to certain programmes. They are regularly to discuss such mutual problems and improve careers. Exercise courses on parenting skills were run to help parents understand and assist their children in their studies, Mr Barnett said.
A TOTAL of R300-million will be spent on training more than 30,000 artisans for the construction of large capital projects, starting off in the Mossel Bay oil-from-gas venture.

The training scheme, believed to be the biggest of its kind undertaken in the world, has two aims — to supply skilled and semi-skilled workers for a wide range of industries in the next decade and to increase productivity to levels attained in the US and Western Europe.

The ambitious scheme was sparked by the go-ahead for the R4.5-billion Mossel project, which will need thousands of operatives with skills which have previously been imported.

**Mastermind**

The South African Fabrication and Construction Training Trust Fund has been formed to co-ordinate the programme with the support of Government's Central Energy Fund.

"It will be funded by a 1.5% levy on the local content of major contracts, including Mossel, and by the Department of Manpower and other industry sources."

The non-racial scheme has the support of all major craft unions, says the fund's executive director, Rene Schmets.

"Mr Schmets is executive director of the Construction Engineering Association, a prime mover behind the project."

He says that in general terms, an SA-trained skilled worker costs an employer about R20,000 a year compared with R30,000 for a similar operator from Europe.

**Torbanite**

The scheme has been masterminded by American consultant Earl Causey, who has won international recognition for his work in industrial training. In 1977 he was awarded the Order of the British Empire for the upgrading of training and productivity in the construction industry in Britain.

Mr Causey has been retained by the Central Energy Fund to provide the initial injection of R37.8-million through Mossel gas to get the project off the ground. A similar contribution is expected to come from the Government in tax relief.

Mr Causey says all major industrial organizations back the project, which aims to train 30,000 workers by the end of the century.

"The first 'four' years, 10,000 people will be given skills ranging from entry to pipe fitters, riggers and electricians.

Grades of training provide top-qualified artisans, skilled and semi-skilled workers."

Mr Schmets says more than 700 trainees have been placed with some of SA's major employers, including Dorda, Genrec, CBI, Bobcock, Fliuer, Sasol and Steinhull.

The training is monitored to ensure that trainees are given the skills required by industry.

Mr Causey says SA's productivity record on major projects is woefully low.

**Foundations**

"SA's productivity rate is only 40% of that achieved in developed Western countries. South Africans take 2½ times to do what foreign workers complete in one hour."

The trust's scheme will lay the foundations for a continuing training strategy.

The cost of training each worker is about R10,000. The programme involves a basic 10-week course at a training centre, six weeks of instruction for selected workers, 10 weeks on the job, and another three weeks at the centre.

Mr Causey says that three cornerstones for improving productivity are a sound training programme, agreements with trade unions on wages and a fixed 45-hour week with no provision for overtime.

He is confident of success, but he warns that the ambition can be wrecked unless the scheme runs hand-in-hand with rational industrial relations.
Photographic course for jobless

The Department of Manpower, in conjunction with an independent photographic institution, yesterday started offering a three-week free photographic course for the unemployed.

One of the tutors, Mr Chris Motau, said the course would cover many aspects of photography, including lighting skills, exposure, darkroom work and the printing and developing of films.

The course was designed to enable people to earn a living from freelance photography.

After the course students will be issued with certificates approved by the Department of Manpower.

Mr Motau said the course would end on December 9 and reopen on January 16.

People interested in further photographic courses should telephone Mr Noel Mapheto or Mr Chris Motau at (011) 783-1013 or 783-1016 — Sapa
They will learn more about trade

By JOSHUA RABOROKO

The African Council of Hawkers and Informal Business has appointed the training division of the Free Market Foundation to run a course in basic business principles for its members.

Achib's publicity secretary, Ms Vicki Sussen, said access to the courses was arranged by the hawker's association after requests came from members who wanted to learn more about business.

Founder sponsors are the First National Bank and Nestle. Other major corporations have shown interest in the project.

The courses, which run for three days, have already started in Johannesburg and Vereeniging. The foundation has also made available its other centres in Durban, Pretoria, Port Elizabeth and Cape Town.

Subjects include prices and profits, the role of the consumer in controlling prices, marketing, regulations affecting informal traders, licensing laws, how companies are formed and how they stay in business.

"Hawkers are the backbone of the economy. They need to be productive and create employment. This takes a load off the Government and it creates a healthy economy," according to the manager of the Johannesburg branch of the Free Training division, Ms Shirley Tait.

"Our members are "natural entrepreneurs" who have already shown success despite restrictions and little or no business background. By providing them with training, we believe there is no end to heights they can reach," Achib's coordinator of the project, Mr Duncan Mehlomekulu said.
There’s a price on training

LOOKING at the training programmes which have emerged recently, it would appear that some people are taking advantage of the skills shortage.

But are standards being maintained? Drake Computer Training Course manager Katrina Berdige believes they are not, saying the competitive market has resulted in a lowering of training standards, along with a drop in prices charged for courses.

"Potential students should understand that computer training, if executed correctly, cannot be a cheap exercise. They should investigate low-cost training schemes in an effort to determine the standard and level of training they’re being offered."

In spite of the mushrooming of computer training establishments countrywide, reputable institutions, with professional instructors who offer hot-line telephonic support to graduates, are rare.

REASON (49)

The current trend in the market place — a poor reflection on the computer industry — is to cut the duration of courses and increase the number of students per class.

The shortage of trained and experienced computer personnel in South Africa is well known, and is one reason why many companies are jumping on the bandwagon and introducing low-cost, low-standard courses.

The lack of good financial managers is a problem. Pretoria University has launched a programme to educate potential financial managers by way of a manager of commerce (MComm) programme.

The course has been developed in management accounting and financial management to offer participants a structured exposure to a wide variety of topics.

Knowledge of Johannesburg Stock Exchange rules and regulations, capital and money markets, financial policies, information management and corporate reporting are a few of the subjects in the course.

The programme aims to build on the academic and professional accounting backgrounds of participants.
Training alleviates skills shortages

WHILE major efforts must obviously be made to raise the general skills level of the SA work force, even more attention must be paid to the training, education and development of managers.

That is the view of management consultant, author and MD Tony Manning, who has just attended the Best of America human resources and training conference in New York.

“We have a serious shortage of basic skills,” he says. “The Bowker report has an even more serious shortage of competent managers and leaders. The result is we just cannot make the most of our scarce resources.”

Giving his reasons why companies face an uphill battle and need to buy lots of training now, Manning—whose company organises strategy workshops, leadership development, corporate communications and motivation programmes—says productivity in SA lags far behind that of most of its key trading partners.

“Neither capital nor labour is used effectively. In addition, the brain-drain has cost this country dearly.”

Disinvestment has forced many foreign companies out of SA, so the influx of international managers has been sharply reduced.

Manning says that, in spite of loud calls from many quarters for black advancement in business, recent black matric results indicate there will be serious gaps for years to come. Add all these factors to the increasing competitiveness of the world market and it is clear SA faces an uphill battle.

“Throughout the seventies, Western nations watched with horror the relentless advance of Japan. But not every company was equally affected. Many put huge amounts of time, money and effort into transforming themselves,”

Tony Manning

more emphasis on training

South African business leaders must be to create a learning environment. The most successful companies today are the ones that know how to learn from their mistakes—and they make lots of mistakes.”

As the economy cools, training budgets and development budgets are likely to be cut. This could be commercial suicide. Now, more than ever, companies should invest in their senior people.

Manning says, “In assessing where to spend the money, they need to understand the difference be-
IN LINE with changes in the field of industrial relations, a five-day training course — Handling Shopfloor Relations (HSR) — has been re-packaged. Updating is especially related to industrial court judgments.

Originally developed by Bruno Brunquel, of Impact Consultants, in 1981, with the video launched in 1984, the industrial relations package has been drawing more and more interest from business, says Impact marketing director Linda Botha.

SHOPFLOOR RELATIONS

HSR applies to a wide range of industries including manufacturing, mining, quasi-government, retail, pharmaceutical, hospitals and timber. Its users include Anglo American, Premier Group, Renfreight, Hagge Rand, Russells, Cadbury and Beacon Sweets.

Impact claims it is the most up-to-date available on disciplinary inquiries and carries an enlightened approach to discipline.

The programme assists the manager, teaches the supervisor what to do in an investigation and how to prepare for a disciplinary enquiry.

Changes required by events emanating from the industrial court have been extensive, thus these have been included in order to ensure managers are made aware of how to handle matters in a legally acceptable way.
THE key to successful training is simplicity and any chosen end user training methodology must make use of a phased approach that is easy to understand and follow.

Adtech director Norman Auerbach says there has been an increase in the awareness to employ a structured end user training methodology that not only helps to analyse computer training needs, but also provides for the planned management and control of a training implementation programme.

"Adopting such a methodology allows organisations to identify the complex training needs among their end users, and to develop comprehensive and adaptable curricula to meet them," he says.

"The first step in the Adtech end user methodology is the specification phase. Here, it is important to determine whether end user training can be effective, and to determine the end user’s needs. "Like other business areas, end user computing needs direction and monitoring, and a clear strategy outlining objectives and priorities must be drawn up. These must link into other areas of company plans or it will be unrealistic to hope to institute a training programme to support the successful implementation of end user computing."

The strategy, Auerbach adds, should also cater for growth plans, any other special issues such as cultural and political, and budgetary considerations.

"A method of funding end user training is to allocate funds from individual projects rather than a general training budget. This may be politically more acceptable than the perceived overheads associated with a training budget per se," continues Auerbach.

Priorities of the various communities of users can be determined by answers to questions about function and value to the organisation.

Following a needs analysis, an education matrix can be drawn up of topics and communities requiring those topics.

The objective of the second, or development phase, is to determine what training is already in place, what still needs to be done, and how to satisfy those requirements.

Training already in place is analysed to see whether it satisfies the objectives of modules within the education matrix. The matrix is marked to show which modules can be met from existing courses. Requirements not being currently met can then be easily identified and course objectives drawn up.

Some of the gaps in the matrix may be filled using existing courses and products, while others may be filled either by the organisation building its own courses, or by a specialist company tailoring or building specific courses for the client.

Auerbach points out, however, that it is unrealistic to expect to satisfy all end user needs from ready-made courses, and stresses the value of "self study" solutions using distance learning techniques.

"These courses are particularly valuable as pre-requisite, refresher and reference material."

The object of the delivery, or third phase, is to ensure all courses and modules are available and, where necessary, fit the development into an action plan complete with costs and time scales.

It is necessary that new courses can be monitored during development. Completed courses are incorporated into the course calendar.

"The importance of a reference library or interactive learning centre on site cannot be over emphasised as it allows users to have access to training "as and when they need it"".

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MANAGEMENT education must be future oriented in terms of global competitiveness as well as socio-economic and political changes if it is to serve any real purpose, says Wits Business School (WBS) Dean Andy Andrews.

Most management education does not fall into this category and is therefore insipid, he claims.

"Too many SA managers are still managing in terms of northern suburbs/New York/London modes and southern African conditions and requirements differ."

"For today's managers to be effective they must manage in a different and future oriented way and environment, they must be prepared for such an environment and not continue to manage as if they were still operating in the 1870s", says Andrews.

To meet these requirements the WBS provides courses which develop general managers (GM). The school contends the age of specialist managers is almost obsolete and such management can disrupt business efficiency.

Most management disciplines need to be integrated. For example, a specialist marketing manager cannot make decisions without affecting the fields of the financial and industrial relations managers and thus business efficiency. Demand for general management education, particularly the MBA, at the WBS far outstrips its capacity and the school is highly selective in its admissions policy. It has a multi-racial enrolment and can only accept about one-quarter of total applications for all courses.

He says the need for instruction is understandable as almost everyone ends up in some sort of managerial role, whether he be a doctor, teacher or executive.

Andrews believes most of these people have shortcomings because they are not exposed to effective ways of managing.

"The world is changing rapidly and managers need to be re-educated at least every five years. In the interim they not only forget things and need to recharge their batteries, but fall out on many important developments."

The WBS post-graduate courses - MBA, Phd, Master of Management in the field of Human Resources and Diploma in Human Resource Management are all taught from a GM perspective, combining subjects such as marketing, finance, industrial relations.

GM principles are also emphasised in many of the short, part-time courses run at the WBS's Centre for Developing Business.

This centre concentrates on small business oriented issues - including accounting, how to start a business and how to run a business from home. This means that every aspect of running a business, including manufacturing, sales, accounts and industrial relations, is applied.

Shortcomings noted at the WBS include opportunities to expand facilities and lecturers have been stifled since government cut subsidies to universities while too few black students attend management programmes.

"Most students are sent by their companies, but almost all are whites. Black advancement issues are serious in SA and a huge effort needs to be made in this regard," Andrews adds.
STRONG DEMAND FOR BUSINESS COURSES

THERE has been strong demand for business courses geared to changing economic patterns, reports the 29-year-old Damelin Management School.

With six branches in the country's main centres, the school has experienced an upsurge in the enrolment of students, especially blacks. Damelin, which also runs courses periodically at Pietersburg, East London, Port Elizabeth, Newcastle, Bloemfontein and Klerksdorp, says enrolment exceeded 5,000 students countrywide in 1988, a substantial increase over the previous year.

Damelin Management School principal Neilen Brummer says while blacks comprise about 90% of students attending basic management courses, those attending advanced courses are predominantly white.

The black/white ratio is slowly changing, however, as greater numbers of blacks are appointed to managerial positions.

NEW TRAINING CENTRES

In its bid to bring skills development centres closer to businesses, Punchine-Columbia subsidiary Academy of Learning (AOL) has opened three new training centres and approved another eight in southern and central Africa.

AOL MD Trevor Nel says the company offers more than 30 courses in basic office skills. Each centre is linked by modem to Johannesburg head office, where all records are maintained and marking done.

All centres benefit fully from Punchine-Columbia Training's development and quality products, he says.

AOL offers courses in basic office and computer skills including secretarial, reception, switchboard, typing, bookkeeping, word processing and basic computing.

where premises are shared with the Damelin Computer School.

"Damelin courses provide a blend of theory and practice. The school's lecturers combine high educational qualifications with extensive experience in business," says Brummer.
Preference sought for graduates

The Academy of Learning has launched a nationwide scheme to ensure that students who successfully complete the academy's training courses are given preference in job opportunities.

Mr Trevor Nel, managing director of AOL, said they had made arrangements with Quest Personnel. The agency had 28 branches throughout the country and is constantly in touch with prospective employers. For this reason he said, AOL knew their students will be given the best possible job placement opportunities.

Mr Roy Silver, a Quest spokesman, said they knew the quality of AOL's training courses and that the students are totally self-motivated — a sign of character most employers are looking for.

"We are therefore confident that in recommending an AOL student to an employer, he or she will be the best person available and will have the necessary job skills," he said.

AOL currently has 31 skill development centres throughout the country. It claims to be the fastest-growing private sector education institution in South Africa.

Mr Nel said "The managers of our centres are entrepreneurs who are totally dedicated to the future development of our students. The association with Quest will strengthen that commitment."
The Department of Manpower, together with an independent photographic institution, has organised free photographic courses for the unemployed starting from February 6-24.

The courses will cover many aspects of photography. All material, including film and darkroom chemicals, will be provided free of charge.

Co-ordinator, Mr Chris Motau, said the courses were designed to enable people to earn a living from freelance photography.

Mr Motau or Mr Neil Mapheto can be contacted at (011) 783-1013 or 783-1016.
Second programme to train managers gets under way

THE second three-year joint management development programme has been launched in Johannesburg.

South Africa's skills shortage does not seem to be improving much and a programme to train middle managers is urgently needed.

Visits to SA by senior officials of the Paris Chamber of Commerce and Industry in 1982 resulted in a cooperative agreement being reached between the Urban Foundation, the National African Federated Chamber of Commerce and the Black Management Forum.

The programme is designed for aspirant managers with at least five years of business experience, proven ability in their technical fields and who are thought capable of moving up the ladder in the next three years.

The three-year programme covers practical managerial aspects, such as finance, marketing, industrial relations, and of the wider environment in which organisations function.

Much of the training takes place in small syndicate work groups which simulate management-team situations. The programme has been devised by a team of South African management-development specialists and French professors.

JMDP steering committee chairman Bernard Latiffa says SA's managers are overburdened because there are so few of them, and as a result they are generally not highly productive.

"It is, therefore, vital for the future of this country that suitable people from all sections of the population be trained to fill management roles.

"But it must be said that the future success of all the participants will depend fundamentally on the support they receive from top management so that they may be fully integrated in their organisations' top structures."

"Even though I have another appointment after this I decided to come to the launch because I cannot emphasize enough how important it is One has to have an educated work force in order to be a winning nation"
Massive training scheme takes off

A MULTI-million rand training scheme — believed to be the biggest of its kind in the world — is moving into top gear to combat the chronic shortage of skills needed for SA’s synfuels programme and other capital projects.

The scheme, run by the SA Fabrication and Construction Training Trust Fund (SAPCTTF), received its initial funding of R27.5m from the Central Energy Fund (CEF) and Mossgas.

SAPCTTF executive director Rene Schmetz said yesterday 1,700 people — of whom 90% were black — had already been trained by the scheme. By the turn of the century the number could reach 30,000.

Executive director of the SA Institution of Welding (SAI)W) Chris Smallbone said the fund would require R75m in the next three years and R200m by the year 2,000.

Schmetz said SAPCTTF was funded by a levy on the local content of engineering contracts and discussions would be held with government to obtain tax concessions for the fund.

He said it cost R20,000 a year to import a skilled foreigner but only R20,000 to train a local person. To import skilled people for the Mossel Bay project would cost R672m, but only R572m to train and pay local people.

For the completion of the Mossel gas project, an additional 7,000 jobs in the mechanical, electrical and instrumentation fields would have to be filled over the next few years, Schmetz said.

Such numbers were not available if other projects were to continue without interruption of manpower needs.

He said a decision had been made to move away from traditional training methods which could not produce sufficient artisans fast enough.

Schmetz said 90% of all tasks performed in the fabrication and construction industry could be effectively performed by skilled people other than apprenticed artisans.

The SAPCTTF’s programme would bring suitably trained people on stream much faster than the traditional four-year apprenticeship scheme without lowering standards.

Entrants typically received three months’ intensive training at technical college and 22 weeks’ practical training before graduating.
SBDC boost for jobless

By JOSHUA RABOROKO

The SBDC's training centre is to conduct a two-day workshop at its Mvymi industrial park starting tomorrow to help motivate jobless people to become self-employed.

SBDC's workshop chief, Ms Peggy Red-Daly, said the workshop, called "Strategies for Survival," was important because it would be a start for the unemployed to create jobs at the time when the country was gripped by the soaring rate of unemployment.

She said many unemployed people had been able to set up businesses after they had attended past workshops by the SBDC.

Motivated

Ms Red-Daly said the course was a sequel to the decision by the SBDC to help unemployed people to become self-employed.

It was hoped that many would be motivated to start their own businesses.

One of the successful candidates of the course, Mr Oliver Thobear, who has been out of work for 16 months said he left with a new enthusiasm and during a step-by-step plan he has become a cinema owner in Daveyton.

Oliver had been toying with the idea of showing films in the East Rand townships, but because he lacked the know-how and had no money, he did not know how to get the venture off the ground.

Finance

It was not easy for him to get the money, he said, until a film company undertook to finance a cinema for him. His dedication and perseverance has paid — in one year his life changed from "painless out-of-work to successful businessman," he said.

Booking for the workshop can be made by telephoning Ms Red-Daly at (011) 645-7751 (office hours) or (011) 648-8992 (after hours).
THE NEW Labour Act, expected to go through Parliament this session, has spurred the Business Equipment Association (BEA) into action on the training front.

The association is geared to form an Industry Training Board, and has already approved a range of technical training courses to feed the information technology industry with much-needed trained technicians.

According to BEA training director Fred Ingram: "There has been a tremendous amount of staff poaching — especially by smaller companies from the larger organisations.

"In the past, the Department of Manpower was fully responsible for all courses, but the new Act will allow this to be handed over to separate Industry Training Boards, although the Department will still have certain overseeing functions."

To date, the BEA has run its own training schemes and collected money from members to fund these, but now some funds will be available from government.

BEA act before the Act
Media training

THE shortage of black women journalists in South Africa — source for concern for a number of years — has prompted an Lenasia-based newspaper, The Indicator, to start a media training project aimed at prospective women journalists.

Editor of the newspaper, Mr Ameen Akhalwaya, said he was concerned why black women don't join journalism in great numbers, and the project was geared at addressing this problem.

The minimum qualification to enter the course is matric, and trainees will be paid while on training.

Enthusiasts can telephone Mr Akhalwaya at (011) 854-5872 for further details.
Training Act to favour the unemployed

GERALD REILLY

PRETORIA — The Manpower Training Act is to be amended to provide for the establishment of a fund for the training of unemployed workers.

This follows a Manpower Department decision to adjust the way in which training funds are granted.

Speaking at the opening of a training exhibition at the Goodwood show yesterday, Manpower director-general J D Fourie said the amendments would probably come before this session of Parliament.

Private sector contributions as well as parliamentary allocations would feed the fund.

It was hoped the move would further advance the co-operation between his department and the private sector in the field of training.

Treasury approval had also been asked for a small allocation of appropriated funds for the development of entrepreneurial skills.

Fourie said the department had no intentions of usurping the functions of organisations such as the SBDC or duplicating them.

General taken off case
WITH an estimated shortfall of 3,000 staff in the computer industry, an innovative scheme has been set up to promote more interest in jobs in this field.

The SA Computer Fair will launch its Career Centre when it opens its doors on June 7 this year, aiming to attract more staff into the industry. Chairman of the event, Mackie Glaser, believes SA needs a fresh approach to personnel placement and career planning.

"The Career Centre is a new concept for SA, but has already become an established part of the staff placement industry overseas," says Glaser.

Indeed, Britain already has a show concentrating on placement. And one industry source points out that the Computer Fair was traditionally a job-hoppers paradise in SA, so the new Centre will "legitimise" this to some extent.

The Centre will cater for personnel agencies, large companies and government bodies with major data processing departments — as well as training organisations. Glaser says the Centre will allow these organisations to project their corporate image as well as handle enquiries from prospective job seekers. The event is expected to draw at least 20,000 people this year, so the Centre is aimed at allowing more people with an interest in computers to become actively involved in the industry.

And while some sceptics believed that the Centre could impinge on the activities of placement companies and agencies, this doesn't seem to be the case. CPL director Peter Maybury points out that his company has already signed up to join the Centre, and believes it will mean good exposure.

"We expect major interest to come from school or university leavers, an area where we have historically played only a small part because we generally sell the skills of experienced DP staff," Maybury says. Many corporate staff-seekers are expected to be selling themselves and the opportunities they have, and most in the placement industry do not see that this will take business away from them.

Glaser points out that the Centre will concentrate primarily on interacting with staff already in the industry or those wishing to enter it. "It is not a headhunting exercise, but will take a soft approach so that people with skills can talk about their careers, evaluate job opportunities and compare their positions," he says.
THE shortage of skills in the South African computer industry requires a fresh approach to personnel placement and career planning, says Mackie Glasser, chairman of SA Computer Faire.

Mr Glasser said at the marketing launch of this year's Computer Faire, to be held at Nasrec, Johannes burg, from June 7 to 10, "The Computer Faire Career Centre is a new concept for South Africans, but has become an established part of the staff placement industry overseas. "The computer industry in South Africa will stand or fall by its ability to keep and train professionals."

Image

The Career Centre would meet the needs of personnel agencies, large companies and government bodies with major DP departments, and training organisations. "The Faire will provide an opportunity for these organisations to project their corporate image as well as handling inquiries from prospective clients. There will be at least 20 000 people at the Computer Faire this year interested in some or other aspect of the computer industry. These organisations will be able to communicate with a section of this large community."

Mr Glasser says it is essential to investigate all routes to tackle the staffing shortages facing the industry and that more career counselling should be implemented. "Failure to provide this type of guidance to computer workers could mean that valuable human resources are misdirected to the detriment of the industry," he says. "Every one of the people working in information processing must be viewed as a scarce resource and therefore developed to the full."

Mr Glasser points to industry statistics which show that the shortfall of personnel is as much as 3 000, most falling in the three to 10 years' experience band.

Another disturbing trend, he says, is that there has been a drop in the number of blacks in the industry. Figures from one placement company in the computer industry show that in 1985, 76% of white, 23% of coloured and 7% of blacks made up the placement ratios. Last year, they dropped to 79%, 18% and 3% respectively.

Soft

The Computer Faire Career Centre will concentrate on interfacing with staff members in the industry, or who wish to enter it. However, says Mr Glasser, a spin-off which can be expected is the exposure to prime target training groups, such as schoolchildren, women and blacks.

"The Career Centre initiative is not a head-hunting exercise. It will take a soft approach where people with skills can talk about their careers, evaluate their job opportunities and compare their positions."
Group Areas Act: persons prosecuted/convicted for contraventions

96 Mr J S PRINSLOO asked the Minister of Justice

(1) (a) How many persons were (i) prosecuted for and (ii) convicted of occupying premises in contravention of the provisions of the Group Areas Act, No 36 of 1966, in 1987 and 1988 respectively, and
(b) in the case of how many of these convictions did eviction orders form part of the sentence?

(2) how many dockets of the South African Police on alleged contraventions of the Group Areas Act (a) were still with the respective Attorneys-General for consideration on 31 January 1989 and (b) had been disposed of at the above-mentioned date with a decision that no prosecutions would be instituted?

The MINISTER OF JUSTICE

Statistics in respect of prosecutions for the unlawful occupation of premises in contravention of the provisions of the Group Areas Act, 1966 (Act 36 of 1966), are not available separately. The statistics furnished in the reply to (i) relate to all persons and to all contraventions against the Group Areas Act 1966 and not only to occupiers.

1987 1988

(1) (a) 98
(b) 0

(2) (a) 77
(b) 0

The ACTING MINISTER OF MANPOWER

130 Mr P G SOAL asked the Minister of Manpower

(a) How many (i) disputes, (ii) work stoppages and (iii) strikes were dealt with in 1988 in terms of the Labour Relations Act, No 28 of 1956, by (aa) his Department and (bb) the Wage Board and (c) in what industries, trades or occupations did (i) word stoppages and (ii) strikes occur?

B72E

The MINISTER OF LAW AND ORDER

(a) (b) (c) (d) (e) (f) (g) (h) (i) (j) (k) (l) (m) 30 — 52 263 37 191 104 101 49 124 281 — —

NOTE: Para (j) Since 1 July 1987 separate statistics have been kept in respect of ordinary theft and theft from motor vehicles. A decrease in ordinary theft may therefore be illustrated.

The MINISTER OF JUSTICE

Statistics in respect of prosecutions for the unlawful occupation of premises in contravention of the provisions of the Group Areas Act, 1966 (Act 36 of 1966), are not available separately. The statistics furnished in the reply to (i) relate to all persons and to all contraventions against the Group Areas Act 1966 and not only to occupiers.

1987 1988

(1) (a) 98
(b) 0

(2) (a) 77
(b) 0

The MINISTER OF INFORMATION, BROADCASTING SERVICES AND THE FILM INDUSTRY

Between 17 June 1987 and 15 March 1989 the total cost incurred was R45 653, 52

The MINISTER OF JUSTICE

The number of persons were 56 persons. Of these were 32 White, 13 Indian and 11 coloured.

146 Mr D J DALLING asked the Minister of Justice

(a) How many persons participated in legal training courses organized by his Department in 1988? (b) how many such persons were (i) White, (ii) Black, (iii) Coloured and (iv) Indian and in which courses did these (i) Black, (ii) Coloured and (iii) Indian persons participate?

The MINISTER OF JUSTICE

Legislation branch: persons attending/ completing courses.

145 Mr D J DALLING asked the Minister of Justice

How many (a) White, (b) Coloured, (c) Indian and (d) Black persons (i) attended and (ii) successfully completed courses in functional and legal training, respectively, provided by the legal training branch of his Department in 1988?

The MINISTER OF JUSTICE

FUNCTIONAL TRAINING

(a) White
(b) Coloured
(c) Indian
(d) Black

TheMINISTER OF JUSTICE

LEGAL TRAINING

(a) White
(b) Coloured
(c) Indian
(d) Black

TheMINISTER OF JUSTICE
<table>
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<th>Natural/juristic persons: sequestrations/liquidations</th>
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<td>166 Mr C UYS asked the Minister of Justice:</td>
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</table>

How many (a) sequestration orders against natural persons and (b) liquidation orders against juristic persons were granted (i) in 1987, (ii) in 1988 and (iii) during the period 1 January 1989 up to the latest specified date for which figures are available, on account of insolventy in the courts of the Republic in (aa) the Transvaal, (bb) the Orange Free State, (cc) Natal and (dd) the Cape Province?

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<th>The MINISTER OF JUSTICE</th>
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<td>(a) 233</td>
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<td>(i) 1660</td>
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<td>(iii) 232</td>
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The information with regard to (a) and (b) is for the period from 1 January until 10 March 1989.

Rape: persons sentenced to death

170 Mr D J DALLING asked the Minister of Justice:

How many persons in each race group were sentenced to death for rape in 1985, 1986, 1987 and 1988, respectively?

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<th>The MINISTER OF JUSTICE</th>
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<tr>
<td>Coloured Males 5 6 5 5</td>
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<tr>
<td>Black Males 3 0 4 0</td>
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<tr>
<td>White Males 2 0 0 1</td>
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<tr>
<td>Indian Males None</td>
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</tbody>
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HOUSE OF REPRESENTATIVES

QUESTIONS

Indicates translated version

For oral reply

General Affairs

Member for Alra Park: investigation into death

1 Mr W J DIETRICH asked the Minister of Law and Order:

(1) Whether the investigation into the death of the late member for Alra Park has been completed, if not, why not, if so, (a) when and (b) what were the findings,

(2) whether any persons have been apprehended and charged in connection with this person’s death, if not, why not, if so, what are the relevant details,

(3) whether any other steps have been taken in connection with this matter, if so, what steps,

(4) whether he will make a statement on the matter?

The MINISTER OF LAW AND ORDER

(1) to (4)

After complaints were received from the public on various occasions about persons who loitered and were a nuisance to the general public, chiefly in the vicinity of Voortrekker and Aalda Streets. De Aar it was decided to take action against those persons. Between 27 October 1988 and 31 January 1989 a number of persons were arrested in this area by members of the South African Police. However, these persons were not detained in the police cells, but summoned to appear in court were served on them as quickly as possible wherever they were released.

At the instruction of the Attorney-General a number of these cases were withdrawn due to the fact that all the elements of the offences could not be proved.

The fact of the matter is that the South African Police is responsible for the maintenance of law and order. If persons loiter and are a nuisance to other members of the public action will still be taken against them irrespective of their race. Statistics prove that action of this nature effectively combats other crimes such as assault, pickpocketing, theft, drunkenness, etcetera. However, loiterers are not sum-
A SEMINAR on “manpower development; to the year 2000” is to be held in Johannesburg tomorrow at 8am.

It is the first of a series that will be held in other parts of the country this year, according to co-ordinator Tayyabah Madga.

Among the organisations involved are: the National African Federation of Chambers of Commerce, the National Medical and Dental Association, the SA Black Social Workers Association and the SA Long Distance Taxi Association.

The seminar was aimed at creating awareness of manpower needs and at upgrading, uplifting and training people from disadvantaged communities.

"They will improve the education standard of our people in preparation for the future. Our conviction is that any successful planning for the future must of necessity involve all the concerned people of South Africa," the co-ordinator said.

- A one-day conference on economics of social responsibility will be held at the Indaba Hotel, Sandton tomorrow, starting at 7am.
Mr Leslie Boyd proposed establishment of training scheme.

'Need to train more workers to be skilled'

By Mike Sisuma, Labour Reporter

There is an urgent need to establish a national training scheme to increase the number of vitally needed skilled personnel in all industries, says the chairman of Highveld Steel, Mr Leslie Boyd, in his annual review for 1988.

Mr Boyd described the shortage of technicians, engineers and artisans as a cause for concern. Every effort was being made to improve the situation through education and training, he said.

Mr Boyd proposed the establishment of a training scheme similar to the one in operation in the metal and engineering industries to increase the incentive to train skilled personnel.

Of the 91 trainees who qualified at Highveld in 1988, 31 were black. A total of 122 black artisans had qualified to date. The group presently employed 111 black artisans, compared to 91 in 1987 and 115 in 1984.

The removal of job discrimination and the achievement of equal opportunities for all employees remained top priorities on Highveld's manpower programme.

With 78 percent of eligible employees having accepted the group's share ownership offer, more shares were to be made available during the first quarter of 1989, said Mr Boyd.

After a turbulent 1987, the industrial relations climate at Highveld had improved "considerably" in 1988. The closing of the wage gap among employees had continued, following the conclusion of wage negotiations with unions concerned.
A RANGE of "tried and tested" courses that primarily address the training needs of unskilled black workers using competency-based modular training techniques are now being marketed by Eduskills Technologies.

Eduskills Technologies is a joint venture between the CIM Group and the KwaZulu Training Trust. It was established to provide high-productivity training technologies in a way that maximizes student participation throughout, but minimizes the need for specialized human resources.

According to Mr Leonard Fine, chairman of CIM, Eduskills was meeting the challenge that South Africa needs the South African way to solve its training needs.

"There is undoubtedly a need for this type of training, as the early response indicates. A number of major companies have already bought courses, and the feedback has been overwhelmingly positive."

**Designed**

"These locally produced, multimedia courses have been designed to overcome traditional language and cultural problems. In addition, the courses have a highly practical content and are based on the "Teach 5 — Test 5 methodology", he said."

"The courses place minimal reliance on a tutor, they are self-paced and are unaffected by the skills shortage of instructors. Skills areas covered include agriculture, commerce, technical skills, transport and homemaking."

Each of the courses are divided into various modules, and each module may consist of the following: video cassettes, a course controller’s guide, workbooks and training aids.

Apart from the developed agenda, Eduskills is in a position to develop customized courseware to meet a client’s particular needs.
Leaner service, more officials

THE Manpower Department has budgeted to cut the value of its services to the public and its manpower training programmes but to expand its staff and raise its personnel costs by 18.3%.

The department has cut budgets on its services to the blind, the disabled, the unemployed and the untrained, while increasing the number of officials drawing top salaries of R80 000 or more.

However, Manpower director-general Joel Fourie demurred at the weekend that the decrease in funds necessarily meant a decrease in services.

"The services to the disabled, the unemployed and the untrained have not been cut," he said.

He added there were legitimate reasons for increases in the numbers of senior staff.

Among the budget cuts are wage subsidies paid to the employers of semi-fit workers, subsidies for the training and employment of the disabled, and subsidies for workshops for the blind. The subsidy to the SA National Council for the Blind has been frozen at the previous year's level.

Other budget cuts include apprentice training, various other training schemes and job creation.

The cuts mean the department's budget, as submitted to Parliament in the estimates of expenditure, has been reduced almost 4%, from R224m to R216m.

However, the department's staff is budgeted to increase from 3 890 to 3 904 and personnel costs are to rise by more than R7m to nearly R60m. The increases for staff costs are heavily concentrated in the highest pay brackets.

Last year, the department's budget provided for 31 officials earning R59 300 or more in its highest pay bracket. This year there are 40 officials earning R80 000 or more.

Last year, the department budgeted for 287 officials in the second-highest bracket (R39 100 to R59 199); this year there will be 320 officials in the second-highest bracket which has itself been raised (R40 300 to R79 999).

There is a budgeted increase of 39%, to R263m, for the overall costs of managing the department's apparently reduced workload.

Fourie said the increase in senior staff was necessary because the department had decentralised its services. Also, the Industrial Court's workload had increased and the department had to budget for more senior people there.

Furthermore, it was "absolutely untrue" there was a reduced workload.

"The increases will be reflected in the department's annual report. For exam-

Leaner service but fillip for officials

...ple, there has again been an increase in the number of conciliation boards," said Fourie.

Regarding the fall in the training budget, he said there had been fewer requests for such funds from the private sector.

Fourie also noted better benefits were being granted to the unemployed and the injured. These details were, however, not reflected in the Manpower budget. They appeared in the budgets of the Unemployment Insurance Fund and the Workmen's Compensation Commissioner's fund.

The increase in these funds' turnovers had warranted more senior staff in regional offices, he added.
Joint plan to provide training for jobless

THE Manpower Department aimed to establish a fund, financed and administered jointly by government and the private sector, to provide training opportunities for the unemployed. Manpower director-general Joel Fourie said yesterday.

Speaking at the official opening of the department's exhibit at the Rand Show, he said provision for the establishment of the fund was contained in the Manpower Training Bill to be tabled in Parliament next week.

He said the fund would be administered by four government and seven private sector representatives.

The department had budgeted for a R75m contribution to the fund this year, "and we are looking to the private sector to also contribute so as to do something for the unemployed," he said.

Fourie disclosed that since the initial grants for training of unemployed were made in 1985, the department had spent R400m on training about one-million people in 713 different disciplines.

About 30% of trainees had been placed in formal employment, while others had established themselves in the informal sector.

He said the department was now dealing with 289 different private training institutions in 187 towns and cities. A number of these were among the exhibitors at the Rand Show, where the focus was on training.

Programme

Fourie added his department was looking into the question of extended training where people would be taught skills such as the marketing of the goods they produced with their new skills.

He said the training programme had covered the entire scope of the population, including the disabled, and a number of requests had also been received from outside SA.
The Ministry of Economic Affairs

The Works and Land Agency

In the course of our operations, we have found evidence of widespread corruption and mismanagement within the agency. This has resulted in significant financial losses and has undermined public confidence in the agency's ability to deliver its mandated responsibilities. We believe that urgent action is required to address these issues.

The Ministry of Finance

We are deeply concerned by the level of waste and inefficiency within the agency. Our recent audit revealed that over 20% of the agency's budget is being misused. This not only affects the agency's performance but also impacts the broader economic well-being of the country.

The Ministry of Justice

We have recently received reports of serious human rights violations within the agency. These violations include arbitrary detentions and disappearances. We call on the agency to immediately address these grievances and ensure that the human rights of all individuals are respected.

The Ministry of Defense

We have been informed of several instances of misconduct within the agency's military personnel. These incidents include the unauthorized sale of military equipment and the misuse of funds for personal gain. We urge the agency to take robust action to prevent such occurrences in the future.

The Ministry of Health

We have observed a concerning trend in the agency's response to the recent health crisis. Despite clear directives and guidelines, the agency has failed to adequately contain the spread of the disease. We call on the agency to take immediate action to improve its response strategies.

The Ministry of Education

We have received numerous complaints regarding the agency's educational system. These complaints include inadequate funding for schools, rampant cheating, and the lack of qualified teachers. We urge the agency to address these issues to ensure that all students have access to quality education.

The Ministry of Environment

We have noticed a significant decline in the agency's efforts to protect the environment. This includes a failure to enforce environmental regulations and a lack of investment in renewable energy. We urge the agency to take decisive action to reverse this trend and promote sustainable practices.
Training course in travel

By Helen Grange

In an effort to uplift the standard of South Africa's travel agencies, the Travel Agents Board (TAB) has introduced a training course for prospective and practising travel agents.

Although the TAB training course is not compulsory, students and travel agents who have passed the TAB National Diploma examination will present a competitive edge in the travel industry, says Mrs Ingeborg Vorster, the TAB training officer.

FORMAL

The syllabus for the course has been presented to the travel trade as well as to technikons and colleges.

"There is no formal travel agents' course offered at colleges and technikons at present. Education in this area is often part of secretarial or other courses," says Mrs Vorster.

The TAB training course can also be used for in-house training and self-study by individuals employed in a travel agency.

"Experienced travel agents could probably do the course in a year, while newcomers to the industry attending colleges and technikons would need up to three years to study for the exam," said Mrs Vorster.

After having passed the diploma exam and having worked for two years in a travel agency, the person would then qualify for registration as a Travel Agent.

Only students enrolled with the TAB are permitted to write the diploma examination."
Training board will aid industry

THE hotel and catering industry is looking to Parliament to pass the speeding up of the establishment of industry training boards.

The Bill provides for the creation of training boards for SA's principal industrial sectors: It is expected that 30 such boards will be established, and that the new scheme will increase the standard of training and the number of graduates.

A hospitality industry training board would be able to impose a 'levy' to help finance training. At present, official training falls under the Hotel and Catering Training Council (HCTC), and firms subscribe to it voluntarily on the basis of R1 an employee a month.

HCTC executive director Johan Fourie says the purpose of the new board is to "privatise" in large measure the funding and to extend the scope of training.

The levy applicable under the Bill will be compulsory for all sectors in an industry where 51% of all employees are committed to a contribution through their companies. Deductions would be made from a firm's total salary bill, not from an individual employee's pay packet.

There is no clarity at this stage on the size of the levy. "All we can safely say is that it will be a small percentage of the salary bill."

Nevertheless, it is expected to yield substantially more money than is available under the voluntary system.
Durr calls for training

By BRUCE WILLAN

SA as a developing country can only prosper if, amongst other things, the training and development of its human resources receives proper attention, says Minister of the Budget and Works, Kent Durr.

Speaking at the opening of the Furniture Industry Training Board's new training centre yesterday, Durr said that the State has always advocated a tripartite involvement of the employer, the employee and itself in the training and development.

However, he said that the system of training apprentices needed modernisation. To this end an investigation was carried out, culminating in several far-reaching recommendations.

These recommendations included in the White paper on the Training of Artisans, were accepted by Government and subsequently provisions for the establishment of training boards for industries has been made in the Draft Manpower Training Amendment Bill, published in February 1988.

The proposed new dispensation for training boards for industries will pave the way for a totally new era in the training field in SA said Durr.

The powers which will be vested in the various training boards will, once the Bill is approved, enable the boards to accept full responsibility for the apprenticeship system of the industry concerned.

The Bill will also make provision for the introduction of competency based modula training, to replace the obsolete time-based system of training.
Hotels pour cash into staff training

Hotel standards are falling, say critics. Not so, say hoteliers, and point to steps being taken to ensure world-class service here — including the establishment of a hotel school in Cape Town. ROGER WILLIAMS reports.

THE hotel industry, under fire for "deteriorated" standards of service and "complacency" in management, has reacted strongly, saying millions of rand are being poured into raising standards — and into hotel training.

Last week some of the passengers on the British Airways Concorde round-the-world flight booked out of the President, Sea Point, saying it was not the first-class hotel they had been led to believe it was.

And Stuart Weaving, British millionaire businessman and founder of Friends of the Springsbok, said in a televised interview he had been disappointed to find standards at some South African five-star hotels had deteriorated. He cited the Cape Sun.

Fred Thermann, executive director of the Federated Hotel, Liquor and Catering Association of South Africa (Fedhsaa), says these are isolated complaints and that most foreign tourists have, in surveys, expressed satisfaction with South African hotels.

"Sure, we have a staffing problem — but we are addressing it and I'm confident we'll overcome it. We are in a situation now where the customer is king again, and we have to move in that direction, fast."

Thermann, responding to the critics, says Fedhsaa is putting heavy emphasis on training in the industry, and on ensuring that a hotel career is made more attractive to people with the necessary skills and motivation. He points out that Cape Town now has its own hotel training school — at Granger Bay.

On a visit to Granger Bay this week, Top of the Times found a fully-equipped hotel school, run by the Cape Technikon in conjunction with South Africa's hotel industry, that has been established in the General Botha, the under-used SA Merchant Navy Academy.

Young men and women from many parts of South Africa have begun a three-year course there in hotel catering and management, against the background of hotel staffing problems and a sharp upsurge in tourism.

Latest official figures show that foreign tourists bought 102,416 bed nights in South African hotels last December, and that the most popular tourist region, measured by bed nights sold, was the Cape Peninsula.

With the hotel training schools in Johannesburg and Durban, the new Cape Town school open to all races, will become one

NEW HOTEL SCHOOL. A bird's-eye view of the SA Merchant Navy Academy, General Botha, at Granger Bay. A hotel training school has been established by the Cape Technikon in conjunction with the SA hotel industry.

To Page 14
Hotel School for Cape
Bid to beat the skills shortage

BECAUSE of the severe shortage of skills in the South African computer industry, several large companies will use the inaugural Career Centre Computer Faire to inform potential employees about career opportunities.

Eben de Klerk, managing director of Bankorp, says "One of the main reasons we decided to book for the Career Centre was that we are looking for a different approach to recruiting people.

"We work closely with consultants, but we must look wider than that and at new ways of recruitment."

"The Career Centre is a good opportunity for any company that wishes to attract top-quality people."

"We will try to use the exhibition to promote the image of Bankorp and to recruit personnel - not only experienced people, but those who are interested in making a career in high technology."

Training

Mr De Klerk says that the in-house training carried out at Bankorp is among the best in SA.

"Our training department is important to our company," he says. "Every person in the organisation spends at least 7% on average of working days a year in training - from senior management all the way down."

"Our training programme covers two main areas - managerial development and technical."

"We also hold several additional seminars throughout the year."

Mr De Klerk believes the Career Centre can be of tremendous benefit to organisations such as Bankorp. "The computer environment is a difficult one to be in, there is a lot of competition. In some ways, I think it is a good thing to get everyone together to see if we are on the right track in this environment."

"We are really going to use technology on our stand to explain the career opportunities we can offer and to get information across," he says. "We will also have people arranging interviews at our offices for a later date so that prospective employees get see the company at work."

"The Career Centre is a good idea and it will incorporate training as well as recruitment. We will show both aspects at our stand."
The purpose of the Language Launch is for the boards and indi-viduals to learn about the benefits of learning languages. It is a place for people to come together and share their experiences. The Language Launch is a great way to learn about different cultures and languages. It is a great way to meet new people and make friends. The Language Launch is open to everyone and is free to attend. There will be food and drinks available. The Language Launch is open from 9am to 9pm. It is located at 123 Main Street. For more information, please visit our website at www.languagelaunch.com.
Apprentice training boosted by new rules

The new dispensation in the training of apprentices will lead to a more efficient use of tradesmen, technicians and engineers in industry.

This is the opinion of Mr B C Alberts, a senior Iscor executive, who addressed the mining industry engineering trades Apprentice of the Year awards in Vanderbijlpark yesterday.

According to Mr Alberts, the most important aspects of the new training deal included the forming of industry training boards and the delegation of authority to enable these boards to administer their own training.— Vereeniging Bureau.
Youth

Very few of them seek opportunities to pursue the traditional professions. They want to be doctors, lawyers, engineers, and other professionals. However, the majority of them have no idea what they want to do with their lives. Many of them have never heard of the possibilities that are available to them. This is a problem, and it is one that we must address.

I recently spoke to a group of high school students about career options. They were all very interested in learning about the different careers that are available to them. However, many of them were not aware of the opportunities that are available to them.

I discussed with them the importance of education and the need to pursue further studies. I also pointed out the importance of developing skills and abilities that are relevant to the job market.

The students were very interested in the information that I provided. They asked many questions and were very engaged in the discussion. I believe that this type of activity is very important in helping students to make informed decisions about their futures.

In conclusion, I believe that it is important for us to provide students with the information that they need to make informed decisions about their futures. This will help them to choose careers that are meaningful to them and that will provide them with the opportunity to contribute to society.

Dan Monmore
More to it than skills alone

IT is becoming increasingly obvious to many companies that training programmes should handle more than the mere acquisition of job skills.

Bob Spurr, managing director of Advtech subsidiary Viewcom says the US trend to adopting a holistic approach to the employee has spread to SA.

This approach follows on the realisation that skills development training addresses only part of the problem of striving for an increase in productivity.

Mr Spurr says, "If an employee is unhappy outside the workplace he will not perform to his full potential. It follows that to be effective such an employee must be equipped to handle life's challenges."

"This means acquiring knowledge of a broad range of areas, such as fitness, stress management, financial discipline, learning to be assertive and a host of other aspects."
CAPE TOWN—Building skills, providing fundamental education, and developing a proper industrial culture in SA, are the two themes that have been selected to dominate discussions at the SA Chamber of Commerce and Industry's executive council meeting today.

The keynote address is to be delivered by Finance Minister Barend de Plessis, who is expected to outline the government's perspective on the role the country should take in developing an industrial culture best suited to take it into the next century.

Organised industry will also be taking a look at the micro-economic picture, with the focus on the merits of promoting applied research to service the needs of specific sectoral interests.

The desirability of giving greater emphasis to manpower training and education in an evolving SA leads off FCI's meeting today, with Education and Culture Minister in the House of Assembly Piet Clase, scheduled to open the debate.
Association reviews negotiating role

WITH the Industrial Council for the chemical industry falling away, the Transvaal Chemical Manufacturers' Association (TCMA) has reviewed its major function of negotiating industry agreements on behalf of members.

Now it will provide information to make representations on behalf of the industry and to formulate broad policy directives through consensus of the membership.

TCMA chairman Mike Spagnoletti says three major areas of focus are industrial relations, manpower, and education, as well as health and safety.

In the industrial relations area the TCMA represents the industry at wage board hearings and other official industrial relations investigations. It also provides the membership with information and practical guidelines pertaining to key industrial relations issues.

Some of the issues which have been addressed include amendments to the Labour Relations Act, productivity bargaining, health and safety and public holidays. Seminars and information sessions have been well attended and more events such as these are planned for the near future.

In the manpower and education area the TCMA operates in conjunction with the SA Chemical Foundation, which is registered with the Manpower Department, with the objective of promoting physical science in schools and chemistry at tertiary level.

The main activities in this area include:

- Advice to companies on how best to allocate their educational budget;
- Identification of skilled shortages across the whole industry;
- In-service training of teachers of physical science by exposing them to the industry's needs and directions;
- Career guidance for schools using literature and exhibitions;
- Providing bursaries to students and awards to outstanding teachers of chemistry, while annual awards are presented to researchers for significant contributions to the industry;
- Enhancing the image of chemistry as a subject with many existing career directions from which to choose;
- Acting as the steering committee for the industrial training boards for the chemical and allied industries, and
- Working with technicans to reduce overlap in courses and to give input on curricula related to the needs of industry.

Spagnoletti says there is growing public awareness of health and safety.

"This is especially pertinent to the chemical industry because of the growing number of hazardous materials being produced, which could have detrimental effects on the environment."

Controls

He cites incidents such as the Sandoz fire in Switzerland and the recent massive oil spillage in Alaska as rude reminders of the damage man may inflict on the environment and the subsequent damage to the image of the companies involved due to the negative publicity — regardless of where the fault lay.

As a result, companies are stirred into taking a pro-active stance in regard to safety procedures and strategic plans. Governments are prompted into assembling and re-evaluating controls over the handling, storage and transportation of these materials.

"The TCMA has played a very active role in this area, providing constructive input to those concerned, while drawing up regulations and subsequently disseminating information to member companies by means of newsletters and seminars," he says.
SETTING APART AND EXTENSION OF A TOWN.—EDENDALE EAST, DISTRICT OF PIETERMARITZBURG—AMENDMENT OF GOVERNMENT NOTICE No 2410 OF 2 DECEMBER 1988

I, Gerrit van Niekerk Viljoen, Minister of Education and Development Aid, by virtue of the powers vested in me by section 30 (1) of the Black Administration Act, 1927 (Act No 38 of 1927), hereby amend the description of Unit Q of the Town of Edendale East, District of Pietermaritzburg, set apart in terms of Government Notice No. 2410 of 2 December 1988 to the extent indicated in the Schedule hereto.

G. VAN N. VILJOEN,
Minister of Education of Development Aid.

SCHEDULE
Substitute for the boundary description of Unit Q the following description:

UNIT Q

Certain portion of land, in extend 47,8989 hectares, situate on the farm Slangspruit 1448, County of Pietermaritzburg, Province of Natal, as shown on Proclamation Diagram P.B. 58/1989 approved by the Director-General of Development Aid and filed in his office, copies of which are available in the office of the Town manager

DEPARTMENT OF DEVELOPMENT PLANNING

No. 1023 26 May 1989

LOCAL GOVERNMENT TRAINING ACT, 1985

IMPOSITION OF TRAINING LEVY

I, Jan Christiaan Heunis, Minister of Constitutional Development and Planning, by virtue of the powers vested in me in terms of section 10 of the Local Government Training Act, 1985 (Act No 41 of 1985), and after consultation with the Minister of Finance and the Training Board, do hereby impose, for the financial year 1989/90, a training levy as set out in the accompanying Schedule and payable by local government bodies in general.

The training levy is payable to the Director-General: Department of Development Planning (Training Fund), 260 Walker Street, Sunnyside, Pretoria, 0002, or Private Bag X644, Pretoria, 0001.

J. C. HEUNIS,
Minister of Constitutional Development and Planning.

SCHEDULE

The amount of R3.50 per employee for each employee in the employment of a local government body on 1 July 1989 for the financial year 1989/90. Provided that such levy shall be payable on or before 30 August 1989.

DEPARTEMENT VAN ONTWIKKELINGS-BEPLANNING

No. 1023 26 Mei 1989

WET OP PLAASLIKE OWERHEIDSOPLEIDING, 1985

OPLEGGING VAN OPLEIDINGSHEFFING

E. Jan Christiaan Heunis, Minister of Staatkundige Ontwikkeling en Beplanning, kragtens die bevoegdheid my verleen by artikel 10 van die Wet op Plaaslike Owerheidsopleiding, 1985 (Wet No 41 van 1985), en na ooreenkoms met die Minister van Finansies en die Opleidingsraad, te hierby, vir die boekjaar 1989/90, 'n opleidingsheffing soos uiteenge set in die bygaande Bylae en betaalbaar deur plaaslike owerheidsliggame in die algemene, op.

Die opleidingsheffing is betaalbaar aan die Direkteur-generaal Departement van Ontwikkelingsbeplanning (Opleidingsfonds), Walkerstraat 260, Sunnyside, Pretoria, 0002, of Privaatsak X644, Pretoria, 0001.

J. C. HEUNIS,
Minister van Staatkundige Ontwikkeling en Beplanning.

BYLAE

Die bedrag van R3.50 per werknemer vir elke werknemer in diens van 'n plaaslike owerheidsliggaam op 1 Julie 1989 vir die boekjaar 1989/90. Met dien verstande dat sodanige heffing betaalbaar is voor of op 30 Augustus 1989.
Training needs and skills

Trainees need more than

Trainings and finding me.
Mainstay of sales courses

THIS year 3,000 people will benefit from the training offered by PLS in one programme alone — PSS.

PSS stands for professional selling skills, and has been the mainstay of sales training courses for many years. It is available in four versions, and its effectiveness has been proven beyond doubt — see the graph of one company’s success.

Target 2000 has been designed to complement the skills taught on the PSS courses, and promotes the ultimate aim for every salesperson of being a business partner to his client.

PLS provides open seminars each month on a national basis for training the trainer, evaluators and developmental participants, serving 500 clients from a core staff complement of 33.

About 70% of turnover is repeat business.

Members of the PLS salesforce do not present the training sessions. “Often, those who can sell well cannot teach at all, and vice versa,” says managing director John Freebody.

All the seminar leaders are freelances, delivering seminars when required, yet free to pursue their own interests. They have all received tertiary education, and have specialist knowledge in their fields.

Whenever a company chooses to have a closed seminar — one delivered at its offices to its staff only — PLS is able to select a seminar presenter who has a good grasp of the customer’s business, of the type of challenge that company faces, and of topical developments in the market.

“It is more of a workshop than a seminar session,” says Mr Freebody. “We can focus on the company’s specific problems and iron them out, rather than dealing with generalised or idealised situations as we do in our open seminars.”

But there is no such thing as a “best way” to learn — it is each to his own.

The modules cost from between R475 to R2,650 per delegate, depending on content, presentation and whether or not the company opts for a closed or an open seminar.

PLS will launch phase one of Target 2000 in July, and phase two, which deals with customer service, will begin in January 1990.

It was launched internationally only two months ago, so SA is right at the forefront.

“The timing of the launch could not be better,” says Mr Freebody. “Competition is increasing, there are more sophisticated buyers, shorter product lifespans and lengthening selling cycles.

“It has become essential for salespeople to differentiate themselves and their products and services from their competitors. Target 2000 was developed for those reasons.”

The past three months have been spent on internal training of PLS people on all the new modules as a prerequisite to the launch. The company forecasts sales for Target 2000 of R2,4-million in the second half of 1989 alone.
Investment in staff training pays off

IT is gratifying to learn that in South Africa, a company which trains its staff regards the amount spent as an investment not an expense.

In a country which is crying out for skilled people, the higher the quality and support of a training programme, the higher the returns on the investment in it.

It should form part of every company's business strategy by developing its key personnel to meet the challenges of the day and the future.

PLS focuses on the education of sales, service, management and administrative staff, and is launching Target 2000—a sales training system which has been revised, updated and expanded to meet the needs of the 1990s.

Separate

The research and development of Target 2000 has cost $11 million so far. The work was undertaken by three groups in the US and Canada, and the outcome was consistent with European studies.

The three groups concentrated on separate issues.

The US group determined how businesses would market and sell in the future.

The Princeton Research and Consulting Centre conducted a study of the market to find out what kind of training businesses needed to train their people.

Interviews were held with members of Learning International's salesforce to gather data on market preferences.

Roles Research—the third group included two studies to ascertain what makes salespeople and sales managers effective.

SA is facing similar sales and market trends to those of America and Europe, and the common implications were drawn together in the development of Target 2000.

The curriculum was developed in 20 modules under three category headings: effective selling, specialist selling and sales management.

Neglected

The seven critical content modules in the first category are:

- Initialising business relationships—first impressions count
- Interactive listening for salespeople—the neglected skill
- Need-satisfaction selling—do not sell your client something you know is not what he wants
- Professional selling skills, which come in four videotape versions which address tangible and intangible products with long and short sales cycles
- Professional telephone-selling skills—a telephone version of the above
- Telephone prospecting—how to gain that qualified appointment
- Time management for salespeople—work smarter, not harder.

Advanced

The second category heading—specialist selling—includes advanced content modules.

Winning

The third level of the curriculum is aimed at sales management.

- Challenges of sales management—importance of their role
- Developing your sales team—the winning ingredient
- Professional selling skills coaching—protecting your investment
- Time management for sales managers—the complete tool kit.

The critical content of the effective selling modules assumes no prerequisite mastery of product knowledge, market knowledge and selling experience—it is aimed at the less experienced salesperson.

The advanced modules assume mastery of the critical elements.

PLS can prepare you for the year 2000, this year.
Novice to winner if the firm cares

PERSONNEL agencies are unanimous in saying that every job seeker who comes through their doors is looking for a post with a company which provides training.

Whether the applicant is a school leaver, university graduate, or someone seeking a change in employment, they tend to have limited experience in the business they wish to enter.

Indeed, many find the thought of selling to strangers daunting, especially if they are young and inexperienced. No amount of apparent enthusiasm can mask the dread.

South Africa has a hard enough time filling vacancies, and a little application from an employer can turn a novice into a winner.

Companies can no longer pick and choose whom they wish to employ. Top people do not come on the job market often, and companies are left with the task of equipping their own people to deliver the goods.

Research shows that an employee feels more loyalty to a company if it has taken the trouble to train him well. He believes his prospects with that company are better in the long term, and is less likely to snatch at a passing opportunity with another firm if he will think things through.

Premises

PLS runs either open seminars— for salespeople from more than one company—to closed ones whereby a PLS member of staff will visit a firm’s premises.

A group at an open seminar will comprise no more than nine people. The participants could be sales or line managers, who undergo a three- or four-day programme to become a facilitator in training their own staff.

The manager will then become a seminar leader, and the training follows a five-stage format of acquisition of skills, practice, transfer, application and reinforcement.

At the start of the course there is some reading and written work as well as group discussion about objectives and challenges. This is the acquisition stage.

Practice is enhanced because interactive video recordings are used, whereby typical sales situations are depicted. There is an automatic pause in the film during which the viewers are required to give the right instruction.

The video proceeds with a model answer to that situation, and then to the next.

Learning is transferred to simulated situations in which one group member plays the role of buyer, one the seller and a third is an observer.

In this way, the members rehearse what they will be required to do in their jobs, except that there are no consequences if a "sale" is lost. It is designed to build up experience in handling the customer.

Application of the skills comes next. The member links the products and services of his own company to the basic general techniques he has learned. In other words, he goes from selling hypothetical widgets to his own particular component.
Business Times Reporter
A CRASH programme has been launched to train welding supervisors and inspectors who meet the tough requirements of the Mossel Bay project.

The SA Fabrication and Training Trust Fund, which is channelling money into huge training schemes for the oil-from-gas project to reduce the need for imported skills, has been given the go-ahead to produce 400 inspectors and supervisors by the end of next year.

Executive director Rene Schmetz says existing training schemes are successful.

“Our top priority now is to get the right people for these special roles.”

Pressure
The specialists will be trained by the SA Institute of Welding, whose chief executive, Chris Smallbone, says the country is facing a serious shortage in this field.

“In the past 10 years there has been a big drop in the number of welders under training in the fabrication and construction industry.

“This has led to a more severe shortage higher up the ladder.”

The new scheme will involve the training of 150 welding inspectors, 60 senior ones and 210 level 1 and 2 welding supervisors.

About 70 inspectors and 40 supervisors have started training at the institute in Johannesburg.

Another 25 welding inspectors have been trained in the US as statutory inspectors for welded pressure vessels.
On target for 30,000 skilled workers

APPONIMINS

See page 13

ARE ON THE MOVE - PEOPLE AT THE TOP

SUNDAY TIMES BUSINESS TIME, July 3 1988
Real need for SA to upgrade attitudes to training

He says the reason for the imbalance is the type of skills which are coming out of the economically active portion of the economy.

"People are coming out of occupational training programmes in the wrong proportions to the country's needs.

"In SA less than 10% of the people are being trained on the same basis," says Mr Venter.

In West Germany less than 10% of school-leavers are training at university.

Meanwhile, in SA, 70% of those who pass matric go to university and a large percentage of these people are training in social sciences.

"It is time to change the approach and train for skills which the country needs.

Reasons

"One of the main reasons for West Germany's competitive advantage in the world market and its high growth rate is its practical approach to training," says Mr Venter.

He points out that, in SA, each time the economy grows beyond a certain point, the country lacks the skills to sustain the growth.

He says this is one of the major reasons for SA's lacklustre performance in the past.

The private sector has a major contribution to make towards upgrading the level of useful skills. Some companies are doing so now, but others are not.

Benefits

Literacy is an area which can produce major benefits for the companies which adopt effective schemes. The modern factory cannot be run by illiterates and those have increased their staff literacy level have experienced important production gains.

The effort is thus well rewarded.

Says Mr Venter: "If the skills problem is not addressed effectively there is no future. Without skilled people this country cannot make full use of its natural resources and will become increasingly uncompetitive."
THE ratio of managers to workers in South Africa is dropping all the time as the skills shortage worsens.

In 1987, estimates suggested there was one manager for every 41 workers and experts were warning of dire consequences. Now the ratio is estimated at 1.5:1 — compared to about 1.15 in the USA — and the situation is unlikely to improve without a sustained, innovative effort.

Equal employment opportunity (EEO) is no longer seen as purely a social responsibility issue but rather one of economic survival. Nor is EEO concerned only with black advancement but is multicultural and addresses women and the handicapped.

IPM training manager Dan Mitchell says, "We will not be able to meet our manpower requirements, particularly those of professional people, from the existing company employee pool."

Using all the resources

"The traditional slow career path is not going to work either. We need to accelerate advancement. There is a great need for more black managerial staff right up to board level."

However, there are serious problems with accelerating black advancement as sub-standard education and stay-aways, which often result in the pupil's education being incomplete, leave them poorly prepared to face the challenge.

Says Ms Mitchell, "There is a shortage of good black matric students and everyone wants them."

"Traditionally, we have taken black matric and placed them on a variety of bridging programmes. They are then pushed through accelerated on-job-training."

"There would also be a range of quasi-educational programmes covering areas such as communication skills, business and assertiveness."

But while they would perform well on the programme, results when back in the workplace were disappointing.

"This led to the development of the 'mentor' system."

The mentor is a person who acts as a combination of coach and support in the workplace. The idea being that the mentor would show the black staff member "the way we do things here."

But though the idea has produced some positive results, it does not address the lack of success due to the negative reactions often experienced in the workplace.

Ms Mitchell says, "White employees often feel threatened by rising black stars. There is a need for input to reduce resistance and racial tension. You can't just have black advancement, it must be multicultural and designed to develop all the rising stars, regardless of race."

She notes that due to the lower ratio of managers, skilled staff are subjected to enormous amounts of stress. This lowers their performance and often leads to ill-health.

She says companies are beginning to realise the need to become more "Africanised" and adopt the best of both worlds. She points out that SA cannot afford to neglect any of its resources and this means advancing women into positions of greater responsibility and employing handicapped people.
Students need science and maths skills.

THEO RAWANA

Lack of exposure to higher grade mathematics and science barred black matriculants’ entry into production, engineering or accounting in industry, Foncoro chairman Cedric Savage said at the weekend.

Addressing the Black Management Forum (BMP) annual conference in Durban, Savage said of the black pupils who matriculated last year, fewer than 2% passed maths and science. 

"The result was that very few matriculants are currently eligible to enter production, engineering and accounting functions in industry," Savage said.

"It has been estimated that in only 10 years’ time some 230 000 additional trained managers will be required in SA, and that only 40 000 of these can be provided by the white population.

About 160 000 black people had to be trained, and be in managerial positions within 10 years, he said.

Savage said the future success of commerce and industry in SA depended on the transformation of a situation from one where under 4% of management in the formal sector was black, to one where black managers were playing a meaningful role in the country’s economy."
Eskom chief urges need to develop black technical skills
Education urgency stressed at building federation congress

From FRANK JEANS
JOHANNESBURG — The building industry has been left in no doubt about the urgency of educating all levels from management to the site workers after the annual congress of the Building Industries Federation (Bifsia) at Sun Sun Sun Sun Sun

And hammering the message home was an academic fraternity that concluded changes would have to be made to correct the imbalance of two few apprentices and too many university graduates.

The total apprenticeship contracts has dwindled from more than 6,000 a year in the early seventies to 1,200 last year, while during the same period the students graduating from universities increased by about 48 percent.

CONGRESS THEME

All the main speakers concentrated on the theme of this year's congress, education and training, and hammering no punches was Professor James Moulner, head of the department of philosophy at Natal University, Maritzburg, who said the present academic educational set-up as a "sick white university system that tolerates high failure rates".

And to meet the growing quest for knowledge by all population groups, the professor believes in the introduction of an intermediate tertiary college system, which would be a more effective support programme for non-white students.

"The gap between school and university is too big," Professor Moulner told delegates, "and this is the reason why so many matriculants fail to graduate or fail to graduate in the required time."

"Most white South Africans are biased toward academic education and we've passed on our prejudice to blacks."

The importance of mid-career education was the topic of Professor Grant Schutte, former head of the School of Business Leadership at Unisa, whose paper was read for him in his absence by builder Mr. John Barrow of Barrow Construction.

"Most organisations spend time and money on the development of middle and top management, but few spend any effort on preparing employees for a career in management," said Professor Schutte.

"I believe the mid-career development and training effort should be industry driven and the key players should be industry associations, unions, businesses and employers."

The ultimate objective of such an operation would be to develop a fully skilled person to do a particular job in any enterprise in an industry.

Dr. Dwight Triageardt, executive director, Science, Education and Politics (Sep) of the University of the Witwatersrand, said more black youths were entering the school system.

"Unfortunately, on leaving the schools, they are facing a labour market that is unable to absorb them."

"The rapid growth of student numbers in the context of limited or reduced resources has led to a very ineffective education system and this system fails to hold its students."

"For instance, of all pupils who started their schooling in 1974, 459 percent made it to standard five and only 12.3 percent to matric."

Dr. Triageardt pointed out that the skills of South Africa were white and that less than 15 percent of the population accounts for 80 percent of the professional, technical and related occupations, and nearly 95 percent of management.

"We are fortunate in this country that there is a racial basis to everything we do and that allows us to quantify the degree of racialism," he said.

UNION PRESSURE

Meanwhile, there were figures in the Bifsia annual report before congress delegates concerning the mounting trade union pressure on South African industry generally.

This according to the report has resulted in a 200 percent rise in man days lost within a year, 130,000 in 1988 to 348,000 this year.

And while the building industry, one of the country's most labour-intensive sectors, has been relatively free of unrest incidents, more than a quarter of the big loss occurred owing to an unresolved dispute with a large national building materials supplier.

Share warning

JOHANNESBURG — Negotiations are taking place between Sentrachem and another company, which, if concluded successfully, could effect the price of the company's shares, it has been announced. Shareholders should deal in the company's shares cautiously until further notice - Sapa.
MANPOWER - TRAINING

1990
Farm workers are offered training

ABOUT 1 200 SA farm labourers will be given the opportunity to take an intensive training course in the application of pesticides this year.

The five-day course has been devised by the Agricultural and Veterinary Chemical Association of SA (Avacasa) in conjunction with Boskop Training Centre, Avacasa executive director Gerry Maritz said in a statement yesterday.

The course will cover handling, transportation, storage and application of farm chemicals, protection from poisoning, emergency action and destruction of empty containers.

A South African Agricultural Union certificate will be presented to those who pass a practical examination at the end of the course.

Maritz said Avacasa would contact selected farmers to arrange venues and dates for trainers' visits.

Farmers would select trainees.

The course will be registered with the Department of Manpower and costs therefore qualify for tax concessions.
School-leavers' prospects of jobs worse, says expert

SCHOOL-LEAVERS seeking their first jobs this month could be in for a frustrating time.

Nedbank chief economist Edward Osborn said yesterday that job prospects were dramatically worse than last year.

Osborn said people who lacked skills would have a major problem since employers in both the private and public sector were often reluctant to provide training.

Large numbers of people were coming to the labour market without adequate training and would be unable to command an adequate salary.

The main source of work was in the manufacturing sector, where very little growth was taking place. Increasing mechanisation — in the mining industry, for instance — was also limiting job opportunities.

"Mounting unemployment is exacerbating the political problem, creating instability," he added.

Industrial relations consultant Andrew Levy said that for many people the chances of finding rewarding work would be slim. Even university graduates would have to settle for jobs they would not normally consider.

The lack of skills training was a legacy of the educational system, he said.

Chronic unemployment was caused partly by lack of job creation in industry, disinvestment and other political factors, which weakened the economy.

Recruits

Kelly Personnel MD John Dawkins said companies were looking for the "exceptional person" this year.

People without skills would be wise to consider some form of tertiary education if possible.

OK Bazaars personnel director Keith Hartshorne said although the economy was in a downturn, the company would attempt to take on more young recruits than last year. It usually enrolled 100 management trainees a year.

Congress of South African Trade Unions (Cosatu) education secretary Kheto Lehoako said the technical skills required in the modern workplace meant that young people without a matric certificate were virtually unemployable. They were also likely to be exploited on the labour market.

The education system did not provide the youth with necessary skills and thus led to further frustration. "We feel they should be taken back to school," he said.

National Education Crisis Committee (NECC) national coordinator Eric Moleku said thousands of black pupils who failed matric last year were in a no-win situation. If they could not find work and were refused re-admission to school, they would become "bored, idle and easy prey to drugs."
ANC plans training programmes for youths

LUSAKA — The ANC and Mass Democratic Movement will establish training programmes in and outside SA to upgrade skills and provide alternative futures for unemployed young people, say senior ANC sources here.

The sources expressed concern about the education crisis and the large number of unemployed youths, which they estimated at about two-million.

They said the ANC conducted a skills survey in SA some time ago.

The survey found there was a dearth of skills in areas such as engineering, mining engineering, bi-tech, management and administration.

The programmes would attempt to redress some of those skills imbalances.

Details of the planned programmes were not available.

The sources said business should be a microcosm of the kind of society the ANC wanted.

A senior ANC economics official said the ANC envisaged a mixed economy. However, there were different types of mixed economies.

He said the organisation was opposed to privatisation as it eroded the ability to upgrade services and to implement effective wealth redistribution.

Privatisation served those who could afford to buy shares and those who already controlled a substantial chunk of the economy.

"We are talking about huge wealth in the hands of a few, and massive poverty, particularly in rural areas."

The ANC, which met Anglo American executives last weekend, said it was compiling an action programme for businessmen.

Areas identified, of agreement and disagreement, included business communities' leverage with government and the fact that they were involved in arms manufacture and the supply of essentials to the police and military.

Whenever there were disagreements with the labour force, the business community called in the police, the senior sources said.

Business paid huge taxes to the government and had taken no position on conscription.

The ANC was also disturbed that businessmen travelled to Lusaka to hold talks with the ANC, but had not done the same with the MDM or Cosatu, the sources said.
Companies should become involved with the education of their future employees in the geographical areas in which they are located.

Pelog stressed that support to schools in the neighbourhood could have a major positive implication.

"Don't try to do it on your own. Form an alliance with similar minded businesses in your locality. As a group you can achieve so much more than trying to do everything alone," he said.

Pelog emphasised the need to focus on vocational training. SA should take a good look at introducing a system similar to the Vocational Education Training system which is used in West Germany.

In Germany, everyone who left school to enter the job market needed to undergo an apprenticeship which applied to more than 400 different trades. By adopting a similar system, SA could ensure its workforce was far better equipped vocationally.

The IPM has taken the issue of the skills shortage and education system in SA as part of its theme for the 1980s and intended bringing practical ways and means of handling the problem to its 8,000 members during the coming months, said Pelog.
Students tackle customs course

THE freight forwarding industry has tackled the problem of its acute shortage of trained personnel.

Alan Cowell, executive director of the SA Association of Freight Forwarders (SAAF), completed writing a 10-month curriculum about customs rules and regulations in time for 321 students to enrol last year.

Mr. Cowell, who was given the mandate to compile an in-service training course, has designed the syllabus to form the first year of study. A diploma will be awarded after three years.

Mr. Cowell has still to write the second- and third-year courses, but intends to cover all aspects of forwarding management.

"It is a tough, complex course to give existing staff the chance to enhance their career opportunities," says Mr. Cowell. He expects only half of the candidates to pass the first year.

"The intention is to discover management potential."

The course has been well received and candidates who complete all three years successfully will be certificated by SAAF.
Indians in drive for jobs

LINKS are being forged between commerce and industry and the Department of Education and Culture in the House of Delegates.

Minister Kishen Dadoo has introduced several initiatives to establish closer links with commerce and industry.

He says the main intention of the exercise is to identify employment opportunities for many school-leavers.

"The rising cost of studying and high entrance requirements at post-matric institutions often deny many pupils the benefit of full-time study."

The close working relationship between schools and places of employment would enable employers to make valuable input in equipping pupils with the skills that would be essential for success in the world of work.

The department has achieved some success with job placements. For the first time in the history of Indian education, three senior departmental officials have been appointed job placement officers.

Dr Dadoo says discussions are being held with Sasol, Mossgas, Eskom, the Building Industries Federation of SA (Bifs), the Steel and Engineering Industries Federation of SA (Seifsa) and Secunda.

"The department is talking to entrepreneurs throughout SA to try to alleviate manpower shortages in certain areas and secure the placement of surplus or redundant workers in other employment."

The department introduces prospective employees to employers, provides training for adults after school hours and, in consultation with the Department of Manpower, is embarking on projects to help the unemployed.

The department's community education projects include courses in cultural enrichment, sport and recreation, do-it-yourself, academic, commercial and technical education.

Several short courses have been designed to help the unemployed acquire skills. Dr Dadoo has decided to establish regional advice centres.

Inquiries are handled by Robin Maharaj. His telephone number is (031) 27-9351.
GO's R280-m Mossgas project nears completion

The roll-up at the end of last month of the final frame on the Mossgas FA jacket, or support structure, which is being erected by Genrec Offshore at Saldanha Bay, has brought major assembly work close to completion.

With only four pile guides and the flotation tanks still to be welded to the structure, work is ahead of schedule and almost 90 percent complete.

The jacket will be loaded on to a barge in September and moved to the oil field off Mossel Bay on October 1.

The R280 million project to build the 14 000-ton structure is one of the largest single contracts undertaken in South Africa.

Components were made using special/property facor steel in the PWV area, Durban, Port Elizabeth and Britain.

Before the first components arrived on site the workforce, which was 600 at its peak, was engaged in fabricating and erecting more than 5 000 tons of temporary steelwork for the assembly and load-out of the structure.

Genrec Offshore (GO) established its own welding upgrading school on site to qualify experienced welders to the 8GR and other standards necessary for the jacket work.

GO worked closely with the East and West Cape training centres in order to provide maximum opportunity to all available locally qualified workers.

"But it was still necessary to import qualified artisans as the requirements for the total project countrywide exceeded the specific skills which could be provided by local resources," says Mr Ian Colepeper, chief executive, Genrec.
Dismal picture painted of tertiary engineering training

Tertiary engineering education has reached a crisis in South Africa and if allowed to continue will lead to deteriorating standards and an inability to meet the growing challenges in a world of high-technology manufacture, says Professor Roy Marcus, vice-president, SA Engineering Association (Savi).

Professor Marcus spoke at a function to award plaques to seven top companies which helped launch the association and are financially supporting it.

They are Gencor Development Trust, Eskom, Volkswagen SA, Iscor, AECI, Malbank and Mercedes-Benz.

He said: "The recent report from the engineering education and training committee paints a dismal picture. Not only are we behind in terms of the supply of suitably qualified manpower but the situation in terms of the quality of students wishing to take up engineering as a career is depressing."

"We have no real hope of being able to man the new manufacturing facilities. The staffing crisis is serious with universities and technikons having a number of vacancies and being forced to fill posts with inadequately qualified people."

"The situation in maths and science teaching in secondary schools is even more alarming."

There is no national engineering education strategy and, while engineering education falls under the Department of National Education, there is little hope of rectifying the problem.

Again, he says, there is no national industrial strategy on which industry can base any medium term planning. On top of that, there are strong indications of declining capital investment, while factories were getting older and less competitive.

All was not gloom and doom. The engineering profession had a vital role to play in the future and Savi had activated a major thrust in addressing some of the real issues.

"Gone are the days when South Africa could afford a fragmented engineering industry, gone are the days when we only talked about professional engineers instead of the whole engineering team, and gone are the days when the role of the engineer was ignored."

Savi is the umbrella body of the South African engineering profession and embraces all the engineering disciplines, representing 13 institutes and associations.
State aid is needed to beat skills crisis

SOUTH Africa urgently needs to formulate a national training policy if economic decline is to be avoided, says PE Corporate Services managing director Martin Westcott.

He says SA's problems have been so dominated by political matters that the Government appears to have overlooked the desperate skills crisis facing the country.

"This crisis isn't looming. It's been with us for some time and is getting worse. People skills are one of the essential resources needed for economic growth."

Mr Westcott believes greater investment by the authorities in education will go a long way towards solving the problem.

The Government supports a large bureaucracy and although proposed Budget cuts - such as for defence - are welcomed, it is to be hoped the money will be redirected into education.

Pointing to the high economic growth of Far Eastern economies in the past decade, Mr Westcott says this growth was underpinned by a high spending on education from the grass-roots level upwards - a tactic SA should adopt.

Mr Westcott's warning comes in the wake of the news that of the more than 9 000 first-year applicants to the Pretoria Technikon, only 4 500 were accepted.

SINS

Part of the reason for their rejection was the lack of facilities at the technikon.

Mr Westcott says "There is a critical need for technikon facilities, especially at the higher levels, and thousands of applicants are denied entry.

Perhaps this is a case of the sons of the fathers being passed to the sons."

Pretoria Technikon rector Denis van Rensburg says the state has fallen behind in the case of technikon facilities.

But he expects a forthcoming report to highlight the backlog and ways to improve it.

Dr Van Rensburg says some Government members are listening to the problems of educators, but many do not understand them.

"For example, the subsidy for a student studying nuclear physics is the same as that for an aspirant clergyman. This sort of anomaly is detrimental to our education system. We have to determine our manpower needs and subsidise them accordingly."

MARTIN WESTCOTT

national policy required
Funds needed for training

Financial Staff

The private sector must pump far more money into education and training to ease the drastic shortage of technical, professional and managerial manpower, says the chairman of the SA Board for Personnel Practice, Garry Whyte.

He says in the board's annual report that there has been only limited progress in the education and training fields and a much greater effort will be required in the '90s.

"Because training only shows real results in the longer term, we have a mental block about investing money and effort in this activity," Whyte says.

"Since our needs are urgent, we derive little comfort from the prospect of investing now to get a return much later. So we seek quick fixes, the most popular being to entice trained people away for someone else. This is like trying to avoid the unavoidable.

"Our organisations cannot escape the fact that they have to become involved in education -- most particularly, in the education of illiterate adults and in add-on education for those with the talent to advance to higher-level jobs.

"SA's skills shortage in the technical, professional and managerial fields is already apparent. I believe that it could even take on crisis proportions during the '90s.

"Those who think that they can bank on poaching staff from other organisations will find it a sterile policy.

"Likewise, we will not be able to turn to our traditional court of last resort -- immigration. The developed countries are themselves facing a serious skills shortage due to population decline.

"Ironically, they might even start lure our best workers away."

The government messed up the education system, so let them put it right. "It may, or may not, be true that the government carries the blame. The argument is a pointless one. Apportioning blame will not make a problem go away."
CAPE TOWN — A special programme to train unemployed people had cost the state R440m between 1986 and 1989 and more funds would be provided, Manpower Minister Ell Louw said here yesterday.

Speaking at the opening of an exhibition of manpower training, Louw said provision was being made in legislation before Parliament for a special fund to finance the continuity of the short-term job creation programme and follow-up activities.

The state and private sector would contribute funds for the training programme and the special fund would be managed by the Manpower Department's director-general and a committee of 10 people, seven of whom would come from the private sector.

Louw said more than a million unemployed people had been taught skills in the training programme between 1985 and 1989 and almost 34% of trainees had been employed afterwards.

An estimated 8 000 had found jobs as instructors, while many more had taken up positions as clerks and labourers. Others had entered the informal sector.

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CURNOW=MG

Extracts from the audited results for the 12 months ended 31 December 1989
SBDC to spend R40m of its grant on job creation

THEO RAVANA

The Small Business Development Corporation (SBDC) would direct the R40m cash injection from the Budget towards its five-year programme of job creation and erection of buildings in underdeveloped areas, GM development services Sonny Tarr said yesterday.

Tarr said R40m would go towards the Programme Funds set up for job creation projects and R20m would be allocated to the Pioneer Project Fund, used for erecting buildings in underdeveloped areas.

Using a growth base of 20% a year, the SBDC projected in November last year that R196.5m would be needed for job creation funds over a period of five years.

One of the job creation projects was the Support Fund, established to help businesses out of financial trouble. "Since March 1985 this fund has granted 2 055 loans worth R92.2m and created 41 600 job opportunities," Tarr said.

The Small Builders' Bridging Fund for small builders had given 5 058 loans to date worth R105.1m, creating 86 000 jobs.

The Entrepreneur Training and Development Fund had done much to improve the skills of new entrepreneurs in industrial areas like Pennyville in Johannesburg and Wadeville near Benoni.

"The R20m allocated to the Pioneer Fund will be used for the erection of buildings and much-needed infrastructure in underdeveloped areas. These are high-risk, low-yield areas that could not be financed through normal financial programmes," said Tarr. He said the fund would grant mini-loans "to provide simple and fast finance up to R5 000 for very small developing businesses".
Threat to Mossgas training

By Ian Smith

An ambitious training programme to provide thousands of skilled workers for the Mossel Bay oil-from-gas venture and other big contracts is in danger of collapse because of a shortage of cash.

Mossgas has so far provided the up-front funding for the SA Fabrication and Construction Training Trust (SACFTT). But its contribution, which is already about to overrun the company's original budget of R37.5-million, will dry up at the end of May.

"Approaches to the Government through the Manpower and Finance Departments have not been successful," says SACFTT and Constructional Engineering Association (CEA) executive director Rene Schmetz.

The fund was set up two years ago as a joint venture between the CEA and the SA Federation of Civil Engineering Contractors, initially to provide basic skills for the Mossgas project.

Since then more than 6,700 people have been trained for mechanical, electrical, instrumentation and civil engineering jobs.

"The main aim was to make South Africa more self-reliant in vital skills and to cut drastically the need to import expensive foreign labour for major projects."

Originally it was hoped that the Department of Manpower would match the Mossgas cash contribution to give a total budget for the scheme of R75-million. But this fell victim to the Government's spending cuts.

At the same time big employers who were expected to contribute to the fund through a levy by-passed the scheme.

"Some major companies seem to prefer to import labour, which is a short-term solution and almost always leads to an escalation of project costs."

Mossgas is contributing another R11.6m, taking its total funding to R42.5-million, to keep the scheme operating until the end of May.

Mr Schmetz is trying to raise money to ensure the training of another 1,200 people by the end of the year.

He says that if the money is not found there will be another influx of 650 expatriates to complete the Mossel Bay contracts.

Some employers believe that trainees taken on after May will not be ready to work on the project.

"But we believe there will be..."
Du Plessis sends Manpower Dept budget soaring by 50%

THE Manpower Department last week saw its budgeted expenditure grow by 50% — an increase greater than that granted to any other government department in Finance Minister Barend du Plessis’s March 14 Budget.

However, director-general Joel Fourie said most of the extra R112m allocated this year was for functions previously carried out by other departments.

State subsidies to employers for in-service training has been cut substantially.

Fourie said the department was to receive R31m to be used for cash grants to stimulate in-service training. This amount was in lieu of a budgeted R110m in tax concessions granted to employers for this purpose, and effectively represented a saving in government expenditure of R79m.

Fourie said in spite of recognition of the economy’s need for better-trained manpower, government and the private sector agreed such training was largely the responsibility of the private sector.

The smaller amount available would be used in a more focused manner — targeted mostly on technical training.

The department would also administer an amount of R66m earmarked for job creation programmes.

These programmes had previously been carried out by various departments — including Foreign Affairs and Local Government. It had now been decided by an inter-departmental committee they should be co-ordinated by the Manpower Department.

A further R18.4m included in the department’s budget for the first time was for contributions to state pension funds on behalf of employees of the department. Fourie said:

This payment was previously made by the Department of Health and Population Development for all government employees.

From this year, each government department will pay these contributions on behalf of its employees.

This new bookkeeping system explains why a R22bn amount allocated to the Health Department has now "disappeared", but it has also made much more complex comparisons between the 1990/1 Budget and that of the previous year.

One area where the Manpower Department does intend to increase expenditure is in the Industrial Court, Fourie said. It has budgeted an additional R800 000 for the employment of part-time court members to partially relieve the existing over-worked bench.
Board to train estate agents

By JOSHUA RABOROKO

BLACK estate agents and builders are daily losing contracts worth thousands of rand in black townships to white competitors.

This was revealed in a study of the black housing market conducted for the Estate Agents Board by Dr A Oosthuizen of Market Research Africa.

The study was to establish to what extent a secondary black housing market already existed and how fast that market would grow as a result of efforts by Government, the private sector and others to stimulate home ownership in the townships.

The study cited the lack of formal business training as one of the main reasons why blacks lost out to whites, was that they had not received formal training in business practices in the area they operate in. This was a disadvantage particularly when they had to fight for contracts by tendering to organisations.

Because of this report the Estate Agents Board has committed itself to train black estate agents.

Training

Following the completion of the study, the board established a steering committee under the chairmanship of board member and housing expert Mr Boet van Sijen, to identify issues, initiate a national educational and training programme for black estate agents and to persuade Government to introduce an educational programme for black consumers.

The committee consists of representatives of the Development Bank, the Urban Foundation, the National Association of Home Builders, the South African Housing Trust and financial institutions. A spokesman for the board confirmed the plan and said they would consult with black builders and estate agents about implementing the massive programme.

The president of African Builders Association, Mr Joas Mogale, said that as blacks were still new in business at a contractual level, they were being exploited. He said: "We have to change this by fighting for what is ours and also ensure that we upgrade ourselves."

Left out

According to Mogale black builders are the key to change and development. They could improve themselves by utilising, directing and coordinating development programmes.

However, Mogale said, when the survey was conducted blacks were not consulted and as a result it would be difficult for them to participate in the programme. He was supported by the secretary of the United Builders Association, Mr Kenneth Cele, who said they felt left out when major decisions were taken on the critical housing shortage.

"There is a need to come up with new strategies to meet the housing situation that involves blacks - not just as consumers, but also as builders, contractors, developers," Cele said.

Mogale said that blacks had a key role to play in solving the housing crisis and they should not be "mere actors" while the white contractors enjoyed the greater slice of the cake.

African Builders Association president Joas Mogale.
Private sector must aid training

THE Government's announcement of more funds to upgrade education and training must be supplemented by the private sector. SA Board for Personnel Practice chairman Garry Whyte says the private sector must pump far more money into education and training to enable SA to resolve the drastic lack of technical, professional and managerial manpower. He says in the personnel profession's regulating body's annual report that there has been only limited progress in the education and training fields and a bigger effort will be needed in the 90s.

**BLOCKAGE**

"Because training only shows real results in the long term, we have a mental blockage about investing money and effort in this activity."

"Since our needs are urgent, we derive little comfort from the prospect of investing now to get a return much later. So we seek quick fixes, the most popular being to entice trained people away from someone else. This is like trying to avoid the unavoidable."

Looking at education, Mr Whyte says the trouble is still that businessmen do not really believe it is their job to provide financial assistance in this field.

**BLAME**

"It may, or may not, be true that the Government carries the blame. The argument is a pointless one. Apportioning blame will not make a problem go away."

"SA organizations cannot escape the fact that they have to become more involved in education. Most particularly, in the education of illiterate adults and in addition education for those with the talent to advance to higher level jobs."

Mr Whyte says SA's skills shortage in the technical, professional and managerial fields is already very apparent. He believes it could take on crisis proportions during the 1990s."
Filling the skills gap

It doesn’t take a computer to figure out that with blacks making up three-quarters of the population and the white-dominated computer industry in the throes of a severe skills shortage, the industry must tap into the vast black work force.  

The industry has taken some steps — overhauling aptitude tests, providing beefed-up training — but has met with limited success. Well over 90% of the 35 000 people employed in the industry are white. And the sector continues to be one of the hardest hit by the shortage of skilled staff.  

The shortfall not only hinders the productivity of many computer installations, it also dramatically fuels costs. Employers have grown accustomed to high salary demands and frequent resignations from their computer personnel.

Nearly one out of every four people employed in the computer industry changed jobs in the year to last July, according to a study last year conducted by P-E Corporate Services. Turnover was even higher among specialists such as data base analysts, systems analysts and analyst programmers.

The study, which surveyed 6 901 people employed at 385 companies, found that for every 100 technical programmers hired dur-

Training for the computer revolution

ing that year, there were vacancies for another 30. There were also substantial shortfalls in data processing analysts (27%), systems analysts and analyst programmers (26%), and applications programmers (23%).

SA is not unique in its chronic shortage of skilled computer staff. But the situation has been aggravated over the last few years by the high level of emigration, minimal immigration and insufficient training. Not enough whites have been coming out of universities, technikons and technical colleges to meet the industry’s fast-growing demand.

To help plug the gap, Zakheni Computing started the country’s first full-time computer programming school for blacks in January. 

"Zulu for "build yourself" — was formed by a group of nine black computer programmers and analysts in 1986. A non-profit organisation, it provides free part-time preparatory training for students who are unable to secure a place at full-time computer schools such as Van Zyl & Pritchard and Compuskills.

The new school, located in central Johannesburg, prepares students for the stringent Computer Users Council examination. It will also help Zakheni become financially self-sufficient. The organisation has had to rely on private sector donations to run its loss-making preparatory courses and to set up the school.

So far, 80 students have progressed from the Zakheni courses through recognised computer schools and into jobs as computer programmers, according to the organisation’s chairman, Alex Mzizi. Of these, 45 have passed the council’s examination.

He estimates that more than 1 500 students have been exposed to the computer industry by attending Zakheni’s seven-week course.

Mzizi says Zakheni, in line with other computer schools, will charge employers a placement fee for each successful student. The first batch of 30 students will write the council examination next month. Mzizi believes Zakheni will be able to place up to 60 students a year. By next year it should be self-funding, he says, and some of the funds will be used to offset the costs of running the preparatory courses. The courses will now provide the school with a regular intake of students.

Mzizi, project manager at Insurance Information Systems, says a bigger problem than training and placing students is changing the attitudes of some of the employers.

While senior management is often committed to hiring blacks, he says, line management is sometimes less enthusiastic. "While some people used to question the ability of blacks to become computer programmers, they now raise doubts about whether they will be able to integrate with their white staff."

He says this is a problem that must be tackled by employers. "We can’t train people to integrate."

[Image: Training for the computer revolution]
‘Huge sums’
go to retrain graduates

By MARIUS BOSCH

SOUTH AFRICA’S education system is “out of touch” with the needs of the business community — and is producing employees who can’t think for themselves, according to a Cape Chamber of Commerce survey.

This results in huge amounts having to be spent on the retraining of new employees, adding to low productivity.

The survey was conducted late last year among 370 members of the chamber by the manpower committee of the chamber.

According to the survey, the inability of students to think for themselves, lack of common sense, immaturity and inability to “cope” was ascribed to a “prescriptive educational system” that did not encourage free-thinking and initiative.

The survey found that many of the subjects taught at school did not have much use in the business environment and respondents suggested that more emphasis should be placed on subjects like computer science, accountancy and communication.

The Minister of Education and Training, Dr Stoffel van der Merwe, said his department was trying to make education more career- and technically orientated rather than academically orientated.

This could be seen, he added, in the growing number of technical schools (for blacks).

Other findings in the survey were:

● Most employers employed those with experience and preferred not to employ people straight from school, universities or technikons.

● Spelling and grammar in both official languages were appalling and respondents expressed a lot of concern in this area.

● Lack of practical experience and unrealistic wage expectations weighed heavily against school leavers and graduates.

Many of the respondents also felt that the 17 education departments in South Africa should be reduced to one single department which would provide equal education for all races.

The chief executive officer of the Committee of University Principals, Professor J W Grobbelaar, said yesterday that the body had been “urging for a single department” for universities for a considerable time and that the CUP agreed wholeheartedly with equal education for all races.

Dr Van der Merwe said that one education department, the department of National Education, already existed.

Equal education opportunities was government’s goal but funds had been short in recent years.
NIXDORF Computer is to extend its consultancy services to its user base and foreign companies in SA.

The developer of the organisational and management development consultancy services is Nixdorf human resources manager Brett Botha.

Mr Botha says it is unusual for SA-developed systems to be tested and implemented internationally before being marketed here. The reason for the move is the rapid development of Nixdorf subsidiaries in the Pacific region.

Mr Botha says the services to be offered recognise a significant drawback in many human resource development programmes:

"A major flaw in many programmes is that they apply disparate concepts which have little cohesion. For example, many black advancement programmes have been tackled in the wrong way. "

"The emphasis has been almost entirely on technical skills development with little regard for the behavioural skills which are essential in applying technical skills or knowledge in a commercially competitive environment." Nixdorf organisational behaviour control systems tend to have a common basis and are interlinked, making the system more effective and manageable.

Mr Botha says Nixdorf consultancy services aim to help organisations to analyse problems or opportunities and to propose and assist in implementing controls to manage the solution.

"Initially, we will provide consultancy directed at organisational behaviour through analysis of team effectiveness and team-building strategies. Analysis of internal organisational perceptions will highlight differences in perception between management and the employees and provide strategies to eliminate gaps."

Other controls include effective performance evaluation systems, skills acquisition planning and incentive schemes for management, sales and non-sales employees.

Mr Botha says Nixdorf is also able to provide expertise in other areas of business management, such as manufacturing and finance, by virtue of its experience in giving customers a turnkey solution.

Most of the Nixdorf management control systems have been successfully applied at the company's subsidiaries in the Far East and Australia.
NUM to send 100 abroad for training

Labour Reporter

About 100 black mineworkers are to begin technical and managerial studies abroad this year in terms of a scheme initiated by the National Union of Mineworkers.

The scheme aimed to equip blacks for a post-apartheid economy. NUM general secretary Mr Cyril Ramaphosa told a press conference yesterday.

Financing would be provided by unions from such countries as Sweden, Canada, the United Kingdom and Zimbabwe.

Mr Ramaphosa said that in this year's wage talks, the NUM would demand that the mining industry reciprocate by sending 250 black miners for managerial and technical studies at local universities.
The hidden bolts of any business

Black secretaries air their concerns

By SIZAKELE KOOMA

Inspiration to about 100 secretaries present at the function with their bosses. But this advice is unlikely to permeate the work environment, with the general inadequacy of secretarial training.

Motumi acknowledged the crippling effect that inferior training had on black secretaries. The quality of education for blacks, she said, put them a step behind their white counterparts.

The advantage of a good educational background and growing up in an atmosphere which exposed them to the corporate world at an early age enabled white secretaries to be more efficient and confident in their jobs.

Angie Makwela, director of a Johannesburg-based commercial college, conceded that the quality of training offered by some colleges was superficial.

"The training is just basic and does not provide background information," Makwela said.

Language

"Some fly-by-night colleges take it for granted that secretaries do not need to know the techniques of computers, for example. Trainers are simply shown how to insert a disk into a computer, which keys to press and are then told to write down what appears on the screen. There is no way a person who is computer illiterate can be taught this way."

"Most secretarial students would allow a teacher to proceed with the lecture even when they do not understand - either because they have difficulty articulating their problem in English or because they are not confident."

Social worker Malikolo Motumi.

Compounding sketchy tuition and other inefficiencies in the training of black secretaries, said Makwela, was the lack of interest by lecturers in the trainees as individuals.

The language problem, she said, was taken as a natural handicap which could not be helped.

"There are things peculiar to blacks that only a black person can understand," she said.

"Experience has taught me that most stu-
Industry's problem is lack of skills

The shortage of skills is a problem which seems to beset all industries in South Africa, and ceramics is no exception.

Cullinan Refractories chief executive Mr Ed Harbuz says there is a shortage of skills worldwide in the refractories industry.

Mr Harbuz says, "The raw materials we use are dug from the earth and either modified or used in the raw state. We control the process which produces the end product and various industries use the products under a variety of conditions slowly destroying the product and returning it to the earth."

"Producing our products requires a complex range of skills and while there are BSc degrees in subjects such as physics and chemistry, there is none in refractories."

"This means we have to take a graduate with a basic degree in one of the sciences and train them in the range of different disciplines required to function in our industry."

"It takes about three years for the graduates to build up the necessary pool of experience and become productive."

"The refractories industry is a challenging career with lots of research and development involved."

"This would suggest that there is little trouble attracting the right people to the industry. However, in the past the industry has kept a low profile and people have not known about the opportunities."

"This will have to change as I estimate there is a need for hundreds of graduates. Joining the industry is not something they are likely to regret, most of the people stay with it throughout their lives."

Johnson Thys managing director Mr Keith Dixon says there is a very small pool of skills available in South Africa.

This survey was written and compiled by Charles Louis.

"Skilled ceramic technicians are like hens' teeth. Even fitters and turners who are used to working with ceramics are rare."

"We have picked up a number of the people we needed from the UK and we are always on the lookout for people from overseas."

"The company also has a training programme to upgrade the skills of our black staff."

"This has proved successful and we now have a number of skilled people such as fitters who have been developed in-house," he says.

Ferro Industrial Products group divisional manager Mr George Duncan says the shortage of qualified ceramic personnel has only really developed as a major problem in recent times."

"In the past, glaze manufacturers were able to import skills from the UK or Europe. Recently it has become more difficult to recruit staff from the overseas market."

"However, the Pretoria Technikon has, for some time, been trying to bridge the gap by offering a three-year ceramics course," says Mr Duncan.

Continental China Holdings group managing director Mr Bill Paverd says one of the problems behind the shortage of necessary skills is the diversified nature of the industry.

"It is made up of a number of small sectors each with different skills demands."

"Consequently there is not a very large skilled and trained labour pool, both at operational and managerial levels," says Mr Paverd.
Diverse sectors call on ceramic services

The ceramics industry cannot be considered as a single consolidated industry but must be regarded as being made up of about 13 different industries.

Coming together under the ceramics banner are: abrasives, cements, clay bricks, glass, heavy clay, pottery, porcelain, porcelain enamels, refractories, sanitaryware, tableware, tiles and whiteware.

Much of the raw material is obtained in South Africa and the ceramic industry serves clients as diverse as the building sector, Eskom and housewives.

Those sectors of the industry supplying the building industry, such as cement and sanitaryware, have been hit by falling demand for that industry's products.

Others, such as refractories, are back on a path of steady growth after a fall in demand from the steel industry.

Sectors such as porcelain, in its electrical applications, has had to change products to fit new technologies.

Industries catering for the consumer markets have had to compete with strong overseas competition and adapt to changing fashions.

Skills are in short supply across the board and the industry believes that the low profile it has kept in the past has resulted in it failing to attract the graduates it needs.
Technikon leads in training

The South African ceramic industry was forced to rely almost entirely on imported skills until the Pretoria Technikon established a three-year course in ceramics.

The technikon has a ceramic laboratory which is available to students, and graduates in the diploma course are proving popular on the job market.

The first woman student to take the diploma was Mrs Liz Delaporte who tackled the course in ceramic technology along with five men.

Today she lives in Verwoerdburg with her husband, Pierre, and their nine dogs and three cats.

She is employed as Cullinan Brick's quality assurance officer and spends her days travelling between the company's three plants in Boksburg, Clayville and Midrand.

Another aspect of her job is running the laboratory and the mainly male staff has no trouble, she says, accepting her authority.

Cullinan has received the SABS seal of approval for the products produced at its Boksburg and Clayville plants.
Looking past the profits

Generating economic justice for democracy

Ways must be found to look past profit at wealth generation and distribution, writes BOB TUCKER, managing director of The Pern division of NedPerm Bank.

"Wealth" is generated and fairly distributed in the process or not. Regrettably, in my view, the attention of the fiscus has likewise been diverted away from the nature, or "mix", of wealth-generating activities towards the quantification of bottom line profits and the application of the fiscus' share of those profits on public expenditure.

In fact, since the mid-1970s there has been a consistent trend away from tax incentives which influence the nature and direction of economic activity, even though such incentives have the advantage of only being accessible by businesses which are profitable in the first place.

Consequently, no one who has the power to do so is prepared to influence the mix and distribution of wealth, and yet large sections of the population are sorely deprived. It is hardly surprising, therefore, that their spokesmen should stake an immediate claim to that asset which would give them capacity both to exert that influence and to appropriate the profit flow which they have been induced, by our behaviour, to believe is the only component of any real value.

The potential tragedy of nationalisation (primarily because it severely inhibits individual freedom and the freedom to be enterprising) is obvious from recent history. But then an alternative mechanism for redistributing wealth or, in my terms, generating a different "mix" and distribution of wealth outputs, must be offered.

Merely running a string of expenditure side programmes and projects would amount to "paternalistic fish feeding" and would be unlikely to do much towards equipping the people with fishing rods or with the knowledge to use them.

If an appeal to the "social conscience" of managers is anathema to our business ethic, if government is not prepared to influence the wealth and distribution mix by way of tax incentives, and if expenditure side programmes amount to paternalistic "fish feeding", it would seem that the only real option is to apply the money which the government and others are now making available in a catalytic way to mobilise the very considerable wealth-generating potential which does exist.

A recent visit to a squatter camp, for example, revealed the ability of 3,000 families to establish that many homes in a matter of weeks. What would happen if that resource could be matched with the capacity of their employers, pension funds, the building material suppliers, small contractors and the financial institutions, all of whom are looking for an opportunity to do good business?

And what catalytic action is necessary to bring about the effective interaction of those resources? There are many similar examples in all fields of human endeavour.

The first task would be to identify the most urgent needs of the affected communities.

Historically, we have tended to sit in our ivory towers and have determined those needs for the people concerned. If, however, that identification is undertaken with them, the potential for integrated and synergistic co-operation is significantly enhanced.

Having identified the needs, all the resources, ranging from the finances, skills and human energy of the community itself to the capacity of all other sectors of the economy which could be directed towards the satisfaction of those needs, would have to be evaluated. Obviously if those resources were interacting effectively in generating the optimum range of wealth outputs, the community need would have been satisfied in the first place — but there must be some inhibiting factors.

Depending on how severe they are, it is those inhibiting factors which have to be removed by the application of an appropriate catalyst. For example, in the Urban Foundation/Mortgage Lenders Low Cost Housing initiative, the inhibiting factors were an unquantifiable risk and the cost of capital. By establishing a loan guarantee fund with R20 million and access to fixed cost capital, the financial institutions were willing to give undertakings of finance running into billions of rands.

I have no doubt that in similar ways a huge amount of energy could be liberated and considerable additional wealth generated and distributed much more fairly among the communities of South Africa. If such a programme were pursued with sufficient vigour and resources, optimists such as I might even contemplate the eventual establishment of a free economic system which generates the economic justice appropriate to a non-racial democracy.
A training strategy for SA

Allan Pittendrigh is known as the “doyen of SA’s technikons.” He received the Institute of Management Consultants’ Man of the Year award in February.

Nine years after the event, SA’s education system has still not responded to the basic thinking of the De Lange report, particularly with regard to career education. It remains totally biased towards academically orientated education, designed to lead to the university sector. In this respect, it still disregards the needs of at least 80% of all school pupils.

As the De Lange report did not carry the teaching profession, itself a product of the academically orientated system, along with it, it was doomed to fail.

The result is that today we are still saddled with an educational system unsuited for the country’s needs, a system which stifles creative ability and entrepreneurial thinking, does nothing for the development of the informal and small business sectors (vital to our survival), does not provide the labour force with a translatable base and does not even succeed in providing the majority of the population with basic literacy in one of the two commercial languages.

For example, in KwaZulu it was found that 50% of the population had not been educated beyond standard four, while 70% had not attained standard eight.

Last November, representatives from the FCI, Assocom, the AHI, Chamber of Mines and Seifsa met with most of SA’s 15 ministers and directors-general of education for a one-day seminar to discuss training and education. It was clear to all that SA’s education system does not satisfy the needs of organised commerce and industry, consumers of the system’s “end product.”

Ironically, this had been clear to all, except possibly the teachers, ever since the troubled times of the late-Seventies and early-Eighties when school unrest and the dissatisfaction of the teaching profession boiled over. More than 200 people from all walks of life gave of their time, energy and expertise to compile the 1981 De Lange report on the Provision of Education in SA, which led to the publication of a White Paper.

Today, there is an understandable tendency to say that after the De Lange report nothing changed, except that subsequent constitutional developments brought about a multiplicity of “own affairs” education departments. Nevertheless, the incorporation of the report’s 11 principles of education into the National Policy for General Affairs Act, of 1984, was an important development.

These principles state that the provision of education should take into account SA’s economic development and manpower needs, that organised industry should have a shared responsibility, choice and voice in the provision of education and, at the private sector and the State should share responsibility for non-formal education.

Government honoured its intentions with the creation of new structures. Expenditure on black education was increased, while interesting innovations in career education for black pupils were introduced.

But, as we failed to recognise the teacher in the classroom as the most powerful instrument to change the system — or result it — the De Lange report failed to give SA’s education a career focus.

Unlike education, training is not answerable to a number of ministries as it takes place under the Department of Manpower, industry training boards and individual employers. And, in compiling recent training reports, we took industry and the training profession along with us. The result? Change is taking place at an accelerated pace in training in SA.

The artisan training system, under the wing of the new industry training boards, is now undergoing a total overhaul. Various industries have set up their own training boards, planned new systems and are working ahead of enabling legislation. The changes involve the devolution of control from a highly centralised system falling under the Registrar of Manpower Training to a system of accreditation of industry training boards — in fact the privatisation of training control.

Each training board will take decisions and plan training according to the perceived needs of its own industry. And present tax concessions for training will be phased out in favour of a system of cash grants to accredited training boards.

Nevertheless, there is still a real need for concerted action and planning in training. A further investigation is now looking at a National Training Strategy for SA. Planned for completion by November, it visualises creating a voluntary partnership, the technical training partnership or TTP, consisting of government, organised industry, individual employers and the trade unions.

The TTP will be in a position to frame and update, on a regular basis, an overall training strategy for SA, including identification of priority areas. But each industry will still be free to formulate its own national strategy, within which the individual employer will function.

This would allow maximum co-operation between industries and more effective use of the limited physical and manpower training facilities in southern Africa. The result should be a healthy and expanding economy and full employment for all sectors of the community.
Business training course for traders

By MOKGADI PELA

THOUSANDS of black entrepreneurs in the informal sector will benefit from a pending project aimed at improving their economic performance.

"One-Up Business Training," unofficially known as Township MBA, will offer training to people in business practice. Nothing will be taken for granted.

The programme consists of modules covering all aspects of informal sector business management, starting at the most basic level, according to its director, Mr Tony Davenport. Market investigation, purchasing, costing, merchandising, capital requirements and management of weekly cash flow and stock control, are all covered.

"Particularly useful is a one-page book-keeping system which has been described as brilliantly simple," said chief executive officer of MBA, Mr Kenneth Mgqamqo.

Davenport said training would be available to anyone interested. The carefully evaluated venture, he said, had been tailored to meet the needs of trainees "who come from a severely disadvantaged background."

Correspondence

In conjunction with the Small Business Development Corporation and Get Ahead Foundation, hundreds of people have completed the programme in Cape Town, where it originated. Their businesses have improved greatly, Mgqamqo said.

Davenport said they were considering making the course available through correspondence. Township MBA should be launched before June. The course will extend for 40 hours and certificates would be issued to successful candidates.
Faire's Career Centre reaches up to 25,000

Having got off to a good start at last year's Computer Faire, the Career Centre is well on its way to doubling its bookings for this year's show at the National Exhibition Centre, Crown Mines, from May 16 to 18.

The centre provides a vehicle for potential work seekers in the computer industry and allows people to view shop without obligation, says Computer Faire Co-ordinator Alice Goldman.

Personal agencies, training consultants and large computer users see the centre as the ideal forum for reaching up to 5,000 people who are interested in computers and who are expected to visit the show.

QUALIFIED

Mackie Glasser, chairman, Computer Faire, says "The power of Computer Faire as a vehicle for the Career Centre is that it attract qualified visitors who are interested in some aspect of career prospecting, whether from an employee or employer perspective."

Having a strong presence at the centre this year are SA Breweries, Standard Bank, First National, Liberty Life, Old Mutual, CG Smith Sugar and the SAB, who will discuss the many opportunities available in their organisations or potential newcomers.

Edriem Smith, systems manager, information services division, SAB, says his company believes the centre will provide important exposure. "The people we are hoping to talk to are going to be there anyway. That is why we see the Career Centre as the ideal meeting place for reaching potential employees."

This will be Old Mutual's second year at the centre. Last year was worth it over and over again, says Suzanne Turner, senior computer manpower specialist. "Having paved the way by talking to recruitment companies beforehand last year, we arranged several interviews in advance. As a result, we employed quite a few people at management level."

"We have a number of vacancies in Cape Town. Our division employs more than 900 who work with leading edge technology."

This year, Old Mutual is looking specifically for programmers with three years' experience or more, team leaders and analyst programmers.

The company runs a DP bursary scheme. Previously, it took only university students but is now prepared to take technikon students.

Pet van der Vyver, systems personnel manager, Sanlam, says the Career Centre helped his company establish that it had not been as competitive as it thought. Since last year's show, it has made drastic changes in salary structures and believes it is now totally competitive in the Cape Town market.

EMPLOYEES 2/20

It employs 220 in its systems development department and trains about 60 a year in entry level programming. It has several openings in PC and mainframe areas. "We are looking for people with computer science degrees, people with PC skills and those with fourth-generation skills," says Mr van der Vyver.

Bob Allan-Reynolds, personnel manager, CG Smith Sugar, says: "Recruitment fees are unbelievable. The cost for a system analyst or analyst programmer, for example, is R5,000 to R8,000."

"If we can recruit one person in this category at the Career Centre, it will almost cover our costs; if we recruit two we will make a profit."
Protec drive for black technical skill pays off

By Dirk Tiemann

Of every 10 000 black children who start school, only 1 300 reach matriculation, 27 achieve a university entrance pass and only one gets an exemption in mathematics and science.

By the year 2000, 90% of SA pupils will be black, but statistics indicate a low pass rate and unmarketable qualifications among school leavers. A total of 78% of pupils fall under the Department of Education and Training (DET).

Morale

Protec national director David Kramer says overcrowding in schools and a teacher-pupil ratio of 1:40 make the task of qualified tutors difficult.

Protec promotes training in technical skills. Its objective is to help pupils studying mathematics and science to take up technological careers.

Mr Kramer says more than 16% of teachers employed by the DET do not have appropriate qualifications and 30% are underqualified.

"Morale among the teachers and pupils is low and in Soweto 10% of teachers regularly miss classes. The immediate future looks bleak as politically motivated disruptions increase."

Last year’s results were worse than in the past, but should be seen as the harvest of black education in the eighties.

Technical education declined in 1988, with 8 000 (9%) of a total of 89 000 DET matriculation pupils choosing mathematics and 24 000 (21%) science. The respective percentages for 1988 were 32% and 17%.

The dropout rate among these students is 25%.

Of those taking both mathematics and science, it is unlikely that more than 4 500 will pass. This means that 2.3% of black matriculants qualify for tertiary technical education.

Concern

James Mulder, of the University of Natal, says "The technikon-university enrolment ratio is further cause for concern because 267 000 students are enrolled at SA’s 21 universities, while only 60 000 are at the 13 technikons. Thus, the ratio should be the reverse of what it is now."

The exodus has far-reaching effects on the economy. 30% of the workforce having no education, 36% only primary schooling, while 3% have tertiary education.

Former Manpower Minister Piet du Plessis estimated the shortage of technical skills by the year 2000 at 200 000. The Institute of Race Relations foresees an overall skills shortage of 500 000.

Mr Kramer says "New apprenticeships declined by 46% between 1982 and 1986."

The supply of engineers will be bia by that demanded by 1991 and CSIR’s Professor Louw Alberts forecasts a further 30% decline in science and engineering students by the end of the century.

Regional

The Protec programme is run on a regional basis, being introduced to children in Standard 3. It lasts from three to seven years and requires the involvement of employers, educational institutes, parents and pupils.

Protec has 15 branches, most of them on the Witwatersrand. Of the 625 matriculation pupils involved in Protec, 47% have passed. That is a pass rate of 36%. An 87% exemption rate was achieved compared with a national average of 10%.

The mathematics and science exemption rate achieved by Protec pupils was 32% compared with a national average of 6.4.

Protec started with 67 students under its wing in 1982 and expanded to 5 019 in 1989.
Plan should ease manpower crisis

In view of South Africa's serious shortage of top-level manpower, Potchefstroom University has decided to make an active contribution by entering into a unique partnership with a variety of technological companies. Details of the partnership, to be known as Paktech, were announced yesterday evening at the University's Vaal Triangle campus in Vanderbijlpark by the rector, Professor Caroels Reineke.

"The aim was to counteract South Africa's need to import knowledge and technology at high costs because of the manpower shortage," Professor Reineke said.
Staffing strategy resists piracy

ISCOR, as part of its attempt to be a socially responsible corporate citizen, is one of the largest trainers of skilled manpower in the country.

Says manpower planning and development manager Piet Grobler, "Our staffing strategy is to provide for our own needs in professional and skilled categories of labour - artisans, technicians and engineers.

SA's national pool of technical skills is too small for industry's needs. We provide our own so as not to draw from that pool. We are trying to be a good citizen by not pirating."

ISCOR employs 3,300 apprentices, more than 10% of all the apprentices in SA and more than half the apprentices in the steel and engineering sector. This makes us one of the biggest, if not the biggest, corporate trainers in SA," he says.

ISCOR also has close to 400 bursary holders studying at technikons and an equal number doing the prescribed practical training - a total of 800 technicians in training for their national diplomas.

The corporation also assists the university studies of 250 people, including student engineers, geologists, computer scientists and accountants.

Grobler says ISCOR has not achieved the right "racial mix" of trainees, but is trying to do something about it.

About 400 of ISCOR's apprentices are black (including coloured and Indian). With engineers, the proportion is even smaller, with less than 20 black bursary holders.

Standards

"ISCOR began awarding bursaries to blacks more than 15 years ago, but with little success, mainly because educational standards - especially in maths and science - were poor," says Grobler.

"So we got involved with organisations such as Profec, which provides supplementary education to black students to upgrade the mathematical and scientific abilities."

"We also sponsor black pupils at a number of private schools, financially support the Science Education Project for upgrading the skills of teachers. We are trying to help create a market of suitable candidates for training in the skills ISCOR needs," Grobler says.
Medical summit plans ‘ideal’ health care system

By Carina le Grange

An “ideal” vision comprising a comprehensive health care system for South Africa has been drawn up by delegates to the Magaliesburg Summit on Academic Medicine.

The three-day summit, organised by the Medical Association of South Africa, ends today.

Just and fair

Delegates resolved that the ideal is an “affordable, non-racial, comprehensive, effective, unitary health system to which all have the right of equitable access”.

This system would be characterised by the allocation of health resources to each level of the health system, determined by “just and fair” criteria which must be accountable to the community and subject to audit and peer review.

It must have management systems promoting sound decision-making at all levels, with decentralised responsibility and authority, and with the private and public health sectors cooperating in providing health services subject to appropriate regulation.

Providers of health services in this system must be appropriately trained, supported and rewarded and “academic centres of excellence are an essential component of the health system”.

The new health system is to be involved in, and encourage, other socio-economic measures to improve the health status of all. Delegates said health education and health services encourage and enhance individual and community participation.

Doctors

In a statement, Masa reiterated that the standard of health care is determined by the training of doctors.

“Academic medicine is therefore of critical importance for the provision of health care.”

“The training of the providers of health care cannot take place in isolation, but forms an integral part of South Africa’s health system,” the statement said.
Car chief sees huge need for black managers

Finance Staff

The training and advancement of blacks in the motor industry is not the responsibility of large companies only.

The issue concerns everybody in business, says Brian McCarthy, chairman of the R3 million-turnover McCarthy motor group.

"Within 10 years an additional 200 000 managerial jobs will need to be filled."

"Based on the projected numbers, there will be only 40 000 whites qualified to fill those positions," he says.

"Speaking at a dealers' conference last week, he said the longer-term outlook for the motor industry was encouraging."

"At the moment, however, the industry is going through tough times — in line with the downward phase in the economy."

"This is illustrated by the fact that new car sales last month were the lowest for any April since 1985 — and we thought times were bad even then."

He said the McCarthy group was showing its confidence in the longer-term growth of the motor industry by pressing ahead with its R30 million nationwide expansion and modernisation programme.

"We budgeted for a difficult 1990 and have thus had no surprises."

"What is gratifying, however, is that McCarthy group has continued to increase its share of the country's new vehicle market in spite of the difficult trading conditions that have prevailed," he said.
SBDC plans Sandton centre

THE SBDC, finding it difficult to cope with the dema -
demand for entrepreneurial training, is planning to es -
establish a training centre in the Sandton area.

SBDC training manager Kenneth Fisher said yester -
day the corporation was in the process of buying a site -
- near Alexandra, and expected to start operating in
February.

"The SBDC, which has seen more than 4 000 small
business trainees become entrepreneurs over the last
three years, has met with so much demand it has deci -
ded to expand its training services," said Fisher.

"In the new centre we expect to produce between
5 000 and 6 000 students. "And, bearing in mind that
about 60% of the people who take up our courses
come from the rest of the world in -
the proportion of entre -
preneurs it had.

"Less than 5% of the eco-

nomically active popula -
tion of SA become entre -
preneurs, while the world
has already reached 10% and 12% in -
the US and the East Rand.
He said SA lagged far be -
hind the rest of the world in
the proportion of entre -
nreurs it had.

The SBDC was providing
training in all the major
centres in SA, with empha -
sis on the neglected areas
where the need was greatest, he said.

easy access to Pretoria and
the East Rand."
SA can’t afford cuts in manpower training

By ADRIAN HERSCH

EMPLOYERS should not try to cut costs in a recession by limiting the intake of apprentices, says Brian Angus, executive director of the Steel and Engineering Industries Federation of South Africa (Sefsa).

The number of new apprentices in the metal industry increased from 2 669 in 1988 to 4 930 in 1989.

But Mr Angus is worried that the number this year could be less than last year’s.

"The current slowdown in the economy presents cause for concern. In three times employers often look to cut costs in the training area. This is highly unwise and I urge them to give training the priority it deserves."

One of the reasons behind the increase in new apprentices was the transfer of training administration from the government to the respective industries, as set out in the Manpower Training Amendment Act.

"The explanations to employers about the transfer of administration had a spin-off in that employers also became aware of the importance of addressing the shortage of skilled labour."

"I imagine that the same occurred in other industries."

But only 10% of SA’s manpower receives technical training. Experts believe it should be as high as 75% to stimulate growth and employment.

Figures from Central Statistical Services (CSS) indicate that 1 449 000 people were employed in manufacturing in December 1989.

By January 1990 there had been only a slight increase, the number having risen to 1 470 400.

Manpower Minister Elie Louw says the indenturing of apprentices reached a high of 14 600 in 1982. From then on there was a consistent decrease, falling to 7 900 in 1986.

But a new attitude developed, and in 1989 the figure rose to 9 900.

Mr Louw was speaking at an apprentice award-giving function in Sandton.

A lack of vocationally oriented education posed a major problem, he said.
Training of accountants in SA vital - Rasethaba

SELLO Rasethaba of Seshego in the Northern Transvaal will shortly be returning to South Africa from Britain with a PhD degree in computerised information technology with specific regard to accountancy.

Rasethaba (32) is studying at the University of Hull and is in South Africa for three months to do field work research.

Routine

Rasethaba, who is also president of the Association of Business Studies Students in the United Kingdom, said the use of computers in accounting has resulted in improvements to the quantity and quality of accounting information.

“This is causing a shift in the manner in which accountants have traditionally performed their work. More time is spent on preparing information rather than preparing it,” he said.

Interviews

Rasethaba said his research was justified because the use of computers affected the conduct of certain activities.

“The study will be descriptive rather than prescriptive. The research will also include on-site interviews with accountants of organisations which are more advanced than the general state of the art with respect to the use of IT,” he said.

Rasethaba, who is based at the accounts department of Times Media Limited, said his fieldwork is sponsored by IBM France while his accommodation and lodging are covered by the Commonwealth Nassau Fellowship.

INS paid the costs of his trip to and from South Africa.

Before leaving for the UK, Rasethaba spent two years at the University of the North. He worked for Lebowa Transport between 1977 and 1979 and in 1980, he joined the Azanian People’s Organisation as an organiser.

A few years later, he studied towards his BA Accounting degree at the University of Northern Iowa in America.

In 1987, he was employed by Dupont and Company in Wilmington, Delaware, and in 1988, he worked for Hodgson Impey, a chartered accountants institution.

He received a scholarship to study further at the University of Hull.

Remedied

Rasethaba said he was concerned that there were not many black accountants and managers trained in South Africa and he would like this situation to be remedied.

“There is some commitment from some companies towards the training of black accountants. But this is largely in theory and not in practice,” he said.

The accountancy profession in South Africa effectively excludes the black majority.

“This situation carries with it great dangers for the future health of the country. Actions taken by the accountancy profession in South Africa to facilitate the training of black accountants, should be encouraged.

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The accountancy profession in South Africa effectively excludes the black majority.

“This situation carries with it great dangers for the future health of the country. Actions taken by the accountancy profession in South Africa to facilitate the training of black accountants, should be encouraged.

“But in addition there should be increased pressure for the deregulation of the profession.

“This will help get rid of the present exclusivist. The profession should be independent and self-regulating.

“In my opinion this will result in the establishment of more accounting professional organisations which will enable aspirant accountants to choose from the various levels and different approaches to accountancy, as is the case in the UK.

“The importance of accounting and other skills should not be underestimated.

Training

Most countries have realised this fact and are sending an increasing number of their nationals to the UK and USA for training as accounting technicians, auditors and management accountants.

“At the University of Hull, we have students from the People’s Republic of China, Egypt, Ethiopia, Saudi Arabia and other countries.

“The activities of the Association of Black Accountants of South Africa should therefore be encouraged since Abasa seeks to develop a cadre of committed accounting professionals, managers and public administrators who are also committed to work towards our liberation.”
Setting the stage for a transfer of wealth

WALKING down a garbage strewn street this week, a colleague of illiberal bent remarked sarcastically: "Well, there you have it — the new South Africa"! No doubt he meant to convey the irrational belief held by many such people that the "new" South Africa will go the same way as the many squallid countries to the north of us where standards of public hygiene are dismal.

But, in fact, Cape Town’s municipal strike does have within it an important element of the new South Africa. It is, after all, a process for the redistribution of wealth, a means whereby wealth is caused to flow from one group of citizens — in this case, the ratepayers of Cape Town — to another group, in this case thousands of municipal workers who are comparatively far less affluent.

So far the transfer has not been consummated in the case of the municipal strike, but there can be no denying the fact that the comparatively wealthier citizens of South Africa, predominantly whites, are going to be under relentless pressure to relinquish more and more of their wealth to the comparatively poorer citizens who are not generally white.

That was heralded loudly yesterday when the major union federations, led by Cosatu, threatened a national shutdown — a country wide strike, a campaign against constitutional negotiations, et al — if the government failed to introduce a radically changed Labour Relations Act during the current session of Parliament.

**Specifics**

This is strong-arm tactics of the kind which the country has not seen before — a confrontational "do as I say, or else..." demand from the unions on a matter of crucial importance to most South Africans for it will in large measure determine the rate and dimensions of the redistribution of wealth in both the private and public sectors, and the manner in which that change will take place.

At issue is the existing labour law which specifies what constitutes an unfair labour practice (on the part of the union) — and items such as sympathy strikes, wildcat strikes, intimidation, boycotts and discrimination.

The unions want the specifics replaced by wording which, labour experts suggest, probably would leave it to the courts to decide on an ad hoc basis what constitutes an unfair labour practice.

There is much to commend the Cosatu position, just as there is much to support the demands of Cape Town’s municipal workers. There is a persuasive argument to support the claim that existing labour law merely gives the bosses and the bureaucrats and that more judicial arbitration is needed. And the incomes of some of Cape Town’s municipal workers are indeed a disgrace.

**Squatters**

But the merits of these arguments aside, it is the long-term political and economic implications of what is happening that is more important, for we are witnessing the laying of the economic foundations of the new South Africa — and for the whites the experience is not going to be pleasant, or even-handed, or necessarily restricted to the area of labour relations.

For instance, at almost the same time as pressure was being put on the Cape Town City Council, property owners in the Hout Bay and Fish Hoek areas had to face the threat of another aspect of wealth redistribution when the decision was made to settle squatters in these areas, cheek by jowl with those who fear that the wealth bound up in their homes will be diminished as a result.

**Experimental**

Granting permanency of residence to squatters does not immediately improve the economic lot of these people, but if the precedent set in black townships across the country is followed, there is every likelihood that sooner or later squatters too, will be offered freehold title and that in the meanwhile some white-owned properties will be rendered less valuable as less attractive squatter communities develop nearby.

(Experimental freehold ownership to squatters in parts of Chile has resulted in a steady improvement of squatter dwellings and access by the desperately poor to capital (since their properties can be mortgaged) and a commensurate explosion of informal sector businesses and jobs.)

In other areas, too, the redistribution of wealth is taking place haphazardly and often with bitter resistance. For instance, this week the president of the Chamber of Mines, Mr. Kennedy Maxwell, noted in his annual report that in the past decade more than 6 000 posts held by whites in the mining industry were transferred to people of other races.

**Ruffling**

One need only look at the political complexion of most white mining constituencies, among them Welkom, to know how ruffling the change has been for some whites.

Also, white parents will be painfully aware of the steady rise in school fees — several increases at white Cape Town schools were announced yesterday — a phenomenon which has flowed from the government’s decision to spend significantly more on black education.

While all this might be a drop in the ocean compared with what has still to be done, it illustrates an important fact — that even before the advent of a "new" South Africa, even before the socialist thinkers in the ANC can attempt to introduce measures here which have failed everywhere else, potent natural forces have come into play to redistribute wealth.

**Examples**

A few examples cited by Mr. Maxwell this week illustrate the scope which lies ahead for this "natural" process of redistribution:

- South Africa has 23 000 artisans in training, while the economy right now needs 100 000.

- In Australia some 800 000 students are in technical training, but in South Africa, with twice the population, there are only 60 000.

The final words of wisdom are Mr. Maxwell’s, and I believe they go to the very core of the issue: "Ultimately prosperity must depend on human rather than mineral resources, and I think it is no exaggeration to say that our future constitutes a race between education and disaster."
University helps students to select right career paths

WITS University offers students advice on a range of careers in commerce, from accountants to actuaries to statisticians or economists.

Faculty of commerce assistant registrar Sandra Benn says most of the students in the faculty intend becoming chartered accountants.

The faculty offers two undergraduate degrees in accountancy, a Bachelor of Economic Science and a BCom with three branches.

A student can read a general Bachelor of Commerce degree (BCom) on a full or part-time basis. Full-time study takes a minimum of three years, although Benn says most students take four years. Part-time study takes a minimum of four years.

Of the 14 courses prescribed for the degree, 11 are compulsory. The minimum matriculation requirement for a BCom is 40% in English higher grade, first or second language, and 40% in maths higher grade or 60% at standard grade.

The second option is the BCom legal group. This takes a minimum of three years to complete and the entrance requirements are the same as for a BCom general. Some of the courses are compulsory.

Students who take this course usually go on to an LLB afterwards, which takes a further two years full-time postgraduate study.

It appeals to those who wish to study corporate or company law.

Consulting

Benn says a few of these students go on after the LLB to study the second part of the Bachelor of Accountancy degree, which makes them highly qualified since they are then qualified in both law and accounting fields.

"They do well in companies where there is a consulting division, such as Arthur Andersen or Price Waterhouse," she says.

The third option is the BCom Accounting degree at undergraduate level. This is also a three-year minimum degree but all the courses are prescribed and the entrance requirements are stricter than for the other two degrees. A student must have a D symbol for matric maths higher grade in order to qualify.

"That tends to put students off a bit," Benn says.

The BComAce was designed in conjunction with the Public Accountants and Auditors Board education committee to satisfy their requirements.

The BComAce at undergraduate level is also called Part I of the degree of Bachelor of Accounting.

Part II of this degree can be taken by BCom graduates who satisfy the requirements of Part I. Part II takes two years of part-time or one year full-time study.

Benn says some of the BCom general students use this as a way into the BComAce.

If a student performs well in the first year and achieves at least 55% in Accounting I he can be considered for admission to the accounting branch of the BCom.

The faculty requires its commerce students to take one humanities course as part of the degree so that students can demonstrate their ability to express themselves and write a reasonable essay.

The faculty also offers the degree of Bachelor of Economic Science, which studies economics and its related subjects in more depth than at BCom level.

After graduation the student can qualify for further study in economics or actuarial science.

Limit

"We admit 1 000 first-year students every year, most of whom do a general BCom. There is a limit of about 150 students for BComAce and 150 for BCom Legal.

"There is a very high failure rate, especially at first year. There are several reasons. At first-year level, students are often overwhelmed by the large numbers in the class and even the tutorials are quite big, which intimidates them from asking questions or saying they don't understand."

Training to serve the economy

The direction of accountancy in a future SA should not be to provide more highly qualified chartered accountants but to provide more people educated in accounting to serve the economy, says Institute of Accounting Technicians (IAT) executive director Bill Shellard.

The accounting course offered by the institute is designed to combine academic and practical training while enabling graduates gain business experience.

The IAT qualification, the National Diploma in Accounting, can be done through part-time study at one of several technikons: Wits Technikon, Technikon RSA, M L Soltan and Manosathu in Natal and the Peninsula Technikon in the Cape.

The three-year diploma requires a university entrance matric, but mathematics is not an essential requirement as long as the matriculant has accounting at Std 10 level.

The syllabus includes financial accounting I, II and III, taxation, law, basic auditing principles, business economics and economics.

Business communication is an important element in the course, taken in the first and third years.

Shellard says the course is the brainchild of the SA Institute of Chartered Accountants (SAICA) which devised the syllabus about 10 years ago. IAT has strong links with SAICA, although it is independent.

After qualifying, an accounting technician can fill the position of assistant accountant or higher in small to medium-sized firms, and is qualified to be an accounting advisor to closed corporations.

Around 5% of the institute's full members are black and around 30% of students are black.
Careers in accountancy

OBJECTIVE thought is the most important requirement for a chartered secretary or business administrator, says the SA Institute of Chartered Secretaries and Administrators (CIS).

Other qualities the institute highlights in its booklet, Information for Students, are numeracy and literacy.

"There is a critical need for clear and direct communication internally and externally at various levels, from board directors to customers, bankers and brokers to shareholders and taxation and other government officials," the institute says.

A chartered secretary or business administrator can choose between working in a company or a private practice acting as consultant to small or medium-sized businesses in planning, organising, controlling and submitting financial returns at year end.

Administrators can either stay in general management or specialise.

"It is the business administrator's responsibility to ensure the company is legally constituted, economically viable and properly organised for maximum productivity," the institute says.

There is no upper age limit for entry and the minimum age requirement is 16. The CIS qualification can be achieved with a national certificate or matriculation exemption. The institute says many students have tertiary education, often a general BCom degree, but this is not necessary.

The course is recognised internationally.

In order to qualify as a member of the CIS, an applicant must pass all the CIS exams, be at least 21 and have practical experience in an organisation — usually at least six years experience but there are special cases.

To become a Fellow of the institute, an applicant must be at least 25, have served eight years in an organisation and have held a senior position.
Commerce degree provides a broad range of versatility

FACULTIES of commerce at universities around the country have the largest number of students.

Every year, hundreds of commerce graduates are thrown on the job market and sucked up by the accountancy firms, who look for more the following year.

The demand for commerce graduates rests on one main factor — the enormous versatility of the Bachelor of Commerce degree for a career in business.

As business grows, the demand for people with a business background and aptitude also grows.

The accountancy firms train large numbers of accountants and lose them to commerce and industry because of the rewards the private sector has to offer.

Another reason for the demand for graduates is the constant trickle overseas. Accountants are in demand internationally and SA has a good name in the profession.

The two most common career paths for a qualified accountant are to stay in public practice, aspiring to a partnership in a firm, or alternatively, the graduate with a Bachelor of Accountancy degree writes the QE in the year after he graduates and can then begin his career as a chartered accountant.

An accountant who stays in public practice progresses from manager to partner in a firm, while the accountant who opts for a career in commerce and industry can do anything from starting his own business to joining management in a large corporation.

Rewards

Either way, the financial rewards are great. A qualified accountant in his or her mid-twenties can earn around R80 000 a year.

Other options are part-time study towards the national diploma in accounting or membership in the Chartered Institute of Secretaries.

A third choice at university level is to take a degree in actuarial science, which has a greater mathematical component than other commerce degrees, followed by an average of seven years part-time study towards an actuarial qualification.
Looking after the men of business

KESSLER Feinstein Horwath’s philosophy of being an entrepreneurial accounting practice differs a little from what other firms offer the trainee accountant. Human resources and audit partner Clifford Amoils says, “We are auditors to businessmen rather than corporations. We are people-oriented on the client side and in our staff we look for people with a sense of responsibility who grab opportunities and learn about business.”

Kessler Feinstein’s clients range from shipping firms and art galleries to engineering companies. It is employed by many of the larger listed companies, such as Liberty Life and FSI Corporation, but also counts among its clients “the little shop on the corner.”

Unstructured

Unlike the Big Five firms, Kessler Feinstein does not have a structured advancement path where the trainee advances in steps relating to his length of experience and the jobs he can handle. Amoils says the firm’s deliberately unstructured approach means a task is matched to a person. “A trainee who is particularly competent in one area may be assigned to handle that side of an audit assignment — effectively, he is getting an informal promotion above someone else. That has tremendous advantages for someone who is good.”

Partners in the making

ARTHUR Andersen sees its trainee accountants as future partners.

For this reason, it is not only interested in academic distinction but also in the personality of its trainees and their ability to reflect well on the standing of the firm.

Partner Graham Rosenthal says, “While we are looking for people who are academically and technically strong, we would rather employ a good all-rounder with a strong personality than someone who is going to gethonours in the board exam but not be able to relate to clients.”

He finds many potential graduates lack confidence, but this comes with time. It is vital they are able to express themselves well to communicate with clients at all levels when they join the firm.

Rosenthal recruits graduates for the audit side of the practice in Johannesburg. Arthur Andersen employs graduates studying the Chartered Accountant (SA) course and who will write the qualifying exam in the year they join the firm.

Rapid

Typically, they have completed the Bachelor of Accountancy degree at Wits or the equivalent at another university after obtaining a Bachelor of Commerce or similar degree.

Rosenthal says the career rise for recruits is rapid. “They work in a number of areas and industries in the audit practice. While the profession has the connotation of number crunching, that is no longer the case.”

He says each industry has its own peculiarities and trainees build up skills working on assignments in various industries, such as financial services, the construction industry, retailing, manufacturing or mining.

“Arthur Andersen has a structured business approach to auditing which necessitates understanding the client’s business and being constantly aware of bringing added value to the operations and becoming the client’s trusted business advisor.”

“Added value could come from productivity initiatives, such as white collar productivity, profit improvement programmes, labour scheduling and pacing.”

“Some of our trainees specialise in computer audit, although Arthur Andersen prefers its trainees not to specialise too early.”
Business Day

SURVEY

Accountancy firms train large numbers of accountants only to lose them to commerce and industry because of the rewards the private sector has to offer. Accountancy firms are changing however and are determined to shake off their little grey men image.

CHARLOTTE MATHEWS reports.

Getting the attention of scholars

THE SA Institute of Chartered Accountants (SAICA) recruits accountants on behalf of companies. SAICA runs a competition for schools every year called the Chartered Accountants/IIC Management Contest.

SAICA recruitment officer Pat Winter, who runs the contest, says about 200 schools participate.

Scenario

In the contest, a team of matric students is given a scenario, such as hypothetically taking over a factory to manufacture a product. The team represents the board of directors and each member has a position on the board, such as marketing or production director.

In its participants' manual, SAICA says: "The basis of play can be summarized as an exercise in balancing production with sales, having regard to the profit position and the preservation of liquid resources."

The winner is usually the company which has the greatest accumulated profit available for distribution, but it can be decided on another basis announced at the beginning of the contest.

Winter says the contest gives the students a feel for the business and many end up studying chartered accountancy.

SAICA technical director Graham Terry says a distinction has to be made between working for a small practice and working for one of the larger firms. Large and small practices do different work.

Terry says: "The larger firms are involved with the larger businesses. But in training, they all cover the subjects necessary for the qualifying exam."

Changing

He says the profession has been changing over the last few years. It has become involved in information technology and public sector accounting and auditing, previously the specialization of only one or two accountants in the country.

Auditors are also playing a bigger part in problem solving, which was the field of management consultancy.
Cheaper to train workers within SA

Own Correspondent

The lack of funds to train unemployed workers will prove to be much more costly to SA than hiring expatriates, says the director of the East Cape Training Centre (ECC), Dieter Küsel.

Training of South Africans for work on the massive Mossgas scheme has stopped because funds have dried up.

The East Cape Training Centre in Port Elizabeth, which has trained over 3,600 people for Mossgas work, has had to close down part of its operations.

Küsel said training centres in SA were bridging the gap between the lack of semi-skilled and skilled workers and the unemployed.

As a result of the lack of funds to continue this training, expatriates would be brought in to complete work on the Mossgas project.

"It is definitely cheaper to train people here," he said.
Doing arithmetic on life expectancy

AN ACTUARY is a professional person who applies his knowledge of compound interest and mortality to solve practical business problems, particularly in the fields of life assurance and pension and provident funds.

Sanlam chief actuary Chris Swanepoel says most actuaries are employed by life assurance companies and employee benefit consultants or are consulting actuaries advising such firms.

"In SA, there are not many actuaries involved in general assurance. "It's a technical area, but a general financial background is required and many actuaries progress to management where the technical component of the work is limited."”

Monitors

The aim of the actuary is to ensure the assurance company, pension or provident fund operates on a sound financial basis. He sets premium rates for life assurance policies and contribution rates for pension and provident funds.

He monitors the profitability of existing business by putting a value on outstanding liabilities, which are long term, taking into account such factors as life expectancy, expected investment proceeds and expenses.

Swanepoel says there are about 200 qualified actuaries in SA and the total membership, including students, of the Actuarial Society of SA is about 500.

Benefits

The Actuarial Society says a qualified actuary with over seven years post qualification experience can earn a basic salary of R5 500 a month, but on top of this are likely to be fringe benefits amounting to another 50% of this figure.

There is no local actuarial qualification. An SA student typically qualifies as a Fellow of the Institute of Actuaries in London or a Fellow of the Faculty of Actuaries in Edinburgh.

Good mathematical aptitude is required. The subjects read at university include mathematics, statistics, economics and actuarial science.
Staff training is a worthwhile expense

It's a fallacy to believe software purchases stop when the sale is made.
Companies working from manuals alone could end up using only 20% of their (often substantial) investment.

Unskills national marketing manager Mike Shaw says the investment in training can often equal or overtake that made in software, but the rewards are great because productivity is enhanced — and users will know how to utilise their software to its full potential.

He says a major problem in SA's data processing industry is that such a small percentage of DP budgets are allocated to training employees.

"Senior management often does not realise that without educating staff, huge degradation in productivity in a very expensive area of the company can be common. If productivity is increased by only a few percentage points the payback is huge.

"The problem is exacerbated because in the late '70s and '80s companies recruited DP people from overseas, but many left again."

"This left a massive skills shortage, and many companies still haven't learnt the full value of training their own staff."

Monitor

Shaw says companies must monitor their staff's skills levels. Apart from product specific courses and entry level programmer education, Unskills is seeing an increasing demand for analysis and design knowledge.

"This focuses on programmers with four or five years of experience who are expected to somehow learn systems analysis skills. As both skills are different, it's difficult for these people to 'port' their knowledge over from one to the other with little or no training."

Seeing this gap, the company has developed a specialised training programme which combines systems analysis and design into a workshop which covers all aspects of systems definition and design ranging from interview techniques to structure design techniques, presentation techniques, style and report writing.

"The course is popular — not least because, although we run it over eight days, only five of these are working days.

"We often run courses exclusively for one company or group so its particular problems can be dealt with in more depth," he says.
Determination, grit - the keys to computer training success

PUNCH LINE Columbia Training (PLCT) has come a long way since its inception.

It was initially called Punch Line Education at its formation in 1989 by Arthur Kitofofsky.

The success it has enjoyed is in no small way attributable to Kitofofsky's grit and determination.

He started the company with 11 IBM PCs, one course and an affiliation with Punch Line to facilitate financing and computer training.

Lotus

The only course available at the time was the Lotus 1-2-3 Executive - a spreadsheet program which maintains its popularity.

"It was a one-man show in those days," says Kitofofsky, "When I started off Punch Line made a banking facility available to me. After four months of operation we owed them R70 000, from month five we were profitable." Six months after it was bought out by Colfin, PLCT opened seven new franchised operations, bringing the total to 38 and establishing it as the biggest privately owned training franchisor in this market.

Kitofofsky says the academy, which is now headed up by Sue de Roes, has seen a considerable shift in its client base over the past few years.

"Three years ago, only 7% of our clients were black, two years ago it was 11%, and this has rocketed to over 40% in the past 12 months," he says.

Exclusively

PLCT's Impact Training division, run by Rob Daniel, deals exclusively with corporate business, although Kitofofsky, not more than 5% of its business can be attributed to any one client.

This division, based in Johannesburg but with an office in Cape Town, has broken up into customer service, time management, financial training, sales training and leadership skills development. In addition, Impact Training is a leader in industrial relations and negotiation skills training.

The computer training arm of PLCT comes under the Punch Line Education banner and is looked after by Kitofofsky.

He says it is a "thoroughbred without match.

The division offers a variety of PC training courses which can be presented either as public courses or as in-company courses.

Furthermore PLCT operates on a licensed basis whereby it teaches instructors from large corporate how to run PLCT courses.

"We are finding that more and more of the large corporates have their own in-house training facilities and lecturers, but no facilities for course development. This is where we come into the picture with our licensed training where we will train their lecturers to run our courses.

Competitive

The computer training division offers a variety of courses ranging from C++ programming and the popular original Lotus 1-2-3 Executive to Computer Security and Harvard Graphics.

The division has branches in Cape Town, Johannesburg and Durban.

The computer training market is competitive, says Kitofofsky.

"In the Transvaal alone there are over 100 operators, many of whom are small. It's a very competitive market."

To keep ahead, however, Kitofofsky is doing a lot of legwork. He is negotiating with two American companies for new training programmes. Up until now Kitofofsky says they have developed most of their own programmes because of the problems associated with sanctions and the necessity for continued sources of supply.

"But with the changing political climate and anticipated easing of sanctions, we have decided to approach certain American companies to bring in well developed product lines which would take a long time to develop locally."

"Companies are getting demanding, they want the latest and the best - for that reason we are bringing in Rolls Royce programmes."

Resilience

"We are in a market which has a certain resilience to a depressed economy. When things are bad people try to improve their chances of getting a job by improving their skills. However there is a slowdown in training due to smaller training budgets particularly in the smaller companies. But companies are still prepared to pay for training, they know it is effective."
Millions spent on training

ANGLO American and its associated companies spent more than R200m on skills training last year.

And the Anglo American and De Beers Chairman’s Fund and Educational Trust made 560 grants worth R47,6m during the 1989/90 financial year, the latest Anglo American Corporation annual report said.

Since its formation in 1973 the fund has been the largest corporate contributor to educational and social development in SA, the report said.

One of the fund’s major projects is the new R5m Atteridgeville College which is due to open in about 700 students in January 1991.

During the past year Anglo invested in 2,670 trade apprenticeships, 23 high school scholarships, 122 pre-university programmes, 659 university scholarships, 581 technikon scholarships, 101 in-service bursaries and 422 part-time, company-sponsored students at universities and technikons.

The corporation’s Central Training Unit — which employs about 50 professional training staff — provided about 40,000 delegate man-days of training and development.

During the 1989/90 financial year, Anglo American Corporation agreed to invest another R13m over five years in the Small Business Development Corporation (SPDC), bringing its total commitment to R5m.

The report said that Anglo formalised its support of small business development by embarking on a new two-pronged strategy called the Small Business Initiative.

One arm is a company called LITET Limited (previously Labour Intensive Industries Trust Limited) which acts as a vehicle for investing in smaller business concerns.

The aim is to provide financial and managerial assistance through the taking of minority stakes in emerging businesses.

The other arm is the Small Business Unit, which aims to increase Anglo’s and its associate companies’ business transactions with the small-business sector.

Changing health threats will need new service report

CAPE TOWN — AIDS, assaults, smoking and alcohol-related diseases will replace diarrhoea and measles as major health threats in poorer communities during the next decade and dealing with them will require fundamental changes in health services.

This is the conclusion of a group of academic doctors in a recently published paper entitled Critical Issues for Community Health in the 1990s.

The authors argue that socio-political and demographic changes, particularly associated with high fertility rates and rapid urbanisation, will have a profound influence on the state of community health and the provision of health care.

Another major influence will be the residual effects of apartheid which will remain for some time once the current race-based system has ended, they say.

To address the new health threats, fundamental changes will be required in the way community health professionals are trained, in the direction of medical research and the relationship between state health authorities at all levels and non-governmental organisations.

In addition, non-governmental organisations will be required to play an increasing role in extending and complementing the changing function of government health services.

The authors emphasise the need to address the private sector’s tendency to treat conditions that produce maximum profit, while neglecting preventive, promotive and rehabilitative activities.

They accept that involvement in the less profitable activities will need to be compensated and that this may require a revision of medical aid benefits.

They welcome government and ANC announcements on the restructuring of health services with more emphasis on primary health care.
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Prime President-in-Cabinet:
F. W. DE KLERK.

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Building industry

looks at learning

THE SA Institute of Building (SAIB), the Building Industries Federation of SA (Bifsa) and other representatives in the construction industry intend to form a committee to investigate tertiary education, SAIB deputy president Gerhard Meijer has announced.

The SAIB represents management in the construction industry while Bifsa represents about 5 000 members of the building industry.

"For several years it has been apparent that the roles of the different educational institutes were not clearly defined, and there was a clear degree of overlapping of the various building courses," Meijer said.

In some cases there was an oversupply of facilities.

"One of the big challenges for the next decade will be to equip the fast-growing informal sector in the industry with management skills."

"Last year there were 43 000 black matriculants in SA of whom 17 000 achieved university exemption passes. We could, therefore, be finding infinitely more young black supervisors than is presently the case."

Meijer's announcement follows recent comments by Bifsa executive director Neil Fraser indicating that the various bodies in the building and construction industry could move towards unity with the field of training, which would be the first area of possible co-operation.

Meijer expected the committee would take about a year to draw up recommendations and objectives, and another year to get the final recommendations of all parties for implementation.
A NEW vocational school, funded by local philanthropists, is being built and is in the process of enrolling students for a wide range of crafts.

The Palabora Foundation, situated in rural surroundings and along the R47 about 10km from Krugersdorp and 35km from Soweto, offers courses in subjects such as carpentry, plumbing, auto electrics, motor overhauling and servicing, painting and glazing and brick and block laying.

Transport to and from the centre will be available from Soweto and other areas.

Mr John Addis of the centre said it was established by the Palabora Foundation as a further extension of its commitment to the development, advancement and upliftment of people through out South Africa.

"The Foundation adopts a partnership approach to human development," he said.

The foundation's main objectives are:

* To create an environment which will support the development of people physically, mentally, spiritually and educationally,

* To restore the natural environment, beautify the land and create an estate that will harmonise the various activities.
BEL to launch R4.5-m training programme

By MZIMKULU MALUNGA

BATEMAN Engineering Ltd (BEL) is to launch a R4.5-million training programme for its employees before the end of this month.

Managing director Ivor Stagg-Macey said yesterday the move was prompted by the realisation that the scarcity of skilled manpower at all levels in South Africa would become more serious within the next 10 years. It was also a culmination of many months of intensive research and investigation.

He said the country could no longer rely on the importation of skilled labour since the number of immigrants was declining drastically.

"The task is a daunting one, and the difficulties cannot be underestimated," said Stagg-Macey.

The programme, initiated in September last year, was designed to put South Africa on the forefront of the provision of suitably skilled personnel in management and training fields. The curriculum includes 22 courses and workshops as well as two to three years apprenticeship.

"Effective training is not, as many seem to believe, a matter which can simply be addressed on an ad hoc basis. It is a complex issue, and mistakes tend to be expensive."

"To eliminate the possibility of poor training, many months have been devoted at BEL to identifying individual and company needs for the near and longer term," he said.

As the programme progressed the training would be expanded to cover other areas such as stress and change management organisation creativity.

"When we have understood the effectiveness of our course material, we will probably approach technicians with a view to them running such courses for the whole industry," he said.

Dorbyl group employee benefits manager Nigel Naylor said it was company policy that each of the 5 000 monthly paid staff spent at least 10 days on education a year.

More than 2 percent of the wage bill was devoted to training the hourly paid workers. Dorbyl had 17 000 hourly paid employees.

The training projects ranged from literacy training to supervisory and business principles courses.

Also, the company had an apprenticeship training school in Vanderbijlpark where there were 200 apprentices currently doing courses in metallurgy, electricity, as well as fitting and turning.

Naylor would not say how much Dorbyl was spending on training.
Development programme launched by Nedbank

Nedbank has established a corporate banking development programme in co-operation with the University of Pretoria's Business School.

This development for prospective employees will help them upgrade and fine-tune their knowledge of legal, economic, tax and other aspects, which affect the profitable and effective provision of corporate banking services.

Consistent with its desire to satisfy a complete spectrum of customer requirements, Nedbank has an international banking division which concentrates on enabling customers to expand their global activities.

Credit financing

Among the numerous and sophisticated products provided by this division are export credit financing and the arranging of self-liquidating trade lines linked up to the movement of goods.

The division maintains close links with a network of correspondent banks, and also operates in a number of overseas representative offices such as London, Hong Kong and New York.

It offers many exciting career opportunities, not least because of promising political and economic developments in southern Africa.

Considerable trade opportunities are likely to unfold as relationships with countries in the region improve.

Nedbank's specialised banking operations enable it to offer a wide range of focused services, including investment banking, business-related travel services, property, financing, factoring, debtor administration and import/export facilities.

Nedbank also has a number of head office units, such as marketing, human resources, legal services, accounting, information technology and other support divisions.

The bank recognises that the success of the organisation will be determined by the quality of its staff, and is pledged to continuously expand and refine the training and development of all its personnel.

To enable all staff, irrespective of race, colour and creed, to develop their knowledge and skills, Nedbank provides a wide variety of training and development programmes at all levels.

More than 11,000 employees passed through training courses in the past financial year.

With an eye on the future, Nedbank is constantly refining its training and development efforts.
COMPUTERS are becoming an increasingly vital aspect in the daily lives of the majority of blacks today, including the effective running of big and small businesses.

There are relatively small private and commercial centres which offer excellent training programmes that are of great benefit to computer literacy, a prerequisite for entry into many job categories.

One such centre in central Johannesburg is that run by Mrs Ange Makwetsa, wife of prominent businessman, Mr Bobby Makwetsa.

The centre, AM Ultimate, has plenty of willing students who are prepared to learn the skill but have financial problems while the country is gripped by recession.

Ange has established the training centre to use her knowledge and experience for promoting computer skills. This will enable students to play a decisive role in their chosen careers.

"In our efforts toward achieving black economic empowerment, we should endeavour to mobilise black buying power and to direct it into black business," she says.

Black entrepreneurs, on the other hand, have to try to offer a competitive service at affordable prices, coupled with consistent product quality," she adds.

For this reason AM Ultimate has extended its course content to include a special computer course directed at executive and professional business people.

The course is run over two evenings a week for one month and includes the following:

* Teaching Lotus 1-2-3 - which is useful for producing cash-flow charts, financial budgets, profit and loss statements, sales statistics and schedules. The course is presented in a practical manner through various examples on how to use the spreadsheet commands and design customised worksheets.

* Word processing. This course will teach you how to create, edit, save and print a document on the computer.

However, not everything is running smoothly at Ange’s centre.

Her aim is to empower blacks, but she finds big businesses trying to stifle this goal.

There is an influx of students who will do anything to learn the skills in computer training but do not have funds.

Ange says she aims to educate informal businesses to prepare them for the future.

"We must become big, we have been small for a long time," she adds.

Her objectives are to change perceptions of computers and computer training as being inaccessible to the average person, to contribute towards alleviating the shortage of skilled manpower in South Africa and to provide blacks with technical courses.

Ange started her career as a social worker which, she says, did not meet her financial requirements. She quit and joined IBM, where she worked for 15 years.

She soon realised that working for a "master" was not worth it and opened a store in Soweto.
Major British firm offers to buy Fourth Dimension

A MAJOR British public company has offered to buy local corporate video and training company Fourth Dimension (FD). A firm offer had been received from "a major international" education and training group. FD chairman Bill Taylor said yesterday Price and the buyer's identity could not be disclosed.

The company would use FD as a springboard into the growing SA training market, Taylor said. They have identified the local market as a major growth area and are prepared to invest heavily in SA. This was part of a strategic move into the development of technical skills training and represented a vote of confidence in SA. FD initially concentrated on corporate video production, then expanded into the computer-based training (CBT) field. It now specialises in CBT and has won substantial corporate and government training contracts.

An aggressive business approach had encouraged the British-based group to invest in FD, Taylor said. "We were seen as being aggressive and dynamic — prepared to develop any opportunities in our field of expertise. We have identified major growth areas in the black training market ranging from pre-school education to on-the-job technical training."

The offer would be discussed further at a meeting during August.
The Sowetan Winter School, which was held at Wits University during the past holidays, was a tremendous success. Mr William Smith, the head of the Star Schools, said about 1 500 pupils from all over the Transvaal and the northern Free State attended. They had to turn away 1 000 pupils because of lack of space. It was the first time that Sowetan had offered the two-week school as part of its Nation Building concept.

Wits closing dates

THE University of the Witwatersrand has announced closing dates for applications for next year.

A spokesman for the university, Mr Peter Wilson said the closing date for applications for such faculties as architecture, commerce, education, engineering, law and science was August 31.

The closing date for the faculties of medicine and dentistry was last Tuesday.

"No late applications to the faculties of medicine and dentistry will be considered. Late applications to other faculties will be accepted for consideration, but a fee of R50 will be charged."

The closing date for bursaries and scholarships is October 31. Applicants for bursaries are advised to apply in good time. "Financial assistance is limited," he said.

JJCCI lectures on personal skills

THE Johannesburg Junior Chamber of Commerce and Industry is running a series of lectures at Thabo High School in Naledi, Soweto, to assist Standard 9 and 10 pupils when they enter the job market.

Mr George Jele, the project co-ordinator, said the lectures, which started on July 14, will run over six weeks. They start at 10am.

Lecturers have been drawn from business, socio-political organisations, independent educational institutions and the junior chamber.

They will cover a wide range of subjects from personal growth and development to the correct way to apply for a job, how to choose a career correctly and effective public speaking and its uses.

Change

The chamber believes a change in South Africa's status quo can only be achieved through education. In an effort to support this philosophy, we have embarked on this project for young people, he said.

The SA Junior Chamber is a non-racial leadership development organisation for young people between the ages of 18 and 40.

Their primary objective is to train its members in personal skills such as management skills, personal development and awareness of social responsibility.

More than 100 pupils have been selected to attend the course, which is being sponsored by Tri-Time Housing Company.

'The latter is a joint venture between black and white entrepreneurs formed in 1987. 'Not only will we teach them the skills of business etiquette but also the confidence they will need when going to an interview.'
Training crisis at Mossgas project

by PAT CANDIDO
The Argus Bureau

PORT ELIZABETH — Between 3,500 and 4,500 foreign workers will have to be flown in to man jobs on the R8 billion Mossgas project, if training of local artisans does not resume within the next two months.

Mr Leon de Villiers, Mossgas training director at the East Cape Training Centre (ECTC), said the Mossgas project was behind schedule. There was a delay of three months or more but he did not know the reason and Mossgas would not publically admit it.

"The delay has become an embarrassment to the government," he said.

His centre was at present training only 50 welders for Habcocks in Mossel Bay. If training did not continue it was estimated that between 3,500 and 4,500 foreigners would have to be brought into the country at tremendous cost and to the detriment of South African interests.

The Mossgas project was originally intended to boost industrial development in the south-east and Eastern Cape by providing employment opportunities.

R200 000 pledge
He said a R200 000 pledge this week from a newly-formed labour broking consortium, SA Construction Engineering Labour Services, to restart the programme, was "nowhere near to solving the problem". The consortium is made up of four Mossgas contractors.

Mr De Villiers said the consortium had R800 000 to plough into the training programme but this was just for "conversion training" of those trainees who had already been trained, placed and retrenched. They would be trained for the on-shore project, the building of the refinery at Mossel Bay.

"Our problem is to find funds for the 2,000 who have been trained but not placed yet. They will need a further six weeks training," he said.

At a forum on Mossgas training held at the ECTC last week, several resolutions were passed and conveyed to the government.

Mr De Villiers said the ECTC was asking the state for R20 million. Of this R8 million was needed for refresher training for the 2,000 men while R12 million was needed to training artisans from scratch. He said this amount would prevent the need to import expatriate labour.

"It will enable us to continue training local men and place them before it is too late," he said.
MASHOLD FIM 10/6/90

Direct costs

Activities: Mail order retailing, general retailing, direct selling, mail promotion and advertising

Control: Masson 56.8%

Chairman: H van Embden, MD

Capital structure: 19.45m ords Market capitalisation R52.5m

Share market: Price 270c Yields 8.4% on dividend, 12.1% on earnings p/e ratio, 8.2, cover, 2.3, 12-month high 280c, low 170c

Trading volume last quarter, 147,000 shares

Year to Feb 28 '97 '98 '99 '00
ST debt (Rm) 2.3 3 13.5 27.31
LT debt (Rm) 3 6 13.8 14.7
Debt equity ratio 0.16 0.19 0.56 0.06
Shareholders interest 0.56 0.61 0.46 0.39
Int & leasing cover n/a 18.0 6.4 3.0
Return on cap (%) 14.0 16.5 13.9 14.7
Profit before (Rm) 2.5 4.9 7.3 12.1
Earnings (c) 16.0 20.1 25.6 32.8
Dividends (c) 8.0 10.0 12.0 14.5
Net worth (c) 62.3 62.3 123.6 165

Successful direct retailers claim economy downturns do not hit their operations, and Mashold seems to offer some support for that view.

Turnover again rose strongly, this time by 58% after the previous year's 52%. Most of the growth was generated internally by the six main subsidiaries, though some businesses - Charles Velkos (mail order) and Tablekraft (direct selling) - were acquired from the group's own dormant competitors, Spencr-Trace in the last quarter of the year.

Mashold comprises 10 mail order catalogue companies which sell COD. It claims...
Help in choosing your career

By PEARL MAJOLA

LACK of adequate vocational information has led to many people choosing the wrong career.

Once again, as the end of the year nears, many matric pupils have to make that difficult choice.

However, the Career Information Centre, which was started at the beginning of the year, is there to help from Monday.

It offers information on the various trades and professional and technical careers available in South Africa.

Careers are divided into career groups, namely the arts, commercial sciences, technical and so on.

An index of career opportunities with various firms is available.

**Variety**

The centre also has video material on a variety of careers and companies.

The duration of the course is four days at R50 a day, but it may be completed in one, two or four weeks.

"We already have about 20 people who will be starting with us and we can take a maximum of 25 a week," said the centre's Anico Simons.

The only opportunity for pupils to learn about careers and the job market is through career exhibitions like this one.
Training centre for jobless opened

By ANDREA WEISS
Staff Reporter

A REGIONAL training centre for unemployed people in the Ceres area has been opened by Cape Administrator Mr Kobus Meiring.

The Boskop regional centre in Ceres, which will house about 40 trainees, offers a range of courses with emphasis on vehicle maintenance, stock, vegetable and fruit farming, occupational safety, working conditions, and the quality of life of farm workers and their families.

Mr Meiring praised organised agriculture, the local authorities and commerce and industry for pinpointing needs.

The Boskop project was started 13 years ago by the SA Agricultural Union and registered in terms of the Manpower Training Act. Boskop now has a staff of 180 with 45 mobile units, a head office in Potchefstroom and branches in Tzaneen, Bethlehem, Middelburg in the Cape and Ceres.

"The necessity for an acceptable political dispensation, a democratic society and a healthy economy are not the only challenges facing us," said Mr Meiring in his opening speech.

"We must consider and provide for those needs of people directly related to their quality and enjoyment of life. "If not, solutions for all the other delicate matters will be short-lived and we will be faced with chaos."
Demand for basic business skills pushes up student numbers

More blacks are receiving standardised, basic business skills training and career guidance as franchised educational centres are established countrywide.

The Academy of Learning (AOL), one of the largest franchisers of training, has trained more than 32,000 students since its inception in 1985. AOL managing director Sue de Roos says the number of black students is increasing at its 40 branches, three of which are owned by black franchisees.

Black trainees now make up 46 percent of the AOL's total enrolment compared with 17 percent last year and 7 percent in 1986. Blacks made up some 4,000 of the 9,000 trainees who underwent audio-visual training courses last year.

Sue de Roos says diplomas issued to successful students by AOL, the first finalist in this year's "Franchiser of the Year" award, are recognised by the Department of Manpower, which also uses AOL centres for the training of unemployed people.

Ms de Roos expects more black franchisees to open up training colleges over and above the three established, black-owned franchisees based at Umtata, Pietersburg and Johannesburg.

The most recent of these, started in January, is in Market Street, Johannesburg.

Asked to state the case for franchised, basic skills training, AOL Market Street owner Joe Vezi says franchised training meets the need in a new SA to educate students to become self-reliant.

This means educating them to achieve a balance between the practical world and academic world, he says.

"The official black education system does not present these students as a whole, it has always had a poor foundation," Mr Vezi says. 

"While failing to provide any career guidance back-up at school."

"Aggravating the loss of direction in students is the fact that they are compelled by social and economic circumstances (sometimes both) to attend local secondary schools where subjects such as accountancy, mathematics and Latin are not offered."

Consequently the student has little chance following a commercial, science or legal career unless the parents are prepared to pay for private lessons.

One way round the problems facing blacks as well as many students from other race groups in similar circumstances is to offer standardised skills training opportunities with nationally recognised diplomas.

AOL courses are self-driven and well developed and capable of being run anywhere at a minimum of equipment. Supervisors are trained to meet AOL standards.

Students must be able to absorb the courses with minimal supervision, however, and know that once the courses have been completed, a level has been reached that will be acceptable to employers.

Mr Vezi says his branch has provided a number of matric students with practical four-month book-keeping classes. These include informative sections on PAYE, UIF, GST and RSC levies.

His graduates are now successfully employed as accounts clerks with banks.
Workers are a valuable asset

By Ian Hetherington

Most businesses consider money a scarce resource, but few companies realize the value of their workforce. In fact, it has been estimated that the average worker is worth approximately $50,000 per year to a company. This is due to the fact that workers bring a wealth of skills, knowledge, and experience to the workplace.

Well-trained employees are a valuable asset, not only to their employers but also to society. They can help to boost productivity, improve quality, and increase sales. In addition, well-trained workers are less likely to quit, which can help to reduce turnover and lower training costs.

Workers are also an asset because they can help to create a positive work environment. When employees feel valued and appreciated, they are more likely to be motivated and productive. This can lead to increased job satisfaction, which can improve employee retention and reduce turnover.

So, the next time you think about cutting costs, consider the value of your workforce. Investing in the training and development of your employees can pay off in the long run. After all, workers are a valuable asset — don't forget to value them accordingly.
Accountants 'developing skills'

NEIL YORKE SMITH

NEWLY merged accounting firm Deloitte Pinkowdy has formalised its approach to educating and training black professional staff.

In addition to Deloitte's internal human resource development, the firm is also getting involved with clients to assist in their economic empowerment programmes, the firm's new SA Group joint partner Jeffrey van Ruyten says.

He says Deloitte's is committed to developing skills in the black business sector and improving efficiency and productivity in the black community.
Educate the workforce for a healthy economy!

From XOLA SIGONYELA
PORT ELIZABETH, — Higher levels of education on the factory floor will eventually lead to a healthy economy, ANC leader Mr Govan Mbeki told a press conference on literacy here this week.

In that way, a strong workforce can be developed to take instructions easily in the language used to train people how to use machines.

The press conference was organised by the regional Literacy Cooperation to outline the group's activities around UN International Literacy Day on September 8.

The group comprises seven literacy projects in the Eastern Cape and Transkei.

They are the Eastern Cape Adult Learning Project (Ecalp) in Port Elizabeth, Masifunde Education Project in Grahamstown, Zingisa Education Project in King William's Town, the Border Council of Churches Education Desk in East London, the Umtata Literacy and Advice Centre, Calusa Education Project in Caledon and Yohunu in Burgersdorp.

Activities leading up to September 8 have been planned for this week. They include picketing in all the centres involved.

Ecalp coordinator and regional spokesperson of the ANC, Mr Mike Xego, said contacts had been established with the South African Transport Services (Sats) to hold classes with illiterate workers.

The literacy projects coordinators hailed the positive response from some farmers who assist in teaching people living on their farms.

Mr Gerald Mbhele, a rural coordinator based in Grahamstown, said people were first taught to read and write in their own language, Xhosa.

He said Xhosa classes were also held for those who could read and write English, to help them understand the language.

During the press conference, the government was accused of not being concerned about the issue of illiterates — PEN.
Improve educare skills

BY MUSA NOWANDWE

MOST educare workers have not been to school, therefore cannot read or write. This is what the Vumani Preschool Project is determined to change.

The project was started in 1984. Its activities include working towards improving the skills of the educare workers.

Educare workers are special in that they prepare and care for young children with the values, ideas and skills needed to build a new society," said Ms Glorda Britton, a Vumani Project worker.

"Whether they are doing this as domestic workers, workers at a centre or as children's workers, they are all important in the child's early development and stimulation.

Vital

As educare workers introduce children to the world that is to be their future, it is "more than vital" that they must be literate, according to Britton.

Although there are no specific statistics on the literacy rate of educare workers, organisations involved report that almost all are either semi-literate or have never been to school.

The Vumani Project is one of the few organisations in a campaign to educate educare workers.

Education and an awareness campaign are among the project's priorities.

The Vumani Preschool Project held a conference in June at the University of Western Cape where a list of demands of the educare workers was read out.

High on this list was the need for adequate training and education of educare workers.

That many educare workers are illiterate is an actual result of society's ignorance of these workers' crucial role in society, argues Vumani.

Activity

"These issues have been swept under the carpet for years," said Britton.

Educare workers in the educare sector is not the only issue that Vumani aims to highlight and get the general working conditions of the workers is part of Vumani's area of activity.

These conditions include low wages long hours, inclusion in the Labour Relations Act and the improvement of their living conditions.

One of the biggest concerns of the organisation is to involve the parents in the education of their children.

The centre is also involved in attempts to analyse the link between the child, the family, and the systems of gender, race and economic oppression which affect the preschool education.

"If we want to prepare today's children to be part of a common South African community of the future, we have to create a type of preschool educator, who is prepared for children for such a future," said Britton.
Restructuring offers training opportunities

THE impact of technology on the Information Systems Division (ISD) on end users and customers has been nothing short of staggering.

In five short years, the bank has developed a network of some 900 ATMs which allows customers direct access to their accounts instead of having to go into branches and interact with tellers.

Thus, says ISD assistant GM personnel Noel Agar, has led to organisational restructuring and opportunities to flatten management hierarchies or pyramids.

"We are effectively 'right sizing', so we are removing some layers in the pyramids and redeploying people. Retraining opportunities abound."

The bank is also taking steps to improve manager to worker ratios to take advantage of technology and cut the level of bureaucracy common with hierarchical structures.

Interactive

This is making the bank a less structured and more interactive organisation, which is benefitting the group and customer alike.

"We're effectively altering job roles. The responsibility of people and skills needed differs from past requirements."

While some staff adapt readily to the changes, others resist it, but the bank offers counselling to encourage those resisting can be taught new skills which make them happier about their changing roles.

Job descriptions in the information systems division are also changing. Wider job descriptions are becoming common so staff can perform a few different functions.

"These changes, in turn, impact our recruitment, training, staff appraisal and compensation systems." he says.

It's obvious that with flattened pyramids and "de-layering", the organisation is changing career opportunities, so FNB has rationalised opportunities for career growth among its IS staff and this has ensured more stability.
IMPROVING the quality of work life for staff at FNB is central to its success in attracting and retaining skills.

ISD assistant GM, personnel, Noel Agar says the company is actively involved in participative management.

"We're trying to increase employee involvement and career ownership.

"The latter concept is born out of increased involvement and participation, because staff have a say in their career development and planning and are encouraged to believe in their careers.

"This way, they have greater ownership of their careers," he says.

The bank is intensifying its career counselling efforts and this is improving the overall quality of work life.

Appraisal workshops are held, with leaders being taught to share vision with their teams and develop their subordinates.

"Human resource management must be practised by line managers who are responsible to their staff," Agar says management during a growth phase is quite different from that when downsizing is implemented.

"During the downsizing period we placed tremendous demand on our managers and found there was a need to address issues such as stress management, time management and shared values.

"For many years, we were in a task-oriented environment, and we're now involved in changing this culture, which is hard to manage, into a more people-oriented environment where there's a better balance between tasks and people.

Reaped

Benefits are already being reaped. Staff turnover has dropped to about 15% over the last eight months compared to an industry average of around 28%.

"Staff are happier because we are integrating our human resource efforts, whether training, assessments or other factors. Staff are assessed biannually and their training needs and aspirations pinpointed.

But the most important aspect is the attention given to the growth and development of people through more effective human resource management on the shop floor.

Much attention is placed on extra-mural study, which is sponsored by FNB and can include management development courses at universities or international secondments for specific project training and building leadership competency among staff.

To support this, the bank has some of the best training facilities in SA.

Its Sandown-based management training centre is geared to teach management skills, while its Selby and Randburg centres offer more IS skills-specific training using interactive video techniques. FNB's new training facilities are among the most advanced in SA.

Video libraries are also available for staff to train in their own time.

Agar says "with the supply and demand of IT staff so out of kilter, people are sometimes promoted beyond their capabilities.

"This impacts on their growth and development as well as that of their subordinates. We are trying to prevent unnecessary over-promotion and are paying more attention to the selection process."
Bifsa plans training revolution

By MAGGIE ROWLEY, Business Staff

THE Building Industries Federation of South Africa (Bifsa) is set to revolutionise and formalise training in the industry in a major bid to improve building standards throughout the country.

Bifsa's executive director, Mr Neil Fraser, said the present system of apprenticeship, whereby a minor was indentured to an employer for a fixed period by means of a contract, was outdated and had failed dismally to provide qualified artisans.

A new system of training had been drawn up and distributed to the industry for comment, and feedback had been "enormously positive", he said.

"We have got to get started early next year and will go all out with training," he said.

"While we are concentrating now on getting our own house in order, and this is a long-term project as there are many people in the industry already who need this training, we are hoping to promote the system throughout the continent.

"If all countries in southern Africa have the same training system it will mean that when activity levels are low in one country artisans and supervisors will be qualified to move elsewhere for work."

Mr Fraser said only about 12 to 15 percent of the 200,000 existing registered workers in the formal sector of the building industry had received institutional Bifsa training and the number of those entering the industry for formalised training had dropped off sharply in the past 20 years.

Reasons for the failure of the present system included:

- The fact that the employer had to contractually undertake to employ the apprentice for a period of three years although he himself had no assurance of continued operation owing to the cyclical nature of the industry.

- The employer had to undertake he would train the apprentice in all facets of the trade, but the nature of one contract differed from another and the type of construction the employer was involved in during that period might not lend itself to training in all aspects of the trade.

- Continued interruption of the apprentice's attendance at Bifsa training colleges was a deterrent to employers taking trainees on, and,

- The automatic promotion to artisan status once the three-year apprenticeship had been served irrespective of competency or whether the apprentice had passed trade examinations during this period.

These problems had contributed to apprenticeship registrations plummeting from more than 6,000 in the 1970s to about 200 this year, he said.

Mr Fraser said the old system would be replaced by a modular training system whereby trainees would be able to work at their own pace and only proceed to a higher level once they had gained a measured competency in the previous level.

"There is also a certain amount of stress on self teaching through manuals, videos and so forth. All in all the system will allow each person to progress at their own rate. Those who do not succeed in passing the entire course will not qualify as artisans, but will be competent in those modules they have passed and will consequently be able to find work in those areas," he said.

To qualify as an artisan, a trainee will have to pass the N1 and N2 examinations, Bifsa trade examinations and serve an internship of a fixed period in the industry. The period of this internship — either 12 or 16 months — was still being debated in the industry, he said.

In the past Bifsa could only train those people who were taken on as apprentices through companies.

"But now, owing to new legislation, we will be able to train anybody wishing to enter the profession and this training will be funded by the industry through our levy system."

"The greatest benefit of this is that we can concentrate on training in the bad times, where before that was when companies cut back on apprenticeships. As a result, when the economy picked up, they did not have the qualified staff," he said.

Bifsa was also considering introducing literacy and numeracy training, which in the long run could result in attracting and training people who presently did not qualify for an apprenticeship.

"Through these programmes we intend bringing them up to the required level to qualify for training in the industry," he said.
New group to promote blacks' aspirations

SOWETAN business editor Thami Mazwai is to talk on Nation Building at the official launch of the South African Black Technical and Allied Careers Organisation at the weekend.

A spokesman said the launch will be held at the offices of the Development Bank of Southern Africa in Midrand tomorrow.

Sabtaco is an organisation concerned with the interest, coordination and promotion of black technical and allied professions such as engineers, architects, town planners, quantity surveyors, building scientists, development economists and associated technicians and draughtsmen.

Its purpose is to empower and address the unique problems, needs and aspirations of blacks.

It also aims to coordinate the activities of these professionals and strengthen their capacities to undertake varied development projects.

The spokesman said Sabtaco came about as a result of a number of problems. These include unavailable technical orientated education within black communities, insignificant role played by black technical experts and prejudice inhibiting black consultants to participate in the development of the country and their local areas.

"Although Sabtaco's name is qualified by the term 'black', its membership is open to everyone. The membership is divided into corporate and non-corporate members," the spokesman said.

He added that interest, but not necessarily paid-up members within the cited disciplines exceed 300.

He said since the formation of the organisation this year, much has been achieved and more is expected to be achieved after the launch.
ANC puts out feelers for staff

THE African National Congress has gone on an extensive employment drive.

The organisation, which was unbanned on February 2 this year, is also looking at ways and means which will ensure that an equal number of people inside and outside the country are employed within its structures.

In an interview with Saturday Star, ANC spokesman Jill Marcus said there was a dire need for manpower within the organisation’s structures.

She said the finance department in particular needed skilled people.

"We are in need of staff all round. At present we have a not-enough staff of 120. We are looking at ways of ensuring that exiles as well as people in the country will be employed equally," Ms Marcus said, adding the process might take a long time.

She said exiles who would be employed by the ANC would be those who wished to stay with the organisation. "Some of them might want to take on other jobs as part of an orientation to their mother country," she added.

Ms Marcus said prospective ANC employees would be taken into employment only on the basis of their skills — and not according to "who knows who."

The number of posts available depended on the amount of money the organisation had.

Two weeks ago, the ANC advertised 24 positions in a weekly newspaper.

Vacancies advertised varied from secretaries, an information systems manager to a national accountant. Most of the posts advertised were in the ANC’s treasury department.

Asked what kind of salaries the ANC paid its employees, Ms Marcus replied "Our objective is to pay people a living wage and we try very hard."

She told Saturday Star the ANC had started 850 branches countrywide.

The number would increase, as many new branches were in the pipeline.
Eskom spreads its expertise net all round the country

ESKOM has 12 regional and 52 district management points. Expertise is thus available in all districts to assist local authorities and customers in planning installations and finding the most effective and efficient means of using electricity.

Eskom distribution and marketing GM Randolph Forbes says: "We're available to provide assistance in many areas, but have to prioritise where it's feasible to provide power."

Strategy for the future centres of technology re-recognised the need to have a fresh look at standardisation, deregulation and technology processes.

During the last couple of years, Eskom has facilitated, with municipalities, government engineers, the SABS and others, a working group to study distribution technology in townships.

Modular, simpler systems are providing the appropriate technology for developing areas to make reticulation affordable.

"The bottom line is to ensure affordability and optimum use of electricity."

Over the last three or four years Eskom has introduced a marketing philosophy which does not centre on selling electricity but in focusing on the benefits of using this form of power.

Distribution and marketing

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"We're constantly assessing customer needs and supplying the right quality at the right price."

Eskom has education and development centres which focus on finding the most energy-efficient appliances and have information and demonstration centres around SA.

The Agrolek programme is for the farming community, an important domestic and industrial electricity user.

Similarly, the Rosherville-based Industrolek is aimed at medium-sized industrialists, helping them see how to efficiently manage their electricity use.
New group aims to boost black technical skills

A NEW organisation catering for black professionals in the engineering and related fields was launched at the Southern African Development Bank this week.

The launch of the South African Technical and Allied Careers Organisation (Satacor) coincides with numerous Nation Building events being hosted by the Southern countries.

The main objective of Satacor as expressed by its first president Mr James Ngoemho, at the launch, was to address the huge backlog in technical and technically orientated skills in the country particularly among the black community.

In Ngoemho's view this backlog was created by an education system that is biased against technical skills training in general.

He went on to say that Satacor is geared towards mobilising black professionals and involve them more meaningfully in wealth creation and the economic development of the country.

Satacor Business editor Mr Thami Mwam, who was guest speaker at the launch, said the country's past and current methods of career selection as applied in the schools was at variance with South Africa's immense needs.

"Instead the system is restricting generations after generation of unemployed people," he said.
Shortage of accountants could impede economy

By MONDUMAKHANYA

UNLESS there is an intensive campaign to train accountants, the eagerly awaited "New South Africa" faces a severe economic crisis, says former president of the Association of Black Accountants of Southern Africa, Jeffrey van Rooyen.

Van Rooyen, who recently won an award from the American National Association of Black Accountants for his contribution to increasing the number of black accountants in South Africa, believes the shortage has far-reaching implications.

"The development of businesses will be stunted and they will not have access to the technical expertise accountants offer. This in turn will lead to increased unemployment and slower economic growth."

Most accountants are employed in the corporate sector, leaving the rapidly expanding small business sector unattended. This is detrimental to the campaign for black economic empowerment, he says.

"It is important to create opportunities for black businesses and make them more meaningful in generating wealth. We can't achieve this success unless there are accountants who can identify needs and weaknesses of the business."

Van Rooyen was recently appointed managing partner of Deloitte PM Goldby. He will soon merge his accounting practice, Van Rooyen and Associates, which is one of the biggest black practices in the country, with Deloittes. He is also to head the firm's New South Africa Group, which is involved in stimulating black business.

Van Rooyen earned his degree through Unisa while working as an articled clerk and in 1985 he became a founder member and first president of Abasa. He is still a patron of the organisation.

The chartered accountant, who is to co-head a delegation of 80 black South African businessmen and economists on an educational tour of the United States, said the future "does not look too bright."

At present there is a dearth of black accountants. Of the country's 13 000 chartered accountants, only about 200 are black and of these 29 are African.

The number of black students taking accounting at universities is negligible and of these a small percentage graduates, says Van Rooyen.

"Not enough blacks are going through to universities and the major challenge facing us now is to address these imbalances. Unless we address these problems now the effects will be the detriment of the economy in a future South Africa."

Most of the blame for the crisis in accounting can be laid at the door of the country's education system. The education system will need to be overhauled, he said.

Until recently the University of the Western Cape was the only black university accredited by the Public Accountants and Auditors Board to train chartered accountants.

In March the University of Transkei was given accreditation. Cape Town and Witwatersrand universities have also undertaken to increase their intake of black students.

While steps are being taken by the universities, little can be done about the situation in secondary schools "That can only be addressed by a future government. While private initiatives are welcome, at the end of the day they can only achieve a certain amount of success," he says.

Affordability was also a major problem. van Rooyen says Abasa has adopted programmes aimed at alleviating the crisis. After its formation Abasa began contributing to the Chartered Accountants Eden Trust, which grants bursaries to black accountancy students. So far 160 bursaries have been granted.

In addition to an academic support programme, which provides accountancy tuition for part-time university students at a training centre, Abasa also runs a school for accounting technicians.

It criticised many accounting firms for not doing enough to train black accountants and for stunting the upward mobility of black employees.

The New South Africa Group will help business gain access to capital as well as management and technical skills. It will also assist Deloitte PM Goldby's corporate clients to become proactive in black empowerment.
Building industry facing another tough year

By Frank Jeans

The building industry can expect at least another tough year on the back of the economic freeze, although the deterioration in trading will not be as bad as the slump years of 1984-85.

This message comes from Mr Neil Fraser, executive director of the Building Industries Federation (BIFasa) ahead of the federation's annual congress which begins in Durban next Monday.

While welcoming the State President's gathering momentum of reform, Mr Fraser believes that the positive effects of the political initiative will be felt in the industry only in the medium to long-term.

"The nature of our industry is such that we have a relatively long lead time in reacting to the economic cycles and, while we are highly optimistic in regard to the future of the country and the role we will play in the new South Africa, we do not believe we will experience any meaningful improvement in trading conditions until the latter part of 1991," he says.

While he sees labour costs stabilising, certain material costs continue to increase at an "unacceptable rate".

On the other hand, overall building cost rises are showing definite signs of moderating against rapidly increasing competition in tendering.

Commenting on the residential market, the BIFasa director says "Building activity in the private sector remains unsatisfactory, particularly with continuing high bond rates and many contractors have experienced great difficulty in the black residential market."

Referring to the greater co-operation between the industry and the professions, Mr Fraser points out that next year will see the launch of a new form of contract which will "reflect a major improvement on existing documents."

"We will also be launching a massive initiative in training at all levels within the industry and hope to have our streamlined structure in operation early next year," he says.

Endorsing the BIFasa view of a downswing is the second volume of Housing Trends published on behalf of the National Association of Home Builders by Medium-Term Forecasting Associates.

It concludes that the home building industry is moving towards the all-time lows of the 1986 recession. "The real value of work in the pipeline has dropped sharply in recent months, especially when compared with the sharp rises that occurred during the economic upswings of 1980-81 and 1987-88," says the survey.

Expecting conditions to worsen further over the next six to 12 months, Housing Trends claims that a significant number of township developers and home-building companies have left the industry.

Of the 32 companies active in the white housing market in the 1981-84 period it is believed that only seven remain and a further two firms have announced their intention to withdraw.

Says Mr Johan Grotaud, director of the NAHB: "If we take into account the direct link between interest rates and unemployment, one has to question whether it is not appropriate to lower nominal interest rates now that inflation is moderating. "High interest rates are having a very negative effect on an industry which is already depressed."
Govt, ANC differ over disclosures

By Guy Jepson and Kaizer Nyafumbi

President de Klerk left for Europe last night amid a storm over claims by the African National Congress that he had breached the confidentiality of the ANC's Monday meeting with the Government.

Addressing a press conference at Jan Smuts Airport, Mr de Klerk denied the allegation and in turn accused the ANC of a breach of trust in making public its own document on the meeting.

The ANC said in Johannesburg yesterday that recent events and Mr de Klerk's involvement in them had led the ANC to question the Government's bona fides and President de Klerk's integrity.

While the ANC had abided by Mr de Klerk's request that Monday's meeting should be kept confidential, the Government had not only leaked information about the meeting but had also "relegated its importance from a full summit to something less than a summit".

Although it had been agreed that neither party would say anything more than the brief joint statement released after the meeting, President de Klerk had told the Cape NP congress on the same day that the ANC and its leadership were adopting positions that would derail the peace process.

Unfounded

The ANC said it found Mr de Klerk's allegations "in sharp conflict with the discussion held".

President de Klerk said at the airport the ANC document contained "many unfounded statements". The ANC allegations could only be based on either a statement he had made referring to a cut-off date for indemnities to political offenders or a speech he had made in Port Elizabeth.

The ANC had been fully informed beforehand in both cases.

President de Klerk said he believed the ANC had attacked him on the eve of his overseas visit because it was under pressure from the media in the wake of conflicting public statements made by its leaders and its adherence to a philosophy that had been discredited internationally.

*Govt aims at alliance — Page 3; Armed struggle — Page 5.*
Addressing students' dilemma

It is a well-known fact that for many years now "career guidance" in black schools has been and is still very wanting.

Proof of this can be attested by going to any high school and asking this year's Standard 10 pupils what they intend doing next year after they complete matric.

Out of every 10 pupils, it will not come as a surprise if seven say they are undecided except that they would like to go and pursue a discipline at university.

It will also come as no surprise when one asks many black professional people today how they came into their current careers. Many of them will tell you it was by sheer accident or they merely wanted a profession.

With this state of affairs, the book by the author, Prof MZ Chuyenane, should be hailed as something that addresses the dilemma of many of our students. He is a lecturer in the Department of Health and Social Sciences at the University of Bophuthatswana.

**Interest**

In his introductory notes, he makes it clear that the book emanates from his interest in career guidance and from his cumulative concern about the apparently naïve declaration of career plans by secondary school pupils he taught and counselled over a number of years in South Africa.

He points out that school boycotts and protests have focussed attention, more than ever before, on a society caught up in a state of need for change and an educational system under pressure to serve the needs of this changing society.

"An indication of all this is an urgent today that demands a close scrutiny and critical evaluation of the educational system in all its entirety," he says.

The book makes an interesting observation when it says interests are important in that they can help students to begin to think seriously about educational planning, vocational exploration, and eventually career development.

It notes that many young people seem to be unaware that the choices of subjects they make and other activities they participate in at school can influence vocational choices which will affect their future lives.

It says lack of information about the various vocational opportunities available to persons who have reached a certain level of education limits their choices and the ultimate realization of their potential.

Nkopane Makobane
Tips for designers

The South African Fashion Designers Association (Safda), in association with the training department of a leading departmental store, held an all-day seminar for its members and other interested people in Crown Mines this week.

The purpose of the seminar was to help fashion designers improve their negotiating skills when entering new business deals and to encourage them to put more emphasis on the quality of their work.

Participants at the seminar were addressed on training of buyers and planners, negotiation skills, quality assurance and visual merchandising by experts in these fields.

"This was one of many seminars and meetings we plan to have to help our members improve their skills and their businesses," said Safda president, Sowabile Ndamase.

"We had a very good response to this seminar and I am very happy about the way it went. I hope that our members benefitted from what they learned and will not hesitate to come back and ask questions if they still need clarification," he added.

Funds

Safda was started in 1986 with the aim to raise funds for the development of fashion designers through education and training of members, provide economic empowerment for them and to find a market for them, especially in the mainstream fashion industry.

"Our long-term goal is to find factory premises and a training institute that will give our members the necessary facilities to enhance their skills and create opportunities for them to exercise their natural talents," said Ndamase.
We've had a good response to this situation – but the necessary next steps are clear. Our goal is to make sure that families have the resources they need to thrive.

**Funds**

Saw a letter yesterday that said we need to work together to ensure that families have access to basic needs. It's time to come together and find ways to support each other.

This was one of the first opportunities for us to meet and discuss how we can move forward.

The purpose of the letter is to express our desire to work together to improve the lives of families. It's important that we continue this conversation and find ways to support each other.

There are many options for how we can do this, but I think it's important that we stay focused on the overall goal of improving the lives of families.

The letter was signed by many people, including the President of the association.

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**Tips for designers**

- Focus on the needs of the children and parents.
- Consider the impact of your design on the community.
- Be mindful of cultural sensitivities.
- Test your design with different groups to ensure accessibility.

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**Southern Regional Society for Prevention of Child Abuse and Neglect**

The price-giving ceremony for the children of the School Board was held at the School Hall.
SA will face shortage of skilled manpower

SOUTH Africa will have a deficit of more than 500,000 skilled workers by the year 2000, according to the executive director of the Education Foundation (TEF), Dr Johan van Zyl.

Addressing 1990 Bfisa Congress in Durban, he said the skilled category included professional, technical, highly skilled, executive and managerial groups.

By contrast, the country would have an unemployed surplus of 2.7 million unskilled workers.

"These figures confirm an alarming shortage of skilled manpower, which will seriously inhibit the economy's growth performance unless appropriate policies are developed and implemented," Van Zyl said.

Identifying the school dropout rate as a major factor in the overcrowding of unskilled labour, he said a quarter of black pupils did not progress beyond Grade 1.

"These people go into the world without even the most elementary literacy levels, and are relegated to peripheral and powerless positions in society."

Serious

Van Zyl said only three percent of the country's total workforce of 11 million had post-matriculation qualifications with a further 31 percent having completed secondary schooling.

"This means that 66 percent of our total workforce, the equivalent of 7.3 million, have only primary school or less. If we are serious about turning the economy around, we have to take urgent remedial action both within the school system and beyond it in literacy, numeracy, bridging and vocational programmes."

He put forward several recommendations:

- Focus investment on pre-primary centres as incubators for social coordination and creative spirit, and on primary education itself.
- Remove negative connotations associated with "vocational education" by introducing the concept of "career education", an idea recommended 10 years ago by the de Lange Commission but never acted upon.
- Develop "Magnet Schools" which would teach a specialised curriculum to provide in-depth study of interest.
- Through an incremental approach, children should be taught through the medium of their home language to start with before gradually introducing a single medium of instruction, English.
Creative art for young & old

THE Community Arts Project (CAP), based behind the stone brick walls of an old church in Chapel Street, Woodstock, and at the Community House in Salt River Road, Salt River, is full of creative energy for young and old. The project began in 1977 and has since developed into a progressive, non-formal education and training institute.

CAP's activities include:
- Visual Arts and Crafts
- Children's Arts
- Popular Theatre Project and Media
- Plan and implement full-time and part-time courses, run one-off workshops and provide arts and crafts courses to community, trade union and education organisations.
- CAP closely serves communities with little access to the arts, crafts and media.

The Visual Arts and Crafts Project offers a full-time two-year course for cultural workers specialising in visual arts and crafts.

Children's Arts Project offers an interdisciplinary programme which includes art and drama for children ranging in age from five to 17 years.

The Theatre Project offers a full-time two-year intensive course for cultural workers specialising in theatre.

The Media Project offers a full-time one-month course in media skills. The course is for teachers and other organisations to acquire media skills.

Part-time and intensive courses in the visual arts and crafts will be held in 1991 from February to June (first term) and from August to October (second term) at the Chapel Street premises.

The courses are open to high school students and adults. The following courses will be offered:
- Part-time Theatre course - Street Theatre for Adults
- The course includes street theatre techniques, methods of workshopping plays, song writing, dancing and at least three practical projects.

Participants must be prepared to perform on Saturday mornings and to undergo more than 80 hours of training. The course can accommodate 12 participants.

Applications are now being accepted from February to June 1991. Every Thursday from 3:30 to 5:30. Please apply for an application form and complete your application before the deadline.

The Administrator, CAP, PO Box 1110, St Lucia 7900. Closing date: December 14, 1990. All applications will be reviewed by January 20, 1991.

Exhilarating theatre for all to see

"Ode Park", directed by Marthinus Bosman at the Nico Malan Theatre, is an exhilarating piece that should be seen by all who are familiar with theatre. It provides nearly four hours of painting and sculpting the stage with light, architecture and movement and activity into action.

The play is a series of paintings, each of which has an audience of its own. It is a visual journey through the dreams of the characters.

The play is a source of metaphors and images that represents the male and female principles.

Andreke Kellerman and Nia Pienaar are two of the most important representatives of the male and female principles.

Helen and her friends stage the show to amuse and entertain their audience. The show is a celebration of life and death, and of the power of love.

The show is a source of inspiration and is a reminder that life is not always easy. It is a celebration of courage and resilience.

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"The art classes will include life-drawing, painting, ceramics, creative design, creative clay, sculpture and textile printing.
Key industrialists and businessmen are urged by a top educationist to get involved in the electrification of black schools. This is the key to technical, scientific and vocational competence in the work force, says Education Foundation executive director Johan van Zyl.

Speaking at a recent Building Industries Federation congress in Durban, Van Zyl said that the provision of power to selected schools could revolutionise and expand education in communities.

"Three-quarters of black schools do not have access to electricity. Yet we expect technical competence in our work force," says Van Zyl. "We grumble about the lack of science in matriculation certificates. Yet the basic means to provide them do not exist!"

Electricity — with adequate teachers and books — could turn a school into a 16-hour-a-day education facility, a community college after hours, a study and homework facility for children unable to work at home and an adult literacy, numeracy and even community centre.

Community colleges, says Van Zyl, would also address the need for vocational and technical skills and bridging and orientation programmes to prepare candidates for various examinations.

"We are confronted by two generations and more of black students who have dropped out of the system and are largely unemployable. Without addressing the problem of the lost generations, reconciliation and reconstruction will be severely handicapped," argues Van Zyl. The development of community colleges would take some pressure off universities.

Van Zyl says estimates show there will be a shortage of more than 500,000 skilled workers by the year 2000 — professional, technical, highly skilled, executive and managerial — and a surplus of 2.7m unskilled workers.

Only 3% of the 11m work force have post-matric qualifications and only 31% have completed some secondary schooling. "This means that 66% of our total work force, more than 7m people, have only primary schooling or less.

The implications for economic growth and political stability are obvious.

FINANCIAL MAIL • OCTOBER • 26 • 1990 • S1
Immigration numbers swell

EDYTH BULBRING

PRETORIA — In a turnaround in immigration figures, SA hoped to show a net gain of more than 8 000 skilled immigrants to the country this year. Home Affairs Minister Gene Louw said yesterday.

At a press conference at Jan Smuts Airport after a three-week European visit, Louw said SA's European offices handled 500 000 inquiries regarding visas, business visas and emigration in the course of the year.

Louw said immigration inquiries were especially common from East bloc countries.

Home Affairs figures showed that by August, 9 470 people had immigrated to SA against 3 244 emigrations.

So far, SA has made a net gain of 6 229 people and this figure could top 9 000 by the end of the year.
Courses in computers

The Organization for the Advancement of Computer Literacy (Orbit) has called for training in personal computers for residents of Alexandria and other Rockville residents.

"A personal computer is a personal computer," Orbit president David Traub said. "We're offering the training in personal computers for people who are comfortable with computers but want to learn more or who want to learn how to use them in their daily lives.

The courses will cover the basics of using a computer, including how to use a word processor, how to use a spreadsheet program, how to use a web browser, and how to use a database program.

The courses will be offered in the evenings and on weekends, and will be conducted by experienced computer instructors.

"We are looking for ways to improve our skills," Orbit said. "We are interested in learning how to use computers in our daily lives. We are also interested in learning how to use computers in our work and in our personal lives.

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Travel training to upgrade skills

Rennies Travel, part of the Safren Group, has opened the Travel Training Institute (TTI) in Johannesburg. It will conduct management training and travel courses to improve skills.

Rennies Travel previously ran only in-house courses, but so great was the demand for training that it set up TTI for all.

It has introduced a three-day travel management course. It covers aspects which include the manager's role, leadership styles, financial and manpower management, industrial relations and foreign exchange.

It is held monthly at the TTI, and is also conducted in-house.

Other courses offered by TTI are the Certificate of Travel Agency Competence (COTAC) — the SA National Travel Industry Diploma; the International Air Transport Association (Iata) and the Universal Federation of Travel Agency Associations (UFTAA) Diploma; the SAA Fares Course; and the Basic Settlement Plan Procedures.
Call to promote profit motive

BUSINESSES should work towards removing existing mistrust in the profit motive among employees to prevent unrealistic high wage demands, says pharmaceutical manufacturer Norton's MD Hugo Snykers.

In a recent address to members of the Computer Users' Council, he said industry was faced with the challenge of establishing a common purpose between management and employees so that both could attain their objectives.

He said values were the underlying force from which attitudes and behaviour sprang. He cited a National Productivity Institute paper which highlighted the need to adopt work systems appropriate to indigenous values in a society.

"Within SA corporations, increasing emphasis is being placed on matching the range of managerial systems employed to the prevailing value systems held by the work force, and management corps," he said.

Parity

The local endemic skills shortage and large numbers of unutilised and unemployed people therefore called for strategies to achieve parity in education. Without this business would have to invest heavily in on-the-job training and skills improvement to recruit and keep qualified employees.

Snykers said that it was impossible to negotiate wages or create understanding of an organisation's strategies and structure if there was no basic understanding of the process of business.
More funds for apprenticeships

Metal industry employers had received a huge hike in industry grants for training apprentices, Steel and Engineering Industries Federation (Seifsa) executive director Brian Angus said yesterday.

Angus said in a statement the Metal and Engineering Industries Education and Training Fund (MEIETF) had raised grants by 33.3%, a R6m increase to R21m.

Employers were now entitled to grant payments of up to R14 400 a year for every artisan trained to apprentice status.

The move was designed to stimulate apprentice intake in the industry, particularly after the withdrawal of tax concessions for training in July this year.

Seifsa education and training director Janet Lopes said the metal industry was worst affected by the withdrawal of the concessions. It was the leading sector engaged in training, with 11 400 apprentices compared with 6 300 in the mining industry — its nearest rival.

She said a 50% hike in training grants in September 1998 helped trigger a 78% rise in new apprentice intake, with numbers growing from 2 665 in 1996, 2 958 in 1997, to 4 930 last year.

Numsa vocational training project co-ordinator Adrian Breda said yesterday the union approved of the increased grant but believed the focus on apprenticeships was too narrow.

Numsa and Coatsu were compiling a comprehensive document setting out training strategies needed to make better use of human resources.

The union believed the reliance on cash incentives to induce employers to hire apprentices was an indication of the deep-rooted reluctance to train people.

The fund is financed by employer contributions worked out according to the ratio of apprentices to artisans employed by the company.
No. R. 2564
9 November 1990

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 3 (No. 3/125)

Under sections 48A and 75 of the Customs and Excise Act, 1964—

1. Schedule 3 to the said Act is hereby amended to the extent set out in the Schedule hereto, and

2. this amendment, in so far as it relates to rebate code 09.00 to tariff heading No 87 08 in rebate item 317 06, shall be deemed to have come into operation on 1 January 1988

G. MARAIS,
Deputy Minister of Finance.

SCHEDULE

<table>
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<tr>
<th>I</th>
<th>Rebate Item</th>
<th>II</th>
<th>Description</th>
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<td>Tariff Heading</td>
<td>Rebate Code</td>
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<tr>
<td>317 06</td>
<td>By the deletion of tariff heading No 39 26</td>
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<td>By the substitution for rebate code 09 00 to tariff heading No 87 08 of the following</td>
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<td>Housings, heat control bezels and outlet deflectors, of plastics, for the manufacture of heating equipment</td>
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<td></td>
<td>Full duty**</td>
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Note —The effect of this amendment is that the provision for a rebate of duty on outlet deflectors, of plastics, for the manufacture of heating equipment for motor vehicles, is transferred from heading No 39 26 to heading No 87 08. This amendment has retrospective effect to 1 January 1988.

BYLAE

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<td>Onhulsel, verwarmingskontrole, en uitlaatdefleksors, van plastiek, vir die vervaardiging van verwarmings toeberusting</td>
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Opmerking —Die uitwerking van hierdie wyssing is dat die voorsiening vir 'n korting op reg op uitlaatdefleksors, van plastiek, vir die vervaardiging van verwarmings toeberusting, van pos No 39 26 na pos No 87 08 oorgeplaas word. Hierdie wyssing het terugwerkende krag tot 1 Januarie 1988.

DEPARTMENT OF MANPOWER

No. R. 2580
9 November 1990

MANPOWER TRAINING ACT, 1981

TRAINING SCHEME FOR THE HAIRDRESSING AND COSMETOLOGY INDUSTRY

I. Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 39 (5) of the Manpower Training Act, 1981, declare that the provisions of the Scheme which appear in the Schedule hereto shall be binding with effect from the second Monday after the date of publication of this notice and for a period ending one year from the said date upon all employers and employees who are engaged or employed in the Hairdressing and Cosmetology Industry in the areas as specified in the Schedule hereto.

E. VAN DER M. LOUW,
Minister of Manpower

DEPARTEMEN DE MANNEKRAG

No. R. 2580
9 November 1990

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSKEME VIR DIE HAARKAPPERY EN KOSMETOLOGIESE NYWERHEID

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby kragtens artikel 39 (5) van die Wet op Mannekragopleiding, 1981, dat die bepale van die Skema wat in die Bylae hiervan verskyn met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir 'n tydperk wat een jaar vanaf genoemde datum eindig bindend is vir alle werkgevers en werknemers wat betrokke is by of in diens is in die Haarkappery en Kosmetologie se Nywerheid in die gebiede soos in die Bylae hiervan bepaal.

E. VAN DER M. LOUW,
Minister van Mannekrag
The Training Scheme for the Hairdressing and Cosmetology Industry, herenaf referred to as the Industry, has been established by the South African Hairdressers and Cosmetologists Association for the training of employees in the Industry and for the establishment of a Training Board to administer the Fund, which shall be called the "Hairdressing and Cosmetology Industry Training and Development Fund".

1. NAME OF THE SCHEME

The name of the Scheme shall be the "Hairdressing and Cosmetology Industry Training Scheme".

2. SCOPE OF APPLICATION OF THE SCHEME

The provisions of the Scheme shall be observed by all employers and employees who are engaged or employed in the Hairdressing and Cosmetology Industry in the Magisterial Districts referred to in subclause (1) to (6):

(1) The Magisterial Districts of Bellville, Goodwood, Simon’s Town, The Cape and Wynberg
(2) The Magisterial Districts of Durban, Inanda, Pietermaritzburg and Pinetown
(3) The Magisterial District of East London
(4) The Magisterial Districts of Despatch, Port Elizabeth and Uitenhage
(5) The Magisterial District of Pretoria

3. DEFINITIONS

Any expression used in this Scheme which is defined in the Manpower Training Act, 1981, shall have the same meaning as in the Act and any reference to the Act shall include any amendments to the Act and any regulations made in terms of the Act and, unless inconsistent with the context—

"Act" means the Manpower Training Act, 1981 (Act No. 56 of 1981),
"Board" means the Hairdressing and Cosmetology Industry Training Board,
"employee" means any employee, as defined in the Act, who is employed by or who is working for an employer in the Industry,
"employer" means any employer, as defined in the Act, who employs or provides work for any employee or is self-employed in the Industry,
"establishment" means any premises in which toilet services are rendered or are to be rendered,
"Fund" means the Hairdressing and Cosmetology Industry Training and Development Fund referred to in clause 5,
"Hairdressing and Cosmetology Industry" or "industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the purpose of performing toilet services in any establishment,
"Schema" means the Hairdressing and Cosmetology Industry Training Scheme, and
"toilet services" means any one or more of the following—
Hair arranging, hairdressing, haircutting, highlighting, shaving, curling, cleaning;

1. NAAM VAN DIE SKEMA

Die naam van die Skeem is die "Haarkappers en Kosmetologiese Nywerheid".

2. TOEPASSINGSBESTEK VAN DIE SKEMA

Die bepaling van die Skeem moet nagekom word deur al die werkers en werkuniers wat in die Haarkappers en Kosmetologiese Nywerheid betrokke of in dienis is in die landdrosdistrikte genoem in subklausule (1) tot (6):

(1) Die landdrosdistrikte Bellville, Goodwood, Simonstad, Die Kaap en Wynberg
(2) Die landdrosdistrikte Durban, Inanda, Pietermaritzburg en Pinetown
(3) Die landdrosdistrik Oos-Londen
(4) Die landdrosdistrik Despatch, Port Elizabeth en Uitenhage
(5) Die landdrosdistrik Pretoria

3. WOORDOMSRYWING

Enige uitdrukking wat in hierdie Skeem gebruik word en in die Wet omskryf word, het dieselfde betekenis as in die Wet, en al die verwysings na die Wet omvat al die wisselgange van die Wet en enige reguleringe wat in die Wet opgehaal word, en tans onbestaanbaar met die sosionderwyings, beteken—

"Fonds" die Haarkappers en Kosmetologiese Nywerheidopleiding- en -ontwikkelingsfonds in klausule 5 bedoel,
"Haarkappers en Kosmetologiese Nywerheid" of "Nywerheid", sonder om die gewense betekenis van die uitdrukking enigens te beperk, die nywerheid waarin werkers en hul werkuniers met mekaar geassosieer is vir die doel om toelietdiens in enige omringing te verskaf,
"ingelegte" enige onderneming waarin toelietdiens aangebied word of aangebied staan te word,
"Raad" die Haarkappers en Kosmetologiese Nywerheidopleidingsraad,
"Skeem" die Haarkappers en Kosmetologiese Nywerheidopleidingspaneel,
singeing, shampooing, bleaching, dyeing, colouring, tinting, straightening, styling, waving (permanent waving, Marcel or water waving) or any other treatment of the hair on the head or the face,

the massage or other stimulative treatment or exercise of the face, scalp or neck,

manicuring and/or restructuring of the nails, eyebrow plucking, board work, trichological treatment or beauty culture, or

performing any operation on any wig or hairpiece to be worn by any person,

whether or not any apparatus, appliance, preparation or substance is used in any of these operations

4. OBJECTS OF THE SCHEME

The principal objective of the Scheme shall be to promote the common interests of employers and employees in the industry by assuming joint responsibility for the training needs of artisans and other employees in the industry and the activities of the Board shall be wholly directed to the furtherance of this principal objective through the following objects

(a) To provide the necessary funds to ensure an adequate supply of trained employees for the industry and to financially assist with the training and development of employees for the industry at all levels in order that all contributing employers will have equal opportunities for the training and development of their employees, and

(b) to finance the administration of the Board and the objects of the Board as set out in its constitution

5. HAIRDRESSING AND COSMETOLOGY INDUSTRY TRAINING AND DEVELOPMENT FUND

(1) There is hereby established a fund to be known as the Hairdressing and Cosmetology Industry Training and Development Fund.

(2) The Fund shall be administered by the Hairdressing and Cosmetology Industry Training Board

(3) Into the Fund shall be paid—

(a) training levies in terms of clause 7 of this Scheme,

(b) interest and/or capital appreciation derived from the investment of any moneys of the Fund,

(c) any other moneys to which the Fund may become entitled

(4) The moneys of the Fund shall be applied to the attainment of the objects of the Scheme as set out in clause 4

skoeing, sjamponeing, bleiking, kleuning, tinting, verstelling, stierring, golwing (permanent golwing, Marcel- of water golwing) of enige ander behandel-

ing van die hare van die kop of die gesig,

die massering of ander stimulerende behandeling of oefening van die gesig, kop of nek,

man kunning van die naeLS en/of naelherboung, wenk- brouplukking, bordwerk, trichologise behandeling of verfraaiing, of
die vernaaiing van enige Werkzaamheid op enige pruik of haarstuk wat deur enige persoon gedra kan word,

hetsy enige apparaat, toestel of styl in enige van hier- die aktiwiteite gebruik word al dan nie,

"werkgewer" enige werkgever, soos in die Wet omskryf, wat aan enige werknemer werk verskaf of hom in diens neem of wat selfstandig in die Nywerheid werk- saam is,

"werkvaner" enige werknemer, soos in die Wet omskryf wat vir 'n werkgever in die Nywerheid werk of by hom in diens is, en

"Wet" die Wet op Mannedragopleiding, 1981 (Wet No 56 van 1981)

4. DOELSTELLINGS VAN DIE SKEMA

Die hoofdoelstelling van die Skema sal wees om die gemeenskaplike belange van werkgewers en werknemers in die Nywerheid te bevorder deur gesamentlike verwoordehe- heid te aanvaar vir die opleidingsbehoeftes van ambagsels en ander werknemers in die Nywerheid en die werkzaamhede van die Raad sal geheël en al gereg wees op die bevordering van hierdie hoofdoelstelling deur middel van die volgende doelwitte.

(a) Om die nodige fondse te voorsien om 'n toereik- kende bron van opgelide werknemers vir die Nywer- heid te versker en om die opleiding en ontwikkeling van werknemers in die Nywerheid op alle vlakke finan- saeel te ondersteun sodat alle hydraekte werkgewers gelyke geleentheid vir die opleiding en ontwikkeling van hul werknemers sal hê, en

(b) om die administrasie van die Raad en doelwitte van die Raad, soos dit in sy konstitusie uiteengevat is, te finansier

5 HAARKAPPERY EN KOSMETOLOGIESE NYWER- HEIDOPLEIDINGS- EN -ONTWIKKELINGSFONDS

(1) Hierby word ’n fonds gestig, wat bekend staan as die Haarkappery en Kosmetologiese Nywerheids- en -ontwikke- lingsfonds

(2) Die Fonds sal deur die Haarkappery en Kosmetolo- giese Opleidingsraad geadministreer word

(3) In die Fonds word inbetaal—

(a) opleidingsheffings kragtens klausule 7 van hierdie Skema,

(b) rente en/of kapitaalwaarneming wat uit die belegging van enige gelde van die Fonds verkry word,

(c) enige ander gelde waarop die Fonds geregte mag word

(4) Die gelde van die Fonds word vir die bereik van die doelstelling van die Skema, soos in klausule 4 uiteenge- aangewend
6. ESTABLISHMENT AND FUNCTION OF THE HAIRDRESSING AND COSMETOLOGY INDUSTRY TRAINING BOARD

(1) The Hairdressing and Cosmetology Industry Training Board has been established by the South African Hairdressers and Cosmetologists Association and the South African Hairdressers Employees Industrial Union in accordance with a constitution approved by the Registrar.

(2) The Board shall have the power to deal with all matters falling within the scope of the objects of this Scheme, as set out in clause 4.

7. RETURNS AND CONTRIBUTIONS TO THE FUND

(1) From the date of coming into operation of the Scheme, every employer in the Industry who is a member of the South African Hairdressers’ and Cosmetologists’ Association, shall—

(a) submit to the Board at P O Box 1966, Roodepoort, 1725, or such other address as may be advised by the Board in writing and by registered post to the employer, by the fourteenth day of each month, a return reflecting the number of employees in his service on the last day of the preceding month in respect of each separate establishment owned or operated by him in any area referred to in clause 2, and

(b) pay to the Fund a levy of R15.00 (fifteen Rand) per month in respect of each establishment covered by the return referred to in paragraph (a), which payment shall be made monthly by crossed cheque which shall accompany the said return.

(2) Costs incurred in collecting late levies or contributions shall be charged to and paid by the employer concerned.

8. INFORMATION

The Board shall furnish every employer in the Industry with details concerning the Scheme in such a form as the Board may from time to time determine. Provided that such details shall include at least the constitutions of the Scheme and the Board, the contributions to be made or the levies payable to the Fund, the financial incentives to be provided under the Scheme and the procedure to be followed for the lodging of claims against the Fund.

9. FINANCE

(1) All moneys received shall be deposited into a specified banking account in the name of the Fund, within seven (7) days of receipt thereof.

(2) All payments made on behalf of the Fund shall be made by cheque drawn on the said banking account and shall be signed by the Chairman of the Board and co-signed by the Chief Executive Officer of the Board, or by such other officials as are designated in writing by the Board.

(3) Funds which are not required for immediate use shall at the discretion of the Board be invested in—

(a) internal registered stock within the meaning of section 21 of the Exchequer Act, 1975 (Act No 66 of 1975),

(b) National Savings Certificates,

(c) Post Office savings accounts or certificates,

(d) savings accounts, permanent shares or fixed deposits in building societies or banks,

or in such other manner as may be approved by the Registrar.

(4) The Board shall annually appoint a public auditor, who shall be paid out of the Fund, to audit the accounts of the Fund for the period ending 31 December. Copies of the audited accounts shall be made available to the South African Hairdressers and Cosmetologists Association and the South African Hairdressers Industrial Employees Union and a copy shall be forwarded to the Registrar. Copies shall also be made available to all contributors to the Fund.
10. DISSOLUTION OF THE SCHEME

(1) Upon the termination of the Scheme the assets of the Fund shall be transferred to the Board for disposal in accordance with its constitution, and the Board shall be responsible for the registration of all the liabilities of the Scheme.

(2) The Registrar shall be notified of the termination of the Scheme in good time.

11. AGENTS

(1) The Board may appoint agents on such terms and subject to such conditions as the Board may deem fit to give effect to the objects of the Scheme.

(2) The appointment of an agent may be revoked by the Board at any time and for any reason.

(3) The agent shall be empowered to enter any establishment and may question the employer or any employee for the purpose of ascertaining whether or not the provisions of clause 7 are being observed.

12. INDEMNITY

The members of the Board shall not be liable for any loss to the Fund arising from any improper investment made in good faith, or by any act in their bona fide administration of the Fund, or by the negligence or fraud of any person employed by the Board, or by reason of any act or omission by members or by reason of any other matter or thing save individual wilful of fraudulent wrong-doing on the part of such members who can be held liable. Any such member shall be reimbursed by the Fund for any liability incurred by him in defending any proceedings, whether civil or criminal, arising out of an allegation involving bad faith in which judgement is given in his favour or in which he is acquitted.

13. EXEMPTIONS

Any application for exemption from any provision of this Scheme, which may be granted by the Minister of Manpower, must be submitted to the Hardressing and Cosmetology Industry Training Board at P O Box 1666, Roodepoort, 2725, who shall submit such application together with any recommendation by the Board to the Director-General Manpower.

No. R. 2606 9 November 1990

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, WESTERN PROVINCE — AMENDMENT OF AGREEMENT FOR THE CAPE PENINSULA

CORRECTION NOTICE

The following corrections to Government Notice No. R 2507 appearing in Government Gazette No. 12805 of 26 October 1990, are hereby published for general information:

1. In the Afrikaans text of the Schedule

(1) Insert the following clause 4 after clause 3

"4 KLOUSELE 15: JAARLIKSE VERLOF EN OPENBARE VAKANSIEDAE
Vervang subklausule (1) (a) (ii) deur die volgende:
(ii) wat om 17.00 op 14 Desember 1990 begin en om 08.00 op 7 Januarie 1991 eindig"

(2) Renumber the existing clauses "4", "5", "6", "7" and "8" to "5", "6", "7" and "8".

No. R. 2606 9 November 1990

WET OP ARBEIDSVERHOUDINGE, 1956

BOUYWERHEID, WESTELIKE PROVINSIE — WYSIGING VAN OOREENKOMS VIR DIE KAAPSE SKIEREILAND

VERBETERINGSKENNISGEWING

Onderstaande verbeterings aan Goewermentskennisgewing No. R 2507 wat in Staatskoerant No. 12805 van 26 Oktober 1990 verskyn, word hierby vir algemene inligting gepubliseer:

1. In die Afrikaanse tekst van die bylare

(1) Voeg die volgende klausule 4 na klausule 3

"4 KLOUSELE 15: JAARLIKSE VERLOF EN OPENBARE VAKANSIEDAE
Vervang subklausule (1) (a) (ii) deur die volgende:
(ii) wat om 17.00 op 14 Desember 1990 begin en om 08.00 op 7 Januarie 1991 eindig"

(2) Herhernoem die bestaande klausule "4", "5", "6", "7" en "8" na "5", "6", "7" en "8".
Plastics training

The plastics industry has set up a national training board to investigate its skills needs and co-ordinate training.

Plastics Federation chief executive Bill Neale says the board is seeking accreditation from the Department of Manpower. It hopes to develop vocational qualifications which will be recognised abroad.

Board chairman Ralph O'Harin says the plastics industry is one of the fastest-growing sectors of the economy.

"The major constraint on the maintenance of this high growth rate is a shortage of skills at all levels of a highly technical business."

The training board initially aims to give tuition to 260 trainees each year along guidelines which will form the basis of a long-term national strategy.
WASHINGTON — The US State Department has placed 17 firms "on probation" after judging that their South African subsidiaries had taken inadequate steps to train and promote black employees and had been insufficiently active in community development.

One company, National Utility Service, has been assessed as "failing to meet the basic requirements" of the labour code contained in the Comprehensive Anti-Apartheid Act, and faces loss of government export assistance.

Nine firms are deemed "to be making satisfactory progress".

The findings are contained in the State Department’s latest annual report on the conduct of US subsidiaries whose parents do not subscribe to the Statement of Principles and monitoring system that grew out of the old Sullivan Code.

The report urges all US companies still in South Africa to stay put because "a continued American business presence in post-apartheid SA will remain a vital contributor to growth and equal opportunity".

It issues a plea to state and local governments — whose punitive policies against firms with SA ties have been a major factor in the withdrawal of US investment — "to react positively to further progress in SA".

Eighty-five US firms registered with the Department last year with an aggregate South African workforce of 27,913 down from 37,693 in 1985. 27 firms opted to answer a State Department questionnaire rather than submit to the Arthur D Little audit performed on those companies that signed the Statement of Principles.

Subsidiaries of companies placed on probation include Echlin-Charger Manufacturing of Johannesburg, Precision Valve of Randburg and National Standard Co of Uitenhage. The report does not explain what "probation" entails.

All companies, except NUS, whose returns were incomplete, were judged to have met the basic standards set by the CAAA. These included an appropriate minimum wage — averaging R107 a month.

Overall, wages for black employees in the reporting firms averaged R1,434 a month for salaried workers and R1,089 for hourly workers — an increase of 33% and 23%, respectively, over 1985 levels.

Also up dramatically were per capita expenditures on employee training and education — from R187 in 1985 to R323 last year.

The firms claimed to have spent a total of R4,2m on non-employee education and community development in 1985, up from R1,6m in 1983.

Others on probation are: Wynn’s Car Care Products, Air Express, Buckman Laboratories, Consolidated Pneumatic Tool Co, Coulter Electronics, Erierz Magnetics, L & M Radiators, MacDermid, Preformed Mnc Products, Salisbury Veterinary, Schenectady Chemicals, Simplicity Patterns, Lohmann & Co and Wilbur-Ellis Co.
Technicians to ease accounting shortages

ACCOUNTING firms have begun training accounting technicians to help maintain standards and cope with skills shortages.

While SA was starved of highly skilled accountants, many countries had introduced accounting technicians to undertake routine work and free those with expertise to concentrate on complex issues, Price Waterhouse partner Chris Frame said last week.

"Educating those from disadvantaged educational backgrounds to join the profession will take time, and the short-term solution is to simplify the job," he said.

KPMG Aiken & Peat CE Guy Smith said the rise of informal sector entrepreneurs to the formal sector would intensify the need for accounting services.

"Due to the high barriers to entry — the chartered accountancy (CA) examination is extremely difficult — there is a danger of splinter groups forming, such as blacks creating their own bodies. This could lead to a lowering of standards.

"Having a tier system, like the one used in Lesotho, would ensure that those who could not achieve the CA qualification could stay in the profession while being given encouragement to study and climb to the next tier," Smith said.

SA's accountants had been "cocooned" in a First World commercial and industrial environment.

With the rapid political and socio-economic evolution taking place in SA, it was "not difficult to anticipate a situation in which the accountancy profession will have to straddle First and Third World business conditions." Frame said that once only education would provide a long-term solution, it was hoped that SA would become an attractive destination for skilled professionals.

"There is already a shortage of highly skilled accountants and our aim should be to ensure they are not burdened with routine work," he added.
MOST school leavers want a career that looks glamorous, brings fame or has status.

Others want a job that is adventurous and flexible.

Journalism is a hot favourite for such people.

So what does it mean to be a journalist?

A journalist is the person who goes out and gets the story of an event that is taking place of interest to the public.

And that story is either published in print or broadcast on radio or television.

Journalists who take photographs of new events are called photojournalists.

The job is about gathering news. A journalist attends events of public interest, conducts interviews and investigations and then writes about them or presents a filmed interview.

But news means different things to different people.

**Dailies**

If a journalist is working for a small community paper, obviously she will write about local events important to that community.

But a journalist can work for a bigger daily newspaper and write about events of national or even international significance.

If a journalist is interested in what is called hard news, it can often be quite a dangerous business, going to scenes of violence and confrontation to tell the story of how it really happened.

But what is interesting is how different newspapers tell the same story.

Then there is feature writing, often about ordinary people, but with an interesting angle.

Most journalists write about areas they understand best, like sport, politics or labour reporting.

Others might work on the general news desk, where they must write about anything that comes up.

A good general knowledge and command of languages works to the advantage of the aspiring journalist.

An inquisitive mind and an open personality with a drive to know more is also essential.

Many journalists started as freelance writers. But it is not easy and the freelancer must be exceptionally inventive, because she has to come up with ideas for stories that permanent staffers have not thought of.

Another field in journalism is sub-editing, where the journalist reads copy from reporters and makes it fit onto the pages. These people also write headlines, place photographs and make sure there are no mistakes in the finished product.

Most people go into journalism straight from school.

**Training**

In-service training is still considered the best training one can get and most major newspapers have intensive training schemes ranging from six months to a year for trainee reporters.

However, there are formal institutions that offer training.

Several technikons offer three-diploma courses, while Rhodes University in Grahamstown offers a four-year Bachelor's degree.

Those interested in journalism can contact individual newspapers to qualify for in-service training.

For addresses of technikons offering the diploma course and details of requirements for admission to Rhodes University contact your nearest career centre.
Subject groupings vital

Make your career choice early, says Budweiser Brauhaus of the University of the West.

Many people have heard of the "A" in the "A" and "B" subjects.

But what about the "C" subjects?

"The "A" and "B" subjects are important, but the "C" subjects are equally important," says a representative of Budweiser Brauhaus.

"People often think of the "A" and "B" subjects as the most important, but people with "C" subjects can also have successful careers and be just as successful as those with "A" and "B" subjects."

Budweiser Brauhaus encourages students to consider a wide range of options and to choose a career that aligns with their interests and skills.

"It's important to find a career that you enjoy and that you're good at," says the Budweiser Brauhaus representative.

"Don't just choose a career because it's trendy or because it's easy. Choose a career that you're passionate about and that will give you a sense of fulfillment."

Budweiser Brauhaus offers a variety of resources to help students explore different career options and to prepare for success in their chosen field.

"We offer workshops, seminars, and one-on-one counseling to help students navigate the career planning process," says the representative.

"We also offer resources to help students find internships and other opportunities to gain real-world experience."

"Remember, the most important thing is to choose a career that you love and that will bring you personal and professional fulfillment."
NEW career in middle age

Another woman took a chance and won.

These are the stories of people who have developed new careers after middle age.

Teaching, counseling, and health professions are among the most popular.

It's never too late to go back to school and get a degree in a new field.

The key is to have a plan and to be committed to it.

And never give up.
Like using hands? Try carpentry

CAREER advisors discourage some people from pursuing traditional professions such as nursing, teaching and social work and encourage them to consider other options.

Such an option is carpentry.

The job requires an accurate person who is able to measure and cut wood.

Training involves theory and practical work with an emphasis on on-the-job training.

A Standard 6 pass is required although a Standard 7 would be an advantage.

A carpenter works mainly with wood - fitting, cutting and assembling the wooden parts of buildings such as ceilings, roofs, window and door frames.

Carpentry can make you a good living.

Or he can start a successful business making furniture.

Training is offered at vocational and technical schools and colleges.
Technical and clerical work

A GLANCE through the classified section of most newspapers shows what good salaries can be earned by draughtsmen.

Like other technical fields few blacks have ventured into this one.

Draughtsmen work closely with architects, designers and engineers.

They translate their initial ideas into practical, detailed plans.

One can also work with town and regional planners, cartographers, mining and quantity surveyors.

Employment opportunities are opened in the private sector and in Government departments.

* For several reasons, some people do not manage to get a tertiary education.

These resort to being office clerks.

* The job is suitable for people who enjoy routine and order.

* All institutions and organisations have
WORK FOR YOU!

Finding the Route is Important

Executive Courses and Staff Training
Money thrown away on wrong courses

While it is true that students are not always free to choose their courses of study, and that some courses may be more attractive or interesting than others, it is important to consider the overall impact of these decisions on the individual and society as a whole.

On the one hand, it is true that students may choose courses that they are interested in or that they believe will be of value to them in the future. This can be beneficial for both the student and society, as it allows students to pursue their passions and interests and develop the skills that they need to succeed in their careers.

On the other hand, it is also true that students may choose courses that are not necessarily aligned with their personal or professional goals, or that are of limited practical value. This can be detrimental to both the student and society, as it can lead to wasted resources and a misallocation of effort.

In conclusion, while it is important for students to have the freedom to choose their courses of study, it is also important for them to consider the broader implications of their decisions and to make choices that are both personally fulfilling and socially beneficial.
Rapid changes are creating a new training awareness

Because of rapid changes and the need for qualified resources, businesses have become more dependent on training and developing new training levels. Kevin Armstrong, chief operating officer at Rapid Training Inc., says, "Training and developing new training levels will be necessary if businesses are to keep pace with the new environment." The company's goal is to help organizations that are interested in developing new training levels.

Disadvantages

- Training can become demoralizing by an inaccurate educational system
- Training can be expensive
- Training can create a sense of resistance

Advantages

- Training can improve productivity
- Training can increase employee satisfaction
- Training can improve the quality of work

Innovations

- Training can be done using computer-based training programs and VR
- Training can be done using online learning
- Training can be done using traditional methods

Innovations are being made in the training field. However, there is a need for more research to determine the effectiveness of these new training methods.

Invest

For businesses to succeed in the new environment, they will need to invest in new training programs. Businesses will need to invest in training programs that are designed to meet the needs of the new environment.

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Invest
A MIDRAND-based personnel agency has arranged a series of one-day workshops geared to meet the needs of thousands of matriculants, students and army leavers who will enter the labour market during 1991.

A spokesman, Mr John Moss, said the workshops to be offered from November 26 until January 18, will take place at No 2 Summit Road, Blue Hills, Midrand.

He said that it was a fact that job seekers had high hopes of pursuing gainful employment.

Unfortunately most of these newcomers were ill prepared for the daunting task facing them to secure employment.

According to Moss, they have also realised that educational institutions are not preparing graduates to cope with the trauma and stress to secure employment.

This resulted in job seekers losing confidence as they went from one interview to the next.

He said what made matters worse was that the majority of these people were not aware of how to present themselves in a professional manner.

They dressed incorrectly, presented badly written curriculum vitae and did not communicate effectively at interviews.

"We have developed these workshops to assist job seekers who are finding it difficult to secure employment as a result of their inability to effectively market their skills.

"We sincerely believe that these workshops will go a long way in solving some of the major problems job seekers of all races are facing," he said.

The workshop will among other things offer client need in current economic climate, how should job applicants sell themselves' communication skills, preparing a CV and preparation for the interview.

For more information contact John Moss, at (011) 318-2428.
Returning exiles ‘should get priority for jobs’

By SAMANTHA WEINBERG

RETURNING exiles and political prisoners should be given priority in the pursuit of jobs — otherwise they might easily pick up arms and become a major destabilising factor, says Papie Moloto from the Centre for the Development of Human Resources.

The CDHR is closely with the Consultative Business Movement to persuade business to help exiles and former prisoners find gainful employment.

“What we want is to find businesses who are willing to take on skilled people and organise on-the-job training for them. It will work for our mutual benefit — we provide the human resources and business provides physical and training resources,” he says.

The opportunity cost of exile or imprisonment is great in terms of benefits forgone, says Moloto, which is why these disadvantaged people should be given a leg-up when they return.

“Many of these people who have been involved in the armed struggle are bitter, so if they return to unemployment they could easily become a major destabilising factor — especially if they lay their hands on arms.

“Then is why they must be gainfully and satisfactorily employed. We don’t want business to give them handouts, they must be given jobs.”

As many of the returnees have management and leadership potential, this should work for the benefit of the employers as well, he says.

Sechaba Molibebe from the Political Prisoners’ Support Committee is compiling lists of the approximately 3 000 people still in prison, detaining their past experience and skills.

Many of them, while illiterate and uneducated, have developed skill in prison, says Molibebe, himself a former Robben Islander.

“On the Island, most of the people were aware they would require skills when they were released and studied through correspondence courses to ensure they are prepared to make a meaningful contribution to their country. In addition they learnt practical skills, such as carpentry, upholstery, building and mechanics — all of which would help them valuable employees to existing companies.

While Molibebe’s main concern is the fate of former political prisoners, he accepts the whole community should benefit from training — but that prisoners and exiles should be given priority.
Workers must learn skills, not Latin.
PUPILS FORUM has been flooded with letters from readers requesting addresses where they can apply for bursaries. A number of these addresses were published in our June 8-June 14 edition.

We regret that most institutions are already closed for this year's applications and we advise students to try the bursary sections at the universities, technikons or colleges where they would like to study.

Below we publish the addresses of universities and institutions which offer bursaries. For addresses of technikons and colleges, students may ask their principals, career advisers or local education department offices.

SOUTH AFRICAN COUNCIL OF CHURCHES (SACC)

The SACC offers financial assistance mainly to students residing in the rural areas. The assistance is provided for students from secondary school up to university. You should indicate in your application what studies you are following or would like to follow.

Their address is: African Bursary Fund SA Council of Churches P. O. Box 4921 Johannesburg 2 000

EDUCATIONAL OPPORTUNITIES COUNCIL

This institution provides financial assistance to 100 students who are willing to proceed with their studies at university, a technikon or college of education as well as students in their first year in such institutions.

The applicants should be interested in studying in commerce, science, journalism or public administration.

Those willing to study education should be interested in teaching commerce or science subjects.

Students in the Transvaal, Orange Free State and Western Cape should send their applications to:

Educational Opportunities Council P. O. Box 3223 Johannesburg 2 000

Students from Natal can send their applications to:

- Educational Opportunities Council P. O. Box 2687 Durban 4 000
- Students in the Eastern Cape can apply to:
  - Educational Opportunities Council P. O. Box 23181 East-Land 6 009

ANGLO AMERICAN CORPORATION AND DE BEERS CONSOLIDATED MINES BURSARIES AND SCHOLARSHIPS

These two companies offer bursaries and scholarships for students who wish to study in the following courses:
- Mining Engineering
- Extractive Metallurgy
- Chemical Engineering (with mineral processing option)
- Mechanical Engineering
- Electrical Engineering
- B. Comm. degree with relevant subject choice leading to a career in accounting or personnel management.

In order to be considered for a bursary or scholarship in these companies you should be studying for or have obtained a matric exemption with symbols which are acceptable to university. The lowest acceptable symbol is "D".

The address is: The Bursary and Scholarship Unity Graduate Recruitment Dept. Anglo American Corporation of SA Ltd. P. O. Box 61597 Marshalltown 2107

The SA INSTITUTE OF RACE RELATIONS

Provides financial assistance for tertiary studies. Only students to secondary institutions or currently doing matric need apply.

The address is: SA Institute of Race Relations Bursary Dept. P. O. Box 32597 Braamfontein 2017

It is also not too early to choose the university, you would like to go to. Here are some addresses. You can apply now for their prospectus.

Addresses of Universities:

- Transvaal: The University of Bophuthatswana Private bag X2064 Matseleng Bophuthatswana
- Medical University of South Africa P. O. Medunsa 0304 University of the North Private bag X2060 Pretoria 0070
- University of Pretoria Pretoria 0001
- University of South Africa P. O. Box 392 Pretoria 0001
- University of Venda Private bag X2220 Thohoyandou Venda
- University of Venda Pretoria 0001
- University of the Witwatersrand Jati Libert Avenue Johannesburg 2 000
- Cape Province: The University of Cape Town Private Bag Rondebosch 7 700
- The University of Port Elizabeth Private bag X1314 Alice 5700
- University of the North Private bag X2060 Pretoria 0070
- Rhodes University P. O. Box 94 Grahamstown 6 140
- University of Stellenbosch Stellenbosch 7 600
- University of Transkei Private bag X5092 Umtata
- University of the Western Cape Private bag X17 Bellville 7 530
- Natal: The University of Durban-Westville Private bag X4001 Durban 4 000
- University of Natal-Durban King George V Avenue Durban 4 001
- University of Natal-Pietermaritzburg P. O. Box 372 Pietermaritzburg 3 200
- University of Zululand Private bag X1003 Ewa-Di-Shezwa 3 886
Retrenched workers get helping hand

By Joshua RaboroKo

With the current slow economic growth rate and many South African companies retrenching workers in large numbers, a bookkeeping company has started a new division to handle laid-off staff.

Pressure on the job market will also increase with the return of thousands of exiles who will need help to find employment or start their own businesses in order to create job opportunities.

The Academy of Computer Bookkeeping CC, has started services, which include courses on how to get a better job, how to start your own business, strategy sessions, the use of facilities and advice and assistance on preparing a superior curriculum vitae.

The academy's placement division's executive, Mr Bill Nourse, said many companies in the mining, banking, computer and defence industries who were retrenching staff felt a moral commitment to help their laid-off workers to get back on their feet.

However, because of the competitive nature of the job market, many people, especially blacks, were not getting sufficient expertise to cope with the demands in the fast changing technological and commercial environment.

He said that people were starting to realise that the days that employees could remain with one employer all their working lives were probably over forever.

"Employees are realising that they have to constantly improve their skills and improve on their curriculum vitae and be able to competently market their skills and abilities when they need to get a better job."

Courses offered by the academy include basic manual bookkeeping, bookkeeping on computer, PC computer operation, financial management on spreadsheets and word processing and data base management.

The courses have been designed by and are under the supervision of Chartered Accountants.
DEPARTMENT OF MANPOWER

No. R. 2749 30 November 1990

CORRECTION NOTICE

WAGE ACT, 1957

WAGE DETERMINATION 466—BRUSH AND BROOM MANUFACTURING INDUSTRY, CERTAIN AREAS

The following correction to Government Notice No. R. 2350 of 5 October 1990 is published for general information:

In clause 3 (1) (b), for the expression "After six months" wherever it occurs in the headings of the wage tables, substitute the expression "During the second six months after this determination has come into effect"

No. R. 2754 30 November 1990

LABOUR RELATIONS ACT, 1956

JEWELLERY AND PRECIOUS METAL INDUSTRY (CAPE)—RENEWAL OF TRAINING FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos R 960 of 3 June 1977, R 2156 of 27 October 1978 and R 723 of 30 March 1990, to be effective from the date of publication of this notice and for the period ending 8 April 1992

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 2755 30 November 1990

LABOUR RELATIONS ACT, 1956

JEWELLERY AND PRECIOUS METAL INDUSTRY (CAPE)—AMENDMENT OF TRAINING FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 8 April 1992, upon the employers’ organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

DEPARTEMENT VAN MANNEKRAG

No. R. 2749 30 November 1990

VERBETERINGSKENNISGEWING

LOONWET, 1957

LOONVASTELLING 466—BORSEL- EN BESEMNYWERHED, SEKERE GEBIEDE

Die volgende verbetering aan Goowermentskennisgewing No. R. 2350 van 5 Oktober 1990 word vir algemene inligting gepubliseer:

In klousule 3 (1) (b), vervang die uitdrukking "Na ses maande" oral waar dit in die opsikte van die loontabel voorkom, deur die uitdrukking "Gedurende die tweede ses maande nadat hierdie vasstelling in werking getree het"

No. R. 2754 30 November 1990

WET OP ARBEIDSVERHOUDINGE, 1956

JUWELIERSWARE- EN EDELMETAALNYWERHED (KAAP)—HERNUWING VAN OPLEIDINGSFONDS-OOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaling van Goowermentskennisgewings Nos R 960 van 3 June 1977, R 2156 van 27 Oktober 1978 en R 723 van 30 Maart 1990, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 8 April 1992 eindig

E. VAN DER M. LOUW,
Minister van Mannekrag

No. R. 2755 30 November 1990

WET OP ARBEIDSVERHOUDINGE, 1956

JUWELIERSWARE- EN EDELMETAALNYWERHED (KAAP)—WYSIGING VAN OPLEIDINGSFONDS-OOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaling van die Ooreenkom (hierna die Wysigingsooreen­koms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opsikte van hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 8 April 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkom aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en
(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 8 April 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE JEWELLERY AND PRECIOUS METAL INDUSTRY (CAPE)

TRAINING FUND AGREEMENT

In accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between

The Cape Jewellery Manufacturers’ Association
(hereinafter referred to as the “employers” or the “employers’ organisation”), of the one part, and

The Jewellers’ and Goldsmiths’ Union
(hereinafter referred to as the “employees” or the “trade union”), of the other part,

being the parties to the Industrial Council for the Jewellery and Precious Metal Industry (Cape),


1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Jewellery and Precious Metal Industry—

(a) by all employers who are members of the employers’ organisation and by all employees who are members of the trade union,

(b) in the Magisterial District of the Cape (excluding those portions which prior to 24 October 1958 and 9 March 1973 (Government Notices Nos 1559 of 24 October 1958 and 173 of 9 February 1973) fell within the Magisterial District of Wynberg, but including that portion of the Magisterial District of Goodwood which, prior to the publication of Government Notice No 1882 of 3 October 1975 fell within the Magisterial District of the Cape);

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—

(a) apply only to employees for whom wages are prescribed in the Main Agreement, and to the employers of such employees;

(b) apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any condition fixed thereunder.

(by kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsoorenkoms, uitgesonderd dié verwat in klousule 1 (1) (a) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing om vir die tydperk wat op 8 April 1992 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde On- derneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsoorenkoms gespesifiseer

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE JUWELIERSWARE- EN EDELMETAALNYWERHEID (KAAP)

OPLEIDINGSFONDSOORENKLANTS

oorenkomsitig die Wet op Arbeidsverhouding, 1956, gesluit deur en aangegaan tussen

The Cape Jewellery Manufacturers’ Association
(hierdie die “werkgewers” of die “werkgewersorganisasie” genoem), aan die een kant, en

The Jewellers’ and Goldsmiths’ Union
(hierdie die “werknemers” of die “vakvereniging” genoem), aan die ander kant,

wat die party is by die Nywerheidsraad vir die Juweliersware- en Edelmetaalnywerheid (Kaap),


1. TOEPASSINGSBESTEK VAN OORENKLANTS

(1) Hierdie Ooreenklants moet in die Nywerheidsraad vir die Juweliersware- en Edelmetaalnywerheid nagekom word—

(a) deur alle werkgewers wat lede is van dié werk- gewersorganisasie en deur alle werknemers wat lede is van dié vakvereniging,

(b) in die landdrosdistrik die Kaap [uitgesonderd da- riede gedeelte wat voor 24 Oktober 1958 en 9 Maart 1973 (Goewermentskennisgewings Nos 1559 van 24 Oktober 1958 en 173 van 9 February 1973) binne die landdros- distrik Wynberg geval het, maar inbegrip van daardie gedeelte van die landdrosdistrik Goodwood wat voor die publikasie van Goewermentskennisgewing No 1882 van 3 Oktober 1975 binne die landdrosdistrik die Kaap geval het]

(2) Ondanks subklousule (1) is hierdie Ooreenklants—

(a) van toepassing slegs op werknemers vir wie lone in die Hoofoorenkoms voorgestryf word en op die werk- gewers van sodanige werknemers,

(b) op vakleiings van toepassing slegs slegs so ver dit nie met die Wet op Mannekragopleiding, 1981, of met ‘n kontrakt wat daarkragtige aangeteken of ‘n voorwaarde wat daarkragtigs gestel is, onbetaalbaar is nie
2. CLAUSE 6.—CONTRIBUTIONS TO THE FUND
(1) Substitute the following for subclause (2):

"(2) Every employer shall contribute to the Fund an amount of 2 cents for every R5 of wages paid to weekly-paid and monthly-paid employees. For the purposes of this clause, wages shall include leave pay."

Signed at Cape Town this 23rd day of August 1990

M. LEVIN,
Chairman

J. DAVIDS,
Vice-Chairman.

Miss K. MARTIN,
Secretary.

No. R. 2790
30 November 1990

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—EXTENSION OF PROVIDENT FUND AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised therefor by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices Nos. R 1303 of 1 July 1988 and R. 307 of 16 February 1990, by a further period ending 1 January 1996.

D. VAN DER WALT,
Director. Labour Relations.

No. R. 2791
30 November 1990

LABOUR RELATIONS ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL).—AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the date of publication and for the period ending 9 February 1995, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

2. KLOUSSEL 6.—BYDRAE TOT DIE FONDS
(1) Vervang subklausule (2) deur die volgende

"(2) Elke werkgewer moet 'n bedrag van 2 sent vir elke R5 van lonne wat aan weeklyksbesoldigde en maandeliksbesoldigde werknemers betaal word, tot die Fonds bydra. Vir die deelendes van hierdie klausule sluit lene verlofbesoldiging in."

Geteken by Kaapstad op hede die 23ste dag van Augustus 1990

M. LEVIN,
Voorstander

J. DAVIDS,
Ondervoorstander.

Mej. K. MARTIN,
Sekretaris.

No. R. 2790
30 November 1990

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—VERLENGING VAN VOORSORGFONDS-OOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemag deur die Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Gouvernementskennisgewings Nos. R. 1303 van 1 Julie 1988 en R. 307 van 16 Februari 1990, met 'n verdere tydperk wat op 1 Julie 1988 en R. 307 van 16 Februare 1990, met 'n verdere tydperk wat op 1 Januare 1996 eindig

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

No. R. 2791
30 November 1990

WET OP ARBEIDSVERHOUDINGE, 1956

WASSERY-, DROOGSKOONMAAK EN KLEURNYWERHEID (NATAL).—WYSIGING VAN HOOF-OOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkom (hierna die Wysigingsooreenkom genoem) wat in die Bylale hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskep by hierdie kennisgewing vermeld, met ingang van die datum van publikasie en vir die tydperk wat op 9 Februare 1995 eindig, bindend is vir die werkgewers-organisasie en die vakvereniging wat die Wysigingsooreenkom aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is, en
STUDENTS in Mamelodi and surrounding areas who want to pursue a career in draughting or architecture have until the first week of December to submit applications.

Mr. Gray Robertson, co-ordinator of the Y-Design School of Architectural Draughting, said they have only eight vacancies for interested students next year.

He said although the school was well-known in Mamelodi, they would like to have more contact with students in the surrounding areas.

The school offers a two-year, full-time course to students, preferably with matric and maths, but technical drawing and art subjects are also helpful.

"The three objectives of the course are to equip the students to be self-employed, to work in an architect's office or to study further at a technikon or university," he said.

The school is at the YMCA Centre in Mamelodi and was formed in 1984. It is a private, non-profit school funded by architects, local and international organisations.

It is administered by the Pretoria Architectural Society and has a working relationship with Protec and the South African Institute of Architects.

The tuition for the year is R250, dependent on the final budget. For further information contact (012) 801-1172.
UCT to establish new engineering degree

A NEW degree in Electro-mechanical Engineering is to be established at the University of Cape Town - making it the first interdisciplinary engineering degree to be offered at a South African university.

The departments of Mechanical and Electrical Engineering have already finalised the curriculum and students are now being accepted to begin their first year in 1991 with an initial target intake of 20 students.

A spokesman said the UCT Senate and Council had agreed to introduce the degree, subject to ministerial approval, and have stipulated that the degree will be introduced on a five-year trial basis.

Professor Manfred Reineck, head of Electrical and Electronic Engineering Department, said that while employers were generally happy with the specialist degrees of civil, mechanical and electrical engineering, some industries would be better served with broad-based engineering graduates.

"The aim of the new degree was to produce engineering graduates eminently suited for multi-disciplinary project tasks. The electromechanical engineer is a generalist expected to play an important role in industries where a multi-disciplinary approach is required. "They can be expected to perform effectively as project leaders, maintainance or resident engineers and because of their broad-based engineering background should also do well in managerial positions," he said.
By Joshua Raboroko

Black builders are angry

Some men will do it

When I first heard about the controversy involving the Westmark Homes development in Somewon, I was shocked. It's not every day you hear about a developer being accused of racial discrimination. Westmark Homes is a black-owned company, and the allegations have caused a stir in the community.

The controversy began when a group of residents, mostly black, complained that they were being discriminated against by Westmark Homes. They claimed that the company was not building enough affordable housing for black families and that the housing they were building was not of good quality.

The company denied the allegations, saying that they were following all the necessary procedures and that they were building for everyone. However, the residents persisted, demanding that the company do more to address their concerns.

The city stepped in and conducted an investigation, and the results were surprising. The investigation revealed that Westmark Homes had indeed discriminated against black residents, refusing to build in their neighborhoods and charging higher prices for homes.

The city's response was swift. They fined Westmark Homes and ordered them to cease and desist from discriminatory practices. The company was also required to build more affordable housing for black families.

The residents were happy with the outcome, but the company was not. They claimed that they were being unfairly targeted and that they were following all the necessary procedures. The company filed a lawsuit, but the case was eventually settled out of court.

The controversy has not been easy for Westmark Homes. They have had to deal with a lot of negative publicity and have had to change their ways. However, they have also learned a valuable lesson: that discrimination is never acceptable, regardless of the circumstances.

In my opinion, the issue is not just about black builders and their rights. It's about everyone's right to fair treatment and equal opportunities. We must continue to fight for justice and ensure that everyone is treated equally, regardless of their race.

The controversy has also highlighted the importance of affordable housing. We need more developers like Westmark Homes to build affordable homes for everyone, regardless of their race or socioeconomic status. Only then can we truly say that we are living in a just and equal society.
Bursary winners announced

BLACK consumers account for more than 50 percent of total retail market sales... yet the black advertising copywriter or account executive is one of a rare breed.

"Gone are the days when whites alone can decide what's good for blacks, particularly in terms of buying," said Denzoe Stamm, deputy MD of Grey Advertising and chairman of the Darryl Phillips Bursary Fund.

Four years ago, in an attempt to start addressing this problem, Grey Group chairman Darryl Phillips started a bursary fund which aims to foster black talent in the advertising industry.

Three bright youngsters each year — students who have successfully completed their first year of university — are awarded full bursaries to the University of the Witwatersrand.

Stamm announced the 1991 recipients at a function in Sandton last week.

They are Welhemina Magomotsi, Mxolisi Vincent Norman and Nonhlanhla Gumbi, all first-year students at the University of the Witwatersrand.

Welhemina is a dramatic arts student whose ambition is to act and to direct films and theatre.

Mxolisi, a husband and father, is also in dramatic arts... and is an outstanding trumpet player in addition to his interest in screenplays and commercials.

Nonhlanhla is a commerce student with excellent business acumen. In 1987 she was awarded a silver medal by the Black Management Forum for her efforts in the Junior Achievement Programme.

The bursary covers tuition fees, residence fees, books and a personal cash allowance. They will work for one of the Grey Group agencies during their holidays and will be offered full-time positions on completion of their degrees.

"It is particularly important at this time that every effort be made to ensure that talent is nurtured wherever it is found," Stamm says.

"One former bursary fund student who went on to work for us as a junior copywriter, Gladwin Marumo, is now in the United States on a Fulbright Scholarship," says Stamm.

"Although we are sorry to have lost him, we are delighted to think that we played a role in his development."
Afrox hits at envy

THE WORK ethic appears to be withering at all levels, says Afrox chairman Peter Jouber in his annual review. He says neither the begging bowl nor the surliness of envy helps to raise any society.

"Work must start with education and continue in all many forms ofendeavour to put more in than is taken out." Afrox’s slogan is, "It's not what we put in, it's what you take out."

Through a programme of "ownership", employees are encouraged to "grow" their jobs. This involves identifying ways of making the employee's efforts more productive and identifying other areas related to the job where he can make a contribution.

Afrox is helping 1062 employees in a complement of 7,133 with their housing. It is funding the education of 63 external students and 450 children of staff. In addition, 116 employees are taking advantage of the staff education scheme to study for degrees and diplomas.

The Afrox approach to manpower appears to work — the company has made significant technological progress, and it has avoided industrial action. More than 1,400 employees are members of a unit trust which owns 7% of the company.

The company expects to maintain growth even though it foresees a difficult 1991.
Fund ensures that talent is not lost

COMPANIES and business people should be doing whatever they can to ensure that the country's vast pool of talent is not lost forever.

This was said by Ms Denise Stamm, deputy managing director of Grey Advertising and chairman of Darryl Phillips Bursary Fund.

She was speaking at a function in Sandton to award bursaries to three 1991 students, who successfully completed their first-year of study at Wits University.

They are Welhemne Mogomotsi (18), Mxolisi Vincent Norman (27) and Nonhlanhla Gumbi. Welhemne is a dramatic arts student. Her ambition is to act, direct films and theatre.

Mxolisi, a husband and father, is also in dramatic arts. He is also an outstanding trumpet player in addition to his interest in screenplays and commercials.

Nonhlanhla is a commerce student with excellent business acumen. In 1987 she was awarded a silver medal by the Black Management Forum for her efforts in the Junior Achievement Programme, and sees herself as an entrepreneur.

The bursary covers their tuition fees, residence fees, books and a personal cash allowance. They will work for one of the Grey group agencies during their holidays and will be offered full-time positions on completion of their degree.

The fund provides bursaries in the faculties of arts and commerce, with the intention of developing black talent in the advertising industry.

Stamm said black consumers account for more than 50 percent of total retail market sales, yet the black advertising copywriter or account executive is a rare breed.

She said the days were gone when whites alone could decide what is good for blacks, particularly in terms of buying. She said in an attempt to address this, four years ago, the Grey group chairman, Darryl Phillips, started the bursary fund.

"It is particularly important at this time that every effort is made to ensure that talent is nurtured wherever found," she said.
THE Seshego branch of the Azanian Youth Organisation is to hold a week-long series of lectures next week aimed at improving career guidance among the youth, branch chairman, Mr Timmy Machaka, announced yesterday.

The lectures, which are open to members of the public, will be held at the local community hall and will also include film shows. The series begins on Monday with "The children’s rights, child abuse and drug abuse among the youths" by Sana regional representative Mr Morongwa Magonwga.

A discussion on sexually transmitted diseases and AIDS and medicine as a career will be led by a local doctor.

The rest of the programme is: Wednesday - Journalism as a career by Soweto’s northern Transval correspondent, Mathatha Tsechu.

Thursday Accounting and the commercial sector - career opportunities, by Mr Japie Sello Mabuca.

Friday. The law as a profession by Mr Don Nkadimeng.

Machaka said films related to the specific topics would also be shown. The programme will start at noon daily.
Free course on how to get employment

WITH retrenchments soaring, a computer academy has developed a 10-step job-seeking course, which it offers free of charge over the holiday period.

The Academy of Computer Bookkeeping's pilot scheme provides for lectures which can be taken at convenient times.

Course presenter Bill Nourse said at the weekend many retrenchments were taking place over the festive period.

"We have spent hundreds of hours developing the course — 10 Steps To Get A Job — which we offer free of charge to the readers of Business Day.

"A lot of it is homework which the participant can take home and study in his own time."

The developers say the course has been designed to suit a wide range of job-seekers such as matriculants, tradespeople, graduates, the experienced and inexperienced and young and old.

Among job categories provided for are accounting, bookkeeping, engineering, law, banking, mechanics, salesmanship, secretarial work, science and the technicians' vocations.

The system uses techniques which show the workseeker how to determine requirements for a job, decide on suitable employment, how to search for a new job and how to develop and prosper in a new career.

Nourse said the course was available during December and for at least the first two weeks of January. He can be contacted at (011) 465-5966.
Mrs Jemina Tladi is involved in one of the Sechaba projects. She makes African dolls to promote Black consciousness.

Sechaba - a story of success in aid

FROM a backyard room to a modern training centre, that is how the Sechaba training programme has grown.

The self-help scheme, which operates under the auspices of the Inter-denominational Prayer Women's League, moved into its new premises in July.

The spacious and airy centre, which can house 100 workers at a time and has two industrial sewing machines - one overlock and 12 domestic machines - is a far cry from the township backyard rooms where only one machine could be fitted and in which only one member could work.

Unemployed women from different denominations do handcrafts, sewing and fabric printing.

"The products, school uniforms, ethnic attire and traditional hand-crafted wares, are sold to curio shops and to the public on order."

Sechaba has also trained 17 women on both printing and basic sewing skills since its launch.

Director Mary Mabaso said the self-help scheme, initiated in 1983, was part of the IDFWL's attempt to teach people to do things for themselves even though they still had projects that offered assistance to the needy in the form of clothing and food.

"Our policy is to teach people how to catch fish so that they can be self-reliant. We show them options on what they could do to alleviate their problems by giving them skills that would help them earn a living," Mabaso said.

She said the women were screened before training to check if they were "deserving and would be dedicated to improving themselves and others when they had been given the skills."

The screening discouraged people who would only go back to sit at home with the skills they had acquired from training.

Women at Sechaba, which relies solely on sponsors, are paid from profits made on sales. The profits are also used to buy material to run the different projects. The women get from R80 to R120 a week.
Rhodes projects will help community

THE Rhodes University Institute for Social and Individual Development in Africa has established a broad range of community projects to help meet the urgent need for the development of people within non-racial social structures in the East London area.

Established at the East London Division of Rhodes two years ago, Isida has moved from strength to strength under the direction of Mr Ken Dovey, an accomplished sportsman who is highly qualified in the fields of education and psychology with vast university, business and community project experience.

According to Dovey, the institute aims to develop people in a broad way including the acquisition of interpersonal and technical skills, constructive values, awareness of socio-political contexts, the ability to work well within a team, competence in communication and strategic thinking skills.

He says that individual and social development can only be attained across a wide range of contexts.

Isida has initiated projects at schools, workplaces, outdoor education centres, tertiary education centres, sports grounds and centres for the visual and performing arts.

The institute operates on the principles that all the projects it supports are non-racial in principle and practice, projects must span a minimum of three years and must strive for excellence in the achievement of their goals.

The institute's leadership programme, LEAD, functions across a wide spectrum of age groups and focuses on communal leadership where each participant takes an equal responsibility for the performance and welfare of the group.

The programme includes a number of components, including a tough three-day outdoor component which aims at developing team-building skills, values and attitudes.

This takes place at the Hobbiton-on-Hogsback outdoor education centre in the Hogsback mountains.

Another component of the Lead programme involves a one-day political forum workshop, where participants develop an informed awareness of one another's socio-political contexts, beliefs and convictions.

Power management, creative thinking, confidence building, and strategic planning and organisation are also components of the Lead programme.

Further detailed information on the projects which Isida has initiated can be found in a recently-released book co-written by Ken Dovey and Terry de Jong, entitled Developing People.
Engineers
set up new
foundation

GARETH BELL

ENGINEERS plan to create a national body, with a budget of R100m a year, to increase the number of matriculants qualified to study engineering.

In a move to counter "the crisis in engineering education," the SA Engineering Association Council, the engineering education and training committee and member institutions plan to set up a National Foundation for Technological Development (NFTD), the December edition of Productivity SA reports.

The foundation will fund tertiary engineering education and will set up programmes to address the problems of students from disadvantaged backgrounds.

The magazine said the foundation would have an annual budget of R100m and industry would probably participate on a rand-for-rand basis.

The decision to set up the foundation was taken in response to a 1999 committee report, on The Crisis in Engineering Education.

Problem areas addressed in the report included improving the numbers of suitably qualified matriculants and funding tertiary engineering education to help universities attract suitable staff and produce more graduates.

The foundation will coordinate the programme at a regional level.
MANPOWER - TRAINING -

1991

JAN - MARCH - DECEMBER
Blacks struggle as big firms cut bursaries

Patrick Bulger and Polly Jones

Major companies have cut their bursary allocations, citing poor black matric results, the economic downturn and re-
trenchments that make it unnecessary to train professionals in certain fields.

Black students — many of whom rely almost entirely on bursary finance — are being particularly hard hit.

"Our number of bursaries is going to be lower this year," a spokesman for Anglo American Corporation said.

New bursaries offered by the corporation had dropped from 160 last year to about 150, the spokesman said, adding that
the number of relocations made it unnecessary to train more people.

Cutbacks were being introduced in the engineering fields, while an equal number of bursaries in the mining and metallurgical
field were still being offered.

A Gold Fields of SA spokesman said the company would be offering 30 bursaries this year, down from 50 last year.

Companies that intend retaining the same number of bursaries this year are being inundated by inquiries as university fees rise by an average of 22%.

Electronics company Altron said it was offering 33 bursaries this year as opposed to 21 last year but had cut back full bursa-
tories to offer more students half bursaries.

Altron's scheme attracted 550 applicants last year — this year there were 2,300.

The cutback was being felt particularly in technical training, said Witwatersrand Technikon rector Dirk Wild.

He said a lot more students — especially blacks — were applying for places at the technikon without having employers to pay for their education, as was usual.

"Companies just can't afford to train anymore," he said.

He cited the case of a student who obtained six distinctions in his first year, in spite of this his bursars had suggested he find another way to pay for his studies.

While bursaries were being cut back, the number of applications was increasing.

An Eskom spokesman said the corporation intended giving the same number of bursaries as last year but said there had
been a number of cancellations because of poor black matric results.
Job training centres on the rise in Reef

By Shirley Woodgate

Demand for staff at businesses throughout the Reef has suffered a definite downturn due to the recession, but wise job training centres are rapidly adapting their job strategy to meet the poor state of the economy.

This became clear in interviews with representatives of leading employment agencies and tertiary education centres specialising in specific skills or higher education.

“Any Johannesburg computer programming trainer, Manie van Zyl of van Zyl and Pritchard’s said: “The present situation has forced everyone to re-think their positions and in the information systems industry employers are in the process of looking at the sharp guys aged around 30 whom they can promote while getting rid of the deadwood.”

“That is the upwards situation but looking to the lower levels of staff, bosses are introducing limitations on the headcount.”

“If they employ at the lowest level they prefer to take on staff with two years’ experience whom they will pay double in order to get extra output with less people.”

“From our own point of view as trainers, we will not only have to train differently but better. The alternative is going out of business,” he warned.

“Computer Personnell” spokesman Peter Maybury confirmed Mr van Zyl’s view, stressing that employers’ demands were for staff with six months or more experience.

A vastly different tale comes from the Witwatersrand Technikon where most of the 15000 students are employed before they embark on tertiary education.

Spokesman Hannes Botha said many inquiries were received from firms wanting trained staff, particularly in the engineering, business and secretarial fields.

“Tradesmen are in demand and salaries are very good, often starting at R3600,” he said.
Tradesmen to play role in education

BUSINESS and industrial leaders have been urged to call a national conference in an attempt to solve the appalling crisis that the latest black matric results have brought about.

The chief executive of Control SA, Mr. Deryck Spence, said: "The black matric results have been a great tragedy. We have lost two generations of what could have been highly productive, skilled labour."

"It does not matter now whether this was a cry of 'liberation before education', or the Government's Bantu Education Act. The truth is that something has to be done to save the nation."

Minister of DET Dr. Stoffel van der Merwe had announced that 36.4 percent of matriculants had passed, as opposed to 42.4 percent in 1989. However, more pupils wrote the exams in 1990 than in 1989.

**Disaster**

The disastrous 1990 black matriculation results came under heavy criticism from many political and educational groupings which described them as "appalling" and called on the Government to introduce one-system education for all citizens in South Africa.

Spence showed concern in the black matric results when he said: "What matters now is the present and the future. The authorities can deal with the new intake of school children, but the private sector must find ways to convert what is a two-generation, confused group of largely rebellious youths into a useful pool of desperately needed productive labour."

His company had made a start by providing scholarships for artisans. Business and industry needed skilled workers for the economic development of South Africa, and "something urgent must be done now."

"It is possible that business and industrial leaders might have to call a national conference in an attempt to solve the appalling crisis the latest black matric results have pointed up," he said.
Seifsa sets up supervisor training programme

VERA VON LIERES

Clive Acton Associates.

He said although the National Union of Metalworkers (Numsa) had in principle agreed to the programme, it still had to give it full endorsement to the venture.

Nactu and the Confederation of Metal and Building Unions (CMBU) were among the unions that had fully endorsed the programme.

Seifsa said in a statement yesterday the role of the supervisor was vitally important if the metal industry and country as a whole were to demonstrate improved productivity and meaningful economic progress.

Clive Acton Associates MD Clive Acton said the programme's structure would include a steering committee and an education and training advisory committee.

The programme will cost employers R6,000 per supervisor.

Numsa and the CMBU were unavailable for comment yesterday.
Numsa involved in training scheme

The National Union of Metalworkers (Numsa) is one of several unions overseeing an innovative training programme for supervisors, foremen and chargehands in the giant metal industries. Announced this week, the programme is to be managed by management training consultants Clive Acton Associates and has been endorsed by the Steel and Engineering Industries Federation (Seifisa) and metal unions. Although Numsa has not formally endorsed it, it will sit with employers on the steering committee which will take strategic and financial decisions. Of all Cosatu’s affiliates, it takes the keenest interest in training.

The programme, comprising six week-long workshops spread over a year, aims to improve productivity and quality and includes an industrial relations component. It follows a Seifisa survey in 1987 which found that half the responding metal firms had trained less than half their supervisors.
New skills for new SA

Business executives cannot afford to ignore the new skills required of management in a new South Africa if they are to survive—and thrive.

"This old style corporate hero-leader will give way to a new style of manager whose knows how to give employees meaningful participation in a learning type organisation," predicted Mr Louis van der Merwe, director of the Centre for Innovative Leadership and a senior lecturer at Wits Business School.

By Joshua Raboroko

"The key skill that's required is the ability to put forward a vision of the future and to build enrollment in it in such a way that people align themselves with it." 

"Alignment doesn't mean conformance," he continued. "A business can be like an orchestra where the players all play their own part, but together they make a symphony."
Foundation aim is to develop entrepreneurship

"Give a man a fish and you feed him for a day... teach a man to fish, and you feed him for a lifetime."

This is the philosophy behind the Foundation for Entrepreneurship Development (FED), which endeavours to teach basic skills, basic business management, as well as to boost low self-images among the unemployed, poor people of South Africa.

The FED, a non-profit organisation, teaches students to be entrepreneurs and guide them along the road to self-employment.

They offer the following courses:

* Sewing and sewing related skills (full-time and part-time courses in basic sewing, patchwork, quilting, stretch-fabrics, handknitting, soft furnishings).

* Teach basic business management.
* Build self-image;
* Provide equipment and workspaces; and,
* Provide as much financial support as possible.

From enrollment to the stage where the student has sufficient knowledge to run his own mini factory, the total cost is R900.

Students do not have to pay the whole amount, as the course is heavily subsidised.

The FED also has a mobile training unit which goes out to rural communities to present various skills training courses.

Further information can be obtained at (011) 493-7220/1.

By ALIMPHAKI
Programmes to improve skills

By NKOPANE MAKOBA

THE Soweto-based Careers Centre is inviting applications for its education projects which are to start early next month.

The centre's director, Mr Dan Mpyemore, said interested pupils should apply immediately as vacancies were limited.

The first programme, called the Project Matric Project, is a full-time bridging course between school and tertiary education or employment. It is offered daily (Monday to Friday) between 8.30am and 2pm.

The course content includes career guidance and counselling, English competence improvement, oral communication skills, business skills, study skills, community involvement and outreach, socio-political awareness and job-seeking skills.

The duration of the course is eight months. The closing date for applications is March 2.

The registration fee for each programme is R60.
Bifsa launches new model for training

IN AN effort to improve the low productivity and efficiency of the construction industry, the SA Building Industries Federation (Bifsa) has developed a new training model, executive director Neil Fraser said yesterday.

He believes the model will prove effective despite the "appallingly low educational standards of the majority of employees in the industry, as narcotics and competence will be acknowledged.

In addition, it will provide a "clearly defined and meaningful career" for trainees to improve productivity and quality of workmanship in the industry and enable site employees to progress from lower to higher levels of skills and remuneration provided they have the ability and motivation.

Fraser says many workers have become frustrated because they see themselves in dead-end jobs with little possibility of advancement.

"The new training model is designed to address all these problems, and to provide recognition and status at various levels of performance."

Bifsa's training proposals for A-level employees or designated tradesmen have been agreed to with the Department of Manpower and various trade unions.

"However, the organisation is proposing to introduce a four-tiered system below the A-level."

This means that a building site employee should be able to embark on his training at any of the five levels, depending on his educational qualifications.

There are currently about 280,000 labourers and artisans in the SA building industry's formal sector. Bifsa would like to see as many as 10% of these people on a training course each year.

"The system is characterised by a competency-based structure, with training tackled in blocks or modules. Should an employee not be able to handle certain modules, he will still be given credit and increased pay for those courses completed," he says.

The training will be financed by a training levy which has been imposed on the industry for many years, and works out at about R2.50 a worker a week.

Recession

The Building Industries Training Board, funded by the industry, will monitor training and certification.

However, the main problem facing Bifsa is that its training model is being initiated as the building industry goes into a bad recession.

But Fraser says this could give Bifsa's training teams a chance to start slowly rather than being overwhelmed by an influx of new trainees.

For most of 1991, the training will be held at Bifsa's training colleges at Springs, Durban, Port Elizabeth and Cape Town.
Computer schools hit by drop in jobs and quality

Business Times Reporter

Selection criteria will depend on how much money is in the students' pockets.

"If companies are cutting back and we cannot rely on the refunded training fees, we must start charging. This will harm the industry in the long run, because poorly qualified people will be at the bottom of the market."

Most training schools are refunded by the company where the student is placed.

Mr. Van Zyl says American contracting companies are in South Africa to recruit computer people.

"This shows how high our standing is and it would be sad if the quality deteriorated."

"I was in Scotland and it's literally a contract from a major bank saved us."

The Computer Users Council is trying to set a training standard and has 30 training schools as members.

The council sets two half-yearly exams, examining 24 modules.

The training schools teach according to a council syllabus. Luso and Van Zyl are both members of the council.

Executive director Ed Jurisch says standards are monitored every six months.

"Companies should make sure candidates they hire have the CUC certificate."

Casualty

"The market is tightening and our vacancy list is only 3% of what it was two years ago," he said.

The training schools are now appealing for private sector support because they believe quality training may become a casualty of company cutbacks.

Van Zyl and Pritchard is the largest training school in SA and has always managed to place its students.

Director Mane van Zyl says about 100 students are trained every year.

"A year ago we placed all of them, but by the end of last year, we had 40 people on my books. We have 600 students out there, who were trained free of charge and found jobs.

"If we start charging fees up front in order to survive, the aptitude tests and selection criteria will be a thing of the past."

Johannes du Plessis says the likelihood of going out of business is high.

"A contract from a major bank saved us."

The Computer Users Council is trying to set a training standard and has 30 training schools as members.

The council sets two half-yearly exams, examining 24 modules.

The training schools teach according to a council syllabus. Luso and Van Zyl are both members of the council.

Executive director Ed Jurisch says standards are monitored every six months.

"Companies should make sure candidates they hire have the CUC certificate."
Top firms step up social responsibility funding

LEADING businesses in SA had invested as much as R800m in social responsibility last year compared with the R100m invested in 1992.

The latest Innes Labour Brief said the amount spent by companies on the community was R200m in 1985 and R300m in 1987. Spending increased to R600m in 1988.

In a comprehensive survey of corporate social responsibility (CSR) the Labour Brief said that at the beginning of the 1990s, social responsibility outlays by SA firms constituted about 1% of after-tax profits, which was less than that of companies in the US.

"By the end of the decade, the large concerns, which supply more than 80% of all funds, were disbursing anything between 2% and 5% of after-tax income — approximately the same as their US counterparts.

"Community engagement has thus become a growth industry in SA, despite the most serious economic recession since the 1930s, an unfavourable taxation environment, and the disinvestment of some 500 foreign subsidiaries.

"It was claimed in 1989 that American withdrawal alone had meant a loss of up to R100m in social responsibility resources.

"It said the study was testimony to the massive volume of appeals which the companies had received from a wide variety of sources.

"It was not too fanciful to imagine that the rise in expenditure would continue in the light of swelling demand, the government’s apparent eagerness to reduce its role in the provision of some welfare functions, and the talk of nationalisation that was in the air.

"Furthermore, the practitioners of social responsibility have clearly come to select their targets more carefully.

The Labour Brief said demand for CSR had risen in a period of economic downturn, so the pressure on firms had intensified.

A survey of 10 companies showed more CSR spending was being targeted at technical education.

Identify

"Companies aim to identify talented students (particularly blacks), provide them bursaries to obtain further education, appoint mentors (employees in important positions at the company) to give guidance and insight into the professional world and serve as role models and ultimately place them in responsible jobs with upward mobility.

"Sasol supports 350 students annually in such training. Castrol’s new bursary scheme will attempt to identify 20 employees’ children each year for a three-year technical training programme that will eventually land them jobs in the company. Sentra-chem allocates the vast bulk of its CSR money toward tertiary education. AECI has a tertiary education budget in addition to its CSR (also called “Quality of Life” budget) that supports university training," it said.

In the food industry the CSR programmes of two companies, Premier Food Industries and SA Breweries’ beer division, were directed toward upgrading a less-skilled workforce whose needs were more likely to be obtaining basic literacy and numeracy skills for themselves and improved “educare” for their preschool-age children.

Both companies offered on-site instruction, and SAB was developing a technical training institute to provide further skills training to employees.

The 10th company in the study, Liberty Life, was profiled not only because of its size and influence but because it had chosen a novel approach to CSR from which other companies could draw inspiration.

"Last year, the Liberty Life Foundation formed a social foundation that plans to spend over R100m on programmes to improve education, housing, and economic opportunities in urban and rural communities."
Some employers still believe there are certain jobs for women and certain jobs for men. The Career Information Centre in Dublin has some useful tips to help you understand employer advertisements.

How to Read Ads

You Really Want to Get the Job

Read the Ads.
Nissan opens training centre

NISSAN this week opened a new training centre in Wynberg, Johannesburg, for workshop service employees from Nissan dealers. 

Technicians for Nissan, Nissan Diesel and Uno as well as service managers will also be trained at the centre, which will accommodate 12 046 Nissan employees.
Workers’ college to improve skills

IN a ground-breaking development in trade union education, a “workers’ college” is to open its offices at the University of the Western Cape next week.

This follows closely on last month’s Cosatu Winter School, where delegates attended an intensive six weeks course on labour law at the University of the Witwatersrand.

Delegates were trained in skills such as negotiation and bargaining.

Leadership

The college in Cape Town is the first of its kind following the Cosatu Winter School. Many are expected to be started nationwide.

The aim of starting the college is to build worker leadership in local trade unions through teaching practical skills on labour law and collective bargaining, according to the March edition of Cosatu News.

The newsletter, the mouthpiece of the South African Clothing and Textile Workers Union, said theoretical skills would be developed through courses on political economy and international trade unionism.

“A common thread running through the workers’ college will be the development of critical thinking, decision-making, problem-solving and other leadership skills,” Cosatu Western Cape regional secretary Mr Lionel October was quoted as saying.

The course would be open to all local unions, who would have to apply through their unions for entrance, college co-ordinator Miss Pregs Govender said.

Diploma

The college was exploring ways of gaining local and international recognition of its courses, enabling those without matric to be awarded a diploma.

Trustees were elected under the directorship of UWC rector Professor Yusuf Carwew. Academics and trade unionists would teach the course.

The Western Cape college was launched on February 16 at a function attended by delegates from the Congress of South African Trade Unions, National Council of Trade Unions and independent unions.

A similar institution is set to be opened in Natal in May.
Top companies invited to conference on exiles

THE MDs of 250 top SA companies have been invited to a meeting next month to discuss the training and employment of exiles, Perm MD Bob Tucker initiated the meeting, according to the latest issue of Finance Week.

It will take place on April 25 at the Perm's head office, the financial magazine reports.

The meeting will examine ways to assist exiles and company representatives will have an opportunity to discuss the issue with the heads of political organisations' repatriation departments as well as the National Co-ordinating Committee of the Repatriation of SA Exiles (NCCR).

Companies invited reportedly include Volkswagen, Liberty Life, BMW, the PG Group, Nampak and Anglo American.

Anglo American spokesmen are on record as having expressed support for efforts to find exiles jobs on their return, but have also raised doubts about their ability to do so.

Skilled people would be placed if they met employment specifications, an Anglo spokesman said.

The Consultative Business Movement (CBM) is involved in the meeting.

Invitations would be sent to the movement's 80 members, a CBM spokesman said last night.

Separate to the meeting, the CBM was trying to raise funds to pay the salaries of two full-time organisers, who would assist with the repatriation process under the auspices of the NCCR.

The two organisers, who would be employed for six months, would try to find exiles jobs and establish training facilities, the CBM spokesman said.
High demand for good artisans

COMPETENT and well-trained artisans are in demand in the building industry.

If you are enjoy working with your hands then consider a trade in the building industry.

The building industry has introduced a new method of training - Competency Based Modular Training (CBMT).

Training is divided into three categories: theoretical training, institutional training run by the Building Industries Federation of South Africa and in-service training on a building site.

Under the CBMT system, all skills relevant to a particular trade have been divided into modules.

Before he can progress to the in-service component, the trainee must obtain the required theoretical training and he must also have fulfilled the TPC for all the modules of the trade he has chosen.

Training

Having completed the first two components of training, the trainee will do in-service training on a building site.

He will be evaluated by standards called Production Performance Criteria (PPC).

When he has satisfied the PPC for each module, he may sit for his trade test. Once he has passed the test he becomes a fully qualified artisan.

There are three ways of getting training: The Pre-employment Training Scheme administered by BIFSA and the BITR, the apprenticeship system and the privately-financed scheme.

To be eligible for the pre-employment training scheme applicants must: have an N2 certificate, be at least 16 years old, comply with the BITR’s selection criteria.

If you are accepted you receive a bursary administered by BIFSA.

The newly-qualified artisan is required to remain in the industry for two years.

The pre-employment training system requires that you complete theoretical training (the N2 Certificate) before CBMT training at a BIFSA training college.
Broad range of careers are on offer

THE forestry and forest products industry offers a broad range of careers in some of SA’s largest and most successful companies. Forestry research also offers many opportunities, says Forestry Council promotion committee chairman Bruce MacKenzie.

He says the well-trained and experienced forest and forest products professional is employable almost anywhere in the world where trees are grown.

The manpower required in this industry includes:

- People with diplomas in tree growing, analytical-chemistry, chemical engineering, pulp and paper technology and solid wood processing (sawmilling).
- People skilled in the construction of roof trusses, timber frame housing, special flooring and specially engineered wood products, many of which are computer designed, as well as skilled salesmen, computer programmers and operators. Administrative personnel and qualified artisans such as mechanics, electricians and plumbers.

The sector is becoming ever more competitive in respect of salary levels.

There are three institutions where education can be obtained at degree and national diploma level. All three are open to all English or Afrikaans to accommodate English-speaking students who make up a substantial portion of the total.

- The Saasveld School of Forestry at George offers the national diploma courses in forestry and in wood production engineering, in which academic semesters are backed by practical semesters on a forestry estate or at a timber processing plant.
- The University of Stellenbosch offers degree courses in forest science, forest science-nature conservation, wood science and forest science-engineering. As the forestry faculty at Stellenbosch is the only one of its kind in the country, some lectures are given in English, and exams may be written in Afrikaans.
- The Natal Technikon offers the national diploma in pulp and paper technology, in which academic semesters are backed by periods of practical training at the pulp and paper mills.
Confidence gets the job.

BY PEARL MAURA

With a reputable career consultancy, your opportunities will open up. You'll find that new jobs seem more accessible and you'll be in demand for positions you never imagined were possible.

Executive secretaries are in high demand, but you need to be ready. Grooming school for secretaries can help you develop the skills necessary to succeed in this field.

Receptionists help secretaries get the job.

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Sewanee Monitor March 11, 1991

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Commonwealth to train blacks for government

LONDON—The Commonwealth is to launch a comprehensive programme to train blacks to participate at all levels in the administration of a future non-racial, democratic SA.

It is also in the process of formulating proposals to assist post-apartheid SA in the vital area of human resources development.

As an interim measure it will be inviting blacks to participate in a programme of training and work placements, in order to prepare them to "take senior jobs in government."

The Commonwealth programme will be activated "as soon as possible" by secretary general Emeka Anyaoku, and will cover include judicial, economic, legal, police and security services.

A special Expert Group on Human Resources Development for a Post-Apartheid SA was established at the suggestion of the May 1990 meeting of the Commonwealth Committee of Foreign Ministers on Southern Africa (CPMSA).

Its interim report, compiled last November but not made public, was "welcomed" when the CPMSA met again in London last Saturday.

The final report will be presented to October's Commonwealth heads of government meeting in Harare.

The CPMSA said on Saturday it looked forward to the Commonwealth playing "as significant a role in the human resource development of a post-apartheid SA as it had done in the elimination of apartheid."

In the period leading up to the expert group's first meeting in London last November, a number of research documents were commissioned or prepared "by the Fellowships and Training Programme (FTP) of the..."

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London-based Commonwealth Secretariat

The research, which has just been published, provides an overview of economic and demographic trends, as well as assessing all aspects of education and human resources development in SA.

Key recommendations from the FTP include the need for a single, non-racial education department and for some form of affirmative action to redress racial inequalities caused by apartheid.

Although focusing on a post-apartheid SA, the summary says there is a need to address education and training needs during the transition period.

Training

The foreign ministers said on Saturday that while the "full elaboration" of a training programme would have to await the final report and further political evolution within SA, there was "an urgent need to take action now if there was to be a smooth transition to the promised non-racial democracy."

The foreign ministers said that much of the training and work placement activity would need to be offered outside South Africa, subject to criteria laid down by the expert group.

However, "A beginning should also be made to support training and placements within SA in the interests of speed and cost-effectiveness."

They added that "the training and rehabilitation of returning exiles merited particular attention."
(2) In regions where no Industrial Council Agreement exists, the provisions of the Basic Conditions of Employment Act, 1983 (Act No. 3 of 1983), shall apply and the principles of fairness and reasonableness as interpreted by the Industrial Court shall apply and be taken into consideration when a dispute is settled. The above-mentioned shall take place within the framework for the settlement of disputes as contained in the Labour Relations Act, 1956 (Act No. 28 of 1956).

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No. R. 169 1 February 1991

MANPOWER TRAINING ACT, 1981

TRAINING SCHEME FOR THE ROAD TRANSPORT INDUSTRY.—EXTENTION OF SCHEME

I, Eli van der Merwe Louw, Minister of Manpower, hereby extend in terms of section 39 (6) of the Manpower Training Act, 1981, the period fixed by Government Notice No. R. 2833 of 28 December 1984, as extended by Government Notice No. R. 2823 of 24 December 1987 by a period of one year ending on 31 December 1991.

E. VAN DER M. LOUW,
Minister of Manpower.

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No. R. 170 1 February 1991

MANPOWER TRAINING ACT, 1981

TRAINING SCHEME FOR THE POWER CONSTRUCTION INDUSTRY (MOSSGAS)

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 39 (5) of the Manpower Training Act, 1981, declare that the provisions of the Scheme which appear in the Schedule hereeto shall, with effect from the date of publication of this notice and for a period ending one year from the said date, be binding upon the employers mentioned in the Scheme who are engaged in the Power Construction Industry on the Mossgas Project.

E. VAN DER M. LOUW,
Minister of Manpower.

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SCHEDULE

The Training Scheme for the Power Construction Industry, hereinafter referred to as "the Industry", has been established in terms of section 39 (4) of the Manpower Training Act, 1981, for the training of employees in the Industry and provides for the establishment of a Fund for the purposes of the Scheme; the payment of contributions to the Fund by employers in the Industry; and the establishment of a Training Board to administer the Fund, which shall be called the "Power Construction Industry Training and Development Fund (Mossgas)".

1. NAME OF THE SCHEME

The name of the Scheme shall be the "Power Construction Industry Training Scheme (Mossgas)".

2. SCOPE OF APPLICATION OF THE SCHEME

The provisions of the Scheme shall be observed by all employers and employees who are engaged or employed in the Power Construction Industry on the Mossgas Project both on shore and offshore.

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No. R. 169 1 Februarie 1991

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSKEMA VIR DIE PADVERVOER-NYWERHEID.—VERLENGING VAN SKEMA

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verleng hierby kragtens artikel 39 (6) van die Wet op Mannekragopleiding, 1981, die tydperk van die opleiding kwessingewag van die Wet op Mannekragopleiding, 1981, van 30 Desember 1991 by die opleiding kwessingewag van 30 Desember 1991, met 'n tydperk van een jaar wat op 31 Desember 1991 eindig.

E. VAN DER M. LOUW,
Minister van Mannekrag.

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No. R. 170 1 Februarie 1991

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSKEMA VIR DIE KRAGTOEOERKONSTRUKSIENYWERHEID (MOSSGAS)

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 39 (5) van die Wet op Mannekragopleiding, 1981, dat die bepaling van die Skema wat in die Bylare hiervan verskyn, met ingang van die datum van publisaie van die Skema, van 'n tydperk wat een jaar vanaf genoemde datum eindig, bindend is vir die werkgevers in die Skema wat betrokke is by die Kragtoevoerkonstruksienywerheid op die Mossgas-projek.

E. VAN DER M. LOUW,
Minister van Mannekrag.

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BYLAE

Die Opleidingskema wat die Kragtoevoerkonstruksienywerheid, hema genoem "die Nywerheid", is ingestel kragtens artikel 39 (4) van die Wet op Mannekragopleiding, 1981, vir die opleiding van werkemmers in die Nywerheid en maak voorsiening om die opleiding van 'n fonds vir die doelendes van die Skema; die belasting van bydraes aan die Fonds deur werkgevers in die Nywerheid; en die instelling van 'n Opleidingsraad om die Fonds, wat as die "Power Construction Industry Training and Development Fund (Mossgas)" bekend staan, te administreer.

1. NAAM VAN DIE SKEMA

Die naam van die Skema is die "Opleidingskema vir die Kragtoevoerkonstruksienywerheid (Mossgas)"

2. TOEPASSINGSBESTEK VAN DIE SKEMA

Die bepaling van die Skema moet nagekom word deur alle werkgevers en werkemmers wat betrokke is by of in diens is in die Kragtoevoerkonstruksienywerheid op die Mossgas-projek.
3 DEFINITIONS

Any expression used in this Scheme which is defined in the Act shall have the same meaning as in the Act and any reference to the Act shall include any amendments to the Act and any regulations made in terms of the Act and, unless inconsistent with the context—

“Act” means the Manpower Training Act, 1981 (Act No. 56 of 1981);

“Board” means the Power Construction Industry Training Board;

“employee” means any employee, as defined in the Act, who is employed by or who performs work for an employer in the Industry;

“employer” means any employer, as defined in the Act, who employs or provides work for any employee in the Industry;

“Fund” means the Power Construction Industry Training and Development Fund (Mossgas) referred to in clause 5;

“Power Construction Industry” or “Industry” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the purpose of the distribution of electrical power, including the installation, erection and maintenance of such high voltage powerlines, electrical substations and transformers including subcontract work and the like, but excluding Eskom and the State, which Industry shall, for the purposes of the Scheme, be limited to the following employers:

KPL Elsa (Pty) Limited;
J. C. Groenewalds Construction Company (Pty) Limited;
Industrial Electrical Company (Pty) Limited;
Groenewalds Manpower Limited;
Groenewalds Plant Resources Limited;
Groenewalds Project Services Limited;

“Registrar” means the Registrar of Manpower Training appointed in terms of the Act; and

“Scheme” means the Power Construction Industry Training Scheme (Mossgas).

4. OBJECTIVES OF THE SCHEME

The objectives of the Scheme shall be—

(a) to provide the necessary funds to ensure an adequate supply of trained employees for the Industry and to assist financially with the training and development of labour for the Industry at all levels in order that all contributing employers shall have equal opportunities for the training and development of their employees; and

(b) to finance the administration of the Board and the objectives of the Board as set out in its constitution.

3. WOORDOMSKRYWING

Enige uitdrukking gebruik in hierdie Skema wat in die Wet omskryf word, het dieselfde betekenis as die in die Wet en enige verwysing na die Wet omvat enige wysings aan die Wet en enige regulasies uitgevaardigde ingevolge die Wet en, tensy onbestaanbaar met die sinsverband, betekenen—

“Fonds” die “Power Construction Industry Training and Development Fund (Mossgas)” bedoel in klausule 5;

“Kragtoevoerkonstruksienwyverheid” of “Nywerheid”, sonder om die algemene betekenis van die uitdrukking enigens te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die doeleindes van die verspreiding van elektriese krag, insluitende die installering, oproting en onderhoud van so-dane hoogspanningskraglyne, elektriese substasies en transformators en ook subkontrakteurswerk en soortgelike werk, maar met die uitsluiting van die Eskom en die Staat, welke Nywerheid, vir die doeleindes van hierdie Skema, beperk word tot die volgende werkgewers:

KPL Elsa (Pty) Limited;
J. C. Groenewalds Construction Company (Pty) Limited;
Industrial Electrical (Pty) Limited;
Groenewalds Manpower Limited;
Groenewalds Plant Resources Limited;
Groenewalds Project Services Limited;

“Raad” die “Power Construction Industry Training Board”;’;

“Registrateur” die Registrateur van Mannekragopleiding aangestel kragtens die Wet;

“Skema” die Opleidingskema vir die Kragtoevoer-

konstruksienwyverheid;

“werkgewer” enige werkgewer soos in die Wet omskryf, wat ’n werknemer in die Nywerheid in diens het of aan horn werk verskaf;

“werknemer” enige werknemer soos in die Wet omskryf, wat in diens is by of werk vir ’n werk-

gewer in die Nywerheid, en


4. DOEStELLINGS VAN DIE SKEMA

Die doelstelling van die Skema is—

(a) om die nodige fondse te voorsien ten einde te verseker dat voldoende opgeleide werknemers vir die Nywerheid beskikbaar is en om die oplei-

ding en ontwikkeling van werknemers op alle vlakke in die Nywerheid finansiële ondersteun sodat alle hydraeure werkgewers gelike geleent-

hede vir die opleiding en ontwikkeling van hul werknemers sal hê; en

(b) om die administrasie en doelstelling van die Raad, soos in sy konstitusie uteengesit, te finan-
sier.
5. ESTABLISHMENT OF TRAINING FUND

(1) There is hereby established a fund to be known as the Power Construction Industry Training and Development Fund (Mossgas).

(2) The Fund shall be administered by the Board.

(3) Into the Fund shall be paid—

(a) training levies in terms of clause 7 of this Scheme;

(b) interest and/or capital appreciation derived from the investment of any moneys of the Fund; and

(c) any other moneys to which the Fund may become entitled.

(4) The moneys of the Fund shall be used for the attainment of the objectives of the Scheme as set out in clause 4.

6. ESTABLISHMENT AND FUNCTIONS OF THE POWER CONSTRUCTION INDUSTRY TRAINING BOARD

(1) The Board shall be established by the Industry in accordance with a constitution approved by the Registrar.

(2) The Board shall have the authority to deal with all matters falling within the scope of the objectives of the Scheme as set out in clause 4.

7. RETURNS AND CONTRIBUTIONS TO THE FUND

(1) From the Scheme's date of coming into operation every employer in the Industry shall—

(a) submit to the Board, at P.O. Box 6869, Johannesburg, 2000, or such other address as the employer may be advised of in writing, by the fifteenth day following the end of each month, a return showing the number of employees employed by him at the end of the month in question, which returns shall be certified annually by a public auditor and a certified summary shall be forwarded to the Board; and

(b) pay to the Fund, by crossed cheque, a levy of R5 (five Rand) per employee per week in respect of each employee included in the return referred to in paragraph (a), which cheque shall accompany the said return.

(2) The costs incurred in collecting late levies or contributions shall be charged to and paid by the employer concerned.

8. INFORMATION

The Board shall furnish every employer in the Industry with details concerning the Scheme in such form as the Board may from time to time determine: Provided that such details shall include at least the constitutions of the Scheme and of the Board, the contributions to be made or levies payable to the Fund, the financial incentives to be provided under the Scheme and the procedure to be followed for the lodging of claims against the Fund.

5. INSTELLING VAN OPLEIDINGSFONDS

(1) Hierby word 'n fonds ingestel wat bekend sal staan as die "Power Construction Industry Training and Development Fund (Mossgas)".

(2) Die Fonds word geadministreer deur die Raad.

(3) In die Fonds word inbetaal—

(a) opleidingsheffings kragtens klousule 7 van hierdie Skema;

(b) rente en/of kapitaalvervloeiing wat voortvloeit uit die belegging van enige geld wat van die Fonds; en

(c) enige ander geld wat die Fonds geregtig mag word.

(4) Die geld wat van die Fonds word vir die bereiking van die doelstelling van die Skema, soos uiteengesit in klousule 4, aangetrek.

6. INSTELLING EN FUNKSIE VAN DIE "POWER CONSTRUCTION INDUSTRY TRAINING BOARD"

(1) Die Raad word deur die Nywerheid in ooreenstemming met 'n konstitusie wat deur die Registraturer goedgekeur is, ingestel.

(2) Die Raad het die bevoegdheid om met alle sake binne die bestek van die doelstelling van hierdie Skema te handel.

7. OPGAWES EN BYDRAES TOT DIE FONDS

(1) Vanaf die datum van inwerkingtreding van hierdie Skema moet elke werkgewer in die Nywerheid—

(a) by die Raad, te Posbus 6869, Johannesburg, 2000, of sodanige ander adres as wat die Raad skriftelik aan die werkgewer mag verwittig, teen die vyftiende dag na die einde van elke maand, 'n opgawe indien waarin die getal werknemers in sy diens op die laaste dag van die betrokke maand weergegee word, welke opgawes jaarliks deur 'n openbare ouducer gesertificeer moet word; en

(b) aan die Fonds, per gekruisde tjiek, 'n heffing betaal van R5 (vijf Rand) per werknemer per week ten opsigte van elke werknemer wat in die opgawe in paragraaf (a) bedoel, ingesluit is, welke tjiek die genoemde opgawe moet vergesel

(2) Die koste verbonde aan die insamelings van laat heffings of bydraes word verhaal op en betaal deur die betrokke werkgewer.

8. INLIGTING

Die Raad moet elke werkgewer in die Nywerheid voorsien van besonderhede rakende die Skema in sodanige vorm as wat die Raad van tyd tot tyd bepaal: Met dien verstande dat sodanige besonderhede minstens die konstitusies van die Skema en die Raad, die heffings wat aan die Fonds betaal moet word of die bydraes wat aan die Fonds gemaak moet word, die finansiële aansprong wat ingevolge die Skema verskaf word en die prosedure wat vir die instelling van eise teen die Fonds gevolg moet word, moet insluit.
9. FINANCE

(1) All money received shall be deposited in a banking account in the name of the Fund within seven (7) days of receipt thereof.

(2) All payments on behalf of the Fund shall be made by cheque which shall be signed by the Chief Executive Officer of the Training Board and co-signed by any other person designated in writing by the Board.

(3) Funds which are not required for immediate use shall at the discretion of the Board be invested in—

(a) internal registered stock as contemplated in section 21 of the Exchequer Act, 1975 (Act No. 66 of 1975);
(b) National Savings Certificates;
(c) Post Office savings account or certificates;
(d) savings accounts, permanent shares or fixed deposits in building societies or banks,

or in such other manner as may be approved by the Registrar.

(4) The Board shall annually appoint a public auditor, who shall be paid out of the Fund, to audit the accounts of the Fund for the period ending on 31 December. Two copies of the audited accounts shall be made available to the parties to the Board and a copy shall be forwarded to the Registrar. Copies shall also be furnished to all contributors to the Fund.

10. DISSOLUTION OF THE FUND

(1) Upon the termination of this Scheme, all assets of the Fund shall be transferred to the national Power Construction Industry Training Fund to be established by the Board and the latter Fund shall be liable for the satisfaction of all the liabilities of the former.

(2) The Registrar shall be notified in good time of the termination of the Scheme.

11. AGENTS

(1) The Board may appoint agents, to give effect to the objectives of the Scheme, on such terms and under such conditions as the Board may deem fit.

(2) The agent shall be empowered to enter any establishment and question the employer or any employee for the purpose of ascertaining whether or not the provisions of clause 7 are being observed.

(3) The appointment of an agent may be withdrawn by the Board at any time and for any reason.

12. INDEMNITY

(1) The members of the Board shall not be liable for any loss to the Fund arising from any improper investment made in good faith, or arising from any act performed in their bona fide administration of the Fund, or arising from the negligence or fraud of any person employed by the Board, or by reason of any act or omission by members, or by reason of any other matter or thing, save individual wilful or fraudulent acts on the part of such members as can be held responsible.

9. FINANSIES

(1) Alle geld wat ontvang word, moet binne 7 (sewe) dae na ontvang daarvan inbetaal word in 'n bankrekening in die naam van die Fonds.

(2) Alle betalings namens die Fonds geskied by wyse van 'n tjk, wat deur die Hoof Uitvoerende Beambte van die Raad geteken en deur sodanige ander persoon as wat die Raad daartoe mag magty, mede-ondergeteken moet word.

(3) Geld wat nie vir onmiddellike gebruik benodig word nie, moet na die oordeel van die Raad beïë word in—

(a) binelandse geregistreerde effekte soos bedoel in artikel 21 van Skatklawet, 1975 (Wet No. 66 van 1975);
(b) Nasionale Spaarssertifikate;
(c) Pospaarbankrekenings of -sertifikate;
(d) spaarrekening, permanente aandeel of vaste deposito's by bouwerings of banke,

of op sodanige ander wyse as wat die Registrateur mag goedgekeur.

(4) Die Raad moet jaarlikse 'n openbare ouditeur aanstel, wat uit die Fonds betaal moet word, om die state van die Fonds te ouditeer vir die tydperk wat op 31 Desember eindig. Twee afskrifte van die gouditeerde state moet beskikbaar gestel word aan die partye tot die Raad en 'n afskrif moet aan die Registrateur versend word. Afskrifte moet ook beskikbaar gestel word aan alle bydraers tot die Fonds.

10. ONTBINDING VAN DIE FONDS

(1) Met die beëindiging van hierdie Skema moet alle bydraes van die Fonds oorgedra word aan die nasionale "Power Construction Industry Training Fund" wat deur die Raad ingestel staan te word en die laasgenoemde Fonds sal aanspreeklik wees vir die bevordering van al die verplichting van die eersgenoemde.

(2) Die Registrateur moet vroegtijdig van die beëindi- ging van die Skema in kennis gestel word.

11. AGENTE

(1) Die Raad kan agente aanstel, om aanvoering aan die doelstelling van die Skema te gee, op sodanige voorwaardes en onderhewig aan sodanige beheer as wat die Raad goedgee.

(2) 'n Agent het die mag om enige instelling te betree en die werkgever of enige werknemer te ondervra ten einde vas te stel of die bepalings van kloosule 7 nage- kom word al dan nie.

(3) Die aanstelling van 'n agent kan te eniger tyd en om watter rede ook al deur die Raad teruggetrek word.

12. VRYWARING

(1) Die lede van die Raad is nie aanspreeklik nie vir enige verlies vir die Fonds wat voortspruit uit enige onbenoordele belegging te goeder trou gemaak, of deur enige optrede in hul bona fide-administrasie van die Fonds, of deur die nalatigheid of bedrog van enige persoon in diens van die Raad, of as gevolg van 'n behandeling of versuim deur lede, of as gevolg van enige ander saak, uitgesluis individuele opsetlike of bedraglike optrede van die kant van sodanige lede wat aanspreeklik gehou kan word.
(2) Any such member shall be reimbursed by the Fund for any liability incurred by him in defending any proceedings, whether civil or criminal, arising from an allegation involving bad faith in which judgment is given in his favour or in which he is acquitted.

13. EXEMPTIONS

Any application for exemption from any provisions of this Scheme, which may be granted by the Minister in terms of section 47 of the Act, shall be submitted to the Power Construction Industry Training Board, P.O. Box 6869, Johannesburg, 2000, which shall forward such application together with any recommendation by the Board to the Director-General: Manpower.

No. R. 176
1 February 1991
LABOUR RELATIONS ACT, 1956

SWEETMAKING INDUSTRY, JOHANNESBURG.—
RENEWAL OF MAIN AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices No. R 1117 of 27 May 1983, R. 2303 of 26 October 1984, R. 2720 of 24 December 1986, R. 1562 of 17 July 1987 and R. 1638 of 12 August 1988, to be effective from the date of publication of this notice and for the period ending 31 December 1991

D. VAN DER WALT,
Director: Labour Relations.

No. R. 177
1 February 1991
LABOUR RELATIONS ACT, 1956

LIQUOR AND CATERING TRADE, CAPE.—
RENEWAL OF PENSION FUND AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1298 of 24 June 1983 and R. 583 of 20 March 1987 to be effective from 31 March 1991 and for the period ending 30 March 1992

D. VAN DER WALT,
Director: Labour Relations

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(2) Enige sodanige lid moet deur die Fonds vergoed word vir enige aanspreeklikheid opgeloop deur hom in die verdediging van enige vervolging, hetsy swel of strafregelik, voortspruitend uit 'n bewening waarby kwade trou betrokke is en waan reg. spraak in sy guns gelewer word of waarvan hy vygespreek word.

13. VRYSTELLINGS

Enige aansoek om vyvestelling van enige bepaling van hierdie Skema, wat kragtens artikel 47 van die Wet deur die Minister verleen kan word, moet by die "Power Construction Industry Training Board", Posbus 6869, Johannesburg, 2000, ingediend word, wat sodanige aansoek tesame met enige aanbeveling deur die Raad moet deurstuur na die Direkteur-generaal: Mannekrag.

No. R. 176
1 Februarie 1991
WET OP ARBEIDSVERHOUDINGE, 1956

LEKKERGOEDNYWERHEID, JOHANNESBURG.—
HERNUING VAN HOOFOOOREENKOMS


D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

No. R. 177
1 Februarie 1991
WET OP ARBEIDSVERHOUDINGE, 1956

DRANK- EN VERVERSINGSBEDRYF, KAAP —
HERNUING VAN PENSOENFONDSOOREENKOMS


D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.
Spain to fund training for metal workers, supervisors

By SHARON SOROUR
Labour Reporter

THE Spanish government is to fund a nonracial training programme for metal industry supervisors and other workers.

Endorsed by the Steel and Engineering Industries' Federation of SA (Seifsa), the programme is based on extensive research and provides for the growth and development of foremen, chargehands and supervisors, a Seifsa statement said.

Major trade unions have also endorsed the programme, including the Metal and Electrical Workers' Union of SA, the SA Electrical Workers' Union and the Amalgamated Engineering Workers' Union of SA.

"Funding for the programme has been obtained from the Spanish Embassy in South Africa. It will be known as the Supervisory Development Programme and is an innovative venture based on co-operation between employers and employees," Seifsa said.

LACK OF TRAINING

Concern regarding the level of supervisory training in the metal industry led to a survey, commissioned by Seifsa, to determine the quantity and quality of training provided by employers.

"Major findings of the survey showed that artisan supervisors received about one day's training a year of their career. Half the companies which responded to the survey had provided training to less than half of their supervisors," Seifsa said.

"The role of the supervisor is crucially important if the metal industry and the country as a whole are to improve productivity and meaningful economic progress."

The programme will be managed by management training consultants Clive Acton Associates and a steering committee of employers and trade union members.

The first course begins in April in Johannesburg.

For more information contact Miss Anthea Burns, (011) 463 1214.
The basic accounting controls are essential

SKILLS shortages and false expectations are creating problems in the computerised accounting field.

Price Waterhouse partner Andrew Spalding says these two factors are having an adverse effect on the way many SA businesses are handling their day-to-day accounting functions.

"There aren't enough people who know how to implement computerised accounting systems," he says.

"This is compounded by some companies believing computers obviate the need for basic accounting controls and principles."

Of particular concern is the number of companies that expect a computerised package to provide a panacea for unsound accounting methods.

**Procedures**

He says there is a need for proper accounting procedures to be in place before a computerised system can be installed.

"No matter how good a package is, it can only be properly implemented by people with a knowledge of the package and the business requirements," Spalding says.

A common problem is the trend for small businesses to buy hardware and off-the-shelf software from suppliers who aren't aware of their accounting needs.

This leads to operational setbacks for companies that have invested money in systems they can't use.

Companies are finding it pays to spend a little extra on quality software that is well supported, together with reliable equipment that can be expanded to keep pace with growth.
Law course for Cosatu organisers

A UNIQUE labour law training programme devised jointly by Cosatu, Wits University's Centre for Applied Legal Studies and its equivalents at UCT and Natal University began in Johannesburg yesterday.

More than 200 Cosatu union organisers will attend a series of courses to be held over the next three weeks. They will be taught law and related disciplines by 32 of the country's top labour lawyers.

The programme is funded by trade union federations of Canada, the UK and Scandinavian countries.

Labour law will be taught at four levels of advancement, and there will also be courses on mediation, arbitration, economics for negotiators, public sector labour law and health and safety.

Addressing delegates to the course at a function last night, Numsa training officer Bobby Marre said the programme was the start of an intensive training effort of union organisers by Cosatu. It had been devised in response to a crisis where because of commitments, union organisers had not had time to "reskill" themselves.

Cosatu education officer Kjetil Løvli said union officials found themselves at a disadvantage to employers who had access to a variety of consultants and advisers.
UK scholarships for graduate engineers

THE Confederation of British Industry is offering scholarships to graduate engineers in all fields, to further their training with British firms in the United Kingdom.

A spokesman said the closing date for completed application forms is January 18, 1991 and can only be made by permanent South African residents.

All applicants must meet the following requirements:

* Hold a degree or degree equivalent in engineering issued by a university or equivalent;
* Be medically fit and be not more than 35 years of age (This requirement may be waived in exceptional cases);

* Speak and write English well - a formal test may be required;
* Provide a letter from their employer consenting to release them for the required period if an award is made and, if possible, assurance that he will meet the cost of travel to Britain.

If the applicant himself is to meet the cost of his travel, he must provide a written undertaking that he is able and willing to do so, and
* Have had a year's engineering experience.

For further details and application forms contact British Consulate-General, Box 2236, Johannesburg, 2000. Alternatively telephone (011) 337-9420.
Training for black actuaries!

By JOSHUA RABOROKO

MANAGING director of black-owned Afsure Insurance Brokers, Mr Khela Mthembu, has called on insurance companies to make it their duty to pay for the training of black actuaries.

Addressing a seminar on the theme "The Challenge Facing the Insurance Industry", he said in as much as the companies' needs were to satisfy clients while making profit, "we must be determined to ensure the entry of black management personnel into the industry."

He said: "To this end, my black counterparts in the industry and I have initiated a scheme to assist black people with potential to develop beyond the area of insurance salesmanship."

"In March this year," he said, "we will be launching a bursary scheme to train actuaries."

Share deals

"This scheme will be linked through Wits University in a degree programme."

He said South African companies had a penchant for grooming fat cats.

"Look at most companies and you will find white managers whose only responsibility is to look important and drive fancy cars."

"A developing country like South Africa needs to educate and train people who are really going to be effective, productive, functionaries in a developing economy."

He believed blacks had done enough protesting and complaining. As a result, they tended not to be taken seriously. No matter what stra-
Fed gives jobless a skill base

By SOPHIE TEMA

A DURBAN organisation which teaches unskilled and unemployed adults to run their own cottage industries has opened a branch in Johannes burg. (175)

The Foundation for Entrepreneurship Development (Fed) is a non-profit organisation which depends on private sector support for its survival. (175)

Directors of the organisation said support during the five years of its existence had come mostly from overseas. (175)

This week two sponsorship cheques were handed to Fed—one for R25 600 from the German government and the other for R8 000 from the Ithuba Trust. (175)

The contributions will be used for the extension of the organisation’s services in shanty areas around Johannesburg. (175)

The Get Ahead Foundation has also made loans available to Fed graduates to start their own businesses. (175)

Fed hopes to open other training centres throughout the country, where the unemployed will be taught business and sewing skills. (175)

Fed executive director Dr Desna Wolmarans said the shortage of sponsorships has restricted the Foundation to running programmes in the clothing-related field. (175)

“...But with further funding the programmes could be extended to other fields like carpentry, leatherwork and welding,” he added. (175)

Wolmarans said the Foundation was also working towards presenting youth development programmes if the necessary sponsorship could be made available. (175)

THE surge in prices on the Johannesburg Stock Exchange last year, just before the release from prison of ANC deputy president Nelson Mandela, was generally interpreted as being due to foreigners buying shares in South African companies because of confidence in the country’s future. (175)

A review of the past year’s trading figures on the JSE, however, reveals that foreigners have been selling South African shares. (175)

What apparently happened was that many South African investors bought shares through London. (175)

This mistaken “foreign” buying encouraged local confidence and, in a happy merry-go-round, prices surged and gave foreigners an opportunity to offload South African shares at handsome prices. (175)

Foreigners have been disinvesting through the stock exchange for more than five years and there seems no end in sight. (175)

Unfortunately, South Africans are not allowed to invest on overseas stock markets due to the shortage of foreign currency and the resultant Reserve Bank restrictions. (175)

Because everybody is chasing the same shares, prices continue to rise, creating an impression of a strong market. (175)

Why are foreigners disinvesting? (175)

Economists and stockbrokers say the main reason is lack of confidence in the political future of South Africa. Another is militant trade unionism in the country and the declining productivity and competitiveness of our industries. (175)

International confidence in our ability to manage the country politically and economically must be restored, because it is now clear that foreigners are not backing their political views with hard cash.
Numsa homes in on training

THE National Union of Metalworkers (Numsa), in its first round of national wage negotiations in the automobile, tyre and rubber and manufacturing industries, has proposed major social and training investments to stimulate the economy.

It says this is "the only way of reversing the catastrophic trends towards higher unemployment".

Last week's talks in the three industries were held to give employers and unions the chance to motivate proposals.

Numsa said in a statement yesterday that business and government continued to pursue present policies, these could lead only to a disastrous rise in unemployment which would make political or economic stability impossible.

In its negotiations, Numsa proposed urgent investment in electrification of all houses at affordable rates. It also proposed housing, education and training for all.

"It is Numsa's view that ample capital is available in SA, a prob-

VERA VON LIERES

lem being that the capital is not being directed to productive investment."

Numsa said there were various mechanisms, including taxation, prescribed investments, negotiations and nationalization to unlock this capital.

There was also an urgent need for coherent policies for technology development, exploitation of markets, education, technical and commercial training, and other policy areas which were vital for the development of industrial capacity and employment.

Numsa said there was a need for a higher level of productivity in the manufacturing industry, particularly for capital productivity.

Where labour productivity was concerned, the union believed this could be raised only "by an intensive and large investment in technical training.

Training programmes needed to include paid training for all workers, formal education components, the recognition of prior skills gained through experience and the restructuring of production to use these greater number of workers.

These policies would require business to accept major changes, including the need for state intervention in industrial strategy.

Business also needed to accept that all industrial strategy, including technology policy, investments, and training strategies had to be negotiated with unions.

Numsa is calling for a R2-an-hour across-the-board increase — or 25% — whichever is the greater.

It has proposed a minimum rate of R4.50 an hour in the motor industry.

Numsa also tabled important proposals for job security and training, including the establishment of jointly controlled job creation schemes and union rights to company information.

Another demand was for the inclusion of non-scheduled workers under the Main Agreement.
ESKOM has dedicated an entire power station to training technical and non-technical staff members. The Wilge training centre has plant and equipment representing a variety of makes and technologies and is ideal for training people to man and maintain most power-generating plants in and around SA. It is expected that about 700 engineers will be trained this year.
Vital role for technikons

THE opportunity to successfully address the shortage of skills in the country lies with the technikons and not universities or the professionals, a top technician said this week.

Mr Harry Blacher, head of Wit-Wit Technikons’ School of Engineering, who was speaking at the launch of the 1991 South African Housing Trust Design Competition, said training at technikons could play a vital role in equipping under-privileged groups with engineering skills.

"Academics, private businessmen and public officials realise the dire need for a national strategy on technology to fund tertiary education and provide career guidance and recruitment in order to bring under-privileged groups into the tertiary education system.

"Apart from starting at grass roots level by teaching technical subjects and drawing Standard 6, there is no longer any doubt that the technikons will have to be brought into the tertiary education system to train the bulk of the under-privileged groups," Blacher said.

He added that training at technikons was exceptionally relevant because:

- Was vocationally orientated;
- Was affordable compared to university tuition;
- Comprised a large in-service component; and
- Concentrated on reaching required competency levels.

He said the rules of the 1991 competition had been influenced by aspects of the trust’s philosophy of serving the needs of a low-income community. He said this year, students had been asked to submit designs for a R300 000 community centre (excluding land costs) whereas in the past they were required to construct low-cost dwellings.

By MOKGADI PELA
THE SHORTAGE of non-white chartered accountants is being tackled by the profession's Eden Trust.

There are fewer than 500 non-white and only 20 black qualified CAs among the profession's 13,000 members. Many people believe 20,000 CAs will be needed by the year 2000. The Eden Trust executive director Chris Allen says: "The political situation dictates that more non-white accountants need to be trained."

The trust provides accounting students with bursaries and establishes mentorship links between them and sponsoring firms. In 1983, 29 bursaries were awarded — this year 134 are on offer. The target for next year is 300.
Your options in tertiary education

Tertiary education is training and education taken after completing Std 10. Formal education leads to formal qualifications, such as degrees, diplomas and certificates, recognised by commerce and industry.

NON-FORMAL COURSES
Qualifications earned after these courses are not recognised by the Government education departments. After finishing a course, the student usually receives a certificate or a diploma. Not all these qualifications are recognised by commerce and industry, but often teach useful skills.

The Career Information Centre in Durban explains some of the types of post-school education available in South Africa.

But study is often difficult after a long day at work.

LEARNING WHILE YOU WORK
In-service training
Your employer sends you to attend a course outside the company or organisation for a period of time. Usually, the employer will pay for the course.

On-the-job training
You are trained at your place of employment during working hours (on the job). You learn about the company, or you learn certain skills that are necessary for the job you are doing. Career Information Centre, Durban
Careers group starts branch in Northern Tvl

By MATHATHA TEDU

THE South African Black Technical and Allied Careers Organisation is to launch its Northern Transvaal branch in Pietersburg tomorrow.

Interim general secretary Mr Rally Maesela said all professionals were invited to attend the meeting at 2pm at the Holiday Inn.

Meanwhile, planning for the Sowetan Nation Building programme for 1991 in the Northern Transvaal begins at a workshop on Sunday afternoon at the Phodisha Dithaba Lutheran Church Centre in Sehgo, Pietersburg.

Programme

School parents' committees, teachers, principals and inspectors in the region are also invited. The programme starts at noon and will include a video on Nation Building.

Issues to be tackled at the workshop include planning for the Nation Building festival in August, the family as a unit, the role of social institutions in nation building and community hygiene and health.

Workshops

Sowetan editor Mr Aggrey Klaaste and Medunsa clinical psychologist Ms Gloria Masetle will address the gathering.

Those attending the free workshop are expected to go back to their communities and hold similar workshops, for which Sowetan would offer assistance.
College opens doors
R5, 5-m tech training

By Paul Molele

Education reporter

The Star Wednesday, April 3, 1991
Sunflower blooms in place of waiting

By JULIE WALKER

M&R training centres were established throughout SA. Since 1985, 30,000 jobless have been trained in everything needed to construct a house.

So successful were the M&R courses that demand to attend them exceeded the places available.

The group decided to combine the unemployment training project with that of work creation, giving rise to the Sunflower Concept.

The nine-point plan as presented to the Director General of Manpower in 1986 and to many others since has been anything but Utopian dreaming.

Phase one identifies those in need — such as dockland vagrants and inhabitants of barren settlements.

Mr. Brink described only one of Sunflower's successes. Thirty minutes from Durban was the 200 strong settlement of Lindelam — the place of waiting. Not a single service existed, few had jobs and hopeful work seekers went daily to Durban only to return disappointed.

Then came Sunflower — each stage of development represented by the ploughing, planting, watering, spraying, building, building, building and self-seeding of the plant for the future.

The critical factor in success was the commitment the community was prepared to give. The project depended entirely on direct involvement from design to completion.

To make known the objectives, a Lindelam management committee was set up comprising leaders and financiers. The types of buildings and facilities needed were decided on and handed to Sunflower Concepts.

Plans, with costs, were prepared for approval by the committee. Financiers were approached for final go-ahead and fund allocation.

Training was not undertaken in a formal establishment but taken right to the community.

M&R's strength lies in building and construction and this passing on of expertise makes the telling difference.

Instructors taught residents basic skills to build their own community centre, on which they practised during its construction.

Every one was invited to join free courses in bricklaying, plastering, painting, and carpentry. There was real enthusiasm, theft or loss of tools was unheard of and the community's buildings remained unscathed last year's violence.

Lindelam now has a training centre, school, a clinic, cottage industries, sporting and social facilities.

Newly acquired building skills were applied to housing, where the houses were painstakingly done.

Self-employment became evident in hairdressing, tailoring, furniture making, handicrafts, clothing and market gardening among others.

Pictures in M&R's Sunflower literature are delightfully captioned material conveyor (lady with brick on head), water reticulation (ditto with bucket on head) and assistant security guard (small boy wearing large cap).

Sunflower is active in several sites in Natal and at Thembis in the Transvaal.

M&R is in the vanguard in meeting Finance Minister Barend du Plessis' challenge to big business to help with social upliftment. Incentive schemes make it a paying proposition — shareholders are not prejudiced by Sunflower. Even if they were, it would be worth it.
Training plan for hawkers

By JOSHUA RABOROKO

THE Johannesburg City Council's high regard for the role of the informal sector in creating jobs and wealth for thousands of people made it imperative to implement a training programme for hawkers, the council's director (markets), Mr Peter Venter, said this week.

The objective of the programme was to create an environment in which hawkers could trade without lowering acceptable health standards and in harmony with the formal sector, he said.

He added that by implementing the programme the council hoped to tell the informal sector that the maintenance of health and environment standards was of major importance to the city and community.

The council wished to explain to the formal sector that the economy desperately needed the informal sector to exist and grow, Venter said.

The training programme started this week with the distribution of 30,000 pamphlets to hawkers all over the city. Graphics illustrate to hawkers how the council would like them to operate.

Officials of the markets department will distribute the pamphlets by hand. At the end of April, a team of trainers would take to the streets to check on the progress made by hawkers and to start "hands on" training.

Training will be done by specialists from many council departments, who themselves are undergoing a training course at the moment on the council by-laws, handling of complaints and training methods.

The council has initiated a project to publish a monthly newsletter for hawkers. The first issue of this newsletter, called Street Talk, will be distributed to the hawkers by the markets department at the end of April.
LABOUR

By DREW FORREST

Workers' college for aspiring unionists

A WORKERS' college — jointly controlled by the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and non-aligned unions — has been launched in the Western Cape.

At this stage a pilot project for 20 students nominated by the participating unions, the college aims to strengthen the labour movement by offering courses in labour law and collective bargaining, political economy and the international labour movement, the theory of trade unionism and organisational management.

A similar project is close to being launched in Natal.

The board of trustees comprises seven representatives from Cosatu and its affiliates, two from Nactu unions and two from independent unions, but Cosatu's South African Clothing and Textile Union (Sacru) is known to have played a spearhead role by initiating a feasibility study in August last year.

The feasibility committee included representatives of the University of the Western Cape, and the trustees are negotiating with UWC for the college to be based at the university.

For the pilot course, to run from August to November, student bursaries would be raised locally, said Sacru's Western Cape secretary, Lionel October.

Potential funders had been approached and Sacru had also provided a small loan.

In the long-term, it was intended that the unions would cover students and that college would be self-sufficient.

Describing the establishment of the college as a "historic development", a statement said it had implications for the "building of a united working class and strong working-class leadership" at a time of political and economic transformation in South Africa.
Careers group starts branch in Northern Transvaal

By MATHATHA TSEGU

The South African Black Technical and Allied Careers Organisation is to launch its Northern Transvaal branch in Pretoria tomorrow.

Interim general secretary Mr Rally Masela said all professionals were invited to attend the meeting at 2pm at the Holiday Inn.

Meanwhile, planning for the Sowetan Nation Building Programme for 1991 in the Northern Transvaal begins at a workshop on Sunday afternoon at the Phodshaba Ditsaba Lutheran Church Centre in Sehgo, Pretoria.

Programme

School parents' committees, teachers, principals and inspectors in the region are also invited. The programme starts at noon and will include a video on Nation Building.

Issues to be tackled at the workshop include planning for the Nation Building festival in August, the family as a unit, the role of social institutions in nation building and community hygiene and health.

Workshops

Sowetan editor Mr Aggrey Klaaste and Medunsa clinical psychologist Ms Gloria Masele will address the gathering.

Those attending the free workshop are expected to go back to their communities and hold similar workshops, for which Sowetan would offer assistance.
Top public servants' jobs 'under scrutiny'

THE top 1 500 jobs in the public service would have to come under scrutiny in the new SA, ANC manpower director Mewai Pilliso said yesterday.

He told an Anglo American Corp conference on human resources management in Vereeniging the jobs would have to be looked at "in order to show the face of the new SA".

Pilliso said the ANC believed it was necessary to remove historical imbalances. He was aware this could lead "to the promotion of blacks for window-dressing purposes".

The ANC wanted to avoid this and would opt for training opportunities to be made available.

"Some contend that affirmative action is nothing short of reverse discrimination. We observe, however, that the colour of management does not auger well for the new SA. Affirmative action should be aimed at bringing trained blacks into the mainstream of the economy."

Reacting to Pilliso's statement Public Servants' Association (PSA) GM Hans Olivier said yesterday the PSA had no problem with blacks at all levels of the public service.

The new SA needed qualified people and training was essential.
ALL businesses, from large multinational corporations to street hawkers, have at least one thing in common - finance.

Accounting is a vital function because it keeps a record of the financial affairs of a business.

The accounting profession is served by members of various professional groups, two of which are the Institute of Accounting Technicians and the Chartered Accountants.

Training
I will deal firstly with the IAT.

The controlling body for this career path is the Institute of Accounting Technicians, which was established in 1982 to develop, train and maintain standards for professionally recognised accounting personnel.

Members of IAT are qualified to accept appointments as accounting officers to close corporations.

Honesty
IAT's personal attributes should be an aptitude for figures, analytical skills, the ability to work well with people, good communications skills, honesty and integrity.

In order to enrol for the course, a Standard 10 certificate is required. This must include a pass in Mathematics and/or Accounting at either higher or standard grade.

Supervision
The trainee must be employed in accounting duties, working under the supervision of a CA, CIS, CMA or IAT.

Minimum symbols of D in either both Mathematics and Accounting, and the first language, are usually required as a prerequisite for employment.

The IAT qualifying course is a three-year National Diploma Accounting, which is offered by technikons such as Witwatersrand, Peninsula, ML Sultan, Mangosuthu, Natal and RSA.

The course consists of two components, academic (classes at a technikon) and practical (a structured training programme at work).

It is important to note that because of the practical training component, the diploma is essentially a part-time course.

Trains must therefore be employed full-time in accounting duties and attend classes at a technikon.

Classes are presented by correspondence, part-time, block release, or in some cases, full-time.

Types
As a prospective trainee, it is important that you find out what type of course presentation is offered at the technikon of your choice, as well as what is preferred by the employer.

Students may, however, elect to complete their studies at a university of their choice, provided the "core" subjects are included in the curriculum. These are Accounting III, Taxation, Corporate Law and Auditing Principles.

Register
In addition, the practical training requirements, monitored by the IAT training officers, must also be satisfied.

Bachelor of Commerce students may therefore register for the three-year practical training programme while studying part-time, or do so after they have completed their full-time studies.

Your practical on-the-job training may be in the office of an accountant or auditor.

First step
The medium to long term prospects for IAT's are regarded as favourable, with their orientation towards the small to medium business sector, which at the moment is one of the few areas of the economy experiencing growth.

In the black business community in particular there is an enormous need for education regarding accounting and the provision of accounting and allied services.

However, in the short term, students are experiencing problems finding employment in order to complete their practical training.

Big need
This situation will improve when those involved in small business become more aware of the need for accounting.

About 40 percent of IAT's practise for their own account. If you decide on this career path your qualification as an IAT could be the first step towards successful self-employment.

For further information about a career as an IAT, write to the The National Office, PO Box 61010, Marshalltown, 2107 or phone (011) 838-7070.
Lots of jobs to choose

ALL teenagers should visit the Careers 2000 exhibition, as they will be able to get information on thousands of career opportunities.

As more teenagers write matric exams, competition will increase drastically for positions in all faculties at universities, technikons and technical colleges.

Also, a matriculation certificate is no longer enough to procure a job. Competition for employment in the formal sector will increase drastically over the next few years, so it is essential for teenagers to decide exactly what they wish to do and get the right training and education to succeed in their chosen field.

A careers counsellor addresses a group of teenagers. The choice of the right career is vital.

Pupils in Stds 5, 6 and 7 will be able to identify and confirm school subject choices far more easily if they know what careers they may choose.

For those in Stds 8, 9 and 10, it is vitally important to identify which career opportunities are available for pupils with their particular subjects.

University undergraduates and students at technikons/technical colleges, will find Careers 2000 an ideal opportunity to talk to experts from hundreds of organisations and institutes.

They will be able to obtain first-hand advice on employment prospects in different organisations and industries.

For parents, a visit to Careers 2000 is an ideal opportunity to help their teenage children in establishing where they will best fit in the world of careers.
Pick your job from six categories

WHAT kind of career will suit you?

Visitors to Careers 2000 exhibition from tomorrow to Saturday at the Goudstad Teachers’ Training College in Cottesloe will find occupations classified into six basic interest groups:

- **REALISTIC** – Those who prefer to work with their hands, to use tools, to take care of animals or to be involved in the growing and tending of plants – eg. technician, forester, game warden, artisan, driver, mechanic, surveyor, computer programmer, pilot.

- **INVESTIGATIVE** – Those who prefer to work on their own, usually in a research environment where they can observe and try to find solutions to problems – eg. biologist, geologist, biochemist, doctor, dentist, vet, optician, psychologist, sociologist.

- **ARTISTIC** – Those who have creative abilities in writing, creating works of art or music or entertaining.

- **SOCIAL** – Those who like to help and to take care of others – eg. social worker, teacher, librarian, nurse, speech therapist, physiotherapist, waiter, beautician, policeman, traffic officer.

- **ENTERPRISING** – Those who prefer activities through which they can influence, persuade or guide other people – eg. salesman, bank manager, personnel manager or insurance or advertising agent.

- **CONVENTIONAL** – Those who prefer an orderly environment where routine is important.

A career choice: a dentist and assistant at work.

**Medals in skills contest**

THE National Skills Final, a competition that measures competence in work-related skills, will be one of the highlights of the Careers 2000 exhibition.

This competition is held worldwide and people up to the age of 25 compete in a wide range of occupational skills.

The South African finals of this competition will be held each day of the show and winners who meet the international standards required will be awarded medals.

Held throughout the country in a series of regional contests, the competition is aimed at upgrading skill standards in such fields as bricklaying, plumbing, hairdressing and cabinet making.
A VAST range of information on careers will be available at the Careers 2000 show.

The information can be sourced from a battery of PCs linked to the Human Science Research Council's (HSRC's) Mentor computer data base.

The organisers have also commissioned programmes which link each career with the career information resources available at the show.

Visitors will be told which stands to visit for information on a particular career, which videos are available, which books have articles on that career, which Mentor programmes are available, which lecturers will be talking on them, and when, and to which career interest group they belong.
Productivity is crucial, says Louw

By SHARON SOROUR
Labour Reporter

MINISTER of Manpower Mr Els Louw has warned that unless drastically low productivity levels improve, South Africa will have no hope of competing in world markets when sanctions are lifted.

This blunt warning in an interview with The Argus follows the dire production of Reserve Bank governor Dr Chris Stals that South Africa will be unemployable by 1995 if the country's poor economic growth continues.

Urging deep concerns that high production costs and low productivity were pricing this country out of the international market and eroding investor confidence, Mr Louw appealed to employers and unions to work together to achieve the economic growth that would reward all sectors.

Greater potential

While the European Community's decision this week to end sanctions against iron, steel and Krugerrands cleared the way for open trading with the 12 EC countries, business observers did not expect the move to have an immediate effect on trade levels.

Against the background of greater export potential, Mr Louw warned that South Africa would have to improve its production performance if the country hoped to compete with the rest of the world and create new job opportunities.

Last week, Dr Stals singled out social unrest, industrial action and the political uncertainties that were inhibiting business confidence as some of the main economically crippling factors.

Mr Louw pointed to a recent survey of labour productivity in the manufacturing sector between 1975 and 1989 that showed South Africa fared the worst of the six countries reviewed.

Korea's productivity was the highest, followed by Japan, Germany, the United Kingdom, the United States and finally, South Africa.

In contrast, Mr Louw said, the unit cost of production in South Africa was "by far the highest" of the six countries.

He said "We are poor competitors in foreign trade as far as manufacturing is concerned."

"Trade union leaders say that labour is exploited while employers complain that productivity is very low."

"Both parties have to come together and even bring in outside expertise to find out where the truth lies."

Complex reasons

Mr Louw said the reasons for South Africa's poor performance were complex, involving training, motivation of the work force, the type of industry and whether the country had an export advantage in that particular industry or not.

While certain issues in labour relations were having a "bad effect" on the economy, Mr Louw believed the historic Labour Relations Amendment Act made "meaningful negotiation possible" and could lead to "economic realism" among both employers and unions.

"The department is trying to find a way to develop the economy so that people can earn a decent living, but in a way that does not kill the economy. There is a delicate balance to be reached," Mr Louw said.
Higher priority for job creation schemes?

By SHARON SOROUR, Labour Reporter

To bring down the critical level of unemployment government-funded job creation schemes may be given a higher priority, says Minister of Manpower Mr Elu Louw.

He said in Cape Town he would continue pressing for more money to be allocated to the schemes, controlled by the Department of Manpower.

"The government is likely to give them greater priority in the future.

While the government saw job creation as a crucial at all levels, only a growing economy could guarantee long-term growth in job opportunities.

But he was satisfied the department was doing everything possible to create more jobs.

THREE MILLION BENEFIT

"I think we are doing very well with the money at our disposal."

The department was administering a special job creation programme and more than three million people, 1.3-million of them unemployed, benefited from training schemes.

The plight of the unemployed was being alleviated by the Unemployment Insurance Fund, with reserves of more than R1 billion.

Simple solutions could not be found for an issue as complex as unemployment but the government and the private sector were key players in a market-related economy.

"The State must create a climate conducive to enterprise and investment — but the private sector is the real job creator."
Register of sponsors is ‘biggest yet’

A bursary register, annually updated and bearing information about some 50 percent of the bursaries offered by a host of South African organisations, is available from the Education Information Centre (EIC) in Johannesburg.

The EIC is an independent, non-profit service organisation which provides career information and guidance to underprivileged students.

Its bursary register is comprehensive, including bursaries for schools, commercial and secretarial courses, correspondence studies, teacher training colleges, technical colleges and technikons.

"The list this year is our biggest yet," comments bursary compiler Rita Lavin of the EIC.

Bursaries have been offered by a huge number of organisations, ranging from major institutions such as the mining houses to black scholarship programmes such as the Educational Opportunities Council and Africa Scholarship Programme, and church and community organisations such as the SA Council of Churches.

In addition, bursaries offered for university study are organised into categories such as university preparedness, a list of 57 faculties and postgraduate studies.

A new section on medical and paramedical studies has also been added this year.

A section on bursaries available for overseas study is also included and a complete list of all universities and technikons in Southern Africa has been incorporated.

The register is aimed specifically at students. More than 20 000 lists are distributed each year.
Careers

Where do I start finding out information?

1. Pair up with a friend. Try and tell each other in an organized and detailed way about one of your parent's work. This will help you to work out the sorts of information to find out. Here are some ideas:
   * What the work involves
   * Type of workplace
   * Working hours
   * Pay and benefits

   Exchange any kind of information about the jobs you can think of.

2. Begin a list of the sorts of things you yourself will need to find out about jobs you are interested in. Keep the list and add more points as you go through the lessons.

A closer examination of a job

Here are some examples of different kinds of work. There are hundreds of different jobs which we don't have the space to list. See if you can list some of the jobs we have not mentioned:

- Worker: Roads clerk
- Upper management: Roads superintendent
- Advertising copywriter: Bus driver
- Supervisor: Telephone repairman
- Salesclerk: Telephone operator
- Architect: Sign writer
- Accountant: Sign writer
- Artist: Sign writer
- Athlete coach: Sign writer
-Author: Sign writer
- Ball dancer: Sign writer
- Biologist: Sign writer
- Chemical engineer: Sign writer
- Career adviser: Sign writer
- Carpenter: Sign writer
- Chemical psychologist: Sign writer
- Child minder: Sign writer
- Community relations: Sign writer
- Consultant: Sign writer
- Conservationist: Sign writer
- Criminologist: Sign writer
- Driver: Sign writer
- Dental technician: Sign writer
- Dentist: Sign writer

A. Choose one occupation from the list and write it down.
B. What do you know about this job? Write brief points to notes.
C. Where does the person doing this job work?
   * Factory
   * Laboratory
   * Store
   * Warehouse
   * Home
   * Office

D. What is the main activity of the job? Choose from this basic list:
   1. Making: Mainly work done by hand, converting or finishing materials. Example: carpenter
   2. Assembling: Combining materials by assembling, building, or making. Example: Carpenter and building are major activities.
   4. Operating: Related to 1, 2, and 3 but now done by machines. Example: Machine operator
   5. Growing: Cultivating plants, rearing animals, mainly for food. Example: Farmer
   7. Drawing: Drawing and reproducing drawings and prints. Example: Illustrator

E. How is this job related to the economy? It is a trade in which you can earn money.

F. Now decide which economic sector you would be working in if you followed this career. Choose from this list:
   1. Agriculture, forestry and fisheries: Growing and harvesting crops.
   2. Mining and quarrying: Extracting minerals and other materials from the earth.
   3. Manufacturing: Producing goods and services.
   4. Service sector: Providing services to the public.

In this lesson, we have looked at different types of work and workplaces, and where you could possibly fit into them. You need to think about and understand these things before you go job hunting. Next week we will look at ways of finding out more details of a specific type of work.
Train for scarce skills

If you want to be sure of a job given the sea of unemployment that has engulfed southern Africa during the past few years, then reading the annual report of the National Manpower Commission is a must. It details job categories in which there are worker shortages.

The report points out that the demand for certain categories of skilled workers has shown a sharp increase during the past decade, despite our low average economic growth rate.

Experts who compiled the document calculate that at a projected real economic growth rate in the next decade of 2.7 percent a year, the demand for what it calls high-level manpower will increase by three to four percent annually, or by a cumulative total of up to 600,000.

High-level manpower means those workers who have had at least two years of education or training after matric. Middle-level workers are those with at least Std 7, plus at least a number of weeks or months of training in and/or outside the work environment.

If there is an economic upswing in South Africa, companies will be needing highly-trained workers in a hurry and will be forced to shop on the international market for skills. This will cost enormous sums of money as the rand is weak and highly-skilled, well-paid workers are normally reluctant to uproot themselves in Europe, or elsewhere, to come to South Africa unless the pay is exceptional.

Apart from the fact that it will be inflationary, it can cause unrest among South African workers as the wage gap between their pay packets and those of the overseas workers is bound to be substantial.

Workers from overseas have to be paid in American dollars or the currency of their country of origin.

The solution is, of course, for more local workers to acquire these scarce skills. In fact, training is fairly widely available to anyone prepared to apply himself.

The categories specifically mentioned by the commission, in which critical shortages exist, include:

- Apprentice Metal and engineering, electrical and electronics, building, motor, printer and furniture trades,
- Technician Engineering and draughtsman,
- Engineer, Technologist (unregistered),
- Clerical Bookkeeper and related financial clerk,
- Computer-related Office machine and computer operator, computer systems occupations, including programmers.

Apart from these there is a shortage of production foremen and production supervisors in many areas, such as chemicals, coal, rubber, plastics, paper and wood manufacturing and food, drink and tobacco preparation.
HSRC argues case for widespread computer literacy

JOBS provided by the information technology sector will double by the year 2000 if SA accepts recommendations from the HSRC, says Prof Dewald Roode, head of Pretoria University's informatics department.

A recent study conducted by the HSRC suggested that every person at secondary school level should receive basic training in computer literacy.

In an interview published in Enterprise magazine, Roode says "While current demand is greatest for experienced people, the economy will continue to need a large number of people with a suitable level of computer literacy - but not necessarily any professional skills."

The HSRC study, of which Roode was chairman of the working committee, developed strategies to take SA into the 21st century as an information technology-based economy. "Judging by prevailing trends, the information technology industry - currently providing work for about 10,000 people - will create opportunities for at least 60,000 by 2000." He says this demand could easily be higher if the economic growth rate of the 1990s turns out to be higher than that of the 1980s. This implies that labour shortages in the information technology industry could become more problematic.
Technically skilled people are wasted in management

An investment in training of skilled entrepreneurs, managers and workers is essential to economic growth in SA, says Louis Allen Associates MD Howard Cook.

The two biggest problems facing SA business and industry are low productivity and a shortage of skills.

As a result, many technically skilled people are in management jobs for which they have not been trained and for which they have little aptitude.

"The situation is worsened because their subordinates, in turn, lack the training to do their own jobs," says Cook.

"As a result, the manager spends a lot of time — estimated at around 40% on average — doing technical work instead of managing.

"Because one of the functions of management neglected in the process is training staff, they are caught in a Catch-22 situation."

There are four consequences to this state of affairs, says Cook.

The less time each manager spends on management work, the less effective he will be as a manager.

This means the economy will need more managers to keep operations going.

Thus, in turn, will force more skilled people into management positions, exacerbating the skills shortage.

Finally, people not trained to manage cannot identify or deal with the training needs of their subordinates.

"We have to break the cycle," says Cook.

"The manager must become the facilitator and encourager rather than the checker and instructor."

This can only be achieved when his subordinates have clear objectives and standards to work to, enabling them to monitor their own performance and take creative action to correct it where necessary.

This calls for the correct technical training — but if the manager delegates the responsibility for identifying training needs to his subordinates and encourages them to ask for training, he will be set free of a time-consuming process.

Employees will then be motivated and managers will become more efficient.

Overall productivity will inevitably improve.

"The amount and quality of training in SA is abysmal."

"The typical company has no budget or standard for training programme and when times are tough, this is among the first things to be cut.

"By comparison, European and Japanese companies spend on average five times as much time on training, so the don't have the skills but log facing us," says Cook.
Technically skilled people are wasted in managers' hands, in turn, lack the training to do their own jobs.

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This calls for the correct
More immigrants boost SA’s skills

By Mark Suzman

An increase in the number of people coming to live in South Africa, plus the lowest emigration rate in 30 years, led to South Africa gaining 9,777 people last year — the largest since before the unrest of the mid-1980s.

The latest figures released by the Department of Home Affairs show that South Africa had 14,489 new arrivals in 1990 compared to only 4,722 departures, representing a 28 percent gain on 1989.

Although Britain and Zimbabwe still occupy first and second places as the origin of most new arrivals, with 3,395 and 1,637 respectively, the rest of the increase can be traced largely to four regions.

Professionals

The number of immigrants from Portugal, in third place, went up by more than 40 percent last year to 1,414. New arrivals from Israel rose more than 30 percent to 945, but the country dropped from fourth to fifth place. The spectacular growth of immigration from Taiwan, which tripled to 1,382 last year, put it in fourth place.

A similar increase in new arrivals from Eastern Europe, rising from 336 to 965, lifted the region to sixth place.

Overall emigration continued to decline, although the UK and Australia remained overwhelmingly the favourite destinations for departing South Africans, with well over 1,000 people leaving for each country.

And despite continued complaints about a “brain drain”, South Africa also saw a net gain of nearly 1,000 people in professional and managerial occupations last year.

Included in these figures were 896 accountants and related workers, up from 764 in 1989, and 573 engineers and technology experts, up from 380 the previous year.

There was also the arrival of 149 qualified medical and dental practitioners and specialists compared with the departure of 29 — a major shift from 1988 when South Africa had a net loss of medical personnel.

All this is good news for the economy and local business, which is suffering from a severe skills shortage.

According to Gerrie Bezuidenhout, Labour Affairs Manager at the South African Chamber of Business (Sacob), although South Africa’s long-term objective must be to train skilled workers from within the existing population properly, in the short-term the influx of skilled people via immigration was necessary for the economy.

“Many of these new immigrants will create additional jobs and pass on their skills to people in South Africa,” he said.
Training academy aims for excellence

A COMMITMENT to excellence - both in-house and within the estate agency profession as a whole - led to the establishment of the Seeff Training Academy about 15 years ago.

Today, the academy is among the largest of its kind in SA, with some 1 500 students passing through its doors each year.

It was launched by the late Geoffrey Seeff, founder of the group, and was revitalised in 1985 when Johan Meyer who had been running a successful training course, took over as MD.

Courses offered cover selling and marketing skills for beginners, negotiation training, commercial and industrial property and a course for Estate Agents' Board examination candidates.

A new course is titled Your career in real estate and how to open your own business.

Says Meyer, "The Seeff group is not threatened by the prospect of new businesses coming into the market."

"It's in all our interests to increase the level of professionalism in the industry."

Meyer says some 80% of property brokers operating in Cape Town were trained at the academy.

In addition to offering training courses, the academy provides a consulting service to a wide range of brokerages.

"We advise them on setting up in-house training programmes and running their businesses," he says.

Secret

But while the academy's courses have proved their value to the industry, Meyer says the secret of Seeff's success is that its training is ongoing.

"We run weekly training courses lasting, on average, 90 minutes. These range from refresher courses on selling techniques to workshops to help our salespeople cope with various situations."

"Market conditions change daily, but Seeff salespeople attend workshops at least once a month and usually fortnightly."

...
Soweto: Jobless put to work

By Terry Bello

(179)
R800 000 for ACE centre

Construction of the second major phase of the Alexandra Community Education (ACE) Centre will start soon, thanks to a R800 000 donation by the Toyota South Africa Foundation.

The R10.5 million phase, which follows the completion of the R8.5 million Alexandra Technical College last month, involves building a career-directed education centre.

Toyota's donation will go towards workshops for mechanical, electrical, welding and metalwork instruction.

ACE is a joint project involving the community of Alexandra, The Star's TEACH Fund, Rotary and the Department of Education and Training.

Major donors include Barlow Rand (R3 million), AECI (R470 000), JCI (R450 000), TEACH Fund (R200 000), Otis Elevator (R150 000) and Total SA (R150 000).

Education Reporter
Gain skills to improve profit and ability

By JOSHUA RABOROKO

The deputy city engineer said the introductory course was recently successfully completed by 15 people.

The intermediate course will be offered soon if enough people are interested.

A public meeting will be held at the Water Branch offices in Klipspuit on May 7 at 4pm to explain the course and arrange for those interested to sign on.

If enough people are interested the introductory course will be run again.

Tests for the intermediate course can be taken by people who have not done the introductory course to see if they are eligible.

The department has helped in developing civil engineering contractors in Soweto for four years.

One of their projects was the installation of mains for the supply of water in the city.

This work was done by contractors who had tendered for the work which was advertised in the Press.

For more information telephone Mr. Mkhuze at (011) 838-1734.
SKILLS VITAL FOR GROWTH MD

To build a happy and healthy society, education is not only important, but also indirectly related to economic growth. Education will make students who have a sense of responsibility and a sense of duty toward society. It is important to develop future leaders who can lead the country.

The education system needs to be restructured to provide quality education and address economic, social, and educational disparities.

The education sector needs to be reformed and restructured to address the needs of society.

Vocational education is also vital for economic growth. It prepares students for the workforce and helps them acquire skills that are in demand.

In summary, education is crucial for economic growth and development.
Helping people to keep track of their money

In South Africa there is a shortage of chartered accountants. A chartered accountant (also referred to as an auditor) carries out audits which involves putting the financial statements of an organisation in order. This includes looking at the vouchers of transactions and ensuring that all the income and expenditure has been correctly ordered and recorded.

A chartered accountant's qualification is the highest in accountancy. Chartered accountants review the financial records and details of an organisation's past financial year and put together a set of accounts. Their task is to reflect the financial status of organisations.

They also set up computer programmes, which will cover the accounts, membership records and tax details of an organisation.

They assist employees with tax queries and help employers set up tax structures.

A chartered accountant can be considered as an objective third party who can be trusted to give an accurate financial statement to members and to outsiders dealing with an organisation.

Chartered accountants offer financial advice. For example, they help plan the amount of money that an organisation will spend in the future and how much income will be needed.

Chartered accountants check whether the financial statements are in accordance with the organisation's constitution.

This measure ensures that there are no dishonest practices within the organisation.

Qualifications and Training

Prospective applicants should have a keen interest in accountancy. It is helpful if you have studied accountancy at school.

You need a matric exemption with mathematics (higher grade). To qualify it takes four or five years of university study. At some universities there is a four-year full-time course.

It is also possible to study part-time. After you have done your theoretical study, you have to do a period of articles (between three to five years, depending on the degrees you have completed).

During this time, you work for a public accountant and auditor.

Articled accountants are seen as trainee accountants.

Accountants must be computer-literate.

There is a great demand for chartered accountants.

It is a well-paid profession.

The role of a chartered accountant in a post-apartheid society is helping people to keep track of their money because they see it only as a way of making money. However, it is vital for organisations and trade unions to have a very good understanding of accountancy and the requirements of auditing.

Currently a lot of work is required to assist trade unions to understand the financial affairs of companies. The accountant can empower workers and ordinary people to understand accounts, and to realise that accounts are things over which they can have control.

It is also important that organisations and structures are accountable to their members.

For further information contact:

- The SA Institute of Chartered Accountants, Box 964, Johannesburg 2000. Telephone: (011) 934-1351.
- Transvaal Society of Chartered Accountants, Box 2995, Johannesburg 2000. Tel: (011) 838-0121.
- Natal Society of Chartered Accountants, Box 487, Durban, 4000. Tel: (031) 394-5475.
- Cape Society of Chartered Accountants, Box 4484, Cape Town, 8000. Tel: (021) 21-1458.
- OFS Society of Chartered Accountants, Box 408, Bloemfontein, 9300. Tel: (051) 54-4240.

Adapted from "The Future is Yours"

The economy cannot afford to have businesses going bankrupt. Chartered accountants are vital to any economy as they help to ensure the efficient running of businesses and organisations.
Retraining funds a top NUM priority

THE creation of retraining funds has emerged as one of the National Union of Mineworkers' (NUM's) top priorities in mining retrenchment talks between employers and the union.

NUM spokesman Roy Sewnarain said demands for training funds were based on the need to equip unskilled workers with basic training, enabling them to find work in other categories such as brick-laying and carpentry.

Retraining had not yet been established at the various mines affected by retrenchments as the union was still investigating how to best utilise these funds, he said.

Sewnarain said the NUM was currently negotiating retrenchments at several mines including Vaal Reefs, Western Deep Levels and Doornfontein near Carltonville, Stilfontein near Klerksdorp and Africa Crysotile Asbestos near Nelspruit.

At Western Deep Levels, the union was negotiating the retrenchment of about 600 workers, while about 600 were involved at Doornfontein. At Stilfontein the NUM was negotiating a retrenchment package which would see about 3,500 jobs being phased out by the end of the year.

The NUM and management at Harmony gold mine near Virginia signed a "satisfactory" retrenchment deal in March, Sewnarain said.

The agreement includes one month ex gracia payment, one month notice pay and two weeks severance pay for every completed year of service.

The number of workers to be retrenched had been reduced from 8,000 to 4,500 by implementing an extended leave scheme, Sewnarain said. In terms of the scheme, employees are required to take three months unpaid leave in each 12-month working cycle.

In addition, management agreed to establish a R1m retraining fund.

Rand Mines spokesmen were unavailable for comment.

At Eskom, the union has also negotiated a lump sum to deal with job creation schemes for workers.

Sewnarain stressed the NUM could not provide a long-term solution to the issue of retrenchments. While it could intervene and make a contribution in areas such as retraining, broader political intervention was required to address the issue.
A new multimillion-rand campaign to educate and employ Alexandra youth has been launched in an attempt to reduce Sandton's high crime rate and improve conditions in the township.

The "Education for Employment" programme is a joint venture between Sandton and Alexandra organisations. It aims to provide job training for the so-called "lost generation" and unemployed adults, improve the township's schools and provide community leaders with management skills.

The AlexSan Kopano Educational Trust, which is organising the project, has launched a worldwide appeal to raise R26m over the next three years.

The trust's committee includes local ANC leader Popo Molefe, former SA Council of Churches education head Sheila Simunye, Alexandra Health Centre head Tim Wilson, former Toyota MD Cohn Adcock, Sandton Civic Foundation members and Alexandra community leaders.

At the project's launch in Sandton last night the trust's director Dave Jackson said the project was an investment in a more peaceful and prosperous way of life. The alternative would be escalating crime and diminishing personal security.
Cast teams study local government abroad

The Civic Associations of Southern Transvaal (CAST) has sent 10 young black South Africans to various overseas countries to study local government.

Moses Mayekiso, over for training to CAST's president, told of the need to ensure that the new government does not end in a shambles.

Mr Mayekiso said the idea for the training scheme occurred to him when he saw councillors signing documents they hardly understood.

Fields of study include health services, informal education, housing, national development and transport management.
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Fields of study include health services, informal education, housing, national development and transport management.

"We're sending people overseas for training to make sure that the new South Africa does not end in a shambles."
A multimillion rand programme being launched to tackle the problems of rampant unemployment and inadequate education in Alexandra township.

The programme, called Education for Employment, is a joint venture involving a coalition of groups from Alexandra and Sandton.

"The programme is a positive attempt to reduce poverty, unemployment and crime in the communities of Sandton and Alexandra," says Holly Luton, chairman of the AlexSan Kopano Educational Trust, which is organising the initiative.

"We are all concerned about the increasing rate of crime in Sandton, but building higher walls around our properties and installing ever more costly security systems really isn't a long-term answer," she says. "The problem has to be tackled at its roots, providing unemployed Alexandra youth an alternative to crime — skills that will enable them to get and keep decent jobs."

The Education for Employment programme has three legs:

- Job training and assistance for the so-called "lost generation" and for unemployed adults, so that they can either find full-time or part-time employment in the formal sector or start their own businesses.
- Improvement of school facilities, teacher training, parental support and student motivation at Alexandra's schools.
- Management training for the leaders of Alexandra's community organisations.

The programme is under the direction of Dave Jackson, an experienced education and development consultant. "Most whites are unaware of the true situation in Alexandra," he says. "It's a city with a population of about 280 000 — no one knows exactly how many people — of whom more than half live in shacks with a single outside tap, bucket toilet and shower shared by between 70 and 90 people."

About 47 percent of the employable adult population is without work and among the youth the figure is far higher.

The organisers of the programme believe the success of the Education for Employment depends as much on the people of Sandton as much as it does on the people of Alexandra.

"It's got to be a joint effort," says Salma Serote, one of the trustees. "Sandton and Alexandra are two parts of a single community. The people of Sandton benefit from the labour the people of Alexandra provide — and they are affected by their problems. That's why we coined the word AlexSan.

"People in Sandton have the money, the expertise and the contacts — the people of Alexandra need their help to enable them to develop long-term self-sufficiency."

The programme is estimated to cost more than R25 million over the next three years. Most of the money will go into creating jobs.

A world-wide fundraising appeal has been launched. The organisers are relying on large corporate donors and foundations in South Africa and abroad to come up with the big donations. However, people of Alexandra are also contributing and the intention is to make the programme increasingly self-financing.

"If we're going to make the new SA happen we have got to take a personal responsibility for bringing about change in our community," says Mr. Jackson.

Readers wanting to know more about the campaign or wanting to offer their help should contact Dave Jackson at (011) 789-8130.
CBT ‘route to more effective training’

Computer-based training (CBT) is about 40 percent quicker and students learn 30 percent more on computers, which adds up to about 30 percent savings for companies wanting to train their staff, says Professor Renato Lippert of Pretoria University.

There are various case studies showing cost and time effectiveness of CBT. South African Airways was able to increase its total mandays for training by 170 percent and the Post & Telecommunication Service, using interactive video techniques, was able to save 35 percent, equivalent to R2 million.

Professor Lippert is charged with incorporating CBT into all the Facilities at Pretoria University. However, he says it has been the commercial sector that has been quick to see the benefits of CBT rather than the educational sector.

"The commercial sector has more money to invest and has a keener sense of productivity so that shorter learning times impacts more immediately on the business world," she said.

However, in a country that has an educational crisis, a system that allows teachers to pass on more knowledge in a shorter amount of time should be a priority.

Professor Lippert said that she recently canvassed 270 schools in the Transvaal, in which she got a 35 percent response, and 100 percent of the headmasters said they would give preference to teachers with CBT experience.

CBT is also a very good means of instruction for illiterate people who are taught with the aid of a light pen and interact with icons and graphics instead of words.

The professor said that there had been a move on the part of some unions to forego pay increases if the company would contribute towards the education of workers' children. In instances like this CBT can provide an excellent support system to pupils.

Professor Lippert is at the moment editing a book on CBT for educators.
Training system needed, says prof

"We all know and agree on the need for more and better education and training in South Africa, but we also know that there are not enough funds to cope with existing needs, let alone the backlog of needs or the future needs of education and training." This was said by Professor Mouton at a recent seminar held by the Association of Accredited Education Centres of South Africa (ACESA).

"The answer to this dilemma," the professor added, "is twofold.

Firstly, education and training must become increasingly more vocational and job orientated and secondly the task of education and training in South Africa must become more organised with more co-operation and higher efficiency between the actors involved.

Professor Mouton said that South Africa must develop an education and training system that is integrated and makes use of all available resources and promotes collaboration between the formal and non-formal education and training sectors.

However, the professor believes that if we cannot assure the quality of our education and training "everything will be of little use".

This is where the role of accreditation becomes indispensable.

The mechanism of accreditation enhances:

- The determination of similar values of courses.
- The equivalence of standards.
- The horizontal flow of learners between the formal and the non-formal sectors and within respective sectors.

The benefits of accreditation include:

- Greater order in the total education and training sectors.
- The quality of education and training is increased.
- Less education and training funds are wasted.
- Learners have greater clarity on the standards of each course and the access it provides to other courses.

See Page 17
SA must check economic imbalances

Double trouble: Too many unskilled workers, too few skilled
Technologists are faced with a bleak future

INFORMATION technologists in the computer industry may face a hazardous future.

Many "whiz kids" of the '70s and '80s are finding themselves on the shelf by the age of 40 because of short-sightedness, lack of personal planning and a fixation on personal benefits factors.

Bryan Hattingh, People MD, Bryan Hattingh, says such people are joining the ranks of the unemployed every day.

He says the industry is now a buyer's market and experiencing a long-overdue maturing process in which companies are questioning their recruitment policies, suppliers, internal management structures and becoming more stringent about who they employ — and why.

Communicate Personnel consultant Charlie Viljoen says SA's computer staff are in a difficult situation. "The DP industry has seen a drive towards state-of-the-art technology and increased competitiveness on the international front. "Being on a par with overseas technology has demanded specific skills. This need has become prevalent this year, with a tighter economy and smaller budgets. "Companies are desperate for certain skills which can take months of advertising and recruiting to find. "With smaller budgets they are unable to justify training and often do without until the right person is found."

But it's been found skills required by the market place — such as in fourth and fifth generation languages, Unix and RPG III/AS 400 — among others, can still command good salaries.

She says for skills in areas like Cobol, salary increases have on average been slow.

"It's the market demand for a skill that determines the increase in salaries commanded and offered. "However salary increases over the last two years have diminished. "There has been an increase in the last six months, and this is expected to improve in the next six months," she says.

Large Scale Systems marketing director Dave Sullivan says although top-class computer professionals are always in demand, there's been a reduction in the need for middle-of-the-road skills. "This trend is evident in the high incidence of retributions in the computer industry."

BRYAN HATTINGH

The trend is partly due to consolidation among large users, which achieves savings in software licences and staff.

For this reason it's become essential for computer staff to have in-depth knowledge in vertical niche sectors, whether CICS, MVS, networking or Unix.

He says another facet of the trend towards high-level skills is the use of packaged software. "Users have become self-sufficient with the availability of powerful development tools and low-level programmers aren't required to the same extent as in the past," he says.
A chance for Third World countries

It's widely held that the force behind economic growth is increased national productivity.

It's also been shown that such productivity increases are affected by investment, and successful adoption of modern technological methods in all segments of an economy, says Punch Line Columbia Training GM Jacquie Kabatznik.

Third World countries have batted for the growth found in developed countries, but she says changes have come with the knowledge revolution and the advent of the PC.

"Successful use of computer technology and new technological infrastructure can instantly place previously backward countries at the forefront of economic activities."

"There are huge installations set up to process paperwork, transactions and other functions of the service-based sectors."

"Many organisations are moving these processing operations out of metropolitan areas into areas where labour is less expensive, yet educationally on a par with urban workforces."

"This is one area of opportunity for less developed nations."

**Allows**

"Communications technology allows these operations to take place anywhere in the world."

"There is thus no reason why less developed countries can't attract a share of this market," she says.

"But for Third World countries to take advantage of the computer revolution, the knowledge and education component of the transfer of technology must take centre stage."

"All areas of computer literacy must be emphasised — from rudimentary keyboard skills to applications training and sophisticated programing."

"This is a new educational challenge."

"The developing nations have a rare opportunity to compete on a level playing field."
The demand will be for more personnel

JUDGING by prevailing trends, the IT industry, which provides work for about 30,000 people, will create jobs for at least 60,000 by the year 2000.

Pretoria University's department of informatics head Prof Dewald Roode, who is also MD of Pretoria-based information management consultants Inbecon, says this demand could be higher if SA's economic growth in the 90s is higher than in the 80s.

"The influence of IT and the computer implies more than just a greater demand for computer personnel. While current demand is highest for experienced people, the economy will continue to need people with a suitable level of computer literacy — but not necessarily any professional skills."

A recent study by the Human Sciences Research Council (HSRC) for the National Training Board focused on this problem and developed strategies to take SA into the 21st century as an IT-based economy.

Consequences

Prof Roode, who acted as chairman of the HSRC working committee, says the strategy being proposed will have far-reaching consequences for training and education in SA.

"We will have to tackle the problems of literacy and computer literacy simultaneously — neither can be left aside to address when the other is solved," he says.

If the HSRC investigation recommendations are accepted, all people at the secondary school level will receive basic training in computer literacy, preparing them to enter an economy which will have to use IT to stay competitive in the world market.

High technology, especially computer or IT, has often been viewed as counter-productive in an economy where creating jobs is important.

Prof Roode says this view is off the mark.

"Although computerisation may affect the immediate jobs of people where computerisation takes place, the net result of any computerisation is often the creation of more jobs."
Learned skills must have business value

MANY organisations have set up open learning centres, walk-in facilities where people can get training.

Where the use of technology-based training (TBT) is established, organisations see that TBT cuts training costs and they can measure performance.

Applied Learning’s Norman Auerbach says much has been written on the opportunities and challenges of the ‘90s.

Trainers must examine their priorities and concentrate on skills which add value in business terms.

By using TBT to deliver and measure training, the machine delivers the training and captures results on performance gains.

“Many organisations find their budgets trimmed,” Auerbach said.

“By using the learning centre to complement and enhance other training methods, they can provide more mission critical training at a lower unit cost.”

He says objective and realistic measures can be built into TBT courseware.

“Students’ performance gains can be monitored.

Progress through the training can be evaluated and the results measured because each move can be recorded in the computer-managed learning environment.

In recent years, IT has transformed the way organisations do business.

Information is now seen as a key resource and as the networked organisation becomes a reality, new ways of managing training are emerging.

“Organisations well along the learning centre path are networking their workstations and using a systems-managed approach for their training.”

“By linking students’ performance results into the organisation’s information system, training can be tied to many functions of the organisation.”

“For instance, the individual’s skills profile can be updated.”

“This in turn may update the human resource plan, the succession plan and trigger a report to the line manager to initiate tutoring or counselling.”

Vital to develop proper culture

ORGANISATIONS which develop a “training culture” are likely to benefit most from their investments in technology.

Johannesburg training manager Liz Horner says the success of a computer training programme depends on the method implemented and support from top management.

“Many South African organisations tend to regard training as a luxury.”

“When budgets are curtailed, it’s the training budget which, along with the advertising budget, is first to be cut.”

“This is shortsighted,” Horner said.

Horner says computer training on an ad hoc basis, although better than no training, is also not cost-effective.

“It can lead to uneven skill levels in companies, particularly at branch level.”

“This can be negative for productivity.”

She says where computer training has become part of an organisation’s culture, the level of computer skills throughout the company is high.

“Most people from mid-management up steer away from computer training and among a large proportion of business executives, computer phobia has barely diminished over the years.”

“Computers are a necessity, but being able to use them to full potential is another.”

In Japan, promotion and perks are usually linked to training.

Successful completion of training courses is a prerequisite for advancement.

“In SA, however, training is often confined to lower-level employees.”
New SAA action programme

Own Correspondent

Johannesburg — SAA has initiated a wide-ranging affirmative action programme to forestall such actions which might be imposed by a future government.

A airline spokesman confirmed at the weekend that more than 1 300 employees had been put through literacy development courses in recent months.

The spokesman said SAA's earlier attempt to follow its own affirmative action programme had been hindered by the severance of international air links between SA and the US and Australia.

A SPECIAL 20% discount will be available on selected SAA domestic flights from Wednesday, the airline announced yesterday.

SAA said the offer would only be available for a limited period with a limited number of seats per flight.

The airline has also begun recruiting and training cabin attendants and technical apprentices of all races.

SAA is currently in the process of restructuring prior to privatisation. This involves making the airline a commercially viable and profit-oriented company free from government subsidies.

In the long term SAA, as a private company, will probably apply for a JSE listing.
workforce education on the cards. sister next to nelly reviewed

According to Portia Nance, president of the National Association of Workforce Development, the demand for workforce education is increasing. "It's not just about getting a job, it's about preparing for the future. We need to invest in education to ensure that our workforce is ready for the changing job market," she said.

The National Center for Education Statistics reported that the number of individuals enrolled in workforce education programs has been on the rise in recent years. The center's data shows that enrollment in these programs has increased by 20% over the past five years.

"Workforce education is a critical component of our economy," said John Doe, CEO of a major technology firm. "By investing in the education of our workforce, we can ensure that our businesses are competitive in the global market and that our employees have the skills they need to succeed."
Training for businessmen

CAPE TOWN — Business must get involved in apprenticeship programmes to train black entrepreneurs, says Small Business Development Corp regional GM Wolfgang Thomas.

He says that unlike courses, conferences and adult education programmes, apprenticeships that give businessmen hands-on experience is the most effective form of training.

He says this should be developed by established commerce and industry.

"Looking at our present education and training set-up in this country and taking into account the training potential of our vast developed sector, the biggest gap in present facilities may well be the absence or non-use of one-on-one apprenticeship training opportunities."

Thomas adds, however, that apprenticeship training is not well developed in SA and suggests government encourage apprenticeships through tax incentives.
Louw urges market-related training

A GROWING economy could be a better guarantee for order and peace than a well-drawn-up constitution, Manpower Minister Eln Louw said last night.

However, economic growth could be activated and maintained only if training kept pace with market needs, he said at an annual trade test function in Johannesburg.

Reference was often made to the "little dragons of the East" — Korea, Taiwan and Singapore — and what they had achieved, but they had trained people.

The objective of training should always be self-development and achievement.

"It will require a national training will" by everybody in this country, whether it be the state, big and small business, communities and individual persons," he said.

The utilisation of the limited training abilities of the country needed to be addressed and a national convention to make such a strategy concrete would be considered as a high priority, Louw said.

The National Manpower Commission had identified a number of professions as critical.

These included engineers, metal and engineering artisans, building artisans, electrical and electronic artisans, engineering technicians and accountants.

Only 2% of all degrees, diplomas and certificates awarded in 1989 were in engineering and engineering technology and only 4% were in science subjects.

This definitely does not answer the market needs, as indicated in the National Manpower Commission's investigation.

"The training of a sufficient number of qualified artisans is disturbing."

The number of artisans who qualified between 1985 and 1989 declined, but although 7,132 people completed artisan training in 1990 — and this was about 2,800 more than in 1989 — this was regarded as insufficient for SA's manpower needs.
Informal colleges ‘may ease crisis’

A network of community colleges may well be the missing link in South Africa’s inadequate education system, the Education Foundation said yesterday.

The foundation, a trust committed to “an affordable and appropriate education system”, said in a statement that the colleges would be non-formal, community-based, flexible and job-oriented learning centres, which would cater mainly for the millions of South Africans left in the cold by the formal education system.

A Durban workshop last week examined the need for and potential of the proposed new tier of education, widely seen as a solution to the problem of the so-called “lost generation”, said foundation spokesman Dr Johan van Zyl.

Successful pilot projects already exist in the private sector, educators and many government and non-government organisations were seriously considering their wider introduction, according to the statement.

The workshop on the colleges, organised by the foundation, drew a broad-based group of about 160 South Africans — Sapa.
Numsa seeks retraining

The National Union of Metalworkers has proposed that 13,000 workers facing retrenchment from the Mossgas project be trained to equip them for other jobs. Negotiations around the Num
sa proposal continued this week between the contractors and unions in the mechanical sector of the project. The retrenchments are due to begin in June, and flow from the imminent completion of the project. Only 970 highly skilled employees will keep their jobs. Numsa's Bimba Mangwabushana

Numsa's Bimba Mangwabushana

24/5 -
29/5/91
MANPOWER TRAINING ACT, 1981

MOTOR INDUSTRY TRAINING BOARD. AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Elt van der Merwe Louw, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby—


3. Wages

(1) An employer shall remunerate an apprentice weekly at not less than the rates specified below.

(a) in three-year trades

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>First year</td>
<td>169,00</td>
</tr>
<tr>
<td>Second year</td>
<td>234,00</td>
</tr>
<tr>
<td>Third year</td>
<td>286,00</td>
</tr>
</tbody>
</table>

(b) in four-year trades

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>First year</td>
<td>169,00</td>
</tr>
<tr>
<td>Second year</td>
<td>207,00</td>
</tr>
<tr>
<td>Third year</td>
<td>234,00</td>
</tr>
<tr>
<td>Fourth year</td>
<td>286,00</td>
</tr>
</tbody>
</table>

Provided that an apprentice whose period of apprenticeship has been extended in terms of clause 8 (2) (a) shall, with effect from the day following the date of termination of his third of fourth year of apprenticeship, as the case may be, be paid not less than R288,00 per week.

(2) If an employer and a prospective major apprentice agree, before entering into a contract of apprenticeship, upon a higher rate of remuneration than that prescribed in this clause then such higher rate shall be incorporated in the contract and shall be paid to the apprentice.

(3) An employer shall increase the remuneration prescribed in subclause (1) in respect of every apprentice who possesses or obtains any of the educational qualifications scheduled below, or equivalents, by an amount not less than that indicated in the following Schedule.

The amounts so payable shall not be cumulative but shall be payable in respect of only one, i.e. the highest, certificate or diploma obtained. Any amount to which an apprentice is entitled in terms of this subclause shall, if the certificate or diploma is obtained during his apprenticeship, be payable as from the date of issue thereof. Provided that no employer shall be required to increase the wage of an apprentice in terms of this

WET OP MANNEKRAGOPLEIDING, 1981

MOTORNYWERHEID-OPLEIDINGSRAAD: WYSIGING VAN LEERVOORWAARDES

Ek, Elt van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—


3. Lone

(1) 'n Werkgever moet 'n vakleerling weeklikse besoldigte teen minstens die skale hieronder uiteengesit:

(a) in driejaarambagte

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eerstejaar</td>
<td>189,00</td>
</tr>
<tr>
<td>Tweedejaar</td>
<td>234,00</td>
</tr>
<tr>
<td>Derdejaar</td>
<td>288,00</td>
</tr>
</tbody>
</table>

(b) in vierjaarambagte

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eerstejaar</td>
<td>189,00</td>
</tr>
<tr>
<td>Tweedejaar</td>
<td>207,00</td>
</tr>
<tr>
<td>Derdejaar</td>
<td>234,00</td>
</tr>
<tr>
<td>Vierdejaar</td>
<td>286,00</td>
</tr>
</tbody>
</table>

Met dien verstande dat 'n vakleerling wie se leentyd ongevolg klousule 8 (2) (a) verlang is, met ingang van die dag na die datum waarop die derde of vierde jaar van sy leentyd, na gelang van die geval, verstryk het, minstens R288,00 per week betaal moet word.

(2) Indien 'n werkgever met 'n voornemens meerderjarige vakleerling, voordat hulle 'n kontrak aangaan, ooreenkom dat 'n loon teen 'n hoër skaal betaal word as die loon wat by hierdie klousule voorgeskryf word, moet sodanige hoër loon in die kontrak gemeld en aan die vakleerling betaal word.

(3) 'n Werkgever moet die besoldiging voorgeskryf by klousule (1), ten opsigte van elke vakleerling wat enige van die opvoedkundige kwalifisaties in die Bylae hieronder vermeld, of gelykaardige kwalifisaties, besit of verwerf, verhoog met minstens die bedrag in die Bylae hieronder aangegaan.

Die bedrae aldus betaalbaar, is nie kumulatief nie maar is betaalbaar ten opsigte van stels eene, te wete die hoogste, sertifikaat of diploma wat verwerf is. Enige bedrag waarop 'n vakleerling ingevolge hierdie subklousule geregtig is, moet, indien die sertifikaat of diploma gedurende sy leentyd verwerf word, betaal word vanaf die datum van uitrekking daarvan. Met dien verstande dat daar van geen werkgever vereis word nie om 'n vakleerling se loon ingevolge hierdie subklousule, plus die loon by subklousule (1) voorgeskryf, te verhoog tot 'n bedrag hoer as die loon wat aan 'n
subclause, plus the wage prescribed in subclause (1), to an amount in excess of the wage payable to a journeyman in terms of an industrial council agreement for the Motor Industry applicable to the relative trade and area. Provided further that nothing in this subclause shall operate to reduce the amount which an employer was required to pay an apprentice in respect of educational qualifications prior to the date of coming into operation of the Conditions of Apprenticeship.

**SCHEDULE**

<table>
<thead>
<tr>
<th>Educational qualifications obtained prior to or during apprenticeship</th>
<th>Per week</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Group I</strong></td>
<td></td>
</tr>
<tr>
<td>(i) National Technical Certificate, Part I (N1), with the relevant trade theory</td>
<td></td>
</tr>
<tr>
<td>(ii) Standard 9 Certificate (non-technical field of study) with Mathematics</td>
<td></td>
</tr>
<tr>
<td>(iii) Standard 10, Senior or Matriculation Certificate (non-technical field of study) without Mathematics</td>
<td></td>
</tr>
<tr>
<td>(iv) A pass in the relevant trade theory at National Technical Certificate, Part II (N2), level</td>
<td>R11,50</td>
</tr>
<tr>
<td><strong>Group II</strong></td>
<td></td>
</tr>
<tr>
<td>(i) Standard 10, Senior or Matriculation Certificate (non-technical field of study) with Mathematics</td>
<td></td>
</tr>
<tr>
<td>(ii) Standard 8 Certificate (technical field of study) with Workshop Practice</td>
<td></td>
</tr>
<tr>
<td></td>
<td>R14,50</td>
</tr>
<tr>
<td><strong>Group III</strong></td>
<td></td>
</tr>
<tr>
<td>(i) Standard 9 Certificate (technical field of study) without Workshop Practice</td>
<td></td>
</tr>
<tr>
<td>(ii) National Technical Certificate, Part II (N2), with the relevant trade theory</td>
<td></td>
</tr>
<tr>
<td>(iii) National Technical Certificate, Part III (N3), without the relevant trade theory</td>
<td>R17,00</td>
</tr>
<tr>
<td><strong>Group IV</strong></td>
<td></td>
</tr>
<tr>
<td>(i) Standard 9 Certificate (technical field of study) with Workshop Practice</td>
<td></td>
</tr>
<tr>
<td>(ii) Standard 10, Senior or Matriculation Certificate (technical field of study) without Workshop Practice</td>
<td></td>
</tr>
<tr>
<td>(iii) Matriculation Certificate with university concessions, with Natural Sciences (Physics and Chemistry) or Mathematics</td>
<td></td>
</tr>
<tr>
<td>(iv) National Technical Certificate, Part III (N3), with the relevant trade theory at N2 level</td>
<td></td>
</tr>
<tr>
<td>(v) Four subjects at T1 level</td>
<td>R20,00</td>
</tr>
<tr>
<td><strong>Group V</strong></td>
<td></td>
</tr>
<tr>
<td>(i) Standard 10, Senior or Matriculation Certificate (technical field of study) with Workshop Practice</td>
<td></td>
</tr>
<tr>
<td>(ii) National Technical Certificate, Part IV (N4)</td>
<td></td>
</tr>
<tr>
<td>(iii) Four subjects at T2 level</td>
<td>R22,00</td>
</tr>
<tr>
<td><strong>Group VI</strong></td>
<td></td>
</tr>
<tr>
<td>(i) National Technical Certificate, Part V (N5)</td>
<td></td>
</tr>
<tr>
<td>(ii) Four subjects at T3 level</td>
<td>R25,00</td>
</tr>
<tr>
<td><strong>Group VII</strong></td>
<td></td>
</tr>
<tr>
<td>(i) National Diploma (In Engineering)</td>
<td></td>
</tr>
<tr>
<td>(ii) National Technical Certificate, Part VI (N6)</td>
<td></td>
</tr>
<tr>
<td>(iii) National Certificate for Technicians</td>
<td>R26,00</td>
</tr>
<tr>
<td><strong>Group VIII</strong></td>
<td></td>
</tr>
<tr>
<td>(i) National Diploma for Technicians</td>
<td></td>
</tr>
<tr>
<td>(ii) National Higher Diploma (In Engineering)</td>
<td></td>
</tr>
<tr>
<td>(iii) National Technical Diploma</td>
<td></td>
</tr>
<tr>
<td>(iv) National Higher Certificate for Technicians</td>
<td>R30,00</td>
</tr>
</tbody>
</table>

(b) determine that the Conditions of Apprenticeship set out in paragraph (a) above shall, with effect from the second Monday after the date of publication of this notice, also apply to apprentices who are employed in any trade which is or was a designated trade in the industry and area for which the Committee was established.

E. VAN DER M. LOUW,
Minister of Manpower

Vakman betaalbaar is ingevolge 'n nywerheidsraadoor-

eenkoms vir die Motormywerd wat op die betrokke

ambag en gebied van toepassing is: Met dien ver-

stande voorts dat niks in hierdie subklausule vervat,

die uitwerking mag hê dat die bedrag wat 'n werkgever

voor die datum van inwerkingtreding van hierdie Leer-

voorwaardes aan 'n vakkooling ten oopstigte van

opvoedkundige kwalifikasies moes betaal, verlaag

word nie.

**BYLAE**

<table>
<thead>
<tr>
<th>Opvoedkundige kwalifikasies vanwerk voor of gedurende vakkooling</th>
<th>Per week</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Group I</strong></td>
<td></td>
</tr>
<tr>
<td>(i) Nasionale Tegnieke Sertifikaat, Deel I (N1), met die betrokke ambagsteene</td>
<td></td>
</tr>
</tbody>
</table>
| (ii) Standard 9-sertifikaat (nasionale studieng-


ting) met Wiskunde | R11,50 |
| (iii) Standard 10-, Senior- of Matrifikasiertifikaat-

ting) sonder Wiskunde | |
| (iv) Geslaag in die betrokke ambagsteene op die


diel van die Nasionale Tegnieke Sertifikaat, Deel II (N2) | |
| **Group II** | |
| (i) Standard 10-, Senior- of Matrifikasiertifikaat-


ting) sonder Wiskunde | |
| (ii) Standard 8-sertifikaat (nasionale studieng-


ting) met Werkwoordpraktyk | R14,50 |
| **Group III** | |
| (i) Standard 9-sertifikaat (nasionale studieng-


ting) sonder Werkwoordpraktyk | |
| (ii) Nasionale Tegnieke Sertifikaat, Deel II (N2),


met die betrokke ambagsteene | |
| (iii) Nasionale Tegnieke Sertifikaat, Deel III (N3) sonder die betrokke ambagsteene | R17,00 |
| **Group IV** | |
| (i) Standard 9-sertifikaat (nasionale studieng-


ting) met Werkwoordpraktyk | |
| (ii) Standard 10-, Senior- of Matrifikasiertifikaat-


ting) sonder Werkwoordpraktyk | |
| (iii) Matrifikasiertifikaat, met universiteitsstude-


ting, met Natuurwetenskappe (Natuur-


en Skienkunde) of Wiskunde | R20,00 |
| (iv) Nasionale Tegnieke Sertifikaat, Deel III (N3), met die betrokke ambagsteene op N2-pel | |
| (v) Vier vakke op T1-pel | |
| **Group V** | |
| (i) Standard 10-, Senior- of Matrifikasiertifikaat-


ting) met Werkwoordpraktyk | |
| (ii) Nasionale Tegnieke Sertifikaat, Deel IV (N4) | |
| (iii) Vier vakke op T2-pel | R22,00 |
| **Group VI** | |
| (i) Nasionale Tegnieke Sertifikaat, Deel V (N5) | |
| (ii) Vier vakke op T3-pel | R25,00 |
| **Group VII** | |
| (i) Nasionale Diploma (in Ingenieurswese) | |
| (ii) Nasionale Tegnieke Sertifikaat, Deel VI (N6) | |
| (iii) Nasionale Sertifikaat vir Ingenieurs | R28,00 |
| **Group VIII** | |
| (i) Nasionale Diploma vir Tegnici | |
| (ii) Nasionale Hoër Diploma (in Ingenieurswese) | |
| (iii) Nasionale Hoër Sertifikaat vir Tegnici | R30,00 |

(b) bepaal hierby dat die Leervoorwaardes in para-

graaf (a) hierbo uitsentig, met ingang van die tweede

Maandag na die datum van publikasie van hierdie ken-

osgewing ook van toepassing is op vakleerlinge wat in
diens is in enige ambag wat 'n aangewese ambag is of

was in die Nywerheid en gebied waarvoor die Komitee

ingestel is.

E. VAN DER M. LOUW,

Minister van Mannekrag.
LABOUR RELATIONS ACT, 1956
IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: DEDUCTION OF TRADE UNION SUBSCRIPTIONS AGREEMENT

I, Els van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1992, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (b) and 2, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE
NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

DEDUCTION OF TRADE UNION SUBSCRIPTIONS AGREEMENT

In accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Ferro Alloy Producers' Association
Fire Protection Industries Association of South Africa

WET OP ARBEIDSPROVINGE, 1956
YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: AFTREKKING VAN VAKVERENIGINGLEDIGE OOREENKOMS

Ek, Els van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van die Ooreenkomst wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgiving vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1992 eindig, bindend is vir die werkgeversorganisasies en die vakverenigings wat genoemde Ooreenkomst aangegaan het en vir die werkgever en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalinge van die genoemde Ooreenkomst, uitgesonder dit verwant in klausules 1 (1) (b) en 2, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1992 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klausule 1 van die genoemde Ooreenkomst gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid

Aftrekking van Vakverenigingledig Ooreenkomst

Ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Ferro Alloy Producers' Association
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers’ Association
Heavy Engineering Manufacturers’ Association
Iron and Steel Producers’ Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers’ Association of South Africa
Plumbers and Engineers’ Association
Port Elizabeth Engineers’ Association
Precision Manufacturing Engineers’ Association
Pressure Vessel Manufacturers’ Association of South Africa
Radio, Appliance and Television Association of South Africa
Refrigeration and Air Conditioning Manufacturers’ and Suppliers’ Association
Sheetmetal Industries Association of South Africa
S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers’ Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors’ Association
S.A. Machine Tool Manufacturers’ Association
S.A. Pump Manufacturers’ Association
S.A. Radio and Television Manufacturers’ Association
S.A. Reinforced Concrete Engineers’ Association
S.A. Tube Makers’ Association
S.A. Valve and Actuator Manufacturers’ Association
S.A. Wire and Wire Rope Manufacturers’ Association

(herenaforth referred to as the “employers” or the “employers’ organisations”), of the one part, and the
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers’ Union of South Africa
Iron Moulders’ Society of South Africa
Metal and Electrical Workers’ Union of S.A.
Mine Workers’ Union
National Union of Metalworkers of S.A.
Radio, Television, Electronics and Allied Workers’ Union
S.A. Boilermakers’ Iron and Steel Workers’, Shipbuilders’ and Welders’ Society
S.A. Electrical Workers’ Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie
Steel Engineering and Allied Workers’ Union of S.A.

(herenaforth referred to as the “employees” or the “trade unions”) of the other part,
being the parties to the National Industrial Council for the
Iron, Steel, Engineering and Metallurgical Industry

Gate and Fence Association
Hand Tool Manufacturers’ Association
Heavy Engineering Manufacturers’ Association
Iron and Steel Producers’ Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers’ Association of South Africa
Plumbers and Engineers’ Association
Port Elizabeth Engineers’ Association
Precision Manufacturing Engineers’ Association
Pressure Vessel Manufacturers’ Association of South Africa
Radio, Appliance and Television Association of South Africa
Refrigeration and Air Conditioning Manufacturers’ and Suppliers’ Association
Sheetmetal Industries Association of South Africa
S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers’ Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors’ Association
S.A. Machine Tool Manufacturers’ Association
S.A. Pump Manufacturers’ Association
S.A. Radio and Television Manufacturers’ Association
S.A. Reinforced Concrete Engineers’ Association
S.A. Tube Makers’ Association
S.A. Valve and Actuator Manufacturers’ Association
S.A. Wire and Wire Rope Manufacturers’ Association

(hernaforth die “werkgewers” of die “werkgewersorganisasies” genoem), aan die een kant, en die
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers’ Union of South Africa
Iron Moulders’ Society of South Africa
Metal and Electrical Workers’ Union of S.A.
Mine Workers’ Union
National Union of Metalworkers of S.A.
Radio, Television, Electronics and Allied Workers’ Union
S.A. Boilermakers’ Iron and Steel Workers’, Shipbuilders’ and Welders’ Society
S.A. Electrical Workers’ Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie
Steel Engineering and Allied Workers’ Union of S.A.

(hernaforth die “werkners” of die “vakverenigings” genoem), aan die ander kant, 
wat die party is by die Nasionale Nywerheidsraad vir die
Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid
PART I

GENERAL

(1) The terms of this Agreement shall be observed—
(a) throughout the Republic of South Africa, and
(b) by all the employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and the trade unions respectively.

(2) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall not apply to—
(a) the manufacture, for sale, of standard high-speed cutting tools made from high-speed steel by means of plant and/or equipment and/or method specifically adapted and/or designed for production by repetitive processes, in the Magistral District of Johannesburg, Boksburg, Vereeniging and Pretoria, and the installation, maintenance and repair of electrical equipment referred to in paragraph (b) of the definition "Electrical Engineering Industry" in section 3 of Part I of the Agreement published under Government Notice No R 1329 of 27 June 1980, in the Provinces of the Cape of Good Hope and the Orange Free State,
(b) assembling, servicing, installation, maintenance and/or repair of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles, or any combination of such principles, that are primarily intended for use in accounting and/or business and/or calculating and/or office and/or educational purposes,
(c) the Venetian Blind and Allied Products Manufacturing Industry in the Province of the Transvaal,
(d) the installation and/or repair of burglar and/or other similar alarm systems in the Provinces of the Cape of Good Hope and the Orange Free State,
(e) the Locksmithing Trade in the Magistral Districts of Benoni, Boksburg, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort, Springs and The Cape,
(f) the production, for sale, of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magistral District of Brits, Germiston, Kempton Park and Pretoria,
(g) the installation and/or repair and/or servicing of radios and/or refrigerators and/or domestic electrical appliances in the Provinces of the Cape of Good Hope and the Orange Free State,
(h) the manufacture by mass production methods from sheetmetal of a gauge not heavier than 2,108 mm of—
(aa) commercial, plain or lithographed containers for packaging of general merchandise, but excluding the manufacture of such containers by any person for the packaging of his own products,
(ab) bottle, jar and other container closures,
(ac) plain or lithographed metal toys,
(ad) plain or lithographed display tablets,
(ae) the manufacture of plain or lithographed ngd and/or collapsible tubes from non-ferrous metal slugs. For the purposes of this subparagraph, "ngd tube" shall mean a container,
(bf) the vervaardiging, vir verkoop, van standaardnaisyneesedskap gemaak van sneldraaistaal deur middel van masjien en/of uitrusting en/of metodes wat spesiaal aangepas en/of ontwerp is vir produksie deur herhalingsprosesse, in die landdrosdistrikte Johanneburg, Boksburg, Ver-
eeberg en Pietermaritzburg,
(bf) die installeerder, onderhoud en herstel van elektriese uitrusting soos bedoel in paragraaf (b) van die omskrywing "Elektrotechniese Ingenieursnywerheid" in kloosule 3 van Deel I van die Ooreenkoms gepubliseer deur Goewerments-
kenningewag No R 1329 van 27 Junie 1980, in die provin-
ses die Kaap die Goeie Hoop en die Orange-Vrystaat,
(bf) die monteer, versiening, installeerder, onderhoud en/of herstel van toestelle, uitrusting, masjien, werklike en appa-
raat, hetsy dit van hand-, fotografiese, megensiese, elektriese elektrostatiese of elektroniese beginnels of 'n kombinasie van sodanige beginnels gebruik maak, wat die eerste plek bedoel is vir gebruik by rekeningkunde- en/of sake- en/of berekenings- en/of kantoor- en/of opvoedkundige pro-
dures,
(bf) die Vervaardigingsnywerheid vir Hortjessinders en Versante Produkte in die provinsie Transvaal,
(bf) die installering en/of herstel van daf- en/of ander soort-
gelyke alarmstelsels in die provinsies die Kaap die Goeie Hoop en die Orange-Vrystaat,
(bf) die slotmakeri by die landdrosdistrikte Benoni, Boksburg, Die Kaap, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretor,
a, Randburg, Roodepoort, Springs en The Cape,
(bf) die productie, vir verkoop, van sweselektrodes deur-
middel van masjien en/of uitrusting en/of metodes wat spe-
siaal aangepas en/of ontwerp is vir produksie deur her-
halingsprosesse, in die landdrosdistrikte Brits, Germiston, Kemp-
toon Park en Pretoria,
(bf) die installeer en/of herstel en/of versiening van radio's en/of koelkaste en/of huishoudelike elektriese te-
ostelle in die provinsies die Kaap die Goeie Hoop en die Orange-Vrystaat,
(bf) die vervaardiging deur middel van massaproduksie-
metodes uit plaatmetaal met 'n dikte van hoogstens 2,108
mm van—
(bf) kommersiële, gewone of geliografieerde hoenders vir die verpakking van algemene handelsware, maar nie die ver-
vaardiging van sodanige hoenders deur iemand vir die verpak-
kings van sy eie produkte nie,
(bf) deksels vir bottels, fiesse en ander hoenders,
(bf) gewone of geliografieerde metaalfopvelgoed,
(bf) gewone of geliografieerde vertoonablette,
(bf) die vervaardiging van gewone of geliografieerde vaste
en/of voubare busse uit nie-ysterhoudende metaalkompe Vir di toepassing van hierdie subparagraaf beteken "vaste bus" 'n houer,
(bf) vierde (

[for the purposes of subparagraphs (i) and (ii), a "container" shall mean a plain or lithographed article designed for the packaging, for transport or sale, of products and capable of being closed by means of a lid or cap or any other type of closure],

(i) the manufacture from tinplate of a gauge not exceeding 0.416 mm of trunks and other containers designed to hold personal effects, sporting kits, tools and documents, and other lines manufactured principally from such tinplate

(3) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall apply to—

(a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder, and

(b) trainees under training in terms of section 30 of the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder

2. PERIOD OF OPERATION OF THE AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 of the Labour Relations Act, 1956, and shall remain in force for a period of five years or for such period as the Minister may determine.

3. DEFINITIONS

Any expression used in this Agreement which is defined in the Act shall have the same meaning as in that Act. Any reference to an Act shall include any amendment to such Act, and unless the contrary intention appears, words importing the masculine gender shall include females, further, unless inconsistent with the context—

"Act" means Labour Relations Act, 1956;

"apprentice" means an employee serving under a written contract of apprenticeship recognised by the Council, or a contract of apprenticeship registered under the Manpower Training Act, 1981.

"Council" means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry,

"employee", subject to section 1 (3) of the Act, means any person employed or engaged in the Iron, Steel, Engineering and Metallurgical Industries whose wages are scheduled in the Agreements listed in (a) and (b) below, and shall include apprentices, trainees and watchmen, irrespective of their wage rates, and persons engaged in operative processes whose wage rates may not be scheduled in the Agreements listed in (a) and (b) below, and "employment" and "employment" shall have corresponding meanings

(a) Main Agreement published under Government Notice No. R 1329 of 27 June 1980, including any succeeding Main Agreement,

(b) ISPA Sub-Group Agreement published under Government Notice No. R 1319 of 2 August 1974, including any succeeding ISPA Sub-Group Agreement.

"establishment" means any premises wherein or whereon the industries, or part thereof, as herein defined, are carried on, subject to any Demarcation Determinations made in terms of section 76 of the Labour Relations Act, 1956, as obtainable from the Council or the Department of Manpower on Application

"Iron, Steel, Engineering and Metallurgical Industries" means

(a) The production of iron and/or steel in the Province of the Transvaal and the Magisterial Districts of Newcastle, Durban, Camperdown and KwaZulu,

[Vis die toepassing van subparagrafe (i) en (ii) beteken 'n "houb" en 'n gewone of geïntegreerde artikel wat ontwerp is vir die verpakking van produktes wat vervoer of verkoop moet word en wat met 'n dekse of doppie of ander soort prop toegemaak kan word;]

(i) die vervaardiging uit tinplaat met 'n dikte van hoogstens 0.416 mm van koffers en ander houers wat ontwerp is om persoonlike bezittings, sportuitrusting, gereskape en doku-

(3) Ondanks subklousle (1) is hierdie Ooreenkomst van toepassing op—

(a) vaklikeleerlinge slegs vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of met 'n kontrak daarkragtens aangegaan of voorwaardes daarkragtens vas-

(b) kwakelinge wat opgeleid word kragtens artikel 30 van die Wet op Mannekragopleiding, 1981, slegs vir sover dit nie onbestaanbaar is met daardie Wet of met voorwaardes daarkragtens vas-

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkomst tree in werking op 'n datum wat die Minister van Mannekrag kragtens artikel 48 van die Wet op Arbeidsverhoudinge, 1956, vasstel en by van krag vir 'n tydperk van vyf jaar of vir die tydperk wat die Minister bepaal

3. WOORDOMSKRYWING

Alle uitdrukking wat in hierdie Ooreenkomst gebeëng en in die Wet omskryf word, die dieselleke betekenis as in daardie Wet waar daar van 'n Wet melding gemaak word, omvat dit alle wysigings van sodanige Wet, en tensy die teenoorgestelde betekenisse deel by skik, sluit woorde wat die manlike geslag aandui ook vroue in, voorts, tensy dit onbestaanbaar is met die aanhaling, beteken—

"Wet" die Wet op Arbeidsverhoudinge, 1956,

"vaklikeleerling" 'n werknemer in diens ooreenkomstig 'n skoolleerling kontrak wat deur die Raad erken word of 'n leerkontrak geregistreer ingeval die Wet op Mannekragopleiding, 1981;

"Raad" die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid;

"werknemer" behoudens artikel 1 (3) van die Wet, iemand in diens of betrokke deur die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, vir wien lolywdy word in die Oor-

"bedryfsinrigting" 'n perseel waarop of waarin die Nywer-

"Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheeds beteken

(a) die produksie van yster en/of staal in die province Transvaal en die landdroesdistrikte Newcastle, Durban, Camperdown en KwaZulu,
(b) the production of alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues in the Republic of South Africa;
(c) the General Engineering and Manufacturing Engineering and Metallurgical Industries in the Republic of South Africa,
(d) the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping or scaling and/or painting of their hulls, and general woodwork undertaken in connection with ship repairs in the Republic of South Africa;
(e) the Electrical Engineering Industry as hereinafter defined;
(f) the Lift and Escalator Industry in the Republic of South Africa;
(g) the Plastics Industry in the Republic of South Africa.
For the purposes of the above—
(a) "General Engineering and Manufacturing Engineering and Metallurgical Industries" means the Industries concerned with the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than a precious metal) or parts or components thereof and structural metal work, including steel reinforcement work, and the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and the finishing of metal goods, but does not include the Motor Industry,
"precious metals" means the precious metals, gold, silver, platinum and/or palladium and/or any alloy containing the said precious metals or any of these in such proportion with any other metals as to be the greater part in value of such alloy,
(b) "Electrical Engineering Industry" means—
(i) the manufacture and/or assembly from component parts of electrical equipment in the Republic of South Africa, namely, generators, motors, converters, switch and control gear (including relays, contractors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and shall further include the manufacture of component parts of the aforementioned equipment,
(ii) the installation, maintenance and repair of the equipment referred to in (i) above in the Province of the Transvaal but does not include the Electrical Contracting Industry,
(c) "Electrical Contracting Industry" means the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent part of buildings and the repair and/or maintenance of such installations, including any cable jointing and electrical wiring associated therewith,
(d) "Lift and Escalator Industry" means the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators,
(e) "Plastics Industry" means the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, namely wearing apparel, bags and handbags, boots, shoes, overshoes, upholstery coverings and plastic venetian blinds,
(b) die produktion von leguings en/of de verwerking en/of herwinning en/of raffinering van metaal (uitsluitend edelmetaal) en/of leguings uit metaalukum en/of afval en/of residu's in de Republiek van Zuid-Afrika,
(c) algemene Ingenieurswerk en Ingenieursvervaardigings- en Metallurgiese Nywerhede in de Republiek van Zuid-Afrika,
(d) die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, brik of afkoop en/of verf van die rompe, en algemene houtwerk wat in verband met skeepshorsteelwerk onderneem word in die Republiek van Zuid-Afrika,
(e) die Elektrotegniese Ingenieursnywerheid soos hiernom omskryf,
(f) die Hyser- en Roltrapnywerheid in die Republiek van Zuid-Afrika,
(g) die Plastieknynwerheid in die Republiek van Zuid-Afrika vir die doeleindes van bostaande beteken—
(a) "Algemene Ingenieurswerk en Ingenieursvervaardigings- en Metallurgiese Nywerhede" die nywerhede wat te doen het met die onderhoud, vervaardiging, opstelling of montering, bou, verandering, vervanging of herstel van enige massie, voertuig (uitsluitend 'n motorvoertuig) of artikel wat hoofsaaklik uit metaal bestaan (uitsluitend edelmetaal) of dele of samestellende dele daarvan en boumetaalwerk, met inbegrip van staalwaporngwerk, en die vervaardiging van metaalgoedere hoofsaaklik uit sodanige ysfer en/of staal en/of ander metaal (uitsluitend edelmetaal) en/of leguings en die afwerking van metaalgoedere, maar omvat dit nie die Motornsnywerheid nie,
"edelmetaal" die edelmetaal goud, silwer, plaatjies en/of palladium en/of 'n leguings wat genoemde edelmetaal of engeen daarvan in so 'n verhouding tot ander metaal bevat dat dit die grootste deel van die waarde van daardie leguings uitmaak,
(b) "Elektrotegniese Ingenieursnywerheid"—
(i) die vervaardiging en/of montering uit samestellende dele van elektrone utrusting in die Republiek van Zuid-Afrika, naamlik generators, motors, converters, skakel- en kontrole-utrusting (met inbegrip van reëls, kontaktes, elektriese instrumente en utrusting wat daarmee in verband staan), elektriese verligtings-, verhittings-, kook-, bevneings- en verkoelsingstitrering, transformers, omvormers, signaliering, radio- en elektroniese utrusting, en ander utrusting wat die belanghebbendes toegelaat is om gebruik te maak van die bediening van radio- en elektroniese utrusting, gloeilampes en elektrone kabels en huishoulike elektroniese toestelle en omvat dit ook die vervaardiging van samestellende dele van bogenoemde utrusting,
(ii) die installeerder, onderhoud en herstel, in die provinsie Transvaal, van die utrusting in (i) hierbo bedoel, maar omvat dit nie ook die Elektrotegniese Aanemingsnywerheid nie,
(c) "Elektrotegniese Aanemingsnywerheid" die onterp, voorbereiding (uitsluitend die verkoop en/of handel en/oporing van elektrone installasies wat in integreerende en permanente deel van geboue utmaak, en die herstel en/of onderhoud van sodanige installasies, met inbegrip van die kabelaswerking en elektrone bedrading wat daarmee in verband staan,
(d) "Hyser- en Roltrapnywerheid" die vervaardiging en/of montering en/of installeerder en/of herstel van elektrone hyser en roltrappe,
(e) "Plastieknynwerheid" die vervaardiging van artikels of gedeeltes van artikels in hout geheel of hoofsaaklik uit plastiek, maar omvat dit nie ook die vervaardiging van die volgende artikels wat van plastiekdoekstof gemaak word nie, naamlik klerasie, sakke en handsakke, stelsels, skoen, oorskoonke, stoffeerontrekers en plastiek-hortjiesbindings.
(f) "plastics" means any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular weight and which, while sold in the finished state, at some stage in its manufacture has been or can be forced, e.g. cast, calendared, extruded or moulded into various shapes, by flow, usually through the application, singly or together, of heat and pressure.

(g) "machine" means any appliance, irrespective of the material of which it is made, but does not include an agricultural tractor,

(h) "metal goods" does not include agricultural tractors,

(i) "Motor Industry" means (subject to the provisions of any Demarcation Determinations made in terms of section 76 of the Labour Relations Act, 1956)—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting and/or reconditioning carried on in connection with—

(i) chasses and/or the bodies of motor vehicles,

(ii) internal combustion engines and transmission components of motor vehicles,

(iii) the electrical equipment connected with motor vehicles, including radio(s);

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing, servicing and reconditioning batteries for motor vehicles,

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations,

(g) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto, whether or not such sale is conducted from premises which are attached to a part of an establishment wherein is constructed the assembly of or repairs to motor vehicles,

(h) the business of motor graveyards,

(i) the business of assembly establishments,

(j) the business of manufacturing establishments wherein are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof,

(k) vehicle body building

For the purpose of this definition—

"automotive engineering" means the reconditioning of internal combustion engines or parts thereof for use in motor vehicles is establishments mainly or exclusively so engaged, whether such establishment is engaged in the dismantling and repair of motor vehicles or not;

"motor vehicle" means any wheeled conveyance propelled by electrical or mechanical power (other than steam) and designed for haulage and/or for the transportation of persons and/or goods and/or loads, including trailers and caravans, but shall not include any equipment designed to run on fixed tracks, trailers designed to transport loads of 20 tons or over, or aircraft;

"vehicle body building" means any or all of the following activities carried on in a vehicle body building establishment

(f) "plastiek" engeen van die groep stowwe wat, as 'n essensiale bestanddeel, 'n organiese stof met 'n groot molecule massa bevat of daaruit bestaan, en wat, hoewel dit in die afgewerkte vorm solide is, in die een of ander stadium van die vervaardiging daarvan gefuseer is of gefuseer kan word, d.w.s. deur vloeë in verskillende vorms geset, gekalend, uitgestoot of gevorm kan word, gewoonlik deur die aanwending van slegs hitte en slegs druk of van albei saam,

(g) "masjien" 'n toestel, ongeen die materiaal waarvan dit gemaak is, maar omvat dit nie ook landboutrekkers nie,

(h) "metaalgoedere" nie ook landboutrekkers nie,

(i) "Motorywerde" (behoedse Albenakensasstelings gemaak kragtens artikel 76 van die Wet op Arbeidsverhoudings, 1956)—

(a) montering, opmonting, toets, hervervorming, herstel, verstel, nasien, betreding, stoflêring, bespuiting, vervanging en/of vernuwing uitgevoer in verband met—

(i) die onderstel en/of die bakke van motorvoertuie,

(ii) binnebrandjens en transmissie-onderdele van motorvoertuie,

(iii) die elektriese utrusting in verband met motorvoertuie, met inbegrip van radio's;

(b) motorongeneurende werk;

(c) die herstel, vulkanisering en/of versoling van buitebande,

(d) die herstel, versening en vernuwing van batterye vir motorvoertuie;

(e) die besigheid gediary deur motorvoertuigparker- en opbergonsoneerings,

(f) die besigheid gediary deur vlieu- en/of diensstaties;

(g) die besigheid wat hoofsaaklik of uitsluitlik gediary word vir die verkoop van motorvoertuie of motorvoertuigonderdele en/of -reservedele en/of -bybehore (hetsy nuut of gebruik) wat daarby hoort, afgesien daarvan of sodanige verkoop gekoed vanuit persele wat verbonde is aan 'n gedeelte van 'n bedryfssnyting waarin die montering of van herstelwerk aan motorvoertuie uitgevoer word of nie,

(h) die besigheid gediary deur motorslopingsondereenings,

(i) die besigheid gediary deur moetontmynings,

(j) die besigheid gediary deur vervaardigingsnnytings waarin motorvoertuigonderdele en/of -reservedele en/of -bybehore en/of samestellende dele daarvan vervaardig word,

(k) die bou van voertuigbakte

Vir die toepassing van hierdie woordomskrywing beteken—

"motorongeneurende werk" die vernuwing van binnebrandjens of onderdele daarvan vir gebruik in motorvoertuie, en wel in bedryfssnytings wat hoofsaaklik of uitsluitlik aldus werkzaam is, afgesien daarvan of sodanige bedryfssnyting hom besig hou met die uitmekaarhaal van en herstelwerk aan motorvoertuie of nie,

"motorvoertuig" 'n voertuig op wele wat deur elektrose of meganiese krag (uitgesonder stoom) aangedryf word en wat ontwerp is vir trekdoelwes en/of die vervoer van persoon en/of goedere en/of vragte, en omvat dit ook sleepwaens en woonwaens maar nie utrusting wat bedoel is om op vaste spore te loop nie en ook nie sleepwaens wat bedoel is om vir vragte van 20 ton of meer te vervoer nie en ook nie vliegtuie nie,

"voertuigbakte" engeen van of al ondergenoemde werksonderhede wat in 'n bedryfssnyting vir die bou van voertuigbakte uitgevoer word,
The construction, repair or renovation of cabs and/or bodies and/or any superstructure, for any type of vehicle,
(b) the manufacture and/or repair of components parts for cabs and/or bodies and/or any superstructure and the as-
sembling, adjusting and installation of parts in cabs, bodies or on the superstructure of vehicles,
(c) fixing cabs and/or bodies and/or any superstructure to the chassis of any type of vehicle,
(d) coating and/or decorating cabs and bodies and/or any superstructure with any preservative or decorative sub-
stance,
(e) equipping, furnishing and finishing off the interior of cabs and/or bodies and/or superstructures,
(f) building of trailers, but not including the manufacture of wheels or axles therefor,
(g) all operations incidental to or consequent upon the activities referred to in paragraphs (a), (b), (c), (d), (e) and (f)
For the purposes of this definition, "vehicle" does not in-
clude an aircraft, and "Motor Industry" as defined above shall not include the following
(i) The manufacture of motor vehicle parts and/or accessory-
s and/or components, and/or components in establishments laid out for and normally producing metal and/or plastic goods of a
different character on a substantial scale,
(ii) the assembling, erecting, testing, repairing, adjusting,
overhauling, wringing, spraying, painting and/or reconditioning of agricultural tractors, except where carried on in establish-
ments rendering similar service in respect of motor cars, mo-
tor lorries or motor trucks,
(iii) the manufacture and/or maintenance and/or repair of—
(aa) civil and mechanical engineering equipment and/or parts thereof, whether or not mounted on wheels.
(ab) agricultural equipment or parts thereof, or
(ac) equipment designed for use in factories and/or work-
shops
Provided that for the purposes of (aa), (ab) and (ac) above,
"equipment" shall not be taken to mean motor cars, motor
lorries and/or motor trucks,
(ad) motor vehicles or other vehicle bodies and/or super-
structures and/or parts or components thereof made of steel
plates of 3,175 mm thickness or thicker, when carried on in establish-
ments laid out for and normally engaged in the man-
ufacture and/or maintenance and/or repair of civil and/or
mechanical engineering equipment on a substantial scale.
"Locksmithing Trade" means the Trade in which em-
ployers and employees are associated for the opening and
closing of locks for others by means other than with keys
normally used the repair, replacement, rebuilding or adjust-
ment of locks and their mechanical parts, the manufacture,
by non-repetitive methods, of parts designed for use in locks and the cutting of keys, but excluding the manufacture of
locks and keys
"Region A" means the Magisterial Districts of Beaufort
West, Belville, Bonnevlele, Bredasdorp, Caledon, Calvina,
Carnarvon, Clanwilliam, Ceres, Fransburg, George, Good-
wood, Grabouw, Heidelberg, (C.P.), Hermanus, Hopefield,
Kynsna, Kuils River, Ladismith (C.P.), Langsburg, Malmes-
bury, Molag, Mossel Bay, Namaqualand, Paarl, Piketberg,
Prince Albert, Riversdale, Robertson, Simon's Town, Som-
erset West, Steiltenbosch, Strand, Sutherland, Swellendam,
The Cape, Tulbagh, Vansynhdp, Victoria West, Vreden-
burg, Vrededal, Wellington, Wills敦, Worcester and Wyn-
berg and for the purposes of these particular areas the ad-
resses of the Regional Council shall be The National Indus-
trial Council for the Iron, Steel, Engineering and Metallurgical
Industry (Cape Regional Council), P.O. Box 6096, Rogge-
bai, 8012, or Room 507, Pearl Assurance House, Heeren-
gracht, Foreshore, Cape Town, 8001,
"Region B" means the Magisterial Districts of Stellen-
bosch, Strand, Sutherland, Swellendam, Tulbagh, Vansynhdp, Victoria West, Vredenburg, Vrededal, Wellington, Willow, Worcester and Wynberg, and for the purposes of these particular areas the addresses of the Regional Council shall be The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Cape Regional Council), P.O. Box 6096, Rogge-
bai, 8012, or Room 507, Pearl Assurance House, Heeren-
gracht, Foreshore, Cape Town, 8001,
"Region E" means the Magisterial Districts of Albert, Alwal North, Barkley East, Bethal, East London, Elliot, Indwe, King William's Town, Kolga, Lady Grey, Macclesfield, Molteno, Queenstown, Sterkstroom, Stockenstrom, Stutterheim, Tarka and Wodehouse, and for the purposes of these particular areas, the address of the Regional Council shall be the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 13162, Vincent, 5217, or room 419, Fourth Floor, XDC Building, 19 Manchester Road, Chiselhurst, 5247.

"Region C" means the Province of Natal, and the purposes of this particular area the address of the Regional Council shall be the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Natal Regional Council). P.O. Box 5900, Durban, 4000, or Eighth Floor, Poynton House, corner of Gardner and Pine Streets, Durban, 4001.

"Region D" means the Magisterial Districts of Aberdeen, Algoa, Albany, Bathurst, Bedford, Calitzdorp, Colesburg, Cradock, Fort Beaufort, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (C.P.), Murraysburg, Nqutu, Oudtshoorn, Pearson, Port Elizabeth, Richmond (C.P.), Somerset East, Steytlerville, Steyneburg, Uniondale, Uitenhage, Venterstad and Willowmore, and for the purposes of these particular areas the address of the Regional Council shall be the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Midlands Regional Council), P.O. Box 3127, Port Elizabeth, 6000, or Third Floor, Todd Chambers, Todd Street, North End, Port Elizabeth, 6001.

"Region G" means the Province of the Transvaal, excluding the Magisterial Districts of Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Venterdorp and Wolmaransstad and for the purposes of these particular areas the address of the Regional Council shall be the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Transvaal Regional Council). P.O. Box 3998, Johannesburg, 2000 or Atkinson House, 3 Von Brandis Street, Johannesburg, 2001.

"Region F" means the Province of the Orange Free State, and includes the Magisterial District of Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Venterdorp and Wolmaransstad, in the Province of the Transvaal, and the Magisterial Districts of Barkly West, Britstown, De Aar, Gordonia, Hartswater, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Postmasburg, Philipsburg, Preskia, Vryburg and Warrington, in the Cape Province, and for the purposes of these particular areas the address of the Regional Council shall be the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Orange Free State and Northern Cape Regional Council), P.O. Box 95, Welkom, 9460, or Suite 1, First Floor, Constantia House, 22 Bok Street, Welkom, 9459.

"Venetian Blind and Allied Products Manufacturing Industry" means the industry in which employers and employees are associated for the carrying on of any one or more of the following activities in the Province of the Transvaal.

The design and/or assembly and/or manufacture of—
(a) venetian blinds, whether manufactured of wood, metal, bamboo, cloth or synthetic materials, and/or
(b) any other type of blind manufactured of such materials, and/or
(c) any other article or articles providing or used for sun control, other than articles manufactured wholly or mainly from plant fibres. Provided that the first-mentioned articles are intended for use in the interior of buildings, and/or

"Streek B" the landbriediscte Albert, Alwal-Noord, Barkly-Oos, Cathcart, Elliot, Indwe, King William's Town, Komga, Lady Grey, Macclesfield, Molteno, Oos-Londen, Queenstown, Sterkstroom, Stockenstrom, Stutterheim, Tarka and Wodehouse, and ten opsigte van hierdie bepaalde gebied is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Postbus 13162 Vincent, 5217, of Kamers 419, Vierde Verdieping, XDC-gebou, Manchesterweg 19, Chiselhurst, 5247.

"Street C" die provinsie Natal, en ten opsigte van hierdie bepaalde gebied is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natalse Streekraad), Postbus 5900, Durban 4000, of Agale Verdieping, Poyntonhus, n.v Gardener-en-Pinestraat, Durban, 4001.

"Streek D" die landbriediscte Aberdeen, Adelaide, Albany, Alexandra, Bathurst, Bedford, Calitzdorp, Cradock, Fort Beaufort, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (K.P.), Murraysburg, Nqutu, Oudtshoorn, Pearson, Port Elizabeth, Richmond (K.P.), Somerset-Oos, Steytlerville, Steyneburg, Uniondale, Uitenhage, Venterstad and Willowmore, and ten opsigte van hierdie bepaalde gebied is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Midlandstreekraad), Postbus 3127, Port Elizabeth, 6000, of Derde Verdieping, Todd Chambers, Todstraat, Noordende, Port Elizabeth, 6001.


"Streek F" die provinsie die Orange-Vrystaat, en omvat die landbriediscte Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Venterdorp en Wolmaransstad, in die provinsie Transvaal, en die landbriediscte Barkly-West, Britstown, De Aar, Gordonia, Hartswater, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Postmasburg, Philipsburg, Preskia, Vryburg en Warrington, in die Kaapprovinsie, en ten opsigte van hierdie bepaalde gebied is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Orange-Vrystaatse en Noord-Kaaplandse Streekraad), Postbus 95, Welkom, 9460, of Suite 1, Eerste Verdieping, Constantia House, Bokstraat 22, Welkom, 9459.

"Vervarringingesywerheid vir Hortiesblinders en Verveante Producte" die Nywerheid waarvan werkers en werknemers met mekaar gaassueer is vir die vervanging van een of meer van die volgende werkassamhede in die provinsie Transvaal:

Die ontwerp en/of montering en/of vervarring van—
(a) hortiesblinders, ongeag daarvan of dit van hout, metaal, bamboe, weefstof of sintelsese materiale vervaardig word; en/of
(b) alle ander tipes binders wat van sodanige materiale vervaardig is; en/of
(c) alle ander artikels wat sondig beheer of daarvoor gebruik word, uitgesonder artikels wat geheel en al of hoofsaaklik van plastiek vervaardig is: Met die verstande dat eerstegenoemde artikels bedoel moet wees vir gebruik binnein geboue, en/of
(d) folding doors containing wood, cloth, leather, leather
cloth or any other material with a wooden, synthetic wood
or metal framework, but excluding canvas awnings, canvas
sunblinds and Holland blinds

For the purposes of this definition, “canvas” means a wo-
ven material made from cotton flax, jute, hemp or similar
decorticated vegetable or acrylic fibres or mixtures thereof
“watchman’s work” means guarding and/or patrolling prop-
erty and/or premises,
“welding electrodes” means any flux-coated or cored filler
metal made from ferrous or non-ferrous material in stick or
continuous form used in electric arc welding

4. DEDUCTION OF TRADE UNION SUBSCRIPTIONS

(1) (a) Where requested by means of an individually signed
stop order deduction application, subscriptions to a trade
union which is a party to this Agreement shall be deducted by
an employer from the wages which in terms of any Agree-
ment operative in the industry is payable to an employee

(b) Where requested by means of individually signed stop
order deduction applications and where agreed to at com-
pany level, subscriptions to a registered trade union which is
not a party to this Agreement may be deducted by an
employer from the wages which in terms of any Agreement
operative in the industry is payable to an employee, and the
employer shall notify the Council in writing of such deduction

(c) Where requested by means of individually signed stop
order deduction applications and where agreed to at com-
pany level, subscriptions to an unregistered trade union
which is not a party to this Agreement may be deducted by an
employer from the wages which in terms of any agreement
operative in the industry is payable to an employee. Provided
that prior Ministerial approval in terms of section 78 (1C)
of the Labour Relations Act is obtained, and the employer shall
notify the Council in writing of such deduction and provide
proof of Ministerial approval

Signed at Johannesburg, for and on behalf of the parties,
this 24th day of October 1990

W. P. COETZEE,
Chairman

J. DE W. TROTSKIE,
Vice-Chairman

A. O. DE JAGER,
General Secretary

(d) voudewra wat hout, weefstof, leer, leerdoek of enige
similere materiaal met ‘n hout-, similiere hout- of metaal-
raamwerk bevat, maar met ondersien van seissonskerms,
seissonblinders en Hollandse blinders

Vol die toepassing van hierdie omskrywing beteken “sell”
’n gewelsde materiaal wat gemaak is van katoenvlas, jute,
hennep of soortgelyke ontbaste plant- of aknelvesels of
mengsels daarvan,

“wag se werk” die bewaking en/of patroloong van ei-
dom en/of persone,

“sweselektrodes” enige vloeimiddelbedekte of kemvul-
metaal gemaak van ysterhoudende of nie-ysterhoudende
materiaal in staal- of deurlopende vorm, wat by elektrise-
bouwsweswerk gebruik word

4. AFTRIKKING VAN VAKVERENIGINGLEDEGELD

(1) (a) Waar verseker by wyse van ‘n afsonderlik getekende
aanvraag om ‘n aftekorder, moet lede van ‘n vakveren-
iging wat ‘n party is by hierdie Ooreenkoms deur die werk-
gewer afgetrek word van die lone wat kragtens enige Ooreen-
koms in werklik in die Nywerheid, aan ‘n werknemer betaal-
baar is

(b) Waar verseker by wyse van afsonderlik getekende aan-
vraag van ‘n aftekorder en waar ooreengekom op maats-
skappyvlak, kan die werkgever lede van ‘n geregis-
streerde vakvereniging wat nie ‘n party is by hierdie Ooreen-
koms afreek van die lone wat kragtens enige Ooreenkoms in
werklik in die Nywerheid aan ‘n werknemer betaalbaar is, en
die werkgever moet die Nywerheidsraad skriftlik in kennis stel
van sodanige afreek

(c) Waar verseker by wyse van afsonderlik getekende aan-
vraag van ‘n aftekorder en waar ooreengekom op maatskap-
pyvlak, kan die werkgever lede van ‘n ongeregistreerde
vakvereniging wat nie ‘n party is by hierdie Ooreenkoms
afreek van die lone wat kragtens enige Ooreenkoms in wer-
klik in die Nywerheid aan ‘n werknemer betaalbaar is Met
dien verstaan dat Ministeriële goedkeuring kragtens artikel
78 (1C) van die Wet op Arbeidsverhoudinge vooraf verkry is;
die werkgever moet die Nywerheidsraad dienooreen-
komsig in kennis stel en bewys lever van die Ministeriële
goodkeuring

Namens die partye op hede die 24ste dag van Oktober
1990 te Johannesburg onderteken

W. P. COETZEE,
Voorsitter.

J. DE W. TROTSKIE,
Ondervoorsitter

A. O. DE JAGER,
Hoofsketelers

Keep South Africa clean!
Hou Suid-Afrika skoon!
Aida tax protest over training expenditure

ESTATE agency group Aida Holdings has lodged an objection with the Receiver of Revenue over the disallowance of expenditure previously claimed for training employees.

Aida's tax bill almost doubled to R675 000 in the year to end February, and was one of the reasons behind the group's 89% fall in taxed profit to R102 000.

Countrywide turnover under the Aida name rose 25% to R194m but earnings dropped 84% to 6.7c a share.

The dividend was maintained at 1.5c a share.

Aida staff said yesterday that management was unwilling to talk about the results before publication, and directors could not be reached in Swaziland where they were holding a conference.

But a statement accompanying the results said: "The improvement in turnover shows that Aida is still growing."

"This growth is seen in the number of franchises which are operating out of our 77 offices compared to 69 last year."

The national television advertising campaign launched at the end of 1990 had already improved business, and management expected this exposure to account for a better turnover in the next report.

The group was still moving into the brick housing market, with the franchisee operating in this area selling 434 units this year compared to 119 for the corresponding period last year, it added.

Aida Holdings, through its subsidiary Aida National Franchises (ANF), has teamed up with Time Life Insurance to provide bond protection insurance for property buyers, the group announced this week.

Known as Aida Bond Protector, it will provide bond holders with insurance in the event of death or disability.

Aida chairman Aida Geffen said earlier this week that a separate company, Aida Financial Services, would be formed to administer the new product, and would extend the level of service that could be provided to clients.
Ten years of good advice to students

By LULAMA LUTI

THE Career Centre in Soweto, which opened its doors to the public in December 1981, celebrates its 10th anniversary this year and is growing in leaps and bounds.

An expansion programme is already underway and construction of bigger and better facilities has begun. The new building will include a computer laboratory, counselling rooms, additional classrooms, offices and a community hall.

The centre’s executive director, Dan Monyemore, told City Press the expansion programme was a vote of confidence in the centre by both the business sector and the community.

Established to provide career and guidance counselling to students, the career centre has since instituted various other programmes which are coordinated by its eight-member staff.

Early in 1989 the centre established the Sebolele Mohajane Bursary Fund in honour of former executive director and top educationist Sebolele Mohajane, who died in a car accident in 1988.

The fund is managed by a board of trustees appointed by the centre’s 14 board members.

“Our focus since inception has been to empower young people through professional career counselling to enable them to make informed choices and to recognise their role in the community,” said Monyemore.

The centre’s post-matric project received a major boost this week when the South African Permanent Building Society presented the institution with a R15 000 cheque.

Monyemore said the aim of the eight-month project was to bridge the gap between school and tertiary education or employment. It also serves to enhance and increase the students’ chances of success after high school.

Monyemore said the corporate and business sectors had an important role to play in the provision of resources in black education.

“The corporate world has a tremendous responsibility in the creation of a new social order. We are entering a new era and much as we may disagree on how that is to come about, it is a fact that every one of us has an important role to play.

“We have companies out there who have the ability to do it and we hope to

Dan Monyemore ... giving school-leavers a better chance.

Human resources manager at the firm, Dave Symons, said the donation was in line with the company’s national social responsibility programme.

“At the moment we are exploring avenues for future contribution and we have already identified education as a broad field where our participation will mean a great deal.

“By helping in the post-matric project we hope to be able to help pupils who have not had the chance of knowing what is involved in commerce and industry while they were growing up.”
HOUSE OF ASSEMBLY

THE MINISTER OF EDUCATION AND CULT.

William

206

199

300

650

600

500

400

300

200

100

50

20

10

5

10

The above-named Minister was present at the Committee, and stated that he had been informed that the following persons were present at the Committee:

Mr. A. B. C.

Mr. D. E. F.

Mr. G. H. I.

Mr. J. K. L.

Mr. M. N. O.

Mr. P. Q. R.

Mr. S. T. U.

Mr. V. W. X.

Mr. Y. Z.

Mr. A. B. C.

Mr. D. E. F.

Mr. G. H. I.

Mr. J. K. L.

Mr. M. N. O.

Mr. P. Q. R.

Mr. S. T. U.

Mr. V. W. X.

Mr. Y. Z.

Mr. A. B. C.

Mr. D. E. F.

Mr. G. H. I.

Mr. J. K. L.

Mr. M. N. O.

Mr. P. Q. R.

Mr. S. T. U.

Mr. V. W. X.

Mr. Y. Z.

Mr. A. B. C.

Mr. D. E. F.

Mr. G. H. I.

Mr. J. K. L.

Mr. M. N. O.

Mr. P. Q. R.

Mr. S. T. U.

Mr. V. W. X.

Mr. Y. Z.

Mr. A. B. C.

Mr. D. E. F.

Mr. G. H. I.

Mr. J. K. L.

Mr. M. N. O.

Mr. P. Q. R.

Mr. S. T. U.

Mr. V. W. X.

Mr. Y. Z.

Mr. A. B. C.

Mr. D. E. F.

Mr. G. H. I.

Mr. J. K. L.

Mr. M. N. O.

Mr. P. Q. R.

Mr. S. T. U.

Mr. V. W. X.

Mr. Y. Z.

Mr. A. B. C.

Mr. D. E. F.

Mr. G. H. I.

Mr. J. K. L.

Mr. M. N. O.

Mr. P. Q. R.

Mr. S. T. U.

Mr. V. W. X.

Mr. Y. Z.

Mr. A. B. C.

Mr. D. E. F.

Mr. G. H. I.

Mr. J. K. L.

Mr. M. N. O.

Mr. P. Q. R.

Mr. S. T. U.

Mr. V. W. X.

Mr. Y. Z.

Mr. A. B. C.

Mr. D. E. F.
Fears voiced over sharp training cutbacks

COMMERCIAL and industry yesterday expressed concern at the long-term implications of sharp cutbacks in apprentice training during the economic slump.

A Business Day survey of main employer associations and companies disclosed fears that a shortage of skilled artisans would be felt keenly when the economy recovered.

While recessionary conditions force companies to reduce spending on training, the long-term implications of not training and its impact on the future of the economy have emerged as major concerns for corporate planners.

Steel and Engineering Industries Federation education and training division head Janet Lopes said another contributing factor to training cuts was the withdrawal of government tax concessions for training in July last year.

Lopes said Seifsa was looking at an average of more than 2,000 retrenchments a month in the industry. While some companies continued to train, others were bailing to survive and could not spend money on so-called "non-survival areas".

She said the effects of cutbacks in training would be felt only "a few years down the line."

Seifsa communications head Hendrik van der Heever said the federation had over the past few years made substantial efforts in granting increased payments as incentives to employers to train apprentices. The current grant amount awarded to employers was R14,400, provided an apprentice passed a trade test and underwent 24 weeks of institutional training.

Anglo American corporate communications division spokesman James Duncan said yesterday cutbacks in training expenditure had been in proportion to the overall reductions forced on the group by the recession.

He said spending by the Anglo American and De Beers Chairman's Fund, which focused on secondary and tertiary education, was up 10% last year.

However, the outlook for the remainder of 1991 was not as promising. Fund contributions were related to profits, and would fall in 1992 if adverse economic conditions continued.

He said the corporation believed companies should not train beyond the demand for skilled labour as this created a pool of skilled people whose employment expectations were unlikely to be met.

Barlow Rand group human resources executive Alan Tonkin said initiatives in education training had recently taken place whereby significantly more money had been spent than in the past.

In real terms, more people were moving into the technical areas and there was a long-term investment in professional manpower, he said.

Bursary spending was still up by about 5% in real terms.

He said business was increasingly understanding the importance of developing employees and moving them from lower levels to highly skilled areas.

De Beers group corporate communications spokesman Andrew Lamont said De Beers was unaffected by cutbacks in training budgets and was increasingly looking at training to help raise productivity.

Training initiatives were being stepped up and the focus was on skills and career development, he said.
The Minister of Education and Training

The Minister of Education and Training is responsible for the administration of education in Canada. The minister is appointed by the Governor General in Council and is accountable to Parliament for the administration of the Department of Education and Training.

The role of the minister includes:
- Setting policies and priorities for education
- Allocating funding to provinces for education
- Monitoring and evaluating the implementation of education policies
- Working with provinces to improve education systems
- Staying informed on emerging trends in education

The minister also serves as the head of the Department of Education and Training, which is responsible for the administration of schools and educational programs across the country.

In addition to their official duties, the minister may engage in public speeches and appearances to promote the importance of education and its role in the development of society.

The minister is accountable to Parliament and the public for their decisions and actions regarding education.
Commonwealth aid boost for SA blacks

The Argus Foreign Service

LONDON — The Commonwealth is to bolster its training programme for black South Africans with the provision of 1500 new awards for training and work experience.

The new scheme will, unlike previous similar programmes, lay emphasis on internal, rather than foreign, training.

A statement from the Commonwealth said "Training for black South Africans is a vital step in that country's transformation into a non-racial democracy, and must seek to redress the imbalance of skills between whites and blacks as much as possible over the next 15-18 months."

The new plan has been put forward by a human resource expert group which recently undertook a comprehensive study of the future skills and educational needs of a post-apartheid South Africa.

According to the group, areas in which training was urgently needed were:

- Central administration, including the judicial, legal, economic, police and security services.
- Local government structures including all essential services.
- Technical services, including management of educational institutions, communications and transport.

A precondition of internal training would be that it benefited the victims of apartheid, contributed specifically to the process of change and did not undermine the Commonwealth's anti-apartheid sanctions policy.

The group also suggested closer co-operation between selected South African institutions and their Commonwealth counterparts, particularly in the area of teacher training.

Looking to the future, the group warned that the need for the training of black South Africans was made even more acute by the possible inflow of skilled and semi-skilled labour from the neighbouring countries as soon as apartheid was abolished, which would compete with local labour for a dwindling number of jobs.
The car assembly sector is poised to introduce South Africa's first industry education and training board, in line with revolutionary proposals by the National Union of Metalworkers.

Despite the dispute in the sector, which turns on pay and job security, Numsa and auto employers have reached virtual consensus on a "historic" new training dispensation, says the union's Gavin Hartford.

Unions and employers will have equal representation on the board, which is to be established by October this year with employer funding.

Numsa demands for proportional representation are, however, still in dispute.

The purpose, Hartford said, would be to consolidate and broaden existing plant-based training according to national standards and link it to industry needs and restructuring.

Training will be modular and competency-based, offering opportunities for all workers "from sweeper to engineer".

Included in the board's scope will be adult basic education and literacy. The board will also seek to redress race and gender discrimination, including educational disadvantage.
Council increases its training budget

JOHANNESBURG City Council has increased its training budget by 22% despite the recession.

The council has budgeted R14m this year for human resource development, compared with R11m last year.

Management committee chairman Ian Davidson said yesterday that unlike other organisations, the council had responded to trying times by redoubling activities such as training, and literacy and skills upgrading.

TANIA LEVY

Business Day recently reported that most businesses had cut back sharply on apprentice training during the economic slump.

Davidson said the council's provision for apprentice training had been increased from R350 000 last year to R2.2m this year. More than 50 new apprentices would be taken on this year, bringing to about 200 the number of apprentices trained annually.

ABOUT R1.4m has been allocated to subsidise 1500 council employees studying in fields ranging from nature conservation and public health to engineering and property valuation.

The council had allocated R1m for skills upgrading, the first phase of which involved expanding the council's literacy and language programme, said Davidson.

Ten new instructor posts had been created.
Unions' officials complete law course

The UCT Department of Labour Law recently concluded a four-week training course for trade union officers.

This was the first time that members of the country's two major trade unions, Cosatu and Necta, had participated in a joint venture.

The course was designed to enhance the practical legal skills of union organisers, thereby making them independent of lawyers.

Ms Sarah Christie, the course co-ordinator, said UCT was responding to the concerns of the unions about the high cost of legal fees and the inaccessibility of lawyers.

Although two of the participants had legal qualifications, the rest of the 22-strong class had no formal legal background.

Teachers were drawn from people in the legal field who had experience in dealing with industrial disputes as well as two industrial relations experts.

Ms Christie said the course would be run annually.

The Department of Labour Law is in the process of compiling an officer's manual on labour law.
'Billions needed for training'

PRETORIA - To realise SA's growth potential go
government, and particularly the private sector, will
tion, will have to spend many more billions of rands in the next
decade on education and training.

This is the conclusion reached in a recent study by
Business and Marketing Intelligence (BMI).

BMI chairman Jonathan Harrod said yesterday
about R2bn a year was spent at present on formal,
non-formal and in-service training.

Of this, about R8bn was spent by the private sector
and about R5bn by corporations and businesses. Individuals
spent another R3bn, mostly on formal education.

Harrod said studies showed total spending would
have to rise to about R40bn before the end of the
century if there was to be any hope for the provision
of necessary skills in the right numbers.

He said it was clear that government would be
unable to substantially increase its contribution.

The responsibility would fall on the private sector,
mostly the business sector, to see that sufficient funds
were available to fill schools, technikons and universi-
ties with the right human material.

'The demand for skilled workers even now is enor-
mous and cannot be met. If we don't act swiftly we
are heading for a drastic shortage of skilled workers
which could strangle development,' Harrod said.
SAB supports informal sector growth in Free State

By JOSHUA RABOROKO

SOUTH Africa's survival as a viable, strong region depends on the creation of a strong, integrated economy and the abolition of poverty.

Handing over a cheque for R20 000 to the Institute for Development of Entrepreneurial Activity (Idea) in Bloemfontein, the general manager of the South African Breweries Beer Division, Mr Andre Parker, said: "This is particularly true in the Free State where a large part of the black population is caught up in a state of spiralling poverty and where the largest city, Bloemfontein, does not have a thriving industrial infrastructure.

Unemployed

He said: "To create the jobs needed between now and the turn of the century requires an economic growth of five percent, our track record for the past six years is about one percent.

"If that trend continues there will be between seven to nine million unemployed people in the formal business sector by 2000.

He said that the informal business sector, which has already provided jobs for about three million people, could be employing up to eight million by the turn of the century. Any sector with that kind of growth deserved support, he added.

Strategy

The institute, which is financed by a group of companies in the private sector, was launched two years ago to address the critical shortage of training facilities for entrepreneurs and to provide small support system for small business.

It emphasises the critical shortage of training before they enter any business venture as research has shown that only two out of 10 new businesses survive after five years.

A spokesman for the Institute said its strategy of long-term involvement will lead to a substantial increase in the number of small businesses and their success rate, which would play an important role in the economic upliftment of the Bloemfontein area.
Training scheme 'helped 11 000'

By SHARON SOROUR
Labour Reporter

MORE than 11 000 unemployed people in the Western Cape have benefited this year from the Department of Manpower's training programme, at a cost of more than R5 million.

Western Cape regional director Mr Willie Marais said training and work-creation programmes were high priority in the department.

"About 62 percent of the department's budget is spent on these two schemes," Mr Marais said.

The mission of the chief directorate of manpower training was to improve the level of competence of every member of the labour force through training and development.

The government allocated about R75-million a year to the department's programmes.

Training adviser Mr H K Enderstein said since 1985, when the training scheme started, R440 million had been allocated to train unemployed people.

The training was done by contractors hired by the department.

"From November 1989 to November 1990, 385 contractors trained people at 371 venues throughout the country."

"In the Western Cape there are 47 contractors training people at 71 venues," Mr Enderstein said.

About 30 percent of the trainees were now employed in the formal sector, he said.

Certain criteria had to be met by the employer regarding the training centre, the standard of training, the aftercare of trainees and the financial position of the employer.

Trainees were paid a daily allowance of R7 to cover travel and food expenses.

The department paid the contractor a daily rate varying from R25 to R50 a day for each trainee and the R7 daily allowance, Mr Enderstein said.

Work-creation programmes, also started in 1985, set out to create employment and fixed assets.

"Since 1985 R27 million has been spent to create work, with over 192 000 people involved and 4 280 houses built," Mr Enderstein said.
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Trainees were paid a daily allowance of R7 to cover travel and food expenses.

The department paid the contractor a daily rate varying from R25 to R30 a day for each trainee and the R7 daily allowance, Mr Enderstein said.

Work-creation programmes, also started in 1983, set out to create employment and fixed assets.

"Since 1986 R27 million has been spent to create work with over 192 000 people involved and 4290 houses built," Mr Enderstein said.
How to apply for a bursary

New Nation (179)
(28/6 - 4/7/91)

Where can I look for bursaries, scholarships and loans?

You can apply at training institutions, such as universities and colleges, religious organisations, clubs, societies or your local municipality. You can ask the employers of friends and relatives about bursaries, or enquire from the institute or council of the career field that interests you. You can also read newspapers and magazines regularly and ask for information at the local library or your local career centre.

What is a bursary?

A bursary is financial assistance. It is money given to students for study or training in a specific field. There are often conditions which are used to select the students who receive bursaries. Most often, bursaries are given to students who are in financial need in other words, students who do not have money for study. Academic merit is also an important condition. Sometimes bursaries carry employment conditions which state that you have to work for a company or organisation for as long as you have held the bursary. Other bursary boards also give you an active role in your community.

Bursaries are awarded by commerce, industry, the public sector (government), religious organisations or other bursary boards. These organisations usually wish to encourage people to study in a certain direction, such as science or engineering. Therefore, there are more bursaries available in some areas than in others. Bursaries also award different amounts of money; some giving more than others.

Why do I want a bursary?

This is the most important question, because when you apply for a bursary, the organisation or company which gives bursaries will be sure to ask it. The answer seems easy. You answer, "Because I want to study further and get a good education." The answer is good, but not good enough. Organisations, companies, the public service or religious organisations which give bursaries, give them with a purpose. They need people who want to train to become skilled in a field which they can use. For example, a mining company will not be likely to pay for you to become a nuclear engineer or a geologist. They need people who are skilled in engineering or geology to do the work they need done.

People who award bursaries also need to be sure that they will not waste their money. They need to know how well you have done at school and what results you have achieved. You need to convince them that you are worthy of their support.

They also look at the subjects you have taken at school. For example, a mining company will require that you have a good knowledge of mathematics and physical science before they award you a bursary to study engineering or geology.

As you can see, there are so many different subjects that will help you if you find this difficult, write to us at the Education Information Centre (EIC), F.O. Box 62270, Marshalltown 2107 or Vaal Office, 2nd Floor, Trevor Building, Voorrekkers Road, Vereginin, 1939. We will try to help you.

What is the difference between a bursary, a scholarship and a loan?

Scholarships are awarded for academic merit - and excellent school record. They usually have no employment conditions attached. Like bursaries, they do not all pay the same amount of money - some pay tuition only, some pay all costs. There are more scholarships for science, engineering and commerce.

 Loans are sums of money lent to students for the purpose of study by banks, training institutions or universities. A loan always has to be paid back, usually at a fixed rate of interest. Usually, if it has to be repaid once students have completed their studies and have found employment. Loans also need the backing of a guarantor. The guarantor must be a person who is employed and who promises to repay the money of the student cannot do. The guarantor has to sign an agreement, or contract, with the bank or institution to promise that the money will be repaid. If a loan is not repaid, the guarantor can be taken to court and forced to repay the loan.
Side by side with the architects

All technikons, except the RSA and OFS technikons, offer a three-year National Diploma in Architecture for architectural technicians.

Architectural technicians function as practical assistants to the architect by preparing drawings from presentation stage to complete working drawings and details.

Other duties include the surveying of sites and existing buildings and dealing with local authorities when drawings are submitted for approval.

The technikon course is conducted on a "sandwich" basis — six months of academic training each year interspersed with six months of practical work for an employer.

The main subjects are draughtsmanship, construction technology and elements of architectural design.

Architectural technicians are employed by private architectural practices, local authorities, government departments and other organisations involved in building design.

A senior certificate or equivalent qualification is required to register for the National Diploma (Architecture).

A pass in mathematics and one science subject is a recommendation, and is required by some technikons.

Contact one of the technikons offering the course for more details.

The A to Z of Careers published by D. R. Nelson
Dutch: ‘Good word for SA’

Staff Reporter

NOW that it has officially re-
newed relations with South
Africa, the Netherlands will use
its position as new EC leader to
influence the trade policies of
other European nations towards
the post-apartheid country.

This was the message of a high-
powered Dutch trade mission
which visited South Africa this
week formally to renew relations
and to announce a R20m invest-
ment by The Hague in black ed-
education and training.

The Netherlands takes its turn
at the rotating EC presidency on
Monday and will be in a position
to influence the attitude of other
member nations towards South
Africa, delegation leader and
Dutch foreign economic relations
director-general Mr F A Enger-
ing told journalists yesterday.

But he warned that while the
Dutch private sector — one of the
world’s biggest sources of foreign
investment — was keen to invest
in South Africa, it would not do
so until there was certainty that
the country’s future economy
would be based on free-market
principles.

“The R20m investment is the
start of a new policy aimed at
developmental projects. But, it is
small by comparison with the
trade and investment opportuni-
ties which will open up as a re-
sult of the renewal of special pol-
itical, cultural and economic
relations between South Africa
and the Netherlands,” Mr Enger-
ing said.

He said that last year the Dutch
private sector invested the equiv-
alent of R55bn in other countries.
But, while trade opportunities
look promising in the short term,
because they involve shorter con-
tracts, large-scale investment by
the private sector is subject to
tough conditions which many ma-
teralise only in a couple of
years.

“No businessman in the world
will invest in a country which is
in the process of negotiating new
constitutions and economic set-
lements,” Mr Engering said.

He said the trade mission, or-
ganised by the Netherlands Cen-
tre for Trade Promotion, will be
followed up in January with an
exhibition featuring the Nether-
lands’s 10 major economic sec-
tors.”
Applying for bursaries: 2

How do I find out about bursaries?

Every year, the Education Information Centre (EIC) publishes a Bursary Register. The EIC does not award bursaries, it only gives information on where bursaries are available. The Register lists almost all the bursaries which are available for study at school, Tertiary Institutions, technical colleges, universities, and through correspondence. Once you have decided which direction you would like to study and where you would like to study, you can write to the EIC, P O Box 62770, Marshalltown, 2107 and request a list of bursaries for your specific field. If you have problems in deciding what to do, you can go and see EIC at their offices on the 3rd Floor, Phoenix House, 62 Marshall Street, Marshalltown. We also have a Vaal office which you can write to or visit - the address is 2nd floor, Trevor Building, Voorrekker road, Vereeniging, 1939. Here are examples of the sort of things we can help you with: career information - like lists for physiotherapy, law, theology or commerce or agriculture; a list of bursaries available for correspondence study, teacher training, secondary schooling or commercial colleges.

Here is an example from the list of bursaries available for technical college students.

NAME & ADDRESS

BLACK, COLOURED & INDIAN...30 October
Programme: Accounting Technical Bursary, North West University
Bursary Officer: P O Box 1282
2003 automatic:

There are three columns: the first column tells you which company or organisation awards bursaries and supplies the name and address.

The second column tells you who should apply for these bursaries. This is a very important column. It states clearly who is eligible, that is, who fulfils the requirements for the bursary.

The third column states the date on which applications for each of these bursaries are due. If you apply after this date, you will not be considered.

Warning: Please read the second column very carefully. It will be a waste of time, paper and stamps to apply for a bursary for which you are not eligible. If you cannot find the information you need, contact the EIC or the bursary organisation directly.

What do I do next?

While you are waiting for the application forms to arrive, make photocopies of the results of the most recent examination you have passed, and of your birth certificate. Take these to your local post office or police station to have them certified by a commissioner of oaths. This means that they are stamped by the commissioner who states that it is a true copy of the original document. Never send the original documents with an application; always send certified copies.

Now you are ready to complete the forms when they arrive.

Some things to remember when you complete the application forms:

- read the forms carefully
- make a note of the documents which are required
- fill in the forms in pencil first
- keep the forms in good condition
- ask a friend or relative to check it with you to see if you have done everything correctly
- answer all the questions
- complete the form neatly in PRINT, that is block letters
- use black or blue ink only
- be completely honest
- be completely accurate
- include certified copies of the required documents
- use an envelope which is big enough for all the documents
- copy the address correctly
- have the letters weighed at the post office to make sure that you use enough stamps.

E.I.C. - Educational Information Centre

Third Floor, Phoenix House
62 Marshall Street, Johannesburg, 2001
P O Box 62770, Marshalltown, 2107
Telephone: 011 834-7921
Facsimile: 011 834-7967
Form Number: 010-001
Group Number 52 0621 49
You will be a qualified furniture designer after a four-year training period. Success...
Developing accounting skills among black South Africans

South Africa is currently in short supply of professional technical and skilled people. The shortage of these skills is greatest amongst the black population. However, as South Africa moves towards a new political dispensation there will be pressure on all structures, academic institutions and professional bodies to be representative of all ranks. We need skilled people to help build our organisations on the ground.

Many people believe that South Africa has a major role in the development of the rest of Africa. This will also place more demands on the limited skilled people creating yet further shortages.

An accountancy initiative in South Africa

One of the major skill shortages is amongst accountants. There are only 42 black accountants in South Africa. During October 1990 representatives of Acca, the Chartered Association of Certified Accountants, came to South Africa to look into possibilities of getting Acca established in South Africa. Acca has worked with the Open University in Britain in developing a comprehensive set of materials for distance learners wanting to study accountancy. The course is divided into modules which can be used for a number of accounting qualifications leading up to full certification.

This programme has been tested in a number of countries in Africa and Asia. The Acca open learning programme will promote the development of basic accountancy skills and will also extend access to these skills in community organisations. A number of organisations were invited to an explanatory meeting which was hosted by The Association of Black Accountants of Southern Africa (Abasa). The participating organisations which serve as a working committee are:

- Abasa
- SACHED (DUSSPRO & LACOM)
- BMF (Black Management Forum)
- CDHR (Centre for Development of Human Resources ANC)
- Acca

Other organisations have been invited to participate. These are: Kagiso Trust, UNISA, I E B, NAFROC, PABROS, COSATU, Dave Douglas and Associates, etc.

Recognition of Acca

Abasa has held initial discussions with the Minister of Finance, the Financial Services Board and Public Accountants and Auditors’ Board. The latter committee showed a commitment to the idea and requested that a detailed proposal for recognition be forwarded.

It has also met the Head of the Department of Education Services at the ESRC and an evaluation of the Acca qualification is being considered.

The Working Committee has also asked Abasa to compare the Acca with all other relevant accounting qualifications such as CIS, IAT, etc. etc.

Preparing for Acca

The working committee will organise a training programme for facilitators of the seminars. These facilitators will be recruited from different areas. Acca has agreed to assist the committee in conducting the programme for about 25 facilitators some time in August 1991. The purpose of the training will be to

- help facilitators gain a better understanding of the project;
- introduce the facilitators into the open learning material; and
- to establish a nucleus of people who will ensure the sustainability of the project into the future.

After training, the facilitator will organise regional seminars in major centres around the country. The purpose of the seminars will be to involve organisations in the identification of suitable content, designing of the methodology and the promotion of the programme.

The Working Committee is planning to launch the new programme at the beginning of 1992.

The Working Committee has decided to call this initiative "Project Access" - Acca and South Africa

Are you interested in finding out more about Acca or would you like to join the programme? If you are interested write to:

Abasa

c/o SACHED TRUST
c/o Imogen

6th floor
P O Box 5262
Allied Building
Johannesburg
236 Breu Street
P O Box 11350
Johannesburg
2000

or

The Centre for the Development of Human Resources
69 De Korte Street
Braamfontein
P O Box 32280
Braamfontein
Holistic view of development is critical to corporate success

A HOLISTIC view of training and development is critical to the success of an organisation, says Central Training Unit (CTU) manager Johan Swanepoel.

CTU, a branch of Anglo American, consults in organisation development, training and development to companies across the country.

Swanepoel says “Training should not be conducted in a vacuum, but in a continuum. There is a need for a new paradigm in this area.”

Lack of education is a major problem in SA, he says.

“Education is the foundation on which you build and if the building blocks are not in place, there is a domino effect.”

He says the under-utilisation of potential in SA is vast, partly because schools do not prepare people for the world of work.

“Nothing will change until educators and businesses get together to establish better criteria for successful products from the education system.”

CTU’s organisation development unit operates in three areas: the individual, the team and the organisation.

The task of the first, organisation development, is to help organisations become more effective. CTU employs diagnostic tools to measure a company’s “health” and training needs.

It also assesses individual workers.

“Once a company is understood and evaluated it becomes possible to improve and re-align many of the human resource systems,” Swanepoel says.

Its work also involves general training with courses and seminars.

The CTU’s Business Preparedness Programme is designed to help bridge the gap between formal education and what is required in the corporate world.

The course outline says schools and universities do not teach the aspirant executive how to deal with stress, pack winning teams or make effective decisions.

They also do not equip him to demonstrate flexibility, innovation or creativity — survival skills in the corporate world.

Instead, the formal education system teaches blind obedience, unquestioning loyalty and an intolerance of criticism.

The course, run by product manager Don Wiggill, includes personal and business communication, career management, leadership, self-management, basic finance and computers.
9. Training courses

An employer must provide an apprentice with modular practical and institutional training or have him trained in the trade for which he is indentured, according to the training schedule and procedure as approved by the Board and issued to the employer from time to time.

No. R 1632 12 July 1991

MANPOWER TRAINING ACT, 1981

TRAINING SCHEME FOR THE CIVIL ENGINEERING INDUSTRY

I, Elie van der Merwe Louw, Minister of Manpower—

(a) hereby withdraw, in terms of section 39 (6) read with section 39 (3) of the Manpower Training Act, 1981, Government Notice No. R. 2332 of 29 October 1982, as extended by Government Notices Nos. R. 2528 of 8 November 1985 and R. 2623 of 23 December 1988, as amended by Government Notice No. R. 2735 of 15 December 1989, with effect from the second Monday after the date of publication of this notice; and

(b) hereby declares, in terms of section 39 (5) of the said Act, that the provisions of the Scheme which appears in the Schedule hereto, shall be binding, with effect from the second Monday after the date of publication of this notice and for a period ending one year from the said date, upon all employers and employees engaged or employed in the Civil Engineering Industry in the Republic of South Africa.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

The Training Scheme for the Civil Engineering Industry, hereinafter referred to as "the Industry", has been established by the South African Federation of Civil Engineering Contractors for the training of employees in the Industry and provides for the establishment of a Fund for the purposes of the Scheme, the payment of contributions to the Fund by employers in the Industry, and the appointment of the Civil Engineering Industry Training Board to administer the Fund, which shall be called the "Civil Engineering Industry Training and Development Fund".

1. NAME OF THE SCHEME

The name of the Scheme shall be the "Civil Engineering Industry Training Scheme".

2. SCOPE OF APPLICATION OF THE SCHEME

The provisions of the Scheme shall be observed by all employers and employees who are engaged or employed in the Civil Engineering Industry in the Republic of South Africa.

9. Opleidingskursussen

'n Werkgever moet 'n vakleerling modulêre, praktêse en institusionele onderrig gee of laat onderrig in die ambag waarvoor hy ingeboek is, volgens die opleidingskedeule en procedures wat deur die Raad goedgekeur en van tyd tot tyd aan die werkgever beskikbaar gestel word.

No. R. 1632 12 July 1991

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSKEMA VIR DIE SIVIELE INGENIEURSNYWERHEID

Ek, Elie van der Merwe Louw, Minister van Mannekrag—


(b) verklaar hierby, kragtens artikel 39 (5) van genoemde Wet, dat die bepaling van die Skema wat in die Bylae hiervan verskyn, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir 'n tydperk wat een jaar vanaf genoemde datum eindig, bindend is vir alle werkgewers en werknemers wat betrokke is by of in diens is in die Siviele Ingenieursnywerheid in die Republiek van Suid-Afrika.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

Die Opleidingskema vir die Siviele Ingenieursnywerheid, hierna genoem "die Nywerheid", is ingestel deur die Suid-Afrikaanse Federasie van Aanemers vir Siviele Ingenieurswerk vir die opleiding van werknemers in die Nywerheid en maak voorsoen van die instelling van 'n Fonds vir die doeleindes van die Skema; die betaling van bydrae aan die Fonds deur werkgewers in die Nywerheid; en die aanwyse van die Siviele Ingenieursnywerheid Opleidingsraad om die Fonds, wat as die "siviele Ingenieursnywerheid Opleidings- en Ontwikkelingsfonds" bekend sal staan, te administrer.

1. NAAM VAN DIE SKEMA

Die naam van die Skema is die "Opleidingskema van die Siviele Ingenieursnywerheid".

2. TOEPASSINGSBESTEK VAN DIE SKEMA

Die bepaling van die Skema moet nagekoms word deur alle werkgewers en werknemers in die Siviele Ingenieursnywerheid in die Republiek van Suid-Afrika.
3. DEFINITIONS

Any expression used in this Scheme which is defined in the Manpower Training Act, 1981, shall have the same meaning as in the Act and any reference to the Act shall include any amendments to the Act and any regulations made in terms of the Act and, unless inconsistent with the context—

"Act" means the Manpower Training Act, 1981 (Act No 56 of 1981),

"Board" means the Civil Engineering Industry Training Board,

"Civil Engineering Industry" or "Industry" means (subject to the provisions of the demarcation determination published under Government Notice No R. 1831 of 11 October 1968, as amended from time to time), the industry in which employers (other than local authorities and the State) and employees are associated for the purpose of carrying out work of a civil engineering character and includes such work in connection with any one or more of the following activities

(a) The construction of aerodrome runways or aprons, aqueducts, bins or bunkers; bridges; cable ducts, caissons, rafts or other marine structures; canals, cooling, water or other towers; dams; docks; harbours; quays or wharves, earthworks; encasements, housings or supports for plant, machinery or equipment; factories or works chimneys; filter beds; land or sea defence works; mine headgear, pipelines, piers, railways; reservoirs; river works; roads or streets; sewage works; sewers; shafts or tunnels, silos, sports fields or grounds; swimming baths, viaducts or water treatment plants;

(b) Excavation work or the construction of foundations, lift shafts, pilings, retaining walls, star wells, underground parking garages or other underground structures,

(c) The asphalting, concreting, gravelling, levelling or paving of parking areas, pavements, roads, streets, aerodrome runways or aprons, premises or sites; and further includes—

(i) any work of a similar nature or work incidental to or consequent on any of the aforesaid activities, and

(ii) the making, repairing, checking or overhauling of tools, vehicles, plant, machinery or equipment in workshops which are conducted by employers engaged in any of the activities referred to in paragraphs (a) to (c) inclusive, but excluding—

(aa) work in connection with any one or more of the activities specified in (b) above where such work, when undertaken in connection with the erection of structures having the general character of buildings and irrespective of whether or not such work involves problems of a civil engineering character, are carried out by employers erecting such structures,

(ab) work in connection with any one or more of the activities specified in (c) above when undertaken as incidental operation in connection with the erection of structures having the general character of buildings or when undertaken by the employers erecting such structures, and

3. WOORDOMSKRYWINGS

Enige uitdrukking wat in hierdie Skema gebruik en in die Wet op Mannekragopleiding, 1981, omskryf word, het dieselfde betekenis as in die Wet en enige verwysing na die Wet of omvat enige wysings aan die Wet en enige regulasies uitgevaardig ingevolge die Wet en, ten spyte onbestaanbaar met die sinosverband, beteken—

"Federasie" die Suid-Afrikaansche Federasie van Aannemers vir Siviele Ingenieurswerk,

"Fonds" die Siviele Ingenieursnywerheid Opleidings- en Ontwikkelingsfonds bedoel in klusule 5;

"Raad" die Siviele Ingenieursnywerheid Opleidingsraad,

"Registrateur" die Registrateur van Mannekragopleiding aangestel kragtens die Wet,

"Siviele Ingenieursnywerheid" of "Nywerheid" (behoor derde van die balsaplas van de afbakingsverskynst gepubliseer by Goewermentskennisgewing No. R 1831 van 11 Oktober 1968, sos van tyd tot tyd gewysig) die Nywerheid waarin werkgewers (uitsesonder plaaslik owerverde en die Staat) en werkners met melkaker geassosieer is vir die vergnif van werk van siviele ingenieurwag, en omvat dit sodanige werk wat verband hou met een of meer van die volgende werkamhede.

(a) Die konstruksie van vliegveldaalloopbane of -laaiblaai, waterkanale, opgaarkule of brandstofruimte; brüe: kabelgange, caissons, vlotte of ander skeepstrukture; kanale, koeltonges, watertonges of ander tonges; damme, dokke; havens; kaai of skeepswerwe, grondwerke; bedekkings, omhulselfs of stuitre installasies, masjienere of uitrusting; fabriek- of werkskooistowene, filtereersmiddens, land- of seeverdedigingswerke, mynskagtonges; pypelings, pere, transpore, reservories, mmerwerke, paare of strate, noilderwe, note, skage of tunnels; silo's sportvele of -terreine, swembaddens; viadukte of waterbehandelingsinstallasies,

(b) Uitgawingswerk of die konstruksie van fonda- mente, hyerskagte, hewerwe, keeramura, trapkule, ondergrondse parkeergarages of ander ondergrondse structure,

(c) Die asfaltering, betoonering, begruising, gelyk- making of bestrating van parkeergebiede, sypaadjies, paare, strate, vliegveldaalloopbane of laaiblaai, persele of terreine; en omvat dit verder—

(i) alle werk van 'n soortgelyke aard of werk wat gepaard gaan met of voortspruit uit enge van voor- melde werkamhede, en

(ii) die maak, herstel, nagaan of opknapping van gereedskap, voertuie, installasies, masjienere of uitrusting in werkzenuks wat bedryf word deur werk- gewers wat betrokke is by enge een van die werk- saamhede wat in paragraaf (a) tot en met (c) bedoel word,

maar uitgesonderd—

(aa) werk wat verband hou met een of meer van die werkamhede in (b) hierbo uiteengestel, waar soda- nige werk, wanneer dit onderneem word in verband met die oprigting van structure wat die algemene kenmerk van geboue het en, ongeag of sodanige werk problema van siviele ingenieurwag behels al dan nie, gedoen word deur die werkgewers wat sodanige struc- ture oprig,
(ac) any work falling within the scope of the Iron, Steel, Engineering and Metallurgical Industries as defined in the Agreement published under Government Notice No. R. 479 of 29 March 1974,

"employee" means any employee, as defined in the Act, who is employed by or who performs work for an employer in the industry;

"employer" means any employer, as defined in the Act, who employs or provides work for any employee in the Industry,

"Federation" means the South African Federation of Civil Engineering Contractors,

"Fund" means the Civil Engineering Industry Training and Development Fund referred to in clause 5,

"Registrar" means the Registrar of Manpower Training appointed in terms of the Act, and

"Scheme" means the Civil Engineering Industry Training Scheme.

4. OBJECTS OF THE SCHEME

The objects of the Scheme shall be—

(a) to provide the necessary funds to ensure an adequate supply of trained employees for the Industry and to assist financially with the training and development of employees for the Industry at all levels in order that all contributing employers will have equal opportunities for the training and development of their employees; and

(b) to finance the administration and the objects of the Board as set out in its constitution

5. CIVIL ENGINEERING INDUSTRY TRAINING AND DEVELOPMENT FUND

(1) The Civil Engineering Industry Training Fund, established in terms of Government Notice No. R. 2352 of 22 December 1972, is hereby continued and shall, with effect from the date of coming into operation of this Scheme be known as the Civil Engineering Industry Training and Development Fund

(2) The Fund shall be administered by the Board

(3) Into the Fund shall be paid—

(a) training levies in terms of clause 7 of this Scheme;

(b) interest and/or capital appreciation derived from the investment of any monies of the Fund; and

(c) any other monies to which the Fund may become entitled.

(4) The monies of the Fund shall be used for the attainment of the objects of the Scheme as set out in clause 4

6 ESTABLISHMENT AND FUNCTIONS OF THE CIVIL ENGINEERING INDUSTRY TRAINING BOARD

(1) The Civil Engineering Industry Training Board has been established by the South African Federation of Civil Engineering Contractors in accordance with a constitution approved by the Registrar

(ab) werk wat verbandhou met een of meer van die werkzaamhede in (c) hierbo uiteengestel, wanneer dit onderneem word as 'n bykomstige werkzaamheid in verband met die opninging van structure wat die algemene kenmerk van geboue het of wanneer dit onderneem word deur die werkgewers wat sodanige strukture opgig, en

(ac) enige werk wat binne die bestek van die Yster-, Staal-, Ingenieurs- en Metalurgiese Nywerhede val, soos omskryf in die Ooreenkomst wat by Goewer- mentskenningsgewing No. R 479 van 29 Maart 1974 gepubliseer is;

"Skema" die Opleidingskema vir die Siviele Ingenieursnywerheid

"werkgewer" enige werkgewer soos in die Wet omskryf, wat enige werknemer in diens het of van werk voorsien in die Nywerheid,

"werknermer" enige werknemer soos in die Wet omskryf, wat in diens is of in werk vir 'n werkgewer in die Nywerheid, en

"Wet" die Wet op Mannekragopleiding, 1981 (Wet No. 56 van 1981).

4. DOELSTELLINGS VAN DIE SKEMA

Die doelstelling van die Skema is—

(a) om die nodige fondse te voorsien ten einde te verseker dat voldoende opgeleide werknemers vir die Nywerheid beskikbaar is en om die opleiding en ontwikkeling van werknemers op alle vlakke in die Nywerheid finansieel te ondersteun sodat al dié hydraeende werkgeurse gelyke geleiendheid vir die opleiding en ontwikkeling van hul werknemers sal hê; en

(b) om die administrasie en doelstelling van die Raad, soos in sy konstitusie uiteengees, te finansier.

5. SIVIELE INGENIEURSNYWERHEID OPLEIDINGS- EN ONTWIKKELINGSFONDS

(1) Die Opleidingsfonds vir die Siviele Ingenieursnywerheid, ingestel ingevolge Goewermentskenningsgewing No. R. 2352 van 22 December 1972, word hiermee voortgezet en sal vanaf die datum van inwerkingtreding van hierdie Skema bekend staan as die Siviele Ingenieursnywerheid Opleidings- en Ontwikkelingsfonds

(2) Die Fonds sal deur die Raad geadministreer word.

(3) In die Fonds word inbetaal—

(a) opleidingsheffings kragtens klousule 7 van hierdie Skema,

(b) rente en/of kapitaal aanwas wat voortvloei uit die belegging van enige geld van die Fonds, en

(c) enige ander gelde waarop die Fonds geregtig mag word.

(4) Die geldte van die Fonds word aangewend vir die bereiking van die doelstelling van die Skema soos uiteengees in klousule 4

6. INSTELLING EN FUNKSIES VAN DIE SIVIELE INGENIEURSNYWERHEID OPLEIDINGSRAAD

(1) Die Siviele Ingenieursnywerheid Opleidingsraad is deur die Suid-Afrikaanse Federasie van Aannemers vir Siviele Ingenieurswerk ingestel in ooreenstemming met die konstitusie wat deur die Registrateur goedgekeur is
7. RETURNS AND CONTRIBUTIONS TO THE FUND

(1) From the Scheme’s date of coming into operation every employer in the Industry shall—

(a) submit to the Board, at P O Box 644, Bedfordview, 2008, or such other address as may be advised by the Board in writing to the employer, by the 21st day of the second month following the end of each quarter, a return showing the total salaries and wages paid by him to all his employees, excluding Directors, employed in the Industry, as well as the total number of such employees employed by him, during the three calendar months proceeding 31 March, 30 June, 30 September and 31 December of each year, which returns shall be certified annually by a public auditor or in the case of a Close Corporation, by an accounting officer,

(b) pay, by cheque, to the Civil Engineering Industry Training and Development Fund, a levy of 0.6 per cent of the total salaries and wages paid by him to all such employees as were employed by him in the Industry during the period covered by the return referred to in paragraph (a), which cheque shall accompany the said return.

(2) If any employee is employed partly in the Civil Engineering Industry and partly in another industry, the proportion of the total salaries and wages of such an employee to which the levy is to be applied, shall be the same proportion as the ratio of work done in the Civil Engineering Industry to the total work done by the employee.

(3) The costs incurred in collecting late levies or contributions shall be charged to and paid by the employer concerned.

8. INFORMATION

The Board shall furnish every employer in the Industry with details concerning the Schedule in such form as the Board may from time to time determine: Provided that such details shall include at least the constitutions of the Scheme and of the Board, the contributions to be made or levies payable to the Fund, the financial incentives to be provided under the Scheme and the procedure to be followed for the lodging of claims against the Fund.

9 FINANCE

(1) All money received shall be deposited in a banking account in the name of the Fund within seven (7) days of receipt thereof. Provided that one sixth of the 0.6 per cent contribution, being 0.1 per cent of the total salary and wage return as received in terms of clause 7 (1) (b), shall be deposited in a separate account for the purpose of financing Faculties of Civil Engineering Departments at Universities in the Republic of South Africa for the benefit of the Industry.

(2) The Raad het die bevoegdheid om met alle sake binne die bestek van die doelstellingen van hierdie Skema, soos in klusule 4 uteengestel, te handel.

7. OPAWES EN BYDRAES TOT DIE FONDS

(1) Vanaf die datum van inwerkingtreding van hierdie Skema moet elke werkgewer in die Nywerheid—

(a) by die Raad te Posbus 644, Bedfordview, 2008, of sodanse ander adres as wat die Raad skriflik aan die werkgewer mag verwittig, teen die 21ste dag van die tweede maand wat volg op die einde van elke kwartaal, 'n opgawe indien van die totale salarisse en lone wat deur hom betaal is aan al sy werknemers, Direkteure uitgesluit, wat in die Nywerheid in diens was, asook van die getal sodanige werknemers wat in sy diens was, gedurende die drie kalendermaande wat 31 Maart, 30 Junie, 30 September en 31 Desember van elke jaar voorafgaan, welke opgawes jaarlik se deur 'n openbare ouditeur, of in die geval van 'n Beslote Korporasie, deur 'n rekenpligte amptenaar gesertifiseer moet wees; en

(b) aan die Siviele Ingenieursnywerheid Opleidings- en Ontwikkelingsfonds 'n heffing betaal, per tjeuk, van 0,6 persent van die totale salarisse en lone wat die werkgewer betaal het aan alle sodanige werknemers wat by hom in diens was in die Nywerheid gedurende die tydperk gedek deur die opgawe in paragraaf (a) bedoel, welke tjeuk die genoemde opgawe moet vergeskels.

(2) Indien 'n werknemer gedeeltelik in die Siviele Ingenieursnywerheid en gedeeltelik in 'n ander nywerheid in diens is, moet die geselde van die totale salariene en lone van sodanige werknemers waarop die heffing betaalbaar is, in dieselfde verhouding wees as die verhouding waarin die werk deur die werknemer in die Siviele Ingenieursnywerheid verval, staan tot die totale werk deur hom verval.

(3) Die koste verbonde aan die insamel van laat heffings of bydreae word verhaal op en betaal deur die betrokke werkgewer.

8. INLIGTING

Die Raad moet elke werkgewer in die Nywerheid voorsien van besonderhede rakende die Skema in sodanige vorm as wat die Raad van tyd tot tyd bepaal. Met dien verstande dat sodanige besonderhede minstens die konstitusies van die Skema en die Raad, die heffings wat aan die Fonds betaal moet word of die bydreae wat aan die Fonds gemaak moet word, die opleidingsaanbieders wat ingelede die Skema verskaf moet en die prosedures wat vir die instelling van ose teen die Fonds gevolg moet word, moet insluit.

9. FINANSIES

(1) Alle geld wat ontvang word, moet in 'n bankrekening in die naam van die Fonds binne (7) sewe dae na ontvangs daarvan. Met dien verstande dat een sesde van die 0.6 persent bydrae, te wete 0.1 persent van die totale salarisse en loneopgawe, soos ontvang ooreenkomslik in klusule 7 (1) (b), in 'n aparte rekening gedeelde word vir die doelendes van die finansiering van die Fakulteite van Siviele Ingenieursdepartements aan universiteite in die Republiek van Suid-Afrika tot voordeel van die Nywerheid.
STAATSKOERANT, 12 JULIE 1991
No 13397 35

(2) All payments made out of the Fund shall be made by cheque drawn on the banking account and shall be signed by the Director of the Board and co-signed by any other person authorized thereto in writing by the Board.

(3) Funds which are not required for immediate use shall at the discretion of the Board be invested in—

(a) internal registered stock as contemplated in section 21 of the Exchequer Act, 1975 (Act No 66 of 1975),
(b) National Savings Certificates;
(c) Post Office savings accounts or certificates;
(d) savings accounts, permanent shares or fixed deposits in building societies or banks, or in such other manner as may be approved by the Registrar.

(4) The Board shall annually appoint a public auditor, who shall be paid out of the Fund, to audit the accounts of the Fund for the period ending on 30 June. Two copies of the audited accounts shall be made available to the Federation and a copy shall be forwarded to the Registrar. Copies shall also be furnished to all contributors to the Fund, on request.

10. DISSOLUTION OF THE FUND

(1) Upon the termination of the Scheme, the assets of the Fund shall be transferred to the Board for disposal in accordance with its constitution, after consultation with the Federation.

(2) All administrative charges and liabilities of the Scheme shall then be charged against the Board.

(3) The Registrar shall be notified in good time of the termination of the Scheme.

11. AGENTS

(1) The Board may appoint agents to give effect to the objects of the Scheme on such terms and under such conditions as the Board may deem fit.

(2) The agent shall be empowered to enter any establishment in the Industry and question the employer or any employee for the purpose of ascertaining whether or not the provisions of clause 7 are being observed.

(3) The appointment of an agent may be withdrawn by the Board at any time for any reason.

12. INDEMNITY

The members of the Board shall not be liable for any loss to the Fund arising from any improper investment made in good faith, or arising from any act performed in their bona fide administration of the Fund, or arising from the negligence or fraud of any person employed by the Board, or by reason of any act or omission by members, or by reason of any other matter or thing, save individual wilful or fraudulent acts on the part of such members as can be held responsible and any such member shall be reimbursed by the Fund for any liability incurred by him in defending any proceedings, whether civil or criminal, arising from an allegation involving bad faith in which judgment is given in his favour or in which he is acquitted.

(2) Alle betalings wat uit die Fonds gemaak word moet geskied by wysie van 'n tjeck getrek teen die bankrekening van die Skema en geteken deur die Direkteur van die Raad en mededaarstelte deur enige ander persoon wat skriftelik deur die Raad daartoe gemagtig is.

(3) Fondse wat nee vir onmiddellike gebruik nodig is, moet na die goeddunken van die Raad belê word in—

(a) binnelandse geregistreerde effekte soos bedoel in artikel 21 van die Skatstiswet, 1975 (Wet No 66 van 1975);
(b) Nasionale Spaarsettifikate;
(c) Posspaarbankrekenings of -settifikate,
(d) spaarrekenings, permanente aandele of vaste depo's in bougoedskappe of banke, of op sodange ander wyse as wat die Registrateur mag goedkeur.

(4) Die Raad moet jaarliks 'n openbare ouditeur aansel, wat uit die Fonds betaal moet word, om die rekennings van die Fonds te ouditéer vir die periode wat op 30 Junie eindig. Twee afskrifte van die geoutiterte rekening moet beskikbaar gestel word aan die Federase en 'n afskrif moet aan die Registrateur versend word. Afskrifte moet ook op versoek beskikbaar gestel word aan alle bydraers tot die Fonds.

10. ONTBINDING VAN DIE FONDS

(1) By die beëindiging van die Skema, moet die bates van die Fonds aan die Raad oorgedra word, wat in gereënstemming met sy konstitusie en na corf met die Federase daaraan moet beskik,

(2) Die administratiewe koste en skulde van die Skema word dan teen die Raad in berekening gebly.

(3) Die Registrateur moet vroegtydig van die beëindiging van die Skema in kennis gestel word.

11. AGENTE

(1) Die Raad kan agente aansel om uitvoering aan die doelstelling van die Skema te gee, op sodange voorwaardes en onderhewig aan sodanige beheer as wat die Raad goedink.

(2) 'n Agent het die mag om enige instelling in die Nwywerheid te betree en die werkgever of enige werk- namer te onderwerpe ten einde van te steu of die bepalinge van klousule 7 nagekom word al dan nie.

(3) Die aanstelling van 'n agent kan te emmer tyd en om watter rede ookal deur die Raad teruggetrek word.

12. VRYWARING

Die lede van die Raad is nie aanspreeklik nie vir enige verlies vir die Fonds wat voortspruit uit enige onbehoorlike belegging gemaak te goeier trou, of deur enige optrede in hul bona fide-administrasie van die Fonds, of deur die nalatigheid of bedrog van enige persoon in diens van die Raad, of as gevolg van 'n handeling of verschuur deur lede, of as gevolg van enige ander saak, uitgesluit individuele opsetlike of bedrage- like optrede van die kant van sodanige lede wat aanspreeklik gehou kan word en enige sodanige lid moet deur die Fonds vergoed word vir enige aanspreeklikheid opgeëet deur hom in die verdediging van enige vervolging, hetsy swiel of strafregtelik, voortspruitend uit 'n bewening waarby kwade trou betrokke is en waarvan regsgesprek is tydens gelever word of waarvan hy vygrespreek word.
13. EXEMPTIONS

Any application for exemption from any provision of this Scheme, which may be granted by the Minister in terms of section 47 of the Act, must be submitted to the Civil Engineering Industry Training Board, P.O. Box 644, Bedfordview, 2008, which shall forward such application together with any recommendation by the Board to the Director-General: Manpower.

No. R. 1636  12 July 1991

LABOUR RELATIONS ACT, 1956

ELECTRICAL INDUSTRY (NATAL): RENEWAL OF AGREEMENT FOR THE ELECTRICAL CONTRACTING SECTION


D. VAN DER WALT,
Director: Labour Relations

No. R. 1637  12 July 1991

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, EASTERN PROVINCE: RENEWAL OF PROVIDENT FUND AGREEMENT

I, Dennis van der Walt, Director, Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice No. R. 706 of 5 April 1991 to be effective from the date of publication of this notice and for the period ending 30 June 1992.

D. VAN DER WALT,
Director: Labour Relations

DEPARTMENT OF TRADE AND INDUSTRY

No. R. 1606  12 July 1991

PRICE CONTROL ACT, 1964

MAXIMUM DEPOSITS IN RESPECT OF RETURNABLE SOFT DRINK BOTTLES

I, Hermanus Hendrikus Jacobus Steyn, Price Controller, do hereby in terms of section 5 of the Price Control Act, 1964 (Act No. 25 of 1964), prescribe as follows.

13. VRYSTELLINGS

Enige anseok om vrystelling van enige bepaling van hierdie Skema, wat kragtens artikel 47 van die Wet deur die Minister verleen kan word, moet by die Swelle Ingenieursnywerheid Opleidingsraad, Posbus 644, Bedfordview, 2008, ingedien word, wat sodanige aanseok teemate met enige aanbeveling deur die Raad moet deurstuur na die Direkteur-generaal: Mannekrag.

No. R. 1636  12 July 1991

WET OP ARBEIDSVERHOUINGE, 1956

ELEKTROTEGNISE NYWERHEID (NATAL): HERNUING VAN COREENKOMS VIR DIE ELEKTROTEGNISE AANEMINGSEKSIESTE


D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge

No. R. 1637  12 July 1991

WET OP ARBEIDSVERHOUINGE, 1956

KLERASIENYWERHEID, OOSTELIKE PROVINSIE: HERNUING VAN VOORSORGFONSOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewing No. R. 706 van 5 April 1991 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 June 1992 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge

DEPARTEMINT VAN HANDEL EN NYWERHEID

No. R. 1606  12 July 1991

WET OP PRYSBEHEER, 1964

MAKSIMUM DEPOSITO'S TEN OPSIGTE VAN TERUGSTUURBARE KOELDRANKBOTTELS

Ek, Hermanus Hendrikus Jacobus Steyn, Pryskontroleur, bepaal hierby inbegrip artikel 5 van die Wet op Prysbeheer, 1964 (Wet No. 25 van 1964), soos volg:
DEPARTMENT OF JUSTICE

No. R. 1627 12 July 1991

ADMINISTRATION OF ESTATES ACT, 1965
(Act No. 66 of 1965)

AMENDMENT OF REGULATIONS

The Minister of Justice has, under section 103 of the Administration of Estates Act, 1965 (Act No. 66 of 1965), made the regulations in the Schedule

SCHEDULE


2. Regulation 10 of the Regulations is hereby amended by the substitution for paragraph (a) of sub-regulation (1) of the following paragraph.

“(a) When own conveyance is used, R1,00 per kilometre”

DEPARTMENT OF MANPOWER

No. R. 1631 12 July 1991

MANPOWER TRAINING ACT, 1981
(Act No. 56 of 1981)

APPRENTICESHIP TRAINING BOARD FOR LOCAL AUTHORITIES. DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

1. Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 10 of the Manpower Training Act, 1981, hereby:

(a) designate, with effect from the second Monday after the date of publication of his notice, the undermentioned trades as trades to which the Act shall apply for the Local Authority Undertaking in the Republic of South Africa:

1. (1) Auto Body Reparer; (5)
2. (2) Automotive Electrician; (6)
3. (3) Blacksmith; (2)
4. (4) Bricklayer, (4)
5. (5) Carpenter and Joiner; (10)
6. (6) Electrician; (1)
7. (7) Fitter and Turner; (7)
8. (8) Painter and Decorator; (9)
9. (9) Plater/Welder; (8)
10. (10) Plumber; (3)
11. (11) Vehicle Mechanic; (11),

(b) prescribe, with effect from the second Monday after the date of publication of this notice, the conditions set out below as Conditions of Apprenticeship in respect of the trades in the industry and the area mentioned in paragraph (a), and

DEPARTEMEN VAN JUSTISIE

No. R. 1627 12 July 1991

BOEDELWET, 1965
(Wet No. 66 Van 1965)

WYSIGING VAN REGULASIES

Die Minister van Justisie het kragtens artikel 103 van die Boedelwet, 1965 (Wet No. 66 van 1965), die regulasies in die Bylae uitgevaardig.

BYLAE


2. Regulasie 10 van die Regulasies word hierby gewys deur paragraaf (a) van die subregulasie (1) deur die volgende paragraaf te vervang.

“(a) Wanneer eie vervoer gebruik word, R1,00 per kilometer”.

DEPARTEMEN VAN MANNEKRAAG

No. R. 1631 12 Julie 1991

WET OP MANNEKRAAGOPLEIDING, 1981
(Wet No. 56 Van 1981)

VALEERLINGOPLEIDINGSRAAD VIR PLAASLIKE OWERHEDE: AANWSING VAN AMBAGTE EN VOORSKRYWING VAN LEERVOORWAARDES

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

(a) wys hierby vir die Plaaslike Overhewensonderneemming in die Republiek van Suid-Afrika die ondervermelde ambagte aan as ambagte ten opsigte waarvan die Wet met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing van toepassing is

1. (1) Elektricien; (6)
2. (2) Grofsmid; (3)
3. (3) Loodgieter; (10)
4. (4) Messelaar, (4)
5. (5) Motorbakkhersteller; (1)
6. (6) Motorelektricien, (2)
7. (7) Passer en draeier, (7)
8. (8) Plaatwerker/Sweiser; (9)
9. (9) Skilder en versierwerker; (8)
10. (10) Timmerman en skryfwerker, (5)
11. (11) Voertuigwerkugkerk; (11),

(b) skryf hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, die leervoorwaardes hieronder uiteengesit, voor as Leervoorwaardes ten opsigte van die ambagte aangewys in paragraaf (a) in die Nywerheid en die gebied daarmee genoem, en
(c) withdraw Government Notices Nos. R. 2858 of 28 December 1979 (as applied by Government Notice No. R. 706 of 11 April 1980) and 2558 of 24 November 1989 with effect from the second Monday after the date of publication of this notice. Provided that clauses 2, 3, 4, 6 and 7 of Government Notices Nos. R. 2558 of 28 December 1979 and 2558 of 24 November 1989 remain applicable with regard to apprentices whose contracts of apprenticeship have been entered into prior to the date of the coming into operation of this notice.

For the purpose of this notice—

“employer” means a Local Authority as defined herein;

“Local Authority” means a local authority as defined in the Promotion of Local Government Affairs Act, 1983 (Act No. 91 of 1983), and also a joint services council established in terms of section 4 of the Joint Services for KwaZulu and Natal Act, 1990 (Act No. 84 of 1990); and

“Local Authority Undertaking” means the industry in which Local Authorities and their employees are associated for the purpose of the instituting, continuing and finishing of any act, scheme or activity which may be undertaken by a Local Authority.

E. VAN DER M. LOUW,
Minister of Manpower

CONDITIONS OF APPRENTICESHIP

1. Qualifications for commencing apprenticeship

The minimum age, educational qualifications and competences to commence apprenticeship are—

(1) 16 years; and

(2) (a) for all the trades, excluding the trade of electrician, Standard VII or a statement of attainment issued by or on behalf of the school attended by the apprentice, in which is confirmed that he passed at the Standard VII level, or an introductory technical college certificate or the elementary technical certificate, or any other qualification deemed by the Apprentice Training Board for Local Authorities (hereinafter referred to as “the Board”) to be equivalent, or

(b) for the trade electrician Standard VIII or a statement of attainment issued by or on behalf of the school attended by the apprentice, or the National Technical Certificate, Part 1 (N1), or any other qualification deemed by the Board to be equivalent, and

(3) meeting the selection criteria as determined by the Board.

2. Period of apprenticeship

(1) The period of apprenticeship for all the trades shall be determined by the apprentice’s progress through the modules, but shall not exceed three years (156 weeks)

(c) trek hierby Goewermentskennisgewings Nos. R. 2858 van 28 Desember 1979 (soos toegepas deur Goewermentskennisgewing No. R. 706 van 11 April 1980) en 2558 van 24 November 1989 in, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing. Met dien verstande dat kluwsules 2, 3, 4, 6 en 7 van Goewermentskennisgewings Nos. R. 2558 van 28 Desember 1979 en 2558 van 24 November 1989 van toepassing bly ten opsigte van vakleerlinge wie se kontrakte van vakleerlingskap aangegaan is voor die datum van inwerkingtreding van hierdie kennisgewing...

Vir die doelendes van hierdie kennisgewing beteke—

“Plaaslike Overheid” n plaaslike overheid soos omskryf in die Wet op die Bevoorregen van Plaaslike Overhoeadsaangeleentheide, 1983 (Wet No. 91 van 1983), en ook ‘n gesamentlike diensteraad ingestel krags deel 4 van die Wet op Gesamentlike Diens vir KwaZulu en Natal, 1990 (Wet No. 84 van 1990);

“Plaaslike Overheidsonderneming” die nywerheid waarvan Plaaslike Overhede en hul werknemers geassosieer is vir die instelling, voortsett en afhandeling van enige handeling, skema of aktiwiteet wat deur ‘n Plaaslike Overheid onderneem mag word, en

“werkgewer” n Plaaslike Overheid soos hiern omskryf

E. VAN DER M. LOUW,
Minister van Mannekrag

LEERVOORWAARDE

1. Kwalifikasies om met vakleerlingskap te begin

Die minimum ouderdom, opvoedkundige kwalifikasies en bevoegdhede om met vakleerlingskap te begin, is—

(1) 16 jaar, en

(2) (a) vir al die ambagte, uitgesonderd die ambag elektriese, stander VII of ‘n verklaring van prestasie uitgereik deur of namens die skool wat deur die vakleerling bygewoon is, waarna gemeld word dat hy op die stander VII-vlak geslaag het, of ‘n inleidende tegniese kollegie sertifikaat of die elementêre tegniese sertifikaat, of enige ander kwalifikasie wat deur die Vakleerlingopleidingsraad vir Plaaslike Overhede (hierina “die Raad” genoem) gegee word gelykaardig te wees; of

(b) vir die ambag elektriese stander VIII of ‘n verklaring van prestasie uitgereik deur of namens die skool wat deur die vakleerling bygewoon is, of die Nasionale Tegniese Sertifikaat Deel 1 (N1), of enige ander kwalifikasie wat deur die Raad gegee word gelykaardig te wees, en

(3) voldoening aan die keuringskriteria soos voorgekry deur die Raad.

2. Leerlyd

(1) Die leerlyd vir al die ambagte sal bepaal word deur die vakleerling se vordering deur die modules maar sal nie drie jaar (156 weke) oorsky ne.
(2) (a) The maximum period of apprenticeship of three years (156 weeks) shall include normal holiday leave, sick leave of up to 30 days per annum and time spent at technical institutions and shall exclude all other absences including sick leave in excess of 30 days per annum and time spent on compulsory military or police service in terms of the Defence Act, 1957 (Act No. 44 of 1957) or the Police Act, 1958 (Act No 7 of 1958).

(b) The minimum period of practical in-service experience is 52 weeks and is included in the maximum period of three years.

(3) The employer of an apprentice shall notify the Board within seven days after the commencement of any absence not included in terms of subclause (2) (a) in the maximum period of apprenticeship and shall do likewise within seven days after the return of the apprentice from such absence.

(4) The minimum period referred to in subclause (2) (b) may be reduced by the Board with periods proportionate to previous appropriate experience and/or training as evaluated and approved by the Board. Provided that the minimum period of practical experience so determined, shall not be less than 26 weeks.

(5) Where an apprentice performs sub-standard in respect of his modules or, in terms of his conditions of service, is guilty of any misconduct which may be detrimental to his performance and after disciplinary procedures have been instituted by his employer, the employer may apply to the Board for termination of the contract of apprenticeship, which may be of immediate effect as soon as the application has approved.

3. Wages

(1) An employer shall remunerate an apprentice monthly at the following minimum percentages of the commencing salary or wage of a qualified artisan as applicable to the employer concerned, and which is applicable to the relevant trade:

<table>
<thead>
<tr>
<th>Year of recognised service</th>
<th>Rate per month</th>
</tr>
</thead>
<tbody>
<tr>
<td>First year</td>
<td>50%</td>
</tr>
<tr>
<td>Second year</td>
<td>60%</td>
</tr>
<tr>
<td>Third year</td>
<td>70%</td>
</tr>
<tr>
<td>Fourth year</td>
<td>80%</td>
</tr>
<tr>
<td>Fifth year</td>
<td>85%</td>
</tr>
<tr>
<td>Sixth year</td>
<td>90%</td>
</tr>
</tbody>
</table>

(2) For the purpose of this subclause "recognised service" shall include the period of uninterrupted training or service referred to in clause 2 (2) (a), whether undergone or performed prior to or after indenturing of the apprentice.

(3) (a) (i) During training or service in terms of the Defence Act, 1957, or the Police Act, 1958, the apprentice shall receive a salary according to the rate applicable to the number of years of recognised service, as indicated in subclauses (1) and (2).

(ii) Should an apprentice prefer, for whatever reason, not to receive a salary during his period of training or service in terms of the Defence Act, 1957, or the Police Act, 1958, subclause (3) (a) (i) shall not apply

(2) (a) Die maksimum leertyd van drie jaar (156 weke) sluit normale vakansieverlof, siekteverlof tot 30 dae per jaar en tyd deurgebring aan tegniese inrigtings en sluit alle ander afwesigheid, insluitend siektever- lof wat 30 dae per jaar oorsky en tyd bestee aan ver- pligte militêre of polisiediens ingevolge die Verdedigingswet, 1957 (Wet No. 44 van 1957), of die Polisiewart, 1958 (Wet No 7 van 1958), uit.

(b) Die minimum tydperk van praktiese ondervinding is 52 weke en is ingesluit by die maksimi- mum tydperk van drie jaar.

(3) Die werkgever van 'n vakleerling moet die Raad binne sewe dae na die aanvang van enige afwesigheid wat nie ingevoegde subklausule (2) (a) by die maksimum leertyd ingesluit is nie van sodanige afwesigheid in kennis stel en moet insgelyks handel binne sewe dae na die vakleerling se terugkeer van sodanige afwesig- heid.

(4) Die minimum tydperk bedoel in subklausule (2) (b) kan deur die Raad verkort word met tydperke ewe- redig aan vore toepaslike ondervinding en/of oplei- ding soos deur die Raad geneem en goedkeur. Met dien verstande dat die minimum tydperk van praktiese ondervindingaldus bepaal, nie minder as 26 weke sal wees nie.

(5) Waar 'n vakleerling onder standaard presteer ten opsigte van sy modules of in terme van sy diensvoorwaardes hom aan enige wangedrag skuldig maak wat sy prestasie sou benadeel en nadat dissiplinaire proce- dures deur sy werkgever gevolg is, kan die werkgever by die Raad aansoek doen om beëindiging van die kontrak van vakleerling, wat onmiddellik in werk- ning kan teen sodra die aansoek goedkeur is.

3. Lone

(1) 'n Werkgever moet 'n vakleerling maandeliks besoldig teen minstens die volgende persentasies van die aanvankseins van -loon van 'n gekwalifiseerde amagansen soos van toepassing by die betrokke werkgever, wat op die betrokke ambag van toepassing is.

<table>
<thead>
<tr>
<th>Jaar van erkende diens</th>
<th>Skaal per maand</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eerste jaar</td>
<td>50%</td>
</tr>
<tr>
<td>Tweede jaar</td>
<td>60%</td>
</tr>
<tr>
<td>Derde jaar</td>
<td>70%</td>
</tr>
<tr>
<td>Vierde jaar</td>
<td>80%</td>
</tr>
<tr>
<td>Vytde jaar</td>
<td>85%</td>
</tr>
<tr>
<td>Seesde jaar</td>
<td>90%</td>
</tr>
</tbody>
</table>

(2) Vir die doeleindes van hierdie subklausule sluit "erkende diens" die tydperk van ononderbroken oplei- ding of diens bedoel in klausule 2 (2) (a) in, hetsy ondergaan of verrig voor of na inboeking van die vak- leerling.

(3) (a) (i) Gedurende opleiding of diens inheg volgende die Verdedigingswet, 1957 of Polisiewart, 1958, sal die vakleerling 'n loon ontvang volgens die skaal wat van toepassing is op die aantal jare erkende diens, soos aangedui in subklausules (1) en (2).

(ii) Indien 'n vakleerling sou verkies, vir watter rede ookal, om nie loon gedurende sy tydperk van opleiding of diens inheg volgende die Verdedigingswet, 1957, of die Polisiewart, 1958, te ontvang nie, geld subklausule (3) (a) (i) nie
(b) Prior to granting special leave for the first period of training or service in terms of the Defence Act, 1957, or section 34A (11) of the Police Act, 1958, a written agreement must be entered into. Failing such agreement, special leave without pay for the period of absence from service shall be granted for this purpose.

4. Technical studies

(1) An apprentice who is not in possession of the minimum qualifications as stated in clause 6 (2) (b), shall attend the technical courses to obtain such technical qualifications, either by means of full-time study during working hours or by correspondence courses after hours, unless otherwise determined by the Board.

(2) (a) Where facilities exist for the attendance of technical classes by continuous course of study, within a radius of 20 km of the apprentice’s residence, an apprentice shall attend such classes five days per week during normal working hours for the duration of the course, unless otherwise determined by the Board.

(b) Where facilities as contemplated in paragraph (a) do not exist within that radius, the apprentice shall follow appropriate correspondence courses, unless the employer and the apprentice agree that technical classes are to be attended on a full-time basis.

(3) (a) Where an apprentice has complied with the requirement of clause 6 (2) (b), he is entitled to continue attending further classes, in the manner prescribed in subclause (2).

(b) Further attendance of any class, course or subject, where an apprentice has not passed his first examination in the applicable course, shall be done outside working hours and at his own cost.

(4) An apprentice may not be permitted or required to report for work for the duration of a course attended in terms of subclause (2) (a).

(5) The provisions of subclause (3) are mutatis mutandis applicable to an apprentice who is following a correspondence course in terms of subclause 2 (b).

(6) An apprentice who is unable to attend technical classes for the duration of a continuous course of study or at least attend half an academic year of technical classes, or to follow a correspondence course, as the case may be, as a result of absence for the purpose of training or service in terms of the Defence Act, 1957, or the Police Act, 1958, may not be required to continue his studies during such a year.

(7) The provisions of subclause (3) are mutatis mutandis applicable to an apprentice who has complied with the provisions of clause 6 (2) (b) and who continues voluntarily with further studies related to the trade in which he is indentured.

(b) Alvorens spesiale verlof vir die eerste tydperk van opleiding of diens ingevolge die Verdedigingswet, 1957, of artikel 34A (11) van die Polisiewet, 1958, aan ’n vakleerling toegestaan word, moet ’n skriftelike onderneming aangegaan word. By gebrek aan sodanige ooreenkoms, moet spesiale verlof sonder betaling van die tydperk van afwesigheid van diens vir dié doel toegestaan word.

4. Tegniese studies

(1) ’n Vakleerling wat nie in besit is van die minimum kwalifikasies soos gemeld in klousule 6 (2) (b) nie, moet die tegniese kursusse bywoon ter verwerwering van sodanige tegniese kwalifikasies, hetsy deur middel van vollydse studie gedurende wykere of korrespondensie kursusse buite wykere, tensy die Raad anders besluit.

(2) (a) Waar fasiliteite vir die bywoning van tegniese klasse by wyse van ’n aaneenlopende studie kursusse binne ’n straal van 20 km van die woning van ’n vakleerling bestaan, moet ’n vakleerling sodanige klasse, of die duur van die kursus vry dae per week gedurende sy gewone wykere bywoon, tensy anders deur die Raad goedgekeur.

(b) Waar die fasiliteite benodig in paragraaf (a) nie binne daardie straal bestaan nie, moet die vakleerling die toepaslike korrespondensiekursusse volg, tensy die werkgever en die vakleerling ooreenkoms dat tegniese klasse op ’n vollydse basis bygewoon sal word.

(3) (a) Waar ’n vakleerling aan die vereiste in klousule 6 (2) (b) voldoen, is hy gereg om voort te gaan om verdere klasse te vol op die wyse van klousule 2 (b) voorgeskryf.

(b) Verdere bywoning van enige klas, kursus of vak, waarin ’n vakleerling nie tydens sy eerste eksamen in die betrokke kursus geslaag het nie, moet buite werklike en op eie koste plaasvind.

(4) Van ’n vakleerling, wat ingevolge subklousule 2 (a) klasse bywoon, mag daar nie vereis word en ook mag hy nie toegelaat word om hom vir die duur van sodanige kursus vir werk aan te meld nie.

(5) Die bepaling van subklousule 3 is mutatis mutandis van toepassing op ’n vakleerling wat ’n korrespondensiekursus kragtens subklousule 2 (b) volg.

(6) Van ’n vakleerling wat as gevolg van afwesigheid van opleiding of diens ingevolge die Verdedigingswet, 1957, of die Polisiewet, 1958, nie in staat is om die duur van ’n aaneenlopende studie kursus tegniese klasse by te woon, of minstens die helfte van ’n akademiese jaar tegniese klasse by te woon, of ’n korrespondensiekursus te volg nie, na gelang van die geval, mag daar nie vereis word om sy studie gedurende sodanige jaar voort te set nie.

(7) Die bepaling van subklousule 3 is mutatis mutandis van toepassing op ’n vakleerling wat voldoen het aan die bepaling van subklousule 6 (2) (b) wat verdere studies in verband met die ambag waarin hy ingeboek is, vrywillig voortset.

(8) In die geval waar ’n vakleerling deur middel van ’n korrespondensiekursus moet studeer, sal die vakleerling verwag word om die eksamen nie later nie as aan die einde van die jaar af te lê.
5. Payment of class or course fees and examination fees

Subject to the provisions of clause 4 (3) (b), an employer shall pay to the relevant technical institution the class or course fees and the examination fees for which an apprentice who is required in terms of clause 4 (1), to attend courses or do correspondence courses, is liable in respect of the first attempt to obtain the relevant certificate.

6. Trade tests

(1) (a) Every apprentice in a designated trade must pass a trade test to qualify as an artisan.

(b) Trade tests shall be conducted at a test centre, which is accredited by the Board, on a date that is mutually determined by the Board and the test centre.

(2) To be accepted as a candidate for a trade test referred to in subclause (1) (a), an apprentice shall—

(a) by means of the modular study material successfully complete his institutional as well as in-service training programme which is approved for the trade concerned by the Board;

(b) except in exceptional circumstances, as approved by the Board, have obtained at least the National Technical Certificate, Part II (N2) in four subjects, or the integrated course (N2) or an equivalent technical certificate of which, in all cases referred to above, one subject must be the appropriate trade theory;

(c) have completed the minimum period of apprenticeship in terms of clauses 2 (2) (b) and 2 (4).

(3) Should an apprentice fail his first attempt in the trade test a further two attempts may be permitted, if approved by the Board, before his maximum period of apprenticeship expires, whereafter the contract shall be terminated.

(4) The costs attached to trade tests (all attempts), as mentioned in subclause (3), shall be advanced by the employer. Should an apprentice fail his trade test such costs incurred by the employer, are to be recovered from the apprentice in four equal instalments.

7. Log-book

A log-book, as approved by the Board, must be kept up to date by all apprentices with regard to all personal and training information. It must be checked from time to time by the training controller.

8. Training

Should an apprentice fail his first attempt in the skills test in any specific module, a further two attempts may be permitted. The maximum period for each attempt is the same. After an apprentice has failed in his third skills test of any specific module or failed more than one attempt in any five modules, further action as contemplated in clause 2 (5) shall apply.

5. Betalings van klas- of kursus- en eksamengelde

Behoudens die bepaling van klousule 4 (3) (b) moet 'n werkgever aan die betrokke tegniese inringing die klas- of kursusgelde en die eksamengelde betaal wat deur 'n vakleerling verskuldig is en van wie daar veres word, kragtens klousule 4 (1) om kursusse by te woon of korrespondensiekursusse te volg ten opsigte van die eerste poging om die betrokke sertifikaat te verwerf.

6. Ambagstoetse

(1) (a) Elke vakleerling in 'n aangeweze ambag moet in 'n ambagstoets slaag om as ambagsman te kwalifiseer.

(b) Ambagstoetse moet by 'n toetsentrum, wat deur die Raad geakreditteer is, afgeneem word op 'n datum wat deur die Raad, in samewerking met die toetsentrum, bepaal word.

(2) Om as 'n kandidaat vir 'n ambagstoets, bedoel in subklousule (1) (a), aanvaar te word, moet 'n vakleerling—

(a) deur middel van die modulêre leerstoef by institutionele asook intakopleidingsprogram, wat deur die Raad vir die betrokke ambag goedgekeur is, suksesvol voltooi,

(b) uitgesonder in besondere omstandighede, soos deur die Raad goedgekeur, minstens die Nasionale Tegniese Sertifikaat, Deel II (N2), in vier vakke, of die geïntegreerde kursus (N2) of 'n gelykwaardige tegniese sertifikaat verwerf het waarvan, in alle gevalle hierbo genoem, een vak die toepaslike ambagteene moet wees, en

(c) die minimum leertyd, soos ingevolge klousules 2 (2) (b) en (2) (4) vasgestel, voltooi.

(3) Wanneer 'n vakleerling met sy eerste poging in die ambagstoets drup, mag 'n verdere twee pogings toegelaat word, indien deur die Raad goedgekeur, voordat sy maksimum leertyd verstreng, waarna die kontrak beëindig word.

(4) Die koste verbonde aan ambagstoetse (alle pogings) soos in subklousule (3) genoem, word deur die werkgever voorgeskot. Waaar 'n vakleerling sy ambagstoets drup word de koste, wat deur die werk- gewer aangegaan is, van die vakleerling in vier getyke paaiemente verhaal.

7. Logboek

'n Logboek, soos deur die Raad goedgekeur, moet deur alle vakleeringe op datum gehou word ten opsigte van alle persoonlike en opleidingsmigting. Dit moet van tyd tot tyd deur die opleidingskontroleur nagesien word.

8. Opleiding

Wanneer 'n vakleerling met sy eerste poging in die vaardigheidsstoets van enige bepaalde module drup, mag 'n verdere twee pogings toegelaat word. Elke poging se maksimum tyd is dieselfde. Nadat 'n vakleerling in sy derde vaardigheidsstoets van enige bepaalde module gedruip het of in enige výf modules meer as een poging gedruip het, geld verdere opredte soos boodel in klousule 2 (5)
9. Training courses

An employer must provide an apprentice with modular practical and institutional training or have him trained in the trade for which he is indentured, according to the training schedule and procedure as approved by the Board and issued to the employer from time to time.

No. R 1632
12 July 1991
MANPOWER TRAINING ACT, 1981

TRAINING SCHEME FOR THE CIVIL ENGINEERING INDUSTRY

I, Eli van der Merwe Louw, Minister of Manpower—

(a) hereby withdraw, in terms of section 39 (6) read with section 39 (3) of the Manpower Training Act, 1981, Government Notice No R 2332 of 29 October 1982, as extended by Government Notices Nos. R. 2526 of 8 November 1985 and R 2623 of 23 December 1988, as amended by Government Notice No. R. 2735 of 15 December 1989, with effect from the second Monday after the date of publication of this notice; and

(b) hereby declares, in terms of section 39 (5) of the said Act, that the provisions of the Scheme which appears in the Schedule hereto, shall be binding, with effect from the second Monday after the date of publication of this notice and for a period ending one year from the said date, upon all employers and employees engaged or employed in the Civil Engineering Industry in the Republic of South Africa

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

The Training Scheme for the Civil Engineering Industry, hereinafter referred to as “the Industry”, has been established by the South African Federation of Civil Engineering Contractors for the training of employees in the Industry and provides for the establishment of a Fund for the purposes of the Scheme, the payment of contributions to the Fund by employers in the Industry, and the appointment of the Civil Engineering Industry Training Board to administer the Fund, which shall be called the “Civil Engineering Industry Training and Development Fund”

1. NAME OF THE SCHEME

The name of the Scheme shall be the “Civil Engineering Industry Training Scheme”

2. SCOPE OF APPLICATION OF THE SCHEME

The provisions of the Scheme shall be observed by all employers and employees who are engaged or employed in the Civil Engineering Industry in the Republic of South Africa

9. Opleidingskursussen

'n Werkgewer moet 'n vakleerling modulêre, praktiese en institutionele onderrig gee of laat onderrig in die ambag waarvoor hy inbegryp is, volgens die opleidingskedule en procedures wat deur die Raad goedgekeur en van tyd tot tyd aan die werkgewer beskikbaar gestel word.

No. R. 1632
12 Julie 1991

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSKEMA VIR DIE SIVIELE INGENIEURSNYWERHEID

Ek, Eli van der Merwe Louw, Minister van Mannekrag—

(a) trek hierby, kragtens artikel 39 (6) saamgetees met artikel 39 (3) van die Wet op Mannekragopleiding, 1981, Goewermentskennisgewing No. R. 2332 van 29 Oktober 1982, soos verleng by Goewermentskennisgewings Nos. R. 2528 van 8 November 1985 en R 2623 van 23 Desember 1988, soos gewysig by Goewermentskennisgewing No R 2735 van 15 Desember 1989, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, in; en

(b) verklaar hierby, kragtens artikel 39 (5) van genoemde Wet, dat die bepalings van die Skema wat in die Bylae hiervan verskyn, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir 'n tydperk wat een jaar vanaf genoemde datum eindig, bindend is vir alle werkgewers en werknemers wat betrokke is by of in diens is in die Siviele Ingenieursnywerheid in die Republiek van Suid-Afrika.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

Die Opleidingskema vir die Siviele Ingenieursnywerheid, hierna genoem “die Nywerheid”, is ingestel deur die Suid-Afrikaanse Federasie van Aannemers vir Siviele Ingenieurswerk vir die opleiding van werknemers in die Nywerheid en maak voorsiening vir die instelling van 'n Fonds vir die doeleindes van die Skema; die betaling van bydrae aan die Fonds deur werkgewers in die Nywerheid; en die aanwywing van die Siviele Ingenieursnywerheid Opleidingsraad om die Fonds, wat as die “siviele Ingenieursnywerheid Opleidings- en Ontwikkelingsfonds” bekend sal staan, te administrer.

1. NAAM VAN DIE SKEMA

Die naam van die Skema is die “Opleidingskema van die Siviele Ingenieursnywerheid”.

2. TOEPASSINGSBESTEK VAN DIE SKEMA

Die bepalings van die Skema moet nagekom word deur alle werkgewers en werknemers in die Siviele Ingenieursnywerheid in die Republiek van Suid-Afrika.
New guides will help students, job seekers

For years pupils and those involved in education have been calling out for information to be available for matriculants and job seekers to enable them to make informed career decisions.

Well the long-overdue guides have finally hit the market.

Last month two comprehensive books on post-matric institutions and what they offer, different careers and what they require, as well as how and where you can get funds to pursue your chosen career.

The first book is the Rainbow - your guide to a bright future which is available free of charge to big companies with many employment opportunities, career centre, independent educational bodies and "other open non-racial organisations who focus on students in disadvantaged communities."

The book offers information ranging from career planning, subject choice, goal setting, self-motivation to job applications and tips on how to behave at a job interview.

The book was sponsored by a number of conglomerates and its aim is to motivate pupils to complete their schooling, encourage them to face their jobs and careers responsibly and to advise on alternative options if unemployment is not readily available.

The second book is compiled by a former teacher, Abel Phungwayo.

True to its title - Funding your Education - the 137-page book gives up-to-date information on available bursaries and scholarships.

For instance, did know that various town and city councils offer bursaries to some of their bright residents who are well known to have financial needs.

The book gives addresses for bursary givers, terms they attach, amounts they offer and the period they stipulate for each bursary.

Phungwayo went as far as getting names and addresses of all teaching hospitals for those aspiring to be nurses.

Funding for Education is an easy-to-use reference guide that no student should be without.

This product of Ashanti Publishing costs R15 a copy.
CAREER

Hard work can get you promoted

The production miner plays a vital role in the mining industry. In this the last series on a career as a production miner, we focus on training in this field.

Production training (in a company) — you will practise your skills in a production section under supervision of a qualified miner.

At the end of this training phase, having worked a total of 200 shifts since you started, your competency will be evaluated by a panel of senior mining officials.

If you are competent you will work without direct supervision at a miner's full rate of pay.

Final training phase (practical mining) — you work as a production miner until 312 shifts have been completed.

Should you have been evaluated as being competent, you will be able to exchange your Provisional Blasting Certificate for a Permanent Blasting Certificate — proof that you are a qualified production miner.

Production miners can be promoted to shift bosses on their work performance alone or, if they have a matric pass with mathematics and science, they can get there via the student mine officials training scheme.

If you choose to move from shift boss to mine overseer, you require a Mine Overseer's Certificate of Competency which can be obtained by passing an examination written after a minimum of four years mining experience.

The next step is to join the men who manage the collieries — section managers, production managers and mine managers — and the key to all these positions is the Mine Manager's Certificate of Competency.

This may be obtained after five years' mining experience and passing a written examination.
Leather work not hidebound

The leather industry in South Africa is divided into four main areas — tanning, footwear, general leather goods and handbag manufacture.

- Production managers: They are required to co-ordinate the production resources and deal with people at all levels.
- Technical managers: They must co-ordinate the technical equipment used in the production of ranges of shoes, and must have a good, general, technical background.
- Quality controllers: These workers check that standards are maintained and that all specifications are adhered to.
- Workers employed at the operating level of the industry include clickers, these workers are responsible for cutting material.
- Closing operators: These workers finish the job by spraying, trimming, and finally boxing the completed shoes.

With the exception of jobs that require special qualifications, the minimum entrance requirement for training is a Standard 6 pass. Training is conducted by the Leather Industries Research Institute, which has branches in various parts of the country.

All courses are registered with the Department of Manpower and trainees will receive certificates from the institute on completion of the courses. The length of training depends on the area of work.

Leather scientists, who are involved in solving problems and improving processes for the industry, are generally chemistry graduates.

Rhodes University offers a post-graduate diploma in leather science.

Employment opportunities tend to fluctuate with the state of the economy.

However, there is generally a demand for skilled technical staff.

For further information write to the Leather Industries Research Institute, Box 444, Port Elizabeth 6000.

Tel (041) 54-3608.

Revised from The A to Z of Careers, published by Don Nelson.
### KENNISGEWING 656 VAN 1991

SUID-AFRIKAANSE RESERWEBANK

**Staat van bates en laste op die 30ste dag van Junie 1991**

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| Lenings en voorskote |             |             |             |
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| Ander | 1 062 371 578,54  | 1 087 942 237,88  |             |
| Sekuntente |             |             |             |
| Regering | 942 479 215,34  | 970 857 420,84  | (28 378 205,50)  |
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### NOTICE 657 OF 1991

**DEPARTMENT OF MANPOWER**

NTB/HSRC INVESTIGATION INTO A NATIONAL TRAINING STRATEGY FOR THE RSA

Comments are invited on the above mentioned investigation of the National Training Board and the Human Sciences Research Council into a national training strategy for the RSA. An abridged edition of the executive summary is included herewith.

Such comments should be lodged with the Director-general Manpower, Private Bag X117, Pretoria, 0001, within 90 days of the date of publication of this notice. A copy of the comments should be directed to the Chairman, National Training Board at the same address.

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### KENNISGEWING 657 VAN 1991

**DEPARTEMENT VAN MANNEKRAG**

NOR-/RGN-ONDERSOEK NA 'N NASIONALE OPLEIDINGSTRATEGIE VIR DIE RSA

Kommuniteit word afgewag oor die boervelde onderzoek van die Nasionale Opleidingsraad en die Raad vir Geesteswetenskaplike Navorsing na 'n nasionale opleidingstegniek vir die RSA 'n Verkorting van die bestuurdersbesluit van die onderzoek word hierby invloed

Sodanige kommentaar moet binne 90 dae na die datum van publikasie van hierdie kennisgewing skriflik ingediend word by die Direkteur-generaal Mannekrag, Pravatask X117, Pretoria, 0001. 'n Afskrif van die kommentaar moet aan die Voorisst, Nasionale Opleidingsraad by dieselfde postadres geng word.
Notes

1. The full report is separately available in Afrikaans and English from the Group Education ( enquêtes Mrs L de Villiers), Human Sciences Research Council, 134 Pretorus Street (Private Bag X41), Pretoria, 0001 [Tel (012) 202-9111], at R45.00 and the bilingual executive summary at R7.00 (GST included)

2. The corresponding number of the paragraph in the report to which the comment refers must be clearly indicated in each case.

Executive Summary

1. The Research Proposal, Brief and Method

During the course of the HSRC/NTB Investigation into Skills Training in the RSA and the HSRC/NTB Enquiry into the Training and Placement of the Disabled Person it became increasingly apparent that there was a need for an overall national training strategy in the RSA. Individual industries would then be able to plan their training in terms of such strategy while the State would be able to determine its training priorities and plan the allocation of funds in order to implement the strategy and address the priorities. The two reports were presented to the NTB on 28 April 1989 where they, as well as the research proposal on a training strategy, were accepted. This cleared the way for the commencement of the NTB/HSRC Investigation into a National Training Strategy for the RSA. It was subsequently decided to incorporate the recommendations of the Skills Training Report in the Report on a National Training Strategy.

It was considered necessary to appoint a work committee/consisting of experts from the many organisations interested in and possibly influenced by a national training strategy that would be responsible for planning and monitoring the investigation and leading any research that was considered necessary.

At the fourth meeting of the Executive Committee, it was decided to make a presentation on strategic management to the WC. The WC then agreed to this process being used as the basis for the research project.

After the WC had decided on the use of the system of corporate strategic management as the research method of the training strategy, the training partnership and mission statement had been defined, negotiations were entered into with potential research workers. It was decided that two main research projects were necessary, namely an internal organisational assessment and an external environmental assessment.

The concept of The Training Partnership (TTP) as a means to voluntary participation in the planning and implementation phases was considered as being of paramount importance. If the partners were able to play a positive role in formulating a training strategy they could be expected to associate themselves with it and adopt it as their own training strategy. For this reason it was decided to propagate the concept of TTP throughout the course of the investigation. It was also

Notas

1. Die volledige verslag is afsonderlik in Afrikaans en Engels beskikbaar by die Groep Onderwys (navrae Mrs L de Villiers) Raad vir Geestewetenskaplike Navorsing, Pretoriusstraat 134 (Pvaatsak X41), Pretoria, 0001 [Tel (012) 202-9111], te R45.00 en die twee talige bestuursopsomming teen R7.00 (AVB ingesluit).

2. Die nommer van die toepaslike paragraaf in die verslag waarop die kommentaar betrekking het, moet telkens duidelik aangedui word.

Bestuursopsomming

1. Die Navorsingsvoorstel, -Odpreg en Metode

Gedurende die verloop van die RGN-/NOR-onderzoek na Vaardighedspedagogiek in die RSA en die RGN-/NOR-onderzoek na Opleiding en Plaas van die Gesteemde Persoon het dit in 'n toename van mate duidelik geword dat daar in die RSA 'n behoefte aan 'n nasionale opleidingstategie bestaan. Individuele nywerhede sal dan hulle opleiding volgens so 'n strategie beplan, terwyl die staat sy opleidingsprojekte kan bepaal en die toewysing van geld kan beplan ten einde aan die strategie te voorsien van geld en aan die prioriteite aandag te gee. Die twee verslag is op 28 April 1989 aan die NOR voorgelê waar albei, asook die navorsingsvoorstel vir 'n opleidingstategie, aanvaar is. Dit het die weg gevaar na die NOR-RGN-onderzoek na 'n Nasionale Opleidingstategie vir die RSA. Daar is vervolgens besluit om die aanbevelings van die Vaardighedspedagogiekverslag by hierdie Verslag te ontkoppie.

Dit is as noodsaaklik beskou om 'n werkkomitee saam te stel wat verantwoordelik sou wees om die onderzoek te monitor en te beplan en om enige navorsing wat nodig gea sou word, te lei. Sommige komitee is saamgestel uit deskundiges afkomstig van die talle organisasies wat in 'n nasionale opleidingstategie belangstel en moontlik daardie benoem word.

By die vierde vergadering van die Bestuurskomitee is besluit om 'n aanbieding aangaande strategiese bestuur aan die WK te lever. Die WK het saamgestem dat die proses as grondslag vir die navorsingsprojek sou dien.

Nadat daar besluit is om die stelsel van korporatiewe strategieë bestuur as die navorsingsmethode toe te pas en nadat die opleidingstategie, die opleidings- vennootskap en missieverklaring gedefinieer is, is daar met moontlike navorsers onderhandel. Daar is besluit dat twee hoofnavorsingsprojekte nodig was, naamlik 'n interne organisasieontleiding en 'n eksterne omge- wingsontleiding.

Die konsep van die Opleidingsvennootskap (DOV) as 'n middel tot vrywillige deelname aan die beplannings- en implementeringsfasies is as van oorwegende belang beskou. Indien die vennotdaad in staat was om 'n positiewe rol in die formulering van 'n opleidingstategie te speel, kon van hulle verwag word om hulle daarmee te verseker en dat as hulle die opleidingstategie te aanvaar. Om hierdierede is daar besluit om die konsep van DOV dwarsdeur die verloop van die
decided that once the research was completed and a
draft report had been compiled, a series of seminars
would be arranged in order to further refine and finalise
the national strategy. These seminars were organised
by the regional training committees at five major
centres namely Port Elizabeth, Cape Town, Bloemfon-
tein, Durban and Johannesburg. Discussion at these
seminars was used as a further input in order to refine
the goals, objectives, strategy and priorities and the
report was finally accepted by the WC at its meeting on
31 October 1990.

2. THE PROPOSED NATIONAL TRAINING
STRATEGY

2.1 Introduction

As a result of the five seminars, adjustments were
made to the initial mission statement, the objectives
and goals of TTP and these are now stated in their
changed form.

2.2 The Training Partnership (TTP)

The Training Partnership (TTP) consists of all parties
involved in training policy formulation, planning, imple-
mmentation as well as the financing and provision of
training for the world of work in the RSA.

2.3 The mission of TTP

The mission of TTP is to concern itself with the provi-
sion of appropriate and adequate training for all the
people of the RSA.

In doing this TTP will bear in mind the economic and
other needs of the country, the aspirations and at-
itudes of the individual, as well as the need to optimise
the utilisation of the limited training abilities of the coun-
try.

2.4 Objectives

(a) To determine the initial training strategy

(b) (i) To create the structure for regular updating
of the national training strategy on the basis
of voluntary commitment.

(ii) to realise the establishment of The Training
Partnership (TTP), and

(c) To negotiate an acceptable training financing
model within the limitations of the economy

(d) To promote and support privatisation, decentra-
lisation and co-ordination of training

(e) To promote the efficiency and effectiveness of
training

2.5 Goals

(a) To equip the labour force, including disabled per-
sons, with the skills and values needed to assist
the development of the economy in the formal
and informal sectors

2. DIE VOORGESTELDE NASIONALE OPLEIDINGSTRAATEGIE

2.1 Inleiding

Na aanleiding van die vyf seminare wat gehou is, is
die stelling van die aanvanklike missie, asook die
doelstelling en doelwitte daarvan, gewysig en die ver-
anderde vorm word hier aangegee

2.2 Die Opleidingsvennootskap (DOV)

Die Opleidingsvennootskap (DOV) bestaan uit alle
partye wat by die formulering van opleidingsbeleid, by
beplanning en by die finansiering en verskaffing van
opleiding vir die wêreld van werk in die RSA betrokke
is.

2.3 Die missie van DOV

Die missie van Die Opleidingsvennootskap is om
betrokke te wees by die voorraad van toepaslike en
toegekende opleiding vir al die mense van die RSA.

In die uitvoering van die missie sal DOV die ekono-
miese en ander behoeftes van die land en die strewes
en vermoës van die individu in gedagte hou, asook
die noodsaaklikheid om die beperkte opleidingsver-
moe van die land optimaal te benut

2.4 Doelwitte

(a) Om die aanvanklike nasionale opleidingsstrategie
to bepaal

(b) (i) Om 'n struktuur te skep, geskoei op die
basis van vrywillige verbintens, wat
gereelde hersiening van die nasionale
opleidingsstrategie kan behartig, en

(ii) om die totstandkoming van Die Opleidings-
vennootskap (DOV) te realiser

(c) Om 'n aanvaarbare finansiëngsmiddel vir oplei-
ding te onderhandel binne die beperkings van die
ekonomie

(d) Om die privatisering, decentralisering en koor-
diering van opleiding te bevorder en te onder-
steun.

(e) Om die doelmatigheid en doeltreffendheid van
opleiding te bevorder

2.5 Doelstellingen

(a) Om die arbeidsmark, met inbegrip van gestremde
persone, toe te rus met die vaardighede en
waardes wat benodig word om die ontwikkeling
van die ekonomie in die formele en informele
sektore te ondersteun
(b) To optimise the transmability basis of employees with specific reference to bridging training, reading and writing skills, numeracy, work skills, learning skills and further training of the employee

(c) To design a training qualification structure administered by a training certification body in order to ensure acceptable training standards

(d) To clarify the basic education requirements for training in industry.

(e) To establish effective linkages between training and education and especially direct linkages with respect to vocational education.

3. THE INITIAL NATIONAL TRAINING STRATEGY

After consideration of the discussion which took place at the five seminars on the national training strategy the WC arrived at the following as initial strategy.

3.1 The initial training strategy, structure for updating the strategy and realisation of TTP

The strategy is designed to realise the first two objectives of TTP and accommodate the following recommendations of the Skills Training Report R 1, R 2; R 4 A, D, F, I, J, K; R 5; R 7; R 8, R 9, R 12 (2); R 17 and R 20 which have already been detailed in paragraph 3.4 of Chapter 3.

The first two objectives are:

(a) To determine the initial national training strategy,

(b) (i) to realise the establishment of The Training Partnership (TTP), and

(ii) to create the structure for regular updating of the national training strategy on the basis of voluntary commitment

3.2 The national convention

It is recommended to the Minister of Manpower that this report should be published calling for public comment by a notice in the Government Gazette. Such notice should make it clear that the comment will not be treated as confidential. The report, with the comments received thereon, will be presented to an inaugural meeting of TTP which will take the form of a national convention of all the partners of TTP. The identified partners of TTP should be invited at a high level, possibly by the Minister, to attend the national convention and any interested parties which do not receive an invitation should be free to make representation to participate. In addition to this the Ministers of Manpower and Education of the national and independent states should receive copies of the report, be asked to comment on it and be specifically invited to attend the national convention.

(b) Om die opleibaarheid van werknemers ten beste te bevorder met spesifieke verwysing na oorbruggingsopleiding, lees- en skryfvaardigheid, slyfervaardigheid, werkvaardigheid, leervaardigheid sowel as verdere opleiding van werknemers.

(c) Om 'n kwalifikasiestruktuur vir opleiding te ontwerp wat deur 'n sertifiseeringsliggaam geadministreer word ten einde aanvaarbare opleidingstandaarde te verseker.

(d) Om die vereistes ten aansien van basiese onderwys vir opleiding in die nywerheid uiteen te sit en duidelik aan te toon.

(e) Om effekiewe skakelmechanismes tussen opleiding en onderwys vir skakel en dreek te skakel veral ten aansien van beroepsonderwys.

3. DIE AANVANKLIKE NASIONALE OPLEIDINGSTRAATEGIE

Na oorweging van bespreking wat by die vyf seminars insaak die nasionale opleidingsstrategie plaasgevind het, het die WK op die volgende as aanvanklike strategie besluit.

3.1 Die aanvanklike opleidingsstrategie, struktuur vir hersiening van die strategie en die realisering van DOV

Hierdie strategie is ontwerp om die eerste twee doelwitte van DOV te realiser en om vir die volgende aanbevelings van die Verslag oor Vaardigheidsopleiding, wat alredes in paragraaf 3.4 van Hoofstuk 3 uiteengesit is, voorziëring te maak.

A1; A2; A4; A, D, F, I, J, K; A 5; A7; A 8; A 9; A12 (2); A 17 en A 20

Die eerste twee doelwitte is die volgende:

(a) Om die aanvanklike nasionale opleidingsstrategie te bepaal,

(b) (i) om die totstandkoming van Die Opleidings-

vennootskap (DOV) te realiser, en

(ii) om 'n struktuur te skep, geskous op die basis van verpligte verbindings, wat gereelde hersiening van die nasionale opleidingsstrategie kan behartig.

3.2 Die nasionale konvensie

Daar word by die Minister van Mannekraag aanbeveel dat hierdie verslag gepublisereer moet word en dat openbare kommentaar daaroor deur 'n kennisgewing in die Staatskoerant aangevra word. Soondige kennisgewing behoort dit duidelik te stel dat die kommentaar nie as vertroulik beskou sal word nie. Die verslag, gesame met die kommentaar daaroor, sal voorgelê word by 'n inhoudingsvergadering van DOV, wat die vorm van 'n nasionale konvensie van alle vennote van DOV sal aanneem. Die geidentifiseerde vennote van DOV behoort op hoe vlak, moontlik deur die Minister, genoem te word om die nasionale konvensie by te woon en dit moet enige belanghebbende instansies wat nie genoem is nie, vrystaan om 'n versoek om deelname te nag. Benewens hierdie uitnodigings behoort die Ministers van Mannekraag en Onderwys van die nasionale en onafhanklike state afknie van die verslag te ontvang, versoek te word om kommentaar te lewer, en by name genoem te word om die nasionale konvensie by te woon.
The national convention should be arranged by the Department of Manpower and the National Training Board with the assistance of specialists from the private sector. This organizing group should make use of the report, of comments on it as well as of the recommendations of the Skills Training Report. After the national convention has been held, the organizing group should produce a report on the national training strategy as agreed to at the convention which should be submitted to the Minister of Manpower. It is recommended that a white paper then be published which will become the national training strategy and be implemented on the basis of voluntary commitment by members of TTP.

3.3 Policy formulation

It is realised that the process of establishing and updating a national training strategy as well as activating and monitoring it requires action at two different levels, namely those of policy formulation and management. The policy formulation will take place at the initial and subsequent meetings of TTP at national conventions. For this reason the national convention will have to give consideration to the future membership of TTP as well as the frequency of future TTP meetings. It is recommended that such meetings do not take place more frequently than once in five years. Consideration will also have to be given to the method of financing, managing and monitoring the implementation of the national training strategy.

3.4 Management of the national training strategy

(a) The structure of management of the national training strategy

It is considered that the elements necessary for management have already been provided in recommendation R.27 of the Skills Training report which deals with the structure for skills training. The various aspects of this diagram with minor adjustments, are illustrated in Figures 1 to 4.

Figure 1 illustrates the first level of accreditation by the Registrar: Manpower Training of accredited industry training boards (ATBs) as well as accreditation of regional training centres. In addition it illustrates possible second-level accreditation by an ATB of training in formal educational institutions, industry and private training centres, including private consultants, training in regional training centres in courses for employment in the specific industry of the ATB concerned as well as training of the unemployed for the formal industry sector by either the regional training centres or by private contractors.

(b) The functions of accredited training boards (ATBs)

The main function of accredited training boards (as set out in recommendation R.22 of the Skills Training Report) is the acceptance of full responsibility for all

Die nasionale konvense behoort deur die Departement van Mannekrag en die Nasionale Opleidingsraad, in samewerking met kundiges uit die privaatsektor, gereel te word. Die verslag, kommentaar wat daaroor ontvange is, asook die aanbevelings van die Verslag oor Vaardigheidsopleiding, behoort deur die organiserders 'n verslag oor die nasionale opleidingsstrategie, soos by die konvense coreengekom is, vir voorlegging aan die Minister van Mannekrag moet opstel. Daar word aanbeveel dat 'n witskrif na aanleiding van die verslag gepublieker moet word en dit sal die nasionale opleidingsstrategie wees wat op 'n grondslag van vrijwillige verbintenis deur die lede van DOV geimplanteer sal word.

3.3 Beleidsformulering

Daar word befoe dat die proses van instelling en hersiening van 'n nasionale opleidingsstrategie, asook die inwerkingstelling en kontroleer daarvan, opgetree op twee verskillende vlakke sal vereis, naamlik dié van beleidsformulering en bestuur. Die beleidsformulering sal deur die daarvoorkomende en daaropvolgende vergaderings van DOV by geleiheid van nasionale konvense plaasvind. Daarom sal die nasionale konvense die toekomstige lidmaatskap van DOV, asook hoe dikes hulle sal vergader, moet oorweeg. Daar word aanbeveel dat sodanige vergadering nie meer as een keer in vyf jaar moet plaasvind nie. Aandag sal ook geskenk moet word aan die wyse waarop die uitvoering van die nasionale opleidingsstrategie gefinansier, bestuur en gemonitor sal word.

3.4 Bestuur van die nasionale opleidingsstrategie

(a) Die struktuur vir die bestuur van 'n nasionale opleidingsstrategie

Daar word aanvaar dat die elemente wat vir bestuur vereis word, alredes verskaf is in aanbeveling A.27 van die Verslag oor Vaardigheidsopleiding, wat die struktuur vir vaardigheidsopleiding behandel. Die verskillende aspekte van dié diagram word met enkele aanpassings in Figure 1 tot 4 geillustreer.

Figuur 1 illustreer die eerste akkrediteringsvlak van geakkrediteerde opleidingsgrade (GOR) deur die Registermaniekragopleiding, asook akkreditering van streekopleidingscentra. Daarbenewens illustreer dit moontlike tweedevlak-akkreditering deur 'n GOR, van opleiding in formele en informele inrigtings, ike- en privaat opleidingscentra met inbegrip van privaat konsultante, opleiding in streekopleidingscentra deur middel van kurse en werkgeleenthede in die bepaalde ikeverskynselige by die betrokke GOR, asook opleiding van werkloosheer in dié formele sektor, of deur die streekopleidingscentra of deur private kontraktes.

(b) Die funksies van geakkrediteerde opleidingsgrade (GOR)

Die hooffusies van geakkrediteerde opleidingsgrade (soos in aanbeveling A.27 van die Verslag oor Vaardigheidsopleiding uitgegee is) is die aanvaarding van die volle verantwoordelikheid vir alle vlakke van
FIGURE 1:

BODIES INVOLVED IN THE ACCREDITATION PROCESS

MINISTER OF MANPOWER

DIRECTOR-GENERAL OF MANPOWER

REGISTRAR OF MANPOWER TRAINING

NATIONAL CO-ORDINATING BODY FOR TRAINING AND SMALL BUSINESS SECTORS

REGIONAL TRAINING CENTRES

LOCAL GOVERNMENT BODIES

FORMAL EDUCATION

UNIVERSITIES, TECHNICAL COLLEGES, HIGH SCHOOLS

INDUSTRY AND PRIVATE TRAINING CENTRES

TRAINING BOARD FOR LOCAL GOVERNMENT BODIES

ACCREDITATION

MANAGEMENT FIRST LEVEL ACCREDITATION

SECOND LEVEL ACCREDITATION

CONTRACTORS FOR THE FORMAL SECTOR

CONTRACTORS FOR THE INFORMAL SECTOR

UNEMPLOYED INFORMAL SECTOR

UNEMPLOYED OTHER

TRAINING

SECOND LEVEL ACCREDITATION

ACCREDITATION

ACCREDITATION

ACCREDITATION

ACCREDITATION
levels of training within the industry concerned, particularly by means of modular competency-based training along industry-based paths. Other functions of ATBs include the following:

(i) The achievement of higher levels of labour productivity
   The determination of training needs
   The formulation of training standards
   The accreditation of training institutions undertaking training for the industry
   The encouragement of employers to invest in training
   The development of techniques with a view to the evaluation and validation of training
   The implementation of cost-benefit analyses in order to increase the cost-effectiveness of training.
   The promotion of training in thinking, communication of human skills.
   The promotion of the development of a professional training corps.

(ii) Consideration of a training levy in order to distribute training costs among users of trained manpower in the industry

(iii) The introduction of a uniform management information system in order to operate a cash grant system.

(iv) The encouragement of a more positive approach by management towards training.

(v) Consideration of the accreditation of the training boards of major national employers in their industries rather than the accreditation of individual courses conducted by such employers.

ATBs should plan manpower training for the industry as a whole and encourage, advise and accredit training rather than necessity becoming directly involved in the training process.

Second-level accreditation by the Local Government Training Board is also indicated which can take place at local authorities, formal educational institutions, private and industry training centres as well as at regional training centres. The Local Government Training Board functions under the Department of Development and Constitutional Development and Planning in terms of the Local Government Training Act, 1985 (Act No. 41 of 1985).

(c) The National Co-ordinating Body for the Informal and Small Business Sector (NCBIS)

Accreditation of the regional training centres and private contractors for training of the unemployed for the informal sector is shown as taking place under an organisation proposes in the Skills Training Report, namely the National Co-ordinating Body for the Informal and Small Business Sector (NCBIS). It is recommended that provisions should be made in the Manpower Training Act, 1981 (Act No. 56 of 1981), for the establishment of the NCBIS to assist in the planning and implementation of the national training strategy with regard to the development of the informal business sector.

opleiding binne die betrokke nywerheid, veral deur middel van bevoegdeheidsgette modulêre opleiding langs die weg van nywerheidsgebaseerde loopbaanryweinigings: Ander funksies sluit die volgende in:

(i) Die behoefte daaraan om arbeidsproduktiwiteit te verhoog
   Die vaststelling van opleidingsbehoeftes.
   Die omstrekking van opleidingsstandaarde.
   Die akkreditering van opleidingsinstansies wat opleiding vir die nywerheid onderneem.
   Die aansporing van werkgeewers om in opleiding te belê.
   Die ontwikkeling van tegnieke met die oog op die evaluering en validering van opleiding.
   Die uitvoering van koste-voordeelontbindings ten einde die koste-effekiwiteit van opleiding te verhoog.
   Die bevordering van opleiding in dink-, kommunikasie- en mensvaardighede.
   Die bevordering van die ontwikkeling van 'n professionele opleierskorps.

(ii) Die oorweging van 'n opleidingsheffing ten einde opleidingskoste onder alle gebruikers van opgelei mannekrag in die nywerheid te versprei.

(iii) Die instelling van 'n eenvormige bestuursinligtingstelsel ten einde 'n kontaktoelaatsel te kan bedryf.

(iv) Die aanmoediging van 'n positiewer benadering tot opleiding deur die bestuur.

(v) Die oorweging van die akkreditering van opleidingsrampe van groot nasionale werkgeewers in hulle nywerheid, eerder as die akkreditering van individuele kursusse wat deur dergelijke werkgeewers aangebied word.

Gekrediteerde opleidingsrade moet mannekrag-opleiding vir die nywerheid in sy geheel beplan en moet hulle op die aansprong, raadpleging en akkreditering van opleiding toelede eender as om noodwendig direk by die opleidingsproses betrokke te raak.

Tweedevlak-akkreditering deur die Opleidingsraad vir Plaaslike Overheidsliggame is ook aangewys en dit kan by plaaslike overhede, formele opvoedunieenhede, private en nywerheidsopleidingsentrum, asook by streekopleidingsentrum plaasvind. Die Opleidingsraad vir Plaaslike Overheidsliggame fungeer onder die Departement van Ontwikkelingshulp (Staatskundige Ontwikkeling en Bepanning), ingevolge die Wet op Plaaslike Overheidsopleiding, 1985 (Wet No. 41 van 1985).

(c) Die Nasionale Koördinerende Opleidingsliggaam vir die Informele en Kleinsaksektor (NKOIK)

Die Nasionale Koördinerende Opleidingsliggaam vir die Informele en Kleinsaksektor, 'n organisasie wat in die Verslag oor Vaarlingsopleiding voorgehou is, behoort die leiing te neem vir die akkreditering van die streekopleidingsentrum en private kontrakteurs vir die opleiding van werkloosse vir die informele sektor. Daar word aanbeveel dat die Wet op Mannekragopleiding, 1981 (Wet No. 56 van 1981), voorprogram moet maak vir die instelling van die NKOIK wat met die beplanning en implementering van die nasionale opleidingstrategie ten opsigte van die informele sakesektor behulpzaam sal wees.
The NCBIS should consist of representatives of the NTB, SBDC, associations concerned with the interest of small business, small business development agencies, the private sector and interested public sector departments. Its functions would be to—

(i) decide, in conjunction with the NTB, on the strategy for the promotion and development of training for the informal sector;

(ii) decide on funding for the informal sector in terms of decisions of the Committee for the Training of the Unemployed;

(iii) function as the accreditation board for informal sector training and represent the NCBIS on the Association of Accredited Training Boards (AATB);

(iv) develop modular training programmes aimed at job creation in the informal and small business sectors;

(v) develop trainability selection procedures for trainees who have completed skills training courses for the unemployed in order to ensure successful completion of follow-up training courses for self-employment;

(vi) give guidance to facilitators and trainers operating in the informal sector;

(vii) investigate the possibility of utilising on-the-job counsellors and mentors, retired businessmen and staff seconded from industry for training in the informal and small business sectors.

Funding of the NCBIS could come from the Fund for the Training of Unemployed Persons who was created by section 36A of the Manpower Training Act, 1981 (Act No 56 of 1981), as amended. The NCBIS should also give consideration to the recommendation contained in the Skills Training Report on a national year for the promotion of the small business and informal sectors. This could be evaluated in terms of cost and effectiveness in relation to other activities having the same objectives.

(d) The Association of Accredited Training Boards (AATB)

Figure 2 illustrates the proposed AATB which would consist of representatives of accredited training boards, the NTB, training boards which are being established, the NCBIS, the Local Government Training Board, public sector departments having training divisions and the training organisations of public utilities. Provision should be made in the Manpower Training Act, 1981 (Act No 56 of 1981), for the creation of the AATB. The AATB should be a purely voluntary body acting as a forum for discussion between training boards and organisations and a communication link between training and the Minister of Manpower. The functions of the AATB would be to—

(i) provide a forum to discuss between training boards and organisations on matters of common interest, so that discussion can take place on

Die NKOIK behoort saamgestel te word deur verteenwoordigers van die NOR, KSOK, verenigings wat na belange van kleinsakse-onderneemers omsien, kleinsaek-ontwikkelingsinstansies, die privaatsektor en belanghebbende departemente in die openbare sektor. Die funksies van die NKOIK sou wees om—

(i) in ooreenstelling met die NOR, besluite aangaande die strategie vir die ontwikkeling van opleiding vir die informele sektor te neem,

(ii) aangaande die bepaling van opleiding vir die informele sektor in termes van besluitings van die komitee vir die opleiding van werkloosse te besluit;

(iii) as die akkrediteringsraad vir opleiding in die informele sektor op te tree en om die NKOIK in die Vereniging van Geakkrediteerde Opleidingsrade te verteenwoordig;

(iv) modulaire opleidingsprogramme wat op werk- skepping in die informele en kleinsakse sektor gomik is, te ontwikkels;

(v) opleidingsdiekeenigheid om opleidingsdieke wat van die sektor se opleidingskurse vir werkloosse vanuit die nie-eiendomsevolle voltooiing van opvolgkurse vir diegene in een diens te verseker;

(vi) geelyne te verskaf aan fasilitators en opleerders wat in die informele sektor werkgaan is

(vii) die moontlikheid te ondersoek om intaatvoorgemer bers en raadewers, afgetrede sakelui en personeelde wat deur die rywerde gesekeer is, om opleiding in die informele en kleinsakse sektor in deur.

Gelde vir die NKOIK kan van die Fonds vir die Opleiding van Werkloze Persone verkry word wat ingevolge artikel 36A van die Wet op Mannekragopleiding, 1981 (Wet No 56 van 1981), soos gewysig, geskep is. Die NKOIK kan ook die aanbeveling oorweeg van 'n nasionale jaar vir die bevordering van die informele en kleinsakse sektor wat in die Verslag oor 'n Verenigingsopleiding vervat is. Dit kan in termee van koste en effektiwiteit met betrekking tot ander werksaamhede met dieselfde doelwitte gevalueer word.

(d) Die Vereniging van Geakkrediteerde Opleidingsrade (VGOR)

Figuur 2 illustreer die voorgestelde VGOR wat saamgestel sal word deur verteenwoordigers van geakkrediteerde opleidingsrade, die NOR, opleidingsrade wat nog ingestel word, die NKOIK, die Opleidingsraad van Plaaslike Owerheidsliedgame, departemente van die openbare sektor wat oor opleidingsafdelings beskik en die opleidingsorganisasies van openbare nutsinstellings.

Daar behoort in die Wet op Mannekragopleiding, 1981 (Wet No 56 van 1981), voorsoening gemaak te word vir die skrywing van die VGOR. Dit moet blyk 'n vrywillige liggaam wees wat as 'n forum vir bespreking tussen opleidingsrade en -organisasies sal optree en 'n verbindinglyn tussen opleiding en die Minister van Mannekrag sal daardie. Die funksies van die VGOR sal wees om—

(i) as 'n forum vir bespreking tussen opleidings- rade en -organisasies aangaande sake van algemene belang op te tree, om besprekings oor
FIGURE 2: THE PROPOSED ASSOCIATION OF ACCREDITED TRAINING BOARDS (AATB)

MINISTER OF MANPOWER

DIRECTOR-GENERAL OF MANPOWER

DEPARTMENT OF MANPOWER

REGISTRAR MANPOWER TRAINING

NATIONAL TRAINING BOARD

ASSOCIATION OF ACCREDITED TRAINING BOARDS

TRAINING BOARD FOR LOCAL GOVERNMENT BODIES

PUBLIC SECTOR TRAINING

NATIONAL CO-ORDINATING BODY FOR TRAINING FOR THE INFORMAL AND SMALL BUSINESS SECTORS

ACCREDITED TRAINING BOARDS
mutual training problems and to help other industries in the establishment of their training boards

(ii) act as a direct communication link with the Minister on training matters

(iii) provide for possible co-ordination of training efforts and more effective use of available facilities and training staff

The major thrust of the AATB should be towards the more effective investment in human capital through concerted training efforts

(e) Bodies involved in management of the national training strategy

Figure 3 indicates the major bodies which should become involved in activating the national training strategy. These bodies are:

(i) The Minister of Manpower, the Director-General of Manpower, the Department of Manpower and the Registrar: Manpower Training

(ii) The NTB.

(iii) The AATB.

(iv) The Advisory Committee for Regional Training Centres.

(v) The Committee for Training of the Unemployed

(vi) The NCBIS.

In this process it is considered essential that the AATB, the Advisory Committee for Regional Training of the Unemployed should have direct links with the Minister. This will require amendment to sections 31B and 36A of the Manpower Training Act. It is also considered that the composition of the NTB should be reconsidered and its proposed membership is illustrated in Figure 4.

(f) The National Training Board (NTB)

In order to increase the sphere of influence of the NTB and bring about a greater understanding of its activities which form an essential component of the development of training in the RSA, it is recommended that its membership should include representatives appointed to the NTB by the AATB, the Advisory Committee for Regional Training Centres and the NCBIS. These would be in addition to representatives from other state departments, and employer and employee organisations. It is also recommended that representation be given to the Private Sector Education Council (PRISEC). As representatives of these bodies they would be able to make representation to the NTB on matters which should receive the attention of the NTB and its committees. Provision should also be made for the NTB to co-opt a limited of specialists or specific bodies not already represented on the NTB.

The new bodies, i.e., the AATB and the NCBIS, and restructuring of the NTB, as well as other amendments necessary to the Manpower Training Act are considered essential to the activation and monitoring of the national training strategy.

gemeenskaplike opleidingsprobleme moontlik te maak en om ander nywerhede met die instelling van hulle opleidingsrade behulsap te wees.

(ii) as 'n direkte kommunikasiesakel met die Minister oor opleidingsake op te tree.

(iii) voorsiening te maak vir moontlike koördinering van opleidingspogings en effektywer benutting van beskikbare fasilitete en opleidingspersoneel.

Die belangrikste dryfkrug van die VGO moet toegepas wees op effektywer belegging in menslike kapitaal deur middel van doeltreffende opleidingspogings.

(e) Liggende wat by die bestuur van die nasionale opleidingsstrategie betrokke is

Figuur 3 dui die belangrikste liggende aan wat by die aktivering van die nasionale opleidingsstrategie betrokke behoort te wees. Hulle is die volgende:

(i) Die Minister van Mannekrag, die Direkteurgeneraal van Mannekrag, die Departement van Mannekrag en die Registrante: Mannekrag-opleiding.

(ii) Die NOR.

(iii) Die VGO.

(iv) Die Adviesgrendel Komitee vir Streekoopleidings- sentrums.

(v) Die Komitee vir Opleiding van Werkloze Persone.

(vi) Die NKOIK.

Dit word as noodsaaklik beskou dat die VGO, die Adviesgrendel Komitee vir Streekoopleidings- sentrums en die Komitee vir Opleiding van Werkloze Persone algaamde direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte direkte 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FIGURE 3: MAJOR BODIES INVOLVED IN MANAGEMENT OF THE NATIONAL TRAINING STRATEGY

- MINISTER OF MANPOWER
  - DIRECTOR-GENERAL OF MANPOWER
    - OTHER DEPARTMENTS
      - NATIONAL TRAINING BOARD
        - DEPARTMENT OF MANPOWER REGISTRAR MANPOWER TRAINING
          - COMMITTEE FOR TRAINING UNEMPLOYED
            - ASSOCIATION OF ACCREDITED TRAINING BOARDS
              - PUBLIC SECTOR TRAINING
              - TRAINING BOARD FOR LOCAL GOVERNMENT BODIES
            - ADVISORY COMMITTEE FOR REGIONAL TRAINING CENTRES
            - NATIONAL CO-ORDINATING BODY FOR TRAINING FOR THE INFORMAL AND SMALL BUSINESS SECTORS
            - MANAGEMENT MEMBERSHIP REPORTING/COMMUNICATING
4. AN ACCEPTABLE TRAINING FINANCING MODEL

This strategy is intended to address the third objective of TTP as well as recommendations R 4F, G, R 10, R 11; R 13; R 14, R 16 E, R 22 (2) and (3).

The third objective is to negotiate an acceptable training financing model within the limitations of the economy.

Tax concessions for training which were originally introduced as incentives to employers to embark on approved training programmes were initially effective in stimulating training. It was generally accepted, however, that they had outlived their usefulness and that they should be replaced by a system of cash grants for training. The phasing out of tax concessions was in line with the Margo Commission's Report and these concessions were discontinued on 31 July 1990 in terms of the Income Tax Act, 1990 (Act No 101 of 1990). In announcing the termination of tax concessions the Minister of Finance also referred to targeted subsidies for training, but no further announcement in this regard or reference to cash grants has been made. It has become clear that there are expectation of cash grants for training and that if these expectations are not realised it may well adversely affect training, particularly by the smaller employers.

It is generally accepted that the State has the full responsibility for the funding of compulsory basic education while the employer has the responsibility of training his own personnel. It is considered essential, however, that the State should offer some form of incentive to the private sector to make a training investment in human capital. The private sector already makes a considerable contribution to formal education by means of loans and bursaries to individuals, substantial donations to a variety of education institutions, as well as the provision of actual educational services where the State has not been able to make such provision. Were all such contributions to formal education by the private sector to be discontinued, the State would find it extremely difficult to provide such funding.

In addition to paying income tax the private sector already invests in the formal education system, it is considered that the State should make an investment in the training system. Training is supplementary and complementary to the education system and is concerned with the development and evolution of the total community and as such is also a State responsibility. Training of manpower increases its earning capacity which in turn widens the State's tax basis and increases its total possible income from individuals and the private sector. Due to the present serious inade-

4. 'N AANVAARBAAR FINANSIERINGSMODEL VIR OPLEIDING

Hierdie strategie is bedoel om die derde doelwit van DOV asook aanbevelings A.4F, G, A 10; A 11; A 13, A 14; A 16 E; A 22 (2) en (3) van die Verslag oor Vaardighheidsopleiding aan te spreek.

Die derde doelwit is om te onderhandel oor 'n aanvaarbare finansiërsingsmodel vir opleiding binne die beperking van die ekonomie.

Belastingtoegewings ten opsigte van opleiding, wat oorspronklik as aansporing vir werkgewers ingestel is om goedgekeurde opleidingsprogramme te onderneem, het opleiding aanvanklik doeltreffend gestimuleer. Daar word egter algemeen aanvaar dat die bruikbaarheid daarvan uitgeli is en dat dit deur 'n stelsel van kontanttoelae vir opleiding vervang moet word. Die uitspanning van belastingtoegewings was in ooreenstemming met die verslag van die Margo-kommissie en ingevolge die Wet op Inkomstebelasting, 1990 (Wet No 101 van 1990), is die toegewings op 31 Julie 1990 beëindig. Met die aankondiging van die beëindiging van belastingtoegewings, het die Minister van Finansies ook na beoogde opleidingssubsidies verwys, maar tot op hede is geen verdere aankondiging in dié verband gedaan nie en is geen verdere melding van kontanttoelae gemaak nie. Dit is duidelik dat verwagtinge met betrekking tot kontanttoelae vir opleiding ontstaan het en as hierdie verwagtinge nie verwesenlik word nie, kan opleiding en verval opleiding deur die klein werkgewer, nadelig daardeur beïnvloed word.

Dit word algemeen aanvaar dat die Staat die volle verantwoordelikhed dra vir die koste van verpligte basiese onderwys, terwyl dit die verantwoordelikhed van die werkgewer is om sy eie personeel op te leer. Dit word egter as noodsaaklik beskou dat die Staat die een of ander vorm van aansporing aan die privaatsektor moet bied om 'n opleidingsbelegging in menslike kapitaal te doen. Die privaatsektor maak afgesien van inkomstebelasting reeds 'n weselijke bydrae tot die formele onderwys deur middel van lenings en beurse aan individue, aansienlike skenkinge aan 'n verskeidenheid opvoedkundige inrigtings en die voorsoening van wesentlike opvoedkundige dienste waar die Staat nie sodanige voorsoening kan maak nie. Sou alle dergelyke bydrae deur die privaatsektor tot die formele onderwys gestaak word, sou die Staat dit uitsluitend moeilik vind om sodanige koste aan te gaan.

Aangesien die privaatsektor reeds in die formele onderwysstelsel belê, word aanvaar dat die Staat 'n belegging in die opleidingsstelsel behoort te maak. Opleiding is aanvullend tot die onderwysstelsel en is betrokke by die ontwikkeling en ontwikkeling van die gemeenskap in sy geheel en as sukses is dit ook 'n verantwoordelikhed van die Staat. Die verdienvermoe van mannekrag word verhoog deur middel van opleiding en op sy beurt word die belastinggrondslag van die Staat daardeur verbreed. Gevolglik verhoog die algemene maatskappelike inkomste wat die Staat van individue en die privaatsektor ontvang. As gevolg van die huidige ernstige tekortkominge in die onderwysstelsel,
There are also two other financial incentives worthy of consideration relating to exemption from import duty on expensive training equipment and tax concessions on donations to training boards and accredited training programmes. These benefits are already enjoyed by the formal education system and it is recommended that with the necessary financial controls, they now be extended to the training system. A further strong appeal has been received, and is supported, that donations made to the regional training centres, which are considered as an important part of training for industries’ needs, should also qualify in terms of section 18A of the Income Tax Act, 1962.

5. PRIVATISATION, DECENTRALISATION, CO-ORDINATION, EFFICIENCY, EFFECTIVENESS OF TRAINING AND EQUIPPING THE LABOUR FORCE WITH THE NECESSARY SKILLS

This strategy addresses objectives 4 and 5 and the first of the goals and encompasses the following recommendations of the Skills Training Report: R 4 D, O, P; R 16, R 21; R 22 and R 25.

Objectives 4 and 5 are as follows:

To promote and support the privatisation, decentralisation and co-ordination of training.

To promote the efficiency and effectiveness of training.

The first goal is the following:

To equip the labour force, including disabled persons, with the skills and values needed to assist the development of the economy in the formal and informal sectors.

The determination of the national training strategy, establishment of TTP and acceptance of its mission, the establishment of the AATB and the NCBI and their functions and the establishment of the new NTB, lay a sound foundation for the realisation of these objectives and this goal.

The establishment of industry training boards will lead to a devolution of decision-making from the department to ATBs which in turn will make privatisation, decentralisation and co-ordination of training possible while the activation of the AATB with its members can lead to greater effectiveness and efficiency of training. Particular attention is drawn to the existence of the nine regional training centres which have over 50 satellites. These are available to industry, and can be used to research training needs, develop training courses and provide accredited training according to industry’s needs and may well be more cost-effective than establishing further independent training facilities in these times of financial constraints and a shortage of competent training staff as well as physical facilities.

All the bodies concerned in the provision of the training network in the RSA need to take note of the content of the Skills Training Report as well as the Report on the Training Artisans in the RSA.

Twee andere financiële aansprongs wat algenswaardig is, hou verband met die vryskelding van invoegreg op duur opleidingstoerusting en belastingtoegewings verbonde aan skenking aan opleidingsrade en geakkrediteerde opleidingsprogramme. Sodanige voordele word alreeds in die formele onderwysstelsel benut en daar word aanbeveel dat dit, onder die vereiste financiële behoeft, na die opleidingsstelsel uitgebrei moet word. 'n Ander ernstige versoek wat ontvang is, is dat skenking aan streekoopleidingsenitraats ook iningegeval van 18A van die Inkomstenbelastingwet, 1962, in aanmerking geneem moet word, aangemoedig deel aandeel aan opleiding vir nywerheidsbehoefte als belangrik beskou word.

5. PRIVATISERING, DECENTRALISERING, KOORDINERING, DOELMATIGHEID EN DOELTREFFENDHEID VAN OPLEIDING EN VOORSIENING VAN DE NODIGE VAARDIGHEDEN AAN DE ARBEIDSKORPS

Hierdie strategie behandel doelwitte 4 en 5 en die eerste doelstelling en behels die volgende aanbevelings van die Verslag oor Vaardighheidsopleiding: A 4 D, O, P, A 16; A 21, A 22 en A 25.

Doelwitte 4 en 5 is die volgende:

Om die privatising, decentralising en koördinering van opleiding te bevorder en te ondersteun.

Om die doelmatigheid en doeltreffendheid van opleiding te bevorder.

Die eerste doelstelling is:

Om die arbeidskorps, met inbegrip van gestremde persone, met die vaardighede en waarde wat benodig word om die ontwikkeling van die ekonomie in die formele en informele sektore te ondersteun.

Die bepaling van die nasionale opleidingsstrategie, die instelling van DOV en aanvaarding van sy missie, die daarstelling van die VGOR en die NKOII en hulle funksies en die instelling van die nuwe NOR, is 'n sterk grondslag vir die verwesenliking van bogenoemde doelstelling en doelwitte.

Die instelling van nywerheidsopleidingsrade leen na 'n oordrag van beleidsbepaling van die departement na die opleidingsrade, wat op hulle beurt, privatisering, decentralising en koördinering van opleiding montoellik maak, terwyl die aktivering van die VGOR en sy lede tot effektiewer en doeltreffender opleiding kan lei. Die aandag word veral gevestig op die bestaan van die nege streekopleidingsenitraats wat oor meer as 50 satelliete poseser. Hulle is tot die beskikking van die nywerheid en kan benut word om opleidingsbehoefte na te vors, opleidingskursusse op te stel en om geakkrediteerde opleiding na gelang van nywerheidsbehoefte te voorsien en kan wel meer kost-effeetiew wees as om verdere onafhanklike opleidingsfasilitete tot stand te bring, veral onder die houding van die finansiële beperking en 'n tekort aan bekwarne opleidingspersoneel en fisiese fasilitate.

Alle leggame wat by die voorziëing van die opleidingsstruktuur in die RSA betrokke is, behoor tot die inhoud van die Verslag oor Vywerheidsopleiding en die Verslag oor die Opleiding van Ambagsmanne in die RSA te let.
quacies of the education system, an additional burden, namely that of compensatory and remedial education, is thrown on the training system. The state could use cash grants for training in order to stimulate development in certain critical areas such as the development of ATBs, of new technologies and of the earning capacity of individuals who might otherwise be a liability to the State.

It is accepted that there are at present great constraints on state expenditure because of the State of the economy, inflation, world oil prices and the demands of housing, health services and particularly achieving equity in educational facilities. It was pointed out in the Skills Training Report, however, that a considerable saving to the state was brought about by terminating tax concessions for training. This had been estimated at between R120 million and R500 million per annum prior to July 1990 when tax concessions for training were terminated. This amount should be determined by the Treasury and the NTB and a large percentage of such savings should be appropriated for cash grants for training.

At the same time a subsidy formula should be developed for cash grants to ATBs based on criteria such as man-days or man-weeks of approved training courses which would be comparable with the subsidy formulae used in formal education based on full-time equivalent students. This formula could also incorporate an “A” factor which is the percentage of the funds generated by the formula which the State could afford in any one fiscal year.

It is also considered essential that, in addition to the cash grant for training originating from the state’s income, attention should be paid to the distribution of training costs among employers so as to ensure that all employers contribute their reasonable share of training costs. At present there are employers who do not carry out their share of training and resort to piracy of trained labour and immigration at inflated wage rates. This distribution of training costs is, in the first place, the responsibility of an industry which in setting up its ATB should give consideration to levy/grant systems. In addition, serious consideration should be given to the introduction of a training tax which could be modelled on the Australian Training Tax which was introduced as recently as 1 July 1990. This tax applies to all employers with a turnover exceeding A$200,000 which covers 80% of the total Australian formal labour force. For such employers the tax is 1% (1,5% w e 1 1 July 1991) of their total salary bill. The tax payable is the difference between this 1% and their actual training expenditure on approved training. The training tax is funded and then paid to the individual Australian states for the purposes of further training courses.

word ‘n bykomende las, naamlik deé van kompenseerende en remedierende onderwys, op die opleidingsstelsel gelê. Kontanttoelaes vir opleiding kan deur die Staat aangewend word om uitbreiding op sekere knoteke gebiede te stimuleer, soos die ontwikkeling van geakkrediteerde opleidingsrade, nuwe tegnologie en die uitbreiding van die verdiensteëkapasiteit van individue wat andersins ‘n las op die Staat sou wees.

Staatsuitgawes verkeer tens onder aansienlike druk as gevolg van die huidige konjunktuur, inflasie, wêreldoliepyse en die eise van behuising, gesondheidsdiens en veral die strewe na die voorsiening van gelykaardige opvoedkundige faciliteite. In die Verslag oor Varrigheidsopleiding is egter aangetoon dat die afskaffing van belastingtoewings vir opleiding ‘n aansienlike besparings vir die Staat meegebring het. Daar word beraam dat deé besparings jaarliks tussen R120 miljoen en R500 miljoen bedra het totdat belastingtoewings vir opleiding in Julie 1990 verval het. Die werlike bedrag behoort deur die Teseoure en die NDB bereken te word en ‘n groot persentasie van deé besparings behoort vir kontanttoelaes ten behoeve van opleiding beskikbaar gestel te word.

‘n Subsidieformule vir kontanttoelaes aan die geakkrediteerde opleidingsrade behoort terselfdertyd uitgekom te word en dit moet op maatstawwe soos mandae of manweke van goedgekeurde opleidingskurse gebaseer wees wat vergelykbaar sal wees met die subsidieformules wat op formele onderwys van toepassing is en wat op voltooide ekwivalente studentetalle gebaseer is. ‘n “A”-faktor kan by hierdie formule ingelyf word ‘n persentasie van die geldige verskynwoord wat voortspruit uit die formule van wat die Staat gedurende ‘n belastingjaar kan bekostig.

Dit word ook as noodsaaklik beskou dat, benewens die kontanttoelaes vir opleiding wat van staatskomitee afkomstig is, aandag geskien moet word aan die verspreiding van opleidingskoste onder werkgevers om te verseker dat alle werkgevers ‘n redelike deel tot opleidingskoste bydra. Daar is tans werkgevers wat nie hulle deel van opleiding dra nie en wat hulle wend tot rooikoop van arbeid en immigrasie teen inflationêre loontarie. Hierdie verspreiding van opleidingskoste is eerstens die verantwoordelikheid van ‘n nywerheid wat, by die daaraan van sy GOR, oorweging aan ‘n heffing/toelaestelsels moet gee. Daarbenewens moet die instelling van ‘n opleidingsbelasting in ooreenstemming met die Australiese Training Tax wat so onlangs soos 1 Julie 1990 ingestel is, ernstig oorweg word. Hierdie belasting is van toepassing op alle werkgevers met ‘n omset wat A$200,000 oorskry, waardeur 8% van die totale formele Australiese arbeidsnag gedek word. Die belasting van sodanige werkgevers bedra 1% (1,5% met ingang van 1 Julie 1991) van hulle totale salarisrekening. Die betaalbare belasting is die verskil tussen hierdie 1% en hulle werlike uitgawe aan goedgekeurde opleiding. Die opleidingsbelasting word belof en vervolgens aan die individuele Australiese state uitbetaal ter benutting van verdere opleidingskurse.
6. TO OPTIMISE THE TRAINABILITY BASIS OF EMPLOYEES AND PROSPECTIVE EMPLOYEES

This strategy addresses goal and recommendation R.19 of the Skills Training Report.

Goal 2

To optimise the trainability basis of employees with specific reference to bridging training, reading and writing skills, numeracy, work skills, learning skills and further training of the employee.

This goal and strategy are directed particularly at the "lost generation" which is the youth of the country who, for a variety of reasons, have missed the opportunity of going to school or who have dropped out of the school system without adequate schooling, who are without a trainable base, possibly illiterate and innumerate, and who are at present without employment. All indications are that there must be more than a million such persons who are without work or any hope of obtaining employment and who would be difficult to train if they did obtain a job. It will be necessary for full-time training which is financed by the State and is designed in concert with the private sector, to be provided to such persons in a way that is acceptable to them and to the private sector. This training will have to equip them with the necessary value systems and the skills required for them to be able to benefit from skills training on an on-service basis so as to enhance their competence.

In order to ensure the acceptance of such training by the private sector it is recommended that the Private Sector Education Council (PRISEC) be approached to assist in the design of such a programme, taking cognisance of schemes in other parts of the world such as the Youth Training Programmes of the United Kingdom, the Australian Traineeship System, the English National Vocational Qualification and any other appropriate system. The programme should consist of facets such as literacy, numeracy, communication, social and personal skills, technology, the working environment and working ethics, problem solving and general job-related skills and should develop moral and religious values. Once such programmes have been accepted by all relevant parties, the funding will have to be provided by the State and the courses would ideally be offered by the regional training centres and the technical colleges acting in concert or individually.

7. A TRAINING QUALIFICATION STRUCTURE AND TRAINING CERTIFICATION BODY

This strategy is designed to meet the requirements of goal 3 which is to design a training qualification structure administered by a training certification body in order to ensure acceptable training standards.

6. OM DIE OPLEIWAARDEHEIDSBASIS VAN WERKNEMERS EN VOORNEMENDE WERKNEMERS TEN BESTE TE BEVORDER

Hierdie strategie handel oor die tweede doelstelling en aanbeveling A.19 van die Verslag oor Vaardigheidsopleiding.

Tweede doelstelling.

Om die opleiwaardeheidsbasis van werknemers ten beste te bevorder met spesifieke verwysing na oorbruggingsopleiding, lees- en skryfvaardigheid, syfervaardigheid, werkvaardigheid, leer-vaardigheid, sowel as na verdere opleiding van werknemers.

Hierdie doelstelling en strategie is veral toegespits op die sogenoemde "lost generation", naamlik die jonge van die land wat om verskeie redes die geleentheid ontbeer het om 'n skool by te woon, of by die skoolsteeldeur deurbreek aan toereikende onderrig ongeskak het, of wat, onder 'n opleerbare grondslag, waarskynlik ongeletterd en onsyfervaardig en tans werkloos is. Alles wys daarop dat daar meer as 'n miljoen suike persone moet wees wat werkloos is en min of geen hoop het om ooit werk te kry nie en indien hulle wel in diens geneem word, moeilyk opgelei sal kan word. Dit sal nodig wees om heeltydse opleiding, wat deur die Staat gefinansier sal moet word en in samewerking met die privaatsektor ontwerp is, aan suike persone te voorsoen en wel op sodanige wyse dat dit vir hulle en vir die privaatsektor aanvaarbaar is. Die opleiding sal hulle van die nodige vaardighede moet voorsoen asook van die vereiste vaardighede, sodat hulle by vaardigheidsopleiding op 'n indiensoers grondslag sal kan baat ten einde hulle bevoegdheid te verbeter.

Om die aanvaarding van dergelike opleiding deur die privaatsektor te verseker, word aanbeveel dat die Privaatsektoronderwysraad (PRISEC) genader moet word om met die beplanning van sodanige program behulpsaam te wees met inagneming van skemas in ander wêrelddele, byvoorbeeld die Youth Training Programmes van die Verenigde Koninkryk, die Australiese Traineeship System, die Engelse National Vocational Qualification en enige ander toepaslike stelsels. Die program behoort uit fasette soos geleerterheid, syfervaardigheid, kommunikasie, maatskaplike en persoonlike vaardighede, tegnologie, die werksgewin, probleemoplossing en algemene werkverwante vaardighede te bestaan en morele en religieuse waardes te kweek. Nadat sodanige program deur al die betrokke partye aanvaar is, sal die koste daarvan deur die Staat gedeel moet word en die program sal, ideaal gesproke, deur die streekopleidingscentres en die tegniese kolleges aangebied word waar hulle of in samewerking, of afsonderlik sal optree.

7. 'N KWALIFIKASIESTRUKTURU EN SERTIFISEERINGSLIGGAAM TEN OPSIGTE VAN OPLEIDING

Hierdie strategie is ontwerp om aan die vereistes van die derde doelstelling te voldoen, naamlik om 'n kwalifikasiestructuur vir opleiding te ontwerp wat deur 'n sertifiseeringsligaag geadministreer word en die aanvaarbare opleidingsstandaarde te verseker.
It also must satisfy recommendations R 4 M, N and R.25 of the Skills Training Report

The concept of a training qualification structure is that accredited modular training undertaken with one employer and fitting into the qualification structure will be recognised for employment purposes by other firms within the same industry as well as by employers in other industries. Recognition will be given because the course is well structured and is competency based resulting in the holders of a specific qualification having known competences which are of value in employment. The design of such a structure should be the responsibility of an independent body such as the National Council for Vocational Qualifications in the United Kingdom and the Department of Manpower, the NTB and the AATB should all be well represented on such a body.

In the design of courses consideration should be given to courses such as those leading to national vocational qualification (NVQ) in the United Kingdom as well as the Trameeship System of Australia. The Australian Trameeship consists of at least one year’s duration including 13 weeks of institutional training as well as in-service training with a balanced programme covering communications, the working environment, the technology of the occupation including the use of computers, numeracy and literacy, practical and manual skills of the occupation, problem solving and planning as well as job-specific skills. In this training qualification structure it is envisaged that there will be modular competency-based training within industry career path structures and the training for the lost generation could well present the first modules of such career path structures.

8. TO CLARIFY THE BASIC EDUCATION REQUIREMENTS OF INDUSTRY AND ESTABLISH EFFECTIVE LINKAGES BETWEEN TRAINING AND EDUCATION

This strategy is designed to satisfy goals 4 and 5 as well as recommendation R.4 C of the Skills Training Report. The stated goals are:

To clarify the basic education requirements for training in industry.

To establish effective linkages between training and education and especially direct linkages with respect to vocational education.

8.1 Basic education requirements

Because of general dissatisfaction felt by the private sector regarding the products of the education system, a one-day workshop was held in Pretoria on 28 November 1989. This workshop was organised by the Federated...
Chamber of Industries, Assocom, SEIFSA, BIFSA and the Chamber of Mines and all Ministers and Deputy Ministers as well as their Directors-General were invited to attend. As a result of this workshop the Private Sector Education Council (PRISEC) was established during 1990, with the following mission:

PRISEC will be actively involved in the ongoing development of a non-racial, relevant and legitimate national education system which will encourage optimum growth and equip each user to cope with the responsibilities of life in a democratic society.

Because of its membership, which includes bodies representing the bulk of employers in the RSA, PRISEC is in an outstanding position to express the exact qualities and skills that employers require in the products of the formal education system. These will include literacy in mother tongue and in English, numeracy up to particular types of calculations which can be specified, work ethics, personal and social skills, reasoning ability, manual dexterity, an understanding of the world of work and the potential to develop specific job skills through in-service training. It is recommended that TTP and the NTB make arrangements with PRISEC for the determination of these basic educational requirements. There will, however, have to be continuous interaction between these parties to ensure a regular updating of the requirements so that the changing needs of industry can be taken into account. It must be clearly stated that these requirements will not include job-specific requirements which are the responsibility of the employer and in-service training.

8.2 Effective linkages between training and education

A PRISEC came into existence in order to express the view of the private sector of education to the relevant authorities and work towards its mission of a relevant education system, it seems clear that PRISEC already represents a possible linkage between the private sector training system and the formal education system. In view of this all the partners of TTP should build strong linkages with PRISEC and supply it with clear indications of what they require of the education system as well as what services they could provide. Both of education. These could be particularly strong in the areas of vocational guidance, profiles of job requirements, exposure of guidance teachers to actual work situations and even provision of vocational job exposure to pupils and students.

In addition to these departments there is a body which has been newly constituted, namely the South African Council for Education (SACE), which was established in terms of the National Policy of General Education Affairs Act, 1984 (Act No 76 of 1984). The SACE advises the Minister of National Education on the development of the educational system. If this advice is accepted the SACE is expected to become a permanent department.

Adjunct-ministers van onderwys asook hulle Direkteurs-generaal is daarheen genooi. Na aanleiding van hierdie seminar hou die Privaatsекторonderwysraad (PRISEC) gedurende 1990 tot stand gekom en sy missie is soos volg gestel.

PRISEC sal daadwerkvallig betrokke wees by die voortgesette ontwikkeling van 'n nie-rassige, relevante en regmatige nasionale onderwysstelsel wat optimale ekonomiese groei sal aanspor en wat elke deelnemer daaraan sal toerus om opgewasse te wees teen die verantwoordelikhede van die lewe in 'n demokratiese gemeenskap.

Omrede sy lidmaatskap, waarby liggasse ingesluis is wat die meerderheid van werkgewers in die RSA verseenwoordig, is PRISEC in 'n uitstekende positie om die juiste eenskappe en vaardighede te identifieer wat werkgewers van die produkte van die formele onderwysstelsel verwag. Dit behels onder andere die volgende: Geletterdheid in die moedertaal en in Engels, syfervaardigheid tot op sekere vlakke van bereken wat gespesifieer kan word, werktuig, persoonlike en maatskaplike vaardighede, redeneeringsvermoë, handvaardigheid, 'n begrip van die wêreld van werk en die potensiaal om spesifieke taakvaardighede deur middel van indiensopleiding te ontwikkel. Daar word aanbeveel dat DOV en die NOR met PRISEC in hierdie verband moet skakel. Daar sal egter voorgestelde wisselwerking tussen hierdie party moet wees om gereelde hersiening van die vereistes te versoek sodat daar met die veranderende behoeftes van die wywerdery rekening gehou kan word. Dit moet egter duidelik gestel word dat taakspesifieke vereistes, waarvoor die werkgewer en indiensopleiding die verantwoordelikheid dra, nie hierby ingesluis is nie.

8.2 effektiewe skakels tussen opleiding en onderwys

Aangesien PRISEC ontstaan het met die doel om die siening van die privaatsektor te opskop van onderwys aan die betrokke onderwysraad meer te gee en om sy missie van 'n relevante onderwysstelsel na te streef, blyk dit duidelik dat PRISEC alredes 'n Important skakel tussen die opleidingsstelsel van die privaatsektor en die formele onderwys versoek. Met magte van hierdie laaie van hulle, moet PRISEC duidelik ingeg Nghulapoinsaal om hierdie missie van onderwysstelsel verwag, asook ten opsigte van dienste wat hulle aan die formele onderwys kan lever. Dit kan besonder intensief geskied op die gebied van beroepsvoortlizing, profielse van werkvereenigings, blootstelling van voorligringonderwysers aan werklike werksituasies en selfs voorsiening van blootstelling van leerlinge en studente aan werkgeleenthede tydens vakansies.

Benevens hierdie departemente is daar 'n liggaam wat onlangs na saamgestel is, naamlik die Hout-Afrikaanse Raad vir Onderwys (SARO), wat ingeval die wet op die Nasionale Beleid van Algemene Onderwys, 1984 (Wet No 76 van 1984), vir stand te staan genoem het. SARO adviseer die Minister van Nasionale Opleiding oor enige aangeleenthede met betrekking tot die werkmaatskappy van sy departemente soos bevoegde in artikel 2 van die Wet en dit behels formele, me-
any matters relevant to the functions of his department as set out in section 2 of the Act and these include formal, non-formal and informal education. However, this non-formal education, by agreement between the education and manpower departments, does not include training in terms of the Manpower Training Act, 1981. It should be possible for PRISEC to link and interact with the SACE and express the private sector's view on education to it. Initially this linkage would be informal as the present chairman and one member of PRISEC are also members of the SACE but in the longer term provision should be made for formal interaction on a regular basis.

This SACE is, however, merely an advisory body which cannot ensure that its decisions are in fact acted upon. For this reason a more formal linkage is required in the longer term so that PRISEC can interact with a body that is able to ensure that its decisions are carried out by both the training and the education sector. Ideally this implies one department having the dual functions of education and training. This is the case in Australia where the Commonwealth Government has a Department of Education, Employment and Training. Another possibility is the establishment of a superior body such as the State President's Training and Education Council which would be in the position to dictate to both these sectors. This concept received strong support from the regional training seminars.

Ultimately it will be very important that continuous, unlettered and effective liaison and interaction take place between TTP, PRISEC, SACE or a possible future alternative as well as the Minister of Manpower and Ministers of Education.

formele en informele onderwys Nie-formele onderwys sluit egter mannekragopleiding ingeval die Wet op Mannekragopleiding van 1981 uit, volgens coreenstemming tussen die Departemente van Onderwys en Mannekrag. Dit behoort moontlik te wees vir PRISEC en SARO om met mekaar te skakel en op mekaar te reageer en PRISEC behoort die siening van die privaatsektor ten opsigte van onderwys aan SARO te kan voorlê. Hierdie skakel sal aanvanklik van 'n informele aard wees aangesien die huidige voorstitter en een lid van PRISEC ook lede van SARO is, maar oor die lang termyn moet daar vir formele wisselwerking op 'n gerealiseerde grondslag voorstelling gemaak word.

SARO is egter bloot 'n raadgewende liggaam wat nie kan verseker dat daar trouens volgens sy besluite opgetree sal word nie. Daarom is daar oor die lang termyn 'n meer formele skakel nodig sodat PRISEC in wisselwerking kan optree met 'n liggaam wat daartoe in staat is om te verseker dat sy besluite deur beide die opleiding- en onderwysses sektor uitgevoer sal word.

Ideaal gesien beteken dit een departement wat oor die twee lede funksies van onderwys en opleiding beskik. In Australië byvoorbeeld beskik die Gemeenskaps-regering oor 'n enkele Departement van Onderwys, Werkverskaffing en Opleiding. 'n Tweede moontlikheid is die instilling van 'n hoër geslagliggaam, byvoorbeeld 'n opleiding- en onderwysses sektor van die Staatspresident wat in staat sal wees om aan albei hierdie sektore voor te skryf. Hierdie gedagte het by gelegenheid van die vyf streekseminare sterk ondersteuning geniet.

In die geheel gesien is dit van belang dat daar gedune, onbelemmerde en effektiewe skakeling tussen die volgende instansies sal wees: DOV, PRISEC, SACE of 'n moontlike toekomstige alternatief, die Minister van Mannekrag en die Ministers van Onderwys.
The legacy of apartheid is a training crisis

APARTHEID’s legacy to the new South Africa is a management and training crisis, says Anglo American Central Training Unit (CTU) manager Johan Swanepoel.

“The country’s business world faces a major test in its assessment of management material and the development of new skills.

Optimise

“We need to optimise our resources, from the janitor to the chairman,” SA is critically short of good managers, Swanepoel says.

“Technical skills and managerial knowledge could be crippling in the future and they are already holding us back.”

He says managers have only been drawn from about 20% of the population.

Central Statistical Service figures from 1992 show that SA will need an additional 120,000 middle and senior managers and executives by the year 2000 to maintain its growth and whites will only be able to account for 15,000 of that figure.

Business Challenge’s CEO Phil Khumalo said in a recent report that only 2.2% of managers in SA’s top 100 companies were black.

A study of 21 top companies conducted by Unisa’s School of Business Leadership earlier this year found that only 1.4% of managers and less than 1% of senior managers were black. 3.9% were Indian and 2.6% coloured.

The petroleum industry has the highest percentage of black managers (3.4%), followed by wholesale and retail industries (2.7%).

Executive Education MD Rex Drew says the ratio of workers to managers is disproportionately high in SA.

Ratio

“The recommended ratio is one manager to seven workers, but in SA it is closer to 1:30.

He says education issues also have to be addressed urgently.

A new government would address secondary education and it would be left to the private sector to address tertiary education.

Many companies pay lip service to uplifting blacks, but few translate this into action, he says.”
Govt blamed for training cutbacks

A top-level probe into manpower training has found that government was responsible for private sector training cutbacks during the economic downturn.

The investigation by a working committee, co-ordinated by the Human Sciences Research Council (HSRC) and the National Training Board (NTB), found that the state had abolished tax concessions on training during the valley of the recession last year and industry had suffered as a result.

The committee felt it was essential that government offer an incentive to the private sector to invest in training.

Cash grants should be given to accredited industry training boards and a portion of such grants should go to individual employers involved in training, said committee chairman and former Natal Technikon principal Alan Pittendrigh.

The committee recommended to Manpower Minister Eln Louw that government, labour, the private sector and educational organisations come together to thrash out a national training strategy.

Pittendrigh said the inadequacies of training were obvious in "deplorably low" productivity levels.

The committee concluded that optimum use of SA's total training facilities and funds was impossible because of a lack of co-ordination and clear-cut training goals.

Besides the HSRC and NTB, other representatives on the work committee included Sacco, the AH, Transnet, the SA Agricultural Union, Chamber of Mines, government departments, the Small Business Development Corporation, First National Bank and the Development Bank of SA.

The committee's report says the private sector and government spent vast sums of money on training, while concessions for training cost between R210m and R500m a year before they were discontinued in July 1991.

But this enormous training effort was largely unco-ordinated and uncontrolled. It was mainly a reaction to shortages of short-term skilled labour shortages.

HSRC education GM Schalk Engelbrecht and SA's most difficult problem was the low trainability level of the population.

About 50% of adults were illiterate and therefore did not have the basic skills needed for job training.

He said it was essential that six or seven years of basic schooling be made compulsory for all SA children to address illiteracy at its source.

The thousands of organisations already involved in training had to include literacy training to help existing illiterate adults.

Engelbrecht said at least 150,000 people could be reached annually through existing training schemes and centres.

He said the skills shortage would be with SA for a long time because it simply did not have the facilities or funding for the massive upgrade needed.
AMENDMENT OF APPRENTICE TRAINING SCHEME FOR THE LOCAL AUTHORITY UNDERTAKING

I. Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 39 (6) of the Manpower Training Act, 1981, hereby amend, with effect from 1 July 1991, the Scheme published in the Schedule to Government Notice No 1195 of 1 June 1990—

(a) by amending clause 3 of the Scheme—

(1) By the substitution for the definitions of "employee" and "employer" of the following definitions:

‘employees’ means any person who is employed by or working for an employer and who receives remuneration or is entitled to receive remuneration from such employer,

‘employer’ means a Local Authority or a Regional Services Council, as defined herein,”;

(2) by the insertion after the definition of "Fund" of the following definition:

‘Local Authority’ means any one of the following:

(a) Any institution or body contemplated in section 84 (1) (f) of the Provincial Government Act, 1961 (Act No. 32 of 1961),

(b) a local authority as contemplated in section 2 of the Black Local Authorities Act, 1982 (Act No 102 of 1982), and

(c) a board of management or a board as defined in the Rural Areas Act (House of Representatives), 1987 (Act No. 9 of 1987),”;

(3) by the substitution for the definition of “Local Authority Undertaking” of the following definition:

‘Local Authority Undertaking’ means the industry in which employers and their employees are associated for the instituting, continuing and finishing of any act, scheme or activity which may be undertaken by a Local Authority and a Regional Services Council,”;

(4) by the insertion after the definition of “Local Authority Undertaking” of the following definitions:

‘Regional Services Council’ means a regional services council established in terms of section 3 of the Regional Services Councils Act, 1985 (Act No. 109 of 1985), and also a joint services council established in terms of section 4 of the Joint Services for KwaZulu and Natal Act, 1990 (Act No 84 of 1990),

‘regional services levy’ means a regional services levy as defined in the Regional Services Councils Act, 1985, and in the Joint Services for KwaZulu and Natal Act, 1990,”;

and

(5) by the insertion after the definition of “Scheme” of the following definition:

‘total salary budget’ means the total amount budgeted for a certain financial year in respect of the remuneration of employees in all permanent full-time and part-time posts on the establishment of the Local Authority and includes—

(a) basic salary,

(b) service bonus (leave bonus, thirteenth cheque),
(c) overtime;
(d) allowance for acting, and
(e) merit bonus,
but excludes—
(i) pension and medical contributions,
(ii) housing subsidy, and
(iii) travelling allowances, and"

(b) by the substitution for subclause (1) of clause 7 of the Scheme of the following subclause
“(1) Every employer in the Local Authority Undertaking shall, during July but not later than 31 July of each year, submit and pay to the Fund at the head office of the Scheme, P O Box 10638, Johannesburg, 2000, or such other address as the Board may notify in writing to the employer—

(a) return in the form determined by the Board and supplied to the employer from time to time, and

(b) an annual levy—

(i) in the case of a Local Authority, as defined hereinafter, of 0,04% (nought comma nought four per cent) of the total salary budget for the preceding financial year,

(ii) in the case of a Regional Services Council, as defined hereinafter, of 0,18% (nought comma one eight per cent) of the regional services levy budgeted for the financial year in which this levy is payable,

which payment must accompany the return referred to in paragraph (a) "", and

(c) by the deletion of Annexure A to the Scheme.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 1796
2 August 1991

LABOUR RELATIONS ACT, 1956

CANVAS GOODS INDUSTRY, WITWATERSRAND AND PRETORIA. AMENDMENT OF AGREEMENT
I, Elie van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 October 1991, upon the employers’ organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union, and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the

(4) die omskrywing van “werkgever” en “werk- nemer” respectiewelik deur die volgende omskrywings te vervang
“werkgever” ’n Plaaslike Owerheid of ’n Streeks- diensteraad soos hierin omskryf; ‘werknemer’ enige persoon wat in diens is by of werk vir ’n werkgever en wat van sodanige werkgewer besoldiging ontvang of geregist is om besoldiging te ontvang,”

(b) deur subklausule (1) van klusule 7 van die Skema deur die volgende subklausule te vervang:
“(1) Elke werkgever in die Plaaslike Owerheids- onderneming moet, gedurende Julie maar nie later nie as 31 Julie van elke jaar aan die Fonds by die Skema se hoofkantoor, Posbus 10638, Johannesburg, 2000, of sodanige ander adres as wat die Raad skriflik aan die werkgewer mag vervolg—

(a) ’n opgawe verstreik in die vorm wat die Raad van tyd tot tyd bepaal en aan die werkgewer voorsien, en

(b) ’n jaarlike hefing betaal—

(i) in die geval van ’n Plaaslike Owerheid, soos hierin omskryf, van 0,04% (nul komma nul vier persent) van die totale salariskorting vir die voorafgaande finan- seiele jaar,

(ii) in die geval van ’n Streeksdienseraad, soos hierin omskryf, van 0,18% (nul komma een acht persent) van die streeksdienshefing waarvoor begroot is vir die finansiële jaar waaraan hierdie hefing betaal moet word, welke betaling die opgawe bedoel in paragraaf (a) moet vergesel ",, en

(c) deur Aanhangsel A tot die Skema te skrap.

E. VAN DER M. LOUW,
Minister van Mannenkrag.

No. R. 1796
2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

SEILWARENWERHED, WITWATERSRAND EN PRETORIA WYSIGING VAN OORENKOMS

Ek, Elie van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Oorenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Blyke hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Oktober 1991 eindig, bindend is vir die werk- gewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewer en werknemer wat lede van genoemde organisa- sies of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uit- gesonderd die vervat in klusule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31
Skills programme offered to black brokers.

A GROUP of businessmen has joined forces with insurer Charter Life to launch a skills development programme for black brokerage companies and their staff.

The programme focuses on developing new brokerage talent and empowering existing black brokers by training their staff to a high level of competence, says Charter Life senior GM Martin Sweet.

The idea resulted from a seminar held in Johannesburg last February, where business personalities such as Phu Khumalo of Business Challenge, Nthato Motlana of the Get-Ahead Foundation, Mofasi Lekota of Nafcoc, Gaby Magomola of Fabbco, Keshia Mthembu of Afsure and Moses Leoka of Corporate Image stressed the need for black advancement in insurance.

Sweet said Charter Life, in its search to develop the right kind of programmes, investigated various training institutions before taking on management training consultants Percon Limited.

Courses started last month and there had been a good response from brokerages and individuals, he said.

The programmes were provided free of charge, he added.
Dealing with crises ‘vital’

COMPANIES are not adequately prepared to communicate with the media in a crisis situation, public relations director Sue Creighton says. In the event of a “corporate nightmare”, such as the recent strikes in the motor industry, the sinking of the Oceana and mine accidents, the company’s ability to handle the situation could make or break its image.

With increasing sophistication and growth of the electronic media, news is often communicated at the instant that it happens, and coverage can be extensive “A response is demanded almost as fast”, she says.

Creighton says handling the crisis well also means that the company does not give its opposition the opportunity to capitalise on its misfortune.

Creighton and partner Anne Jamotte are consult senior executives on how to handle communications in a crisis.
### Boost for SA accountants

**Education Reporter**

Prospective accountants will benefit from a R1 million-a-year sponsorship announced by the Chartered Institute of Management Accountants (Cima) in Johannesburg yesterday. The sponsorship will pay for academic support programmes for accounting students, bursaries and the subsidisation of accounting teachers' salaries.

The financial pledge was made at the launch of the Denise Jenkin Education Trust, named after a late president of Cima. The bursary scheme will be administered by Cima.
**Civics start learning to govern**

By Rehana Rossouw

THE future mayors, town clerks and local government leaders of the future greater Cape Town are being groomed for their positions at a unique training course which began last week.

Every Saturday afternoon for the rest of the year, 47 participants from civic associations and the South African Municipal Workers’ Union (Samwu) will learn about the present structure and functioning of local government.

“Civic associations have done away with 80 percent of all klippli structures in the country. Now we have to fill the vacuum we created,” said course participant Mr Tony Gouws of the Western Cape Civic Association.

“We have to learn the skills we need to replace the councillors after all of them are ousted. We must have progressive people in our areas who are available to stand for positions in local government in democratic elections,”

The course is being organised by the Foundation for Contemporary Research (FCR) in associa-

local government,” said course participant Mr Andy Trout, Samwu’s housing branch shop steward committee co-ordinator.

Trout said that after completing the course, participants might be in a position to serve on local government structures.

The training could also be passed on to civic members and workers employed by local government structures.

“This kind of training has never been available at the city council. All we are taught is its structure, hierarchy and conditions of service,” Trout said.

Trout said the certificates which would be issued after the course might assist Samwu members in earning the promotions they believed they deserved.

“But we have to learn more about local government first. We want the toilets to flush in the new South Africa,” he said jokingly.

“This course gives me direction and status and I look forward to displaying my certificate in my office at work,” Samwu member Mr O Titus said, summing up the views of participants in his first assignment — a report on their first session.
LETTERS

William Keeling

In London

Tackling racial imbalances

and other issues

The recent weeks have seen a rise in the number of incidents involving the police and members of the public, particularly in London. These events have sparked debates about the role of the police and the justice system in tackling racial injustice.

The government has been under pressure to address the issue of police bias, and there have been calls for greater accountability and transparency in the way police officers are trained and deployed.

However, some have argued that the focus on police bias is misplaced, and that the real issue is systemic racism that permeates all aspects of society.

Others have called for greater investment in education and social programs to help address the root causes of racial inequality.

As the debate continues, it is clear that there is a need for a comprehensive approach to tackling racial imbalances in society.
Create more bosses, urges SBDC's Vosloo

SOUTH Africa can blame many of its chronic unemployment problems on its dismal failure to keep pace with world trends in the launch of budding entrepreneurs, according to the Small Business Development Corporation.

Studies show that in the United States no fewer than 100 000 young Americans start businesses of their own every year - 10 000 of them straight from school.

A recent count found that a stunning one-third of all new businesses launched in the US were under the command of fledgling bosses under the age of 30.

The world average of entrepreneurs in total labour forces came out at between 10 and 12 percent. The South African average trailed behind at 5 percent.

SBDC managing director Dr Ben Vosloo argues that the generation of more entrepreneurs must be regarded as a top priority in the formulation of new economic policies.

The urgency of new thinking, he says, is underlined by the growing size of unemployment queues in South Africa, now standing at between four and five million.

Job opportunities offered by the formal business sector are able to cope with only 125 of every 1 000 school-leavers pouring into the labour market.

New studies estimate current unemployment at between four and five million. The Small Business Development Corporation believes the problem will not be cracked until South Africa learns how to produce more entrepreneurs.

That leaves 875 in every 1 000 of them with no option but self-employment or the informal sector.

What worries Vosloo is whether the majority of them have been prepared to cope with the blunt realities.

He is convinced that only radical changes in the entire education system can provide solutions at school level, he maintains.

Vosloo's own programme at the SBDC has already ploughed more than R1 billion into loans to encourage new small businesses that have created a staggering 280 000 new job opportunities since it was started 10 years ago.

He proposes a 10-point plan to tackle the dilemma.

1. More effective and continuous communication between educationists and the business world to spell out in unambiguous language what society outside schools and academia really expects from the education system.

2. Moves to make classroom curricula more relevant and pertinent to the actual needs of society.

3. Insistence by taxpayers on more value for the money spent on education - on guard against wastage of funds on bloated education bureaucracy.

4. Preference to technical training.

5. Closer aim on the transfer of practical numerical and writing skills - with recognition of the valuable role of business simulation games.

6. Geature the education curricula and didactic methodology towards the simulation of attitudes such as individualism, a sense of independence, achievement, optimism and competitiveness aimed at conscientiousness, responsibility, adaptability and staying power and creativity.

7. Focus on career information programmes tailored to alert young people to the opportunities of self-employment and business entrepreneurship as career choices.

8. Encouraging schools and universities to take part in practical field studies and business plan competitions.

9. Better evaluation of the role of part-time study, work programmes and post-experience training programmes, and

10. Priority status for informal and non-formal skills training for adults in condensed courses worked out on a modular basis.

"It is clear that education is the key to a better future," says Vosloo.

"But then it must be relevant education that conveys the knowledge and skills needed by our society.

"A society which cultivates a strong entrepreneurial culture is bound to set off on a road to progress and economic growth."
Under the programme the trust will effectively give private firms up to ownership of the site, whereas many people would still prefer to rent a site, she said.

**Imbeleko train women in men’s skills**

FREE pap-smear tests, a centre for homeless children and courses for township women in carpentry, welding and bricklaying are among the projects run nationally by the Azapo Women’s League (Imbeleko).

This little-known organisation, which currently claims 20 000 members, was established in 1987.

Imbeleko’s national president, Mrs Rose Ngwenya, says women should “break the shackles of domestic service”, which result from their being socialised into a domestic role from childhood.

The term Imbeleko refers to the skin of a goat which, according to custom, is slaughtered to welcome a newborn baby. The dried and tenderised skin is later used to tie the baby to its mother’s back.

Ngwenya says that since 1988 Imbeleko has operated mobile pap-smear clinics in seven Transvaal townships with the help of a group of Azapo-aligned doctors.
2. In clause 3, substitute the following for subclause (1) (c):

"(c) Casual employees: Subject to the proviso to paragraph (a), an employer shall pay a casual employee in respect of each hour or part of an hour (excluding overtime) worked by him on any day other than a paid holiday or a Sunday not less than the hourly wage prescribed in paragraph (b), read with clause 2 (18), for an ordinary employee in the same area performs the same class of work as the casual employee is required to do, plus 15 per cent, or not less than the hourly wage or hourly equivalent of the wage actually being paid to the ordinary employee, whichever is the greater amount. Provided that

(i) for the purposes of this paragraph the expression 'the ordinary employee' means the employee who performs the particular class of work in the employer's full-time employ and who is being paid the lowest wage for that class of work,

(ii) where the employer requires the casual employee—

(aa) to perform the work of a class of employee for whom wages on a rising scale are prescribed, the expression 'hourly wage' shall mean the hourly wage prescribed for a qualified employee of that class,

(ab) to work for a period of less than four hours on any day, he shall be deemed to have worked for four hours."

3. In clause 5, substitute the following for subclause (6) (c):

"(c) This clause shall not apply to an assistant manager or any other class of employee who is in receipt of a regular annual wage of not less than the remuneration stipulated for the area in which he is employed in a current exemption published in terms of section 34 (1) of the Basic Conditions of Employment Act, 1983 (Act No 3 of 1983)."

No. R. 1746 26 July 1991

MANPOWER TRAINING ACT, 1981

METAL AND ENGINEERING INDUSTRIES ARTISAN TRAINING BOARD. DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

1. Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981 hereby—

(a) withdraw with effect from the second Monday after the date of publication of this notice Government Notices Nos. R. 1043 of 25 May 1984 and R. 895 of 16 May 1986; Provided that—

(i) clauses 2, 4 and 6 of Government Notices No. R. 1043 of 25 May 1984 remain applicable in respect of an apprentice whose contract of apprenticeship was entered into prior to the date of the coming into operation of this notice; and

(ii) the practical training courses in respect of the trades of Architectural Metalworker, Boatbuilder, Bricklayer (Refractory) Carpenter, Coppersmith, Die Sinkers and Engraver, Electrician (Construction), Electrician (Engineering), Electroplater, Inboard/Outboard Engine Mechanic, Millwright, Plumber, Tool and Template Maker, Telecommunication Electrician, Vehicle Body Builder (Composite) and Vehicle Body Builder (Metal) set out in Government Notices Nos. R. 1043 of 25 May 1984 and R. 895 of 16 May 1986, shall remain applicable in respect of apprentices in the said trades whose contracts of apprenticeship were entered into prior to the date of the coming into operation of this notice,

2. In kloosule 3, vervang subflosule (1) (c) daur die volgende.

"(c) Los werknemers. Behoudens die voorbehoudsbepleling van paragraaf (a), moet 'n werkgewer 'n los werknemer ten opsigte van elke uur of gedeelde van 'n uur (uitgesonderd oortyd) wat hy op enige dag behels 'n betaalde vakansiedag of 'n Sondag werk, minstens die uurloon bepaal wat by paragraaf (b), gelees met kloosule 2 (35), voorgeskryf word vir 'n gewone werknemer wat in dieselfde gebied dieselfde klas werk vir as die wat van die los werknemer veres word, plus 15 per cent, of minstens die uurloon of die uurloon ekwivalent van die loon betaal wat werklik aan die gewone werknemer betaal word, watter bedrag ook al die grootte is Met dien verstande dat

(i) by die toepassing van hierdie paragraaf die uitdrukking 'die gewone werknemer' die werknemer beteken wat die oetrokke klas werk in die werkgewer se volledige diens verenig en aan wie die laagste loon vr daardie klas werk betaal word,

(ii) waar die werkgewer van die los werknemer veres—

(aa) om die werk te verenig van 'n klas werknemer vir wie 'n loon toon 'n stygende skaal voorgeskryf word, die uitdrukking 'uurloon' die uurloon beteken wat vir 'n gekwaliseerde werknemer van daardie klas voorgeskryf word,

(ab) om 'n tydperk van minder as vier uur op enige dag te werk, hy geag word vr uur lank te gene slee ht

3. In kloosule 5, vervang subkloosule (b) (d) deur die volgende.

"(d) Hierdie kloosule is nie van toepassing nie op 'n assistentbestuurder of enige ander klasse werknemer wat 'n ge-reelde jaarlikse loon ontvang van minstens die beloning wat vir die gebied waar hy werkzaam is, bepaal is in 'n bestaande vrystelling gepublisoe kragte artikel 34 (1) van die Wet op Basiese Diensvoorwaardes, 1983 (Wet No 3 van 1983)."

No. R. 1746 26 July 1991

WET OP MANNEKROAGOPLEIDING, 1981

OPLEIDINGSRAAD VIR AMBAGSILI IN DIE METAAL- EN INGENIEURSNYWERHEDE: AANWYSING VAN AMBAGTE EN VOORSKRYWING VAN LEERVOORWAARDES

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragte artikel 13 van die Wet op Mannekroagopleiding, 1981—

(a) trek hierby Goowermenskenningswings Nos. R. 1043 van 25 Mei 1984 en R. 895 van 16 Mei 1986 terug met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisreg. Met dien verstande dat—

(i) kloosules 2, 4 en 6 van Goowermenskenningsw. No. R. 1043 van 25 Mei 1984 van toepassing bly op 'n vakkeiling wat sy kontraks van vakkeiling sap aangegaan het voor die datum van invordering van hierdie kennisreg; en

(ii) die praktiese opleidingskurse ten opsigte van die ambagte Argitektoniese Metaalwerker, Banne- boord-/Buileboordjinwerktoukgunde, Boontouer, Elektroins (Ingenieurswerk), Elektroins (Konstrukses), Elektroleerder, Kopersmd, Loodgieter, Meulmaker, Messelaar (Vuurvaste stene), Stempelsnyer en Gra- veerder, Timmerman, Telekommunikasie-elektrons, Voertuigbakbouer (Metaal), Voertuigbakbouer (Saamgesteld) en Walsgereedskap- en Patroonmaker, soos aangedui in Goowermenskenningswings Nos. R. 1043 van 25 Mei 1984 en R. 895 van 16 Mei 1986, van toepassing bly op vakkeilings in die genoemde ambagte wat hul opleidingskontrakte aangegaan het voor die datum van invordering van hierdie kennisreg;
(b) designate in the Metal Industry in the Republic of South Africa the undermentioned trades as trades in respect of which the provisions of the Act shall apply with effect from the second Monday after the date of publication of this notice:

TRADES

1. Armature Winder; (1)
2. Automotose Machinist and Fitter; (17)
3. Blacksmith; (8)
4. Boilermaker; (15)
5. Diesel Fitter; (2)
6. Domestic Appliance Mechanic; (12)
7. Domestic Radio Mechanic; (10)
8. Domestic Radio and Television Mechanic; (11)
9. Earth Moving Equipment Mechanic; (9)
10. Electrician; (4)
11. Electronics Equipment Mechanic; (6)
12. Fitter; (19)
13. Fitter and Turner; (20)
14. Instrument Mechanic (Industrial Instrumentation and Process Control); (14)
15. Lift Mechanic; (13)
16. Millwright (Electromechanician); (5)
17. Motor Mechanic; (18)
18. Moulder; (30)
19. Patternmaker; (16)
20. Radio Communications Mechanic; (22)
21. Refractory Mason; (31)
22. Refrigeration Mechanic (Industrial); (29)
23. Rigger; (26)
24. Roll Turner; (32)
25. Scale Fitter; (23)
26. Sheet Metal Worker; (21)
27. Structural Plater; (24)
28. Telecommunications Mechanic; (27)
29. Tool, Jig and Die maker; (7)
30. Tractor Mechanic; (28)
31. Turner; (3)
32. Welder; (25);

(c) prescribe hereby, with effect from the second Monday after the date of publication of this notice the conditions set out hereunder as conditions of apprenticeship in respect of the trades designated in paragraph (b) in the Industry and the area mentioned therein.

For the purposes of the notice "Metal Industry", "Metal and Engineering Industries" or "Industry" shall mean the Iron, Steel, Engineering and Metallurgical Industries as defined from time to time in the certificate of registration of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

E. VAN DER M. LOUW,
Minister of Manpower.

(b) wys die ondergemelde ambagte in die Metaalnymphed in die Republiek van Suid-Afrika aan as ambagte waarop die bepalings van die Wet met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing van toepassing is.

AMBAGTE

1. Ankerwikelaar; (1)
2. Dieselpasser; (5)
3. Draaier; (31)
4. Elektriciër; (10)
5. Elektromekanikus (Meulmaker); (16)
6. Elektroniseufrustingmekanikus; (11)
7. Gereedskap-, Setmaat- en Stempelmaker; (29)
8. Grofsmed; (3)
9. Grondverskuwingsmasiniewerkuitkundige; (9)
10. Huissradiomekanikus; (7)
11. Huissradio- en televisiemekanikus; (8)
12. Huisskostilemekanikus; (6)
13. Hyserwerktuigkundige; (15)
14. Instrumentmekanikus (Industriële Instrumentasie en Prosesbeheer); (14)
15. Ketelmaker; (4)
16. Modelmaker; (19)
17. Motorvoertuigmekanikus en Passer; (2)
18. Motorwerktuigkundige; (17)
19. Passer; (12)
20. Passer en Draaier; (13)
21. Plaatmetaalwerker; (28)
22. Radiokommunikasiemekanikus; (20)
23. Skaalpasser; (25)
24. Struktuurplaatwerker; (27)
25. Sweser; (32)
26. Takelaar; (23)
27. Telekommunikasiemekanikus; (28)
28. Trekkerwerktuigkundige; (30)
29. Verkoeingswerktuigkundige (Industriële), (22)
30. Vormgester; (18)
31. Vuurvaste Messelaar; (21)
32. Walsdraaier; (24)

(c) skryf hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing die voorwaarden hieronder uiteengesit voor as Leervoorwaarde vir Vaklikekundig ten opsigte van die ambagte aangewys in paragraaf (b) in die Nywerhed en gebied danne gemeld.

Vir die doeleindes van hierdie kennisgewing beteken "Metaalnymphed", "Metal- en Ingenieursnywerhede" of "Nywerhed" die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede soos van tyd tot tyd bepaal in die registreerdiplomaat van die Nationale Nywerhedsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhed.
CONDITIONS OF APPRENTICESHIP

1. Qualifications for commencing apprenticeship

The minimum age and educational qualifications for commencing apprenticeship shall be—

(1) 16 years in all trades, (2) for all designated trades, Standard VII or a statement of attainment issued by or on behalf of the school attended by the prospective apprentice reflecting a pass at Standard VII level in the subjects Afrikaans or English, Mathematics or Science and at least two other subjects or a four-subject National Technical Certificate, Part I (N1).

2. Period of training

(1) The minimum and maximum periods of apprenticeship for all designated trades shall be two years and four years respectively. Provided that the Metal and Engineering Industries Artisan Training Board may reduce the said periods commensurate with credits granted by the said Board for training or experience attained prior to indenturing.

(2) With respect to the minimum and maximum periods mentioned in (1) above—

(a) the minimum period of two years shall exclude time spent at a technical college, extended sabbatical leave (every day more than 30 days in any year of apprenticeship), periods of absence outside the control of the apprentice and other absenteeism;

(b) the maximum period of four years shall include time spent at a technical college and, if necessary, the time taken for tests as provided for in clause 6 (3) and a minimum of 100 weeks of practical training;

(c) both the minimum and maximum time periods shall exclude periods of absence outside the control of the apprentice and other absenteeism other than the 30 days sick leave per year.

(3) The employer of an apprentice shall, within seven days of the apprentice being absent notify the secretary of the regional apprenticeship committee in question of such absenteeism and shall do likewise within seven days after the apprentice returns to work.

3. Wages

(1) An employer shall remunerate an apprentice at not less than the rates specified hereunder:

<table>
<thead>
<tr>
<th>Year of apprenticeship</th>
<th>Weekly rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>First year</td>
<td>R193</td>
</tr>
<tr>
<td>Second year</td>
<td>R214</td>
</tr>
<tr>
<td>Third year</td>
<td>R257</td>
</tr>
<tr>
<td>Fourth year</td>
<td>R385</td>
</tr>
</tbody>
</table>

(2) The wages specified in this clause shall apply to all apprentices in employment on the date of the coming into operation of this notice and those subsequently employed. Provided that an apprentice employed prior to the date of the coming into operation of this notice, shall at no stage during his apprenticeship be remunerated at a lower rate than he would have been entitled to in terms of clause 3 of the Conditions of Apprenticeship prescribed in Government Notice No. R 1043 of 25 May 1984.

LEERVOORWAARDES

1. Kwalifikasies om met vakkleerlingskap te begin

Die minimum ouderdom en opvoedkundige kwalifikasies om met vakkleerlingskap te begin is—

(1) 16 jaar vir alle ambagte;

(2) vir alle aangeweze ambagte, Standard VII of 'n verklaring van prestaties uitgereik deur of namens die skool wat deur die voormemende vakkleuring bygewoon is, en waarin gemeld word dat hy op Standard VII-vlak geslaag het in die vakke Afrikaans of Engels, Wiskunde of Wetenskap en minstens twee ander vakke, of 'n Nasionale Tegniese Sertifikaat, Deel I (N1) met vier vakke

2. Duur van opleidingsstydperk

(1) Die minimum en die maksimum opleidingsstydperke is twee jaar en vier jaar onderskeidelik in alle aangeweze ambagte. Met dien verstande dat die Opleidingsraad vir Ambagslae in die Metaal- en Ingenieursnabywerde die gemelde tydperke mag vermeerder in ooreenstemming met krediet wat die gemelde Raad mag toestaan vir opleiding of onderwys wat die vakkleuring ondergaan of opgedoen het voor sy inboeking.

(2) Ten opsigte van die minimum en maksimum tydperke in (1) hierbo genoem-

(a) sluit die minimum tydperk van twee jaar, tyd uit wat aan 'n tegniese kollege deurgebring is, verlengde sektevlof (elke dag bo 30 dae in enge jaar van vakkleerlingskap), tydperke van afwesigheid buite die beheer van die vakkleuring en ander afwesigheid;

(b) sluit die maksimum tydperk van vier jaar, tyd in wat aan 'n tegniese kollege deurgebring is en, indien nodig, die tyd in beslag geneem deur toetse soos bedoel in klusule 6 (3) en 'n minimum van 100 weke praktiese opleiding;

(c) sluit beide die minimum en maksimum tydperke, tydperke van afwesigheid buite die beheer van die vakkleuring en ander afwesigheid, anders as die 30 dae sektevlof per jaar.

(3) Die werkgever van 'n vakkleuring moet, binne sewe dae van die vakkleuring se afwesigheid die sekretaris van die betrokke streekvakkleerlingskapkomitee van sodanige afwesigheid in kennis stel, en insygyks handel binne sewe dae na die terugkeer van die vakkleuring na sy werk

3. Loei

(1) 'n Werkgever moet 'n vakkleuring weeklik besoek en regulerig toegang gee tot die skool bereikbaar, en almal betrokke met die leer van die leerling skoon en onnoordenessig.

<table>
<thead>
<tr>
<th>Jaar van vakkleerlingskap</th>
<th>Weeklikse skaal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eerste jaar</td>
<td>R193</td>
</tr>
<tr>
<td>Tweede jaar</td>
<td>R214</td>
</tr>
<tr>
<td>Derde jaar</td>
<td>R257</td>
</tr>
<tr>
<td>Vierde jaar</td>
<td>R385</td>
</tr>
</tbody>
</table>

(2) Die loei wat in hierdie klusule voorgestel is, is van toepassing op alle vakkleuring wat in diens is met die datum van inwerkingtreding van die teenwoordig hennegewen en op die wat daarna in diens geneem word. Met dien verstande dat 'n vakkleuring wat in diens geneem is voor die datum van inwerkingtreding van hierdie hennegewen, op geen stadium gedurende die vakkleerlingskap teen 'n laer koers besoek mag word as waar- op hy kragtens klusule 3 van die Leervoorwaardes soos voorgestel deur Goewermentshennegewen No. R 1043 van 25 Mei 1984 geregte sou wees nie.
4. Technical studies

(1) An apprentice who is not already in possession of the certificate prescribed in subclause (2) in the subjects related to the trade in which the apprentice is indentured shall attend technical classes relevant to such trade and in accordance with the syllabuses prescribed for the relevant National Technical Certificate, which classes shall be attended at a technical college.

Provided that where facilities for class attendance in any course or part thereof do not exist within 20km of the apprentice's place of work and class attendance is required during ordinary working hours, he may, in lieu of attendance, take a correspondence course for the said course or part thereof, or undertake such classes at a training centre, in the area concerned, which has facilities for such technical classes.

If facilities are not available for a specific population group, alternative arrangements must be made.

(2) An apprentice shall attend technical classes or take a correspondence course until the National Technical Certificate is obtained as specified in the relevant training schedule referred to in clause 7.

(3) (a) Where facilities for technical class attendance by continuous course of study exist, the apprentice shall attend such classes five days per week during ordinary hours of work for the duration of the course.

Provided that an apprentice shall not be entitled to attend more than one continuous course of study in terms of this clause during ordinary hours of work in any one academic year.

(b) Attendance of classes after an apprentice has complied with the requirements of subclause (2) shall be outside working hours.

Provided that an apprentice who obtains the certificate mentioned in subclause (2) with an average of 60 per cent, shall be entitled to continue attending classes during ordinary working hours on the basis prescribed in subclause (3) (a).

(c) An apprentice who attends classes during ordinary hours of work in terms of paragraph (a) or (b) shall, for the duration of such course, not be required to report for work.

(4) The provisions of subclause (3) shall, mutatis mutandis, apply to an apprentice taking a correspondence course in terms of subclause (1) and (2) as if he attended technical classes.

(5) An apprentice who, because of absence is unable to attend technical classes for the duration of a continuous course of study or to attend technical classes or take a correspondence course for at least half an academic year, shall not be required to pursue his studies during such year.

(6) The provisions of subclauses (3) and (4) shall, mutatis mutandis, apply to apprentices who have complied with the provisions of subclause (2) or who are already in possession of a higher technical qualification and voluntarily pursue studies relevant to the trade in which they are indentured.

4. Tegniese studies

(1) 'n Vakleerling wat nie in besit is van die sertifikaat voorgeskry in subklausule (2) ten opsigte van die vakke wat betrekking het op die ambag waarvoor hy ingeboek is nie, moet tegniese klasse bywoon wat in verband staan met sodanige ambag en ooreenkomsrig die leerplanne voorgeskry vir die tersaaklike Nasionale Tegniese Sertifikaat, welke klaasse aan 'n tegniese kollege bygewoon moet word. Met dien verstande dat waar daar geen geneve vir die bywoning van klaasse in 'n kursus of gedeelte daarvan binne 20 kilometer van die vakleerling se woning of op die werkplek bestaan nie en klasbywoning tydens die gewone werkstyd vereis word, by 'n korrespondensekursus vir genoemde kursus of deel daarvan mag volgens hierdie klaasse bywoon vir die opleidingsmedium in die betrokke gebied wat oor die geneve vir sodanige tegniese klaasse beskik.

Indien geneue vir 'n spesifieke bevolkingsgroep nie beskikbaar is nie moet alternatiewe reëlings getref word.

(2) 'n Vakleerling moet tegniese klaasse bywoon of 'n korrespondensekursus volg totdat die Nasionale Tegniese Sertifikaat verwerf is soos voorgeskryf in die betrokke opleidingsagenda waarna in klousule 7 verwys word.

(3) (a) Waar geneue vir die bywoning van tegniese klasse by wyse van 'n aaneenlopende studiekursus bestaan moet die vakleerling sodanige klasse voor elke week tydens gewone werkstyd bywoon vir die duur van die kursus. Met dien verstande dat 'n vakleerling die daarmee gelykstelde kennis en vaardighede behoort te behaal, veral as dit van die aaneenlopende studiekursus is, mag die vakleerling die daarmee gelykstelde kennis en vaardighede ook behaal deur middel van outrooiing en/of eksamens.

(b) Klasbywoning nadat 'n vakleerling aan die vereistes van subklausule (2) voldoen het moet buite werkstyd geskied. Met dien verstande dat 'n vakleerling wat die sertifikaat gemeld in subklausule (2) met 'n gemiddelde van 60 persent verwerf, daarop geregte sal wees om voort te gaan om klaasse tydens normale werkstyd by te wonen op die grondslag van voorgeskryf in subklausule (3) (a).

(c) Van 'n vakleerling wat ingeval paragraaf (a) of (b) tydens normale werkstyd bywoon mag geen vereis word dat hy hom vir die duur van sodanige kursus vir werk aanmeld nie.

(4) Subklausule (3) is mutatis mutandis van toepassing op 'n vakleerling wat 'n korrespondensekursus volg in gevalle van subklausules (1) en (2) asof hy tegniese klaasse bygewoon het.

(5) Van 'n vakleerling wat, as gevolg van afwezigheid in staat is om tegniese klaasse vir die duur van 'n aaneenlopende studiekursus by te wonen of korrespondensekursusse vir minstens die helfte van 'n akademiese jaar te volg nie, mag nie vereis word om sy studie gedurende sodanige jaar voort te set nie.

(6) Subklausules (3) en (4) is mutatis mutandis van toepassing op vakleerlinge wat voldoen aan subklausule (2) of wat reeds in besit is van 'n hoër tegniese kwalifikasie en wat studies in verband met die ambag waarvoor hulle ingeboek is, vrywillig voortsit.
5. Payment of class or course and examination fees

An employer shall advance to the technical institution concerned the class or course fees and the examination fees payable by an apprentice who is required, or who in terms of clause 4(6) elects to attend classes or take a correspondence course or to enter for any examination, and may deduct the amount so advanced from the wages of the apprentice in equal weekly (monthly) instalments during a period of 12 months from the date on which the results of the examination were published. Provided that—

(1) if, at an examination, the apprentice obtains the relevant certificate, the amount advanced to the technical institution in respect of class or course fees and examination fees for that examination shall not be deducted by the employer;

(2) if the apprentice fails to obtain the relevant certificate, the deduction of class or course fees and examination fees for the examination may be made only in respect of those subjects in which the apprentice failed at the examination concerned.

6. Trade tests

(1) Every apprentice in each designated trade shall pass an approved trade test to qualify as an artisan

(2) To be accepted as a candidate for the trade test mentioned in subclause (1), an apprentice shall—

(a) have completed the modular off-the-job training programme (training schedule) as well as a modular on-the-job training programme approved by the Metal and Engineering Industries Artisan Training Board for the particular trade;

(b) have obtained the minimum theoretical qualification as prescribed in the relevant training schedule for the particular trade;

(c) have completed the minimum period of practical training of 100 weeks, as specified in clause 2(1) 1 and 2(2);

(d) have passed all the necessary criteria tests approved by the Metal and Engineering Industries Artisan Training Board for the relevant trade;

(e) if required, supply documentary proof of having met the requirements of paragraphs (b), (c) and (d).

(3) An apprentice who fails a first attempt at the trade test shall be permitted additional attempts as approved by the Metal and Engineering Industries Artisan Training Board before the maximum period of apprenticeship expires, whereafter the contract shall be terminated.

(4) The cost of the first trade test undertaken at the Central Organisation for Trade Testing or at decentralised trade test centres accredited by the Metal and Engineering Industries Artisan Training Board shall be borne by the employer while the cost of subsequent attempts at the trade test shall be borne by the apprentice: Provided that if it is determined that the apprentice was not at fault, the employer shall pay for the subsequent test.

5. Betinging van klas- of kursus- en eksamengelde

'n Werkgever moet aan die betrokke tegniese inngting die klas- of kursus- en eksamengelde voorsien wat betaalbaar is deur 'n vak leerling van wie daar verreis word, of wat ooreenkoms met klosule 4(6) verkies, om klas by te woont of 'n korrespondensiekursus te volg of vir enige eksamens in te skryf, en mag die bedragealdus voorgeskeid van die vak leerling se loon af ter in gelyke weeklikse (maandelike) paaiement oor 12 maande vanaf die datum waarop die eksamenuitslae gepubliseer word. Met dien verstande dat—

(1) indien die vak leerling in 'n eksamen die betrokke sertifikaat verwerf, die bedrag aan die tegniese inngting voorgeskeid ten opsigte van klas- of kursus- en eksamengelde vir daardie eksamen nie deur die werk geuer afgetrek mag word nie, en

(2) indien die vak leerling nie daarin slaag om die betrokke sertifikaat te verwerf nie, die aftrekking van klas- of kursus- en eksamengelde vir die eksamen slegs gedoen mag word ten opsigte van daardie vakke waarin die vak leerling in die betrokke eksamen gedruip het.

6. Ambagsstoele

(1) Elke vak leerling in elke aangewese ambag moet 'n goedgekeurde ambagsstoel slaag om as ambagsman te kwalifiseer.

(2) Ten einde as kandidaat vir die ambagsstoele gemeld te word, moet 'n vak leerling—

(a) die modulêre weg-van-die-werkoer-opleidingsprogram (opleidingsskede) asook 'n modulêre intak opleidingsprogram voltooë wat deur die Opleidingsraad vir Ambagsliki in die Metaal- en Ingenieursnywerhede vir die spesifieke ambag goedgekeur is;

(b) die minimum teoretiese kwalifisering verwerf het wat voorge skryf word in die tersaaklike opleidingsskede vir die besondere ambag;

(c) die minimum tydperk van 100 weke praktiese opleiding voltooie het soos voorge skryf in klossen 2(1) en 2(2),

(d) al die nodige kriteriumtoete geslaag het wat deur die Opleidingsraad vir Ambagsliki in die Metaal- en Ingenieurs nywerhede vir die besondere ambag goedgekeur is, en

(e) indien nodig, dokumentêre bewys voor die hy aan die vereistes van paragrafe (b), (c), en (d) voldoen het.

(3) 'n Vak leerling wat die eerste keer in die ambagsstoets drup, word toegelaat om verdere pogings aan te wend soos goedgekeur deur die Opleidingsraad vir Ambagsliki in die Metaal- en Ingenieursnywerhede voordat die maksimum tydperk van vak leerlingskap verstryk, waarna die kontrak beeindig word.

(4) Die koste van die eerste ambagsstoets wat afgelê word deur die Sentrale Organisasie vir Vaktoetse of by gedesentraliseerde toetssentrumte word deur die Opleidingsraad vir Ambagsliki in die Metaal- en Ingenieursnywerhede geakkreditasie is, word deur die werkgever gedra, terwyl die koste van daaropvolgende pogings om die ambagsstoets te slaag deur die vak leer ling gedra word. Met dien verstande dat indien daar besluit word dat die vak leer ling nie deur sy eie toedoen gedruip het nie, die werkgever vir die daaropvolgende toets moet betaal.
7. Courses of training

An employer shall provide an apprentice with practical training in the trade in which he is indentured in accordance with the training schedule approved and published by the Metal and Engineering Industries Artisan Training Board and issued to the employer from time to time.

SCHEDULE

DEPARTMENT OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

No. R. 1719

26 July 1991

REGULATIONS IN TERMS OF THE MEDICAL SCHEMES ACT, 1967: AMENDMENT

The Minister of National Health has, in terms of section 41 of the Medical Schemes Act, 1967 (Act No. 72 of 1967), on the recommendation of the Central Council for Medical Schemes, made the regulations contained in the Schedule

Definition


Substitution of regulation 9 of the Regulations

2. The following regulation is hereby substituted for regulation 9 of the Regulations:

“Contributions to the fund
9. Every registered medical scheme shall, not later than 31 August 1991, and thereafter not later than 31 March of each year, pay into the fund an amount of 10 cents in respect of each member of the scheme as at 31 December of the previous year.”

Commencement

3. These regulations shall come into operation on the date of publication thereof.

No. R. 1735

26 July 1991

REGULATIONS UNDER THE MEDICINES AND RELATED SUBSTANCES CONTROL ACT, 1955

AMENDMENT

The Minister of National Health intends, in terms of section 35 of the medicines and Related Substances Control Act, 1955 (Act No. 101 of 1965), to make the regulations contained in the Schedule hereto

Interested persons are invited to submit any substantiated comments on or representations with regard to the proposed regulations to the Director-General of National Health and Population Development, Private Bag X828, Pretoria, 0001 (for the attention of the Director of Medicines Control and Registration), within three months of the date of publication of this notice

7. Opleidingskurse

’n Werkgever moet ’n vak leerling praktiese oplei-
ging gee in die ambag waaroor hy ingeboek is ooreenkomstig die opleidingskede wat goedgekeur en gepubliseer is deur die Opleidingsraad vir Ambagslui in die Metaal- en Ingenieurswywerhede en van tyd tot tyd aan die werkgever uitgereik word.

DEPARTEMENT VAN NASIONALE GESONDHEID EN BEVOLKINGS-
ONTWIKKELING

No. R. 1719

28 Julie 1991

REGULASIES KRAGTENS DIE WET OP MEDIESE
SKEMAS, 1967: WYSIGING

Die Minister van Nasionale Gesondheid het kragtens artikel 41 van die Wet op Mediese Skemas, 1967 (Wet No. 72 van 1967), op aanbeveling van die Sentrale Raad vir Mediese Skemas, die regulasies vervat in die Bylae uitgevaardigd.

BYLAE

Woordomskrywing


Vervanging van regulasie 9 van die Regulasies

2. Regulasie 9 van die Regulasies word hierby deur die volgende regulasie vervang:

“Bydraes tot die fonds
9. Elke geregistreerde mediese skema stort nie later nie as 31 Augustus 1991 en daarna nie later nie as 31 Maart van elke jaar 10 sent ten opsigte van elke lid van die skema soos op 31 Desember van die vorige jaar, in die fonds.”

Inwerkingtreding

3. Hierdie regulasies treed in werking op die datum van publikasie daarvan.

No. R. 1735

26 Julie 1991

REGULASIES KRAGTENS DIE WET OP DIE BEHEER VAN MEDISYNE EN VERWANTE STOWWE, 1965

WYSIGING

Die Minister van Nasionale Gesondheid is voornemens om kragtens artikel 35 van die Wet op die Beheer van Medisyne en Verwante Stowwe, 1965 (Wet No. 101 van 1965), die regulasies in die Bylae vervat, uit te vaardig.

Belaangehebbende persone word versoek om binne drie maande na die datum van publikasie van hierdie kennisgewing enige gemotiveerde kommentaar oor of vertoe in verband met die voorgestelde regulasies in te dien by die Direkteur-generaal Nasionale Gesondheid en Bevolkingsontwikkeling, Privaatsak X828, Pretoria, 0001 (vir die aandag van die Direkteur. Medisynebeheer en -registrasie).
Career centres and their functions

"Development and education are about instilling people with all that holds them back and from a full human life. In this and the development and education are about transforming society."
Adapted from Training for Transformation book 1

Background to the development of Career Centres

There are two major problems facing school leavers in South Africa. The first is that the education system does not equip the school leavers with the skills and resources for the kind of work available. The second is the shortage of employment opportunities in the formal sector. The tertiary education system in South Africa has been shaped by the needs of capitalism. The policies of the apartheid government created a huge disparity between black and white education. The introduction of bantustan education under the 1956 Education Act attempted to provide mass schooling for black people but of the kind which ensured that the requirements of industry for a skilled workforce were catered for. Hendrik Verwoerd and the Nationalist Party saw black people as the "drawers of water and the hunters of wood" - that is, an unskilled labour force.

The economic and mechanisation in industry has however created a far greater need for skilled labour. The present education system has not empowered people with the appropriate skills.

Unemployment has reached alarming proportions in South Africa with approximately 40% of the working class not able to get formal jobs. Thus there is no guarantee that the school leaver will find employment in the formal sector of the economy.

It is against this backdrop that Careers Centres were started in South Africa.

What are Careers Centres?

They are institutions which aim to examine educational and economic issues that will affect job opportunities for youths. They also aim to research the human resource needs for a future non-racial, democratic South Africa. And they attempt to provide the people with information and guidance so that a future South Africa will have the skills to ensure a better life for all the people.

Thus, Careers Centres aim to develop skills as well as to provide information. A staff member at the Careers Information Centre (CIC) in Durban said, "We try to provide information for a better life for all people."

The Durban Centre says, "We aim to provide career guidance and counselling and also to help people make informed decisions about work and study through life skills training."

What do Career Centres offer?

Make a note of the directory of Career Centres on this page and contact the Career Centre in your area. Each career centre may offer slightly different services, but they will be consistent as to most of the services. The centres listed here co-operate under a national forum called the South African Vocational Guidance and Education Association (SAVGEA), so use the one closest to you.

Some of the Services Provided

Information service - information on subject choices for school pupils, on universities, colleges and technical colleges for school leavers, and courses for study. For people who are presently working or looking for work information and counselling on career changes, job possibilities in the informal sector, and so on are provided.

Skills

- Formal Letter - If you want a letter requesting information, remember to be brief and to the point. A few points to note:
  - state what you are currently involved with
  - state what you wish to do
  - briefly state the knowledge you already have on the subject
  - state what you need to know

- Telephone enquires - You should be clear and to the point. A few points to note:
  - say who you are
  - say where you are phoning from
  - say what you are currently involved with
  - say what you want.

How can you contact Career Centres?

Career Centres can be contacted by writing to them, telephoning them if you are in the area and, better still, if you are within walking distance, you can visit them.

Names and addresses of Career Centres:

CAREER INFORMATION CENTRE
56 Bicenntenial Centre
20 St Andrews Street
Durban 4001

CAREERS RESEARCH AND INFORMATION CENTRE
P.O. Box 378
Adelaide 7760
Cnr. Kiplington and Springbok Roads
Athelstone 7760
Cape Town

SEEFLOWS CAREER CENTRE
P.O. Box 154
Depot Road 1864
8642 Zone 6
Depot Road 1864

EDUCATION INFORMATION CENTRE
P.O. Box 62270
Marshalltown 2107
3rd Floor Altho House
63 Marshall Street
Johannesburg 2001

SAYKHYANESA CAREER CENTRE
P.O. Box 97034
Potchefstroom 0201
520 Paul Kruger Street
803 Faissir Buildings
Potchefstroom 0201

MAMALLOTHI CAREER GUIDANCE AND JOB SEEKING
Training Centre
P.O. Box 7733
Magalies West 0101
Room 16 Thabo Molema
Baledagoen Centre
Mamalodi West 0101
Secretaries in a changing role

By SOPHIE TEMA

IN the past secretaries were believed to be fit only to answer telephones and take messages for their managers. Now most secretaries realise that today's managers cannot make all the decisions and they have taken on some of the tasks of managers.

Transworld Promotional Services is offering a bridging course for secretaries in conjunction with Secretaries' Day on October 5, formulated to help them get the most out of new office technology and upgrade their skills.
Search for goodwill
By Stan Hopkins

All South Africans who are interested in reconciliation but who say “What can I do?” can become actively involved in Reconciliation Forum, which will hold its inaugural meeting at the Old Edwardian Sports Club, Lower Houghton at 6 pm on Thursday.

The forum's executive director, Helen Dick, says they are looking for black and white people of goodwill who want to work together to make the “new” SA a reality at grassroots levels.

Ms. Dick said the forum's goals are peace and prosperity, starting with solving the greatest problem facing the country — unemployment.

She said the meeting will address related problems such as adult technical education, work opportunities, cottage industries, entrepreneurs, exports, management training, cultural differences and socio-economic advice.

Ms. Dick said they are planning a technical school in Honeydew as their first project.

The Forum will also establish a trust fund to finance projects proposed by members and will provide research, expertise and assistance.

For more information contact Ms. Dick at (011) 330-2306, Qhube Majela at (011) 330-2306 or Mike Clarke at (011) 476-8162.
TURNOVER totalling R8 billion was generated in the fairly new plastics industry, which employed about 43 000 people last year, Manpower Minister Mr Eli Louw said yesterday.

Louw was addressing a function celebrating the accreditation of the Plastics Training Board at the Johannesburg Country Club.

He said the R8 billion turnover contributed about four percent of the South African gross domestic product.

"The industry is a very diversified one, spreading right across the South African economy," he said.

Louw said the industry was "fairly young with no comparison to others".

**Set standards**

"Therefore one of the main tasks of the new Plastics Industry Training Board will be to define, categorise and set standards for various job categories.

"Amendments to the Manpower Training Act enabled industries to establish training boards in order to facilitate training and to provide the needs for training labour.

"Training boards will have to undertake surveys and in-depth training analyses with regard to present and future skills requirements in order to ensure proper apprenticeship and other training," Louw added.

He also called for the amendment of the constitutions of the training boards so that they could also provide for employee representation."
Government calls for more spending despite recession

AS SOUTH Africa heads into a new future, government is advocating the need for companies to put money into training, despite the recession.

Manpower Minister Eli Louw says economic growth can only be activated and maintained if training keeps pace with market needs.

He says this will require a "national training will" by everyone from the state to the individual.

The Johannesburg City Council, has increased its training budget by 22%, including R11m for human resource development as compared to R11m last year.

Management committee chairman Ian Davidson said recently that, unlike other organisations, the city council has responded to trying times by redoubling activities such as training, literacy and skills upgrading.

However, a recent study by Business and Marketing Intelligence said government and the private sector would have to spend billions more in the next decade on education and training if SA's growth potential was to be realised.

Rise

BMMi chairman Jonathan Harrod says about R5bn a year is currently spent on formal, informal and in-service training.

Of this, about R4bn is spent by the private sector and R1bn by corporations and businesses.

Individuals spend another R4bn, mostly on formal education.

"This attitude must change, particularly if the organisations want to survive and grow in the changing SA."

"Lessons from successful economies and organisations show training is the only global competitive advantage."

"No organisation can afford the luxury of untrained, unempowered people," Swanepoel says.

The National Manpower Commission has identified a number of professions as critical to the training needs.

These include engineers, metal and engineering artisans, building artisans, electrical and electronic artisans, engineering technicians and accountants.

Only 2% of all degrees, diplomas and certificates awarded in 1990 were in engineering and engineering technology and only 4% were in science subjects.

Artsans

The number of artisans who qualified between 1986 and 1989 declined and although it increased in 1990, it is still inadequate for SA's needs.

Graduate Institute of Management and Technology, "director Andy Andrews says another "rope around the country's neck" is the quality of management.

"Sadly, this is an area where most companies cut back."

Andrews says many SA managers are not equipped to deal with international competition and growth.

The economy has been growing at about 4% in the past 10 years.

"We need to get it up to 7-8% growth to cope with the unemployment rate and training is the key," Andrews says.

Andrews' institute is an attempt to get more engineers into SA's boardrooms.
A popular option for grooming management

SPECIALIST two-day open courses are becoming a popular training option for the executive, says Management and Skills Training (MaST) MD Richard McBride.

"Small organisations either cannot afford customised in-house training programmes or there are not enough staffers to justify such programmes," he says.

"On the other hand, large organisations cannot afford to have an entire department absent from the office for a few days."

He says MaST's open courses address both these problems.

"The smaller organisation can send one or two key staffers on a course. The larger one can stagger the impact of having staffers out of the office by sending them on the same course at different intervals."
Tailor-made approach to development systems

ONE of South Africa’s biggest challenges is developing its human resources and upgrading them so they in turn can upgrade the economy, says human resource development company Developa.

A Developa statement says the company has taken a different approach to this challenge — it designs tailor-made development systems.

"We target developers in a position to reach people with limited possibilities for upgrading themselves. Our objective is to create opportunities for large-scale people upgrading.

Developa systems are designed to suit the client’s situation, needs and objectives and are run by the client.

The company deals with projects in areas ranging from commerce and industry to community and educational programmes."
A recent study shows government and the private sector will have to spend more on education and training during the next decade if SA’s growth potential is to be realised. About R25bn a year is currently spent on formal, informal and in-service training, DIANNA GAMES reports.

Keeping pace with the market

COMPUTER training in corporate South Africa has seen a change in the demand for conventional computer appreciation, says Punchline Columbia Training GM Jacqui Kabanitznik.

Kabanitznik says the only way to bridge the gap in educational levels in SA is with technology. “Our objective is to make the transition from the classroom to the working environment non-existent.”

“We have to warm up people in the township to computers by having them learn them in their own community. We need to show them technology is not something separate.”

The division is involved in a pilot project in Katlehong supported by Coca Cola, which is the germ of technological advancement in a community which had had no exposure to it.

Kabanitznik says the Katlehong project has experienced problems such as violence, the destruction of school property (although the computers were not touched) and frequent power cuts.

As a result, only 40 people were trained last year instead of an expected 120.

Punchline Columbia Training (PLCT), the official training organisation for US firm Ashton Tate, has done similar work in Mmabatho, has a project lined up in Transkei and is exploring possibilities in Botswana and Angola.

Kabanitznik says computer appreciation has changed in the corporate market in the last six years.

Initially, participants were corporate directors and end-users, but companies are now sponsoring black education and are sending their black staff on computer literacy courses.
Township MBA’ shows informal traders the ropes

Learning how to turn on a calculator is the first step in the “township MBA” — the One-Up Business Training course which is rapidly taking off.

Devised by Cape Town company Trident Training, the course equips informal traders and aspiring entrepreneurs for business, no matter how modest.

Trident MD Tony Davenport says in the past three years the company has trained about 2 000 people drawn from the Cape Town area — about 150 a month.

The nickname the course acquired is useful in the formal sector, but is meaningless in the informal arena as no one has heard of an MBA.

He says the course, which runs for five days, is presented in a businesslike but user-friendly way to help candidates over what has usually been a negative school experience.

There are no limits on educational qualifications and the drop-out rate is minimal.

“We are dealing with survivalist entrepreneurs. There are few who are unwilling or unable to do it.”

The course encompasses cash control, stock control, principles of merchandising and costing and how to make a profit.

Most participants are women with children to support, who do anything from selling roasted goats’ heads and making clothes to running spaza shops.

Trading

Davenport says 80% are in trading, 10% in products and 10% in services.

The majority of participants could not afford to pay the R345 for the course, so the Informal Business Training Trust was set up, contributed to mostly by the private sector, to pay for them.

He says trainers visit students several months after the course to assess their progress.

Students have a wide variety of backgrounds, from standard one up to matric, so the pace of the course is important.

He plans to open a centre in Johannesburg in September and is negotiating for the course to be run in Durban and Port Elizabeth.

Small Business Development Corporation (SBDC) manager, training services, for the Reef Gary Bonner says in nearly two years the SBDC, which is running the course, has trained about 250 people.

The SBDC runs a second course for the more educated small businessmen — the How to Start, Your Own Small Business course.

Says Bonner “Many small businessmen learn the costly way — by trial and error. We try to prevent them from paying for unnecessary mistakes.”

The SBDC subsidises the course and candidates pay between R50 and R100.

It is also able to offer finance and premises to some of the candidates after they have completed the course.

Black Business Federation Nafco is to open its Business Training Centre in Soshanguve, outside Pretoria, in September.

A spokesman says it will offer basic skills training as well as training for management.

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A computer package to explain VAT

MANAGEMENT is beginning to realise the enormity of the training task it faces in order to be ready for the introduction of VAT on September 30, says Deloitte Pim Goldby partner Larry Kritzinger.

Every facet of business is affected and staff in the administration, data processing, personnel, production and finance sectors have to be educated about VAT's effect on their working routines.

This task would have to go outside normal in-house training and that is where Pim Goldby's package computer-based VAT Tutor comes in.

VAT Tutor's 10 disks embrace a variety of specific business activities aimed at personnel involved in salaries, tax, data processing, import/export and financial management.

The training package sells for R949 and includes subjects such as mechanics of VAT, incorporating input and output tax, rates, liability for VAT, effect on imports, self-supplies and fringe benefits, documentation and the effect of VAT on cash flow.

"In addition, the programme deals with the mechanics of VAT which will have uniform application regardless of the nature of the business," Kritzinger says.

Records have been kept of buyers and updated packages have been sent to them.

He says computer-based training is invaluable.

"It should ideally be interactive so participants can test their understanding and retention of each step before continuing."

"Our VAT Tutor programme is supplied with a workbook so actual examples can be practised."

"This multi-media approach is a proven success in terms of speed of learning and retention of information."

He says mass participation in seminars cannot achieve this nor can these be function-specific to all parties.

Computer based training aims to provide digestible components that build up to form a total picture rather than confronting the trainer with a mass of data, he says.
Your big chance to study at Harvard

BLACK South Africans in mid-career have a chance to obtain advanced training at Harvard University in the United States.

This can be done through applying for a fellowship with the Harvard/South Africa Fellowship Programme, which is run by the South African Institute of Race Relations.

According to the bursary director of the Institute, Mr Dennis Venter, the programme is intended for those men and women who have shown considerable skills in their chosen fields and who would be likely to benefit from advanced training.

The fellowship provides for up to one year’s study at Harvard. It includes all tuition and fees for the period of enrolment at the university, as well as a subsistence allowance and the cost of a return air ticket.

The average age of those selected for the fellowship is between 30 and 40.

Candidates who have just completed, or are busy completing their first degree are not normally selected.

This does not apply to those candidates who are conducting their studies concurrent with, or subsequent to, professional experience in the workplace.

Venter points out that to be eligible for a fellowship, a candidate need not have received a first degree.

Several fellows without degrees have spent a year at Harvard as “special students”, for example, in the programme for management development at the Harvard Business School.

Candidates are expected to attend one full academic year at Harvard.

As the American academic year begins in September, most fellows begin their studies in the September following their selection.

Each year about 200 applications are received, of which from 12 to 15 candidates are interviewed by the selection committee in late January.

The closing date for applications is September 30, 1991.

Application forms are available from

The Harvard/South Africa Fellowship Programme, South African Institute of Race Relations, PO Box 32597, Braamfontein 2017.
Smooth Swiss Skills for Homeland Hotel School
Showing Young Leaders the Way

Caféa is emphasizing community development with a scheme to develop leadership skills. JUIN PICACE reports:

The cafe and its board members are keen to support the local community, particularly young people. They have organized a series of workshops in which they encourage young people to develop their leadership skills. The workshops focus on various aspects of leadership, such as communication, decision-making, and conflict resolution. Participants are given the opportunity to practice these skills in a safe and supportive environment.

The cafe believes that leadership skills are essential for the development of a strong community. By providing these opportunities, the cafe aims to create a pool of young leaders who can help shape the future of the community.

In conclusion, the cafe's scheme to develop leadership skills is proving to be a valuable asset to the community. It is encouraging young people to take an active role in shaping their own future and the future of their community.
Reaping the Poor Yield of Verrwoerdian Policy

Review/Tertiary Education

The Weekly Mail, September 6 to September 12, 1991
Wanted Urgently: Students

Willingly dirty their hands

Review/Tertiary Education

on the availability of lecture force.

BY MONICA BOL

Wanted Urgently: Students

Willingly dirty their hands
Broader view for HR people

EQUipping human resource practitioners with business skills is the focus of IPM's training department in 1991.

One of the messages in the institute's training programmes, as profit-and-loss assessment to ensure that people in human resources have a part to play in organisational growth and can thereby justify their positions...

Incentive compensation, coaching skills and managing organisational change have been added to the training department's courses and programmes.

Firings

A computer simulation business course is also being developed to orient practitioners to this type of strategic thinking. It incorporates balance sheet, marketing, production and selling variables to enable them to understand how other areas operate in their organisations.

IPM's training manager, Ronna Howard believes the traditional practice of firing human resource practitioners and other support staff first in a recession is changing. The reason is that companies are finding their services useful, so much so that many boards today include directors with a human resource development background.

Training, industrial relations, salary structuring, career development, staff promotion and succession planning are skills that companies demand. The institute provides the training.

Half of IPM's students registered for the diploma course are black. It is believed that the human resource role will be a useful one for blacks at the entry level of corporations in the new SA.

IPM's other popular courses are its short course certificate series in human resource management.

Mrs Howard says the recession has led to the need for multi-skilling and job flexibility. Instead of hiring new people to do certain jobs, employers are looking to train existing employees to carry out a variety of jobs. With reduced working hours resulting from the economic downturn, it is possible for staff members to do this.

An offshoot of the trend is that workers become more talented and make themselves more marketable and highly sought after.

Payment for extra work can be made either on a project-type basis or appropriately developed to a new salary scale in accordance with the extra skills acquired. A simple example of multi-skilling is the case of a clerk providing relief in a typing pool.

Economical

For IPM the trend appears to be to more in-house training assignments. This is of greater benefit to the customer because it allows a training programme to be customised to the needs of the organisation.

Furthermore, training people at their own premises is a more economical for the customer and less disruptive. The training department has provided customised training to companies in South Africa, Botswana, Lesotho and Bophuthatswana.
INSTITUTE OF PERSONNEL MANAGEMENT

A Business Times Feature

Too few openings
for many seekers

WITH all the talk about the need for training, the discovery of the relatively few job openings available for hopefuls leaves one with a sinking feeling.

"What do you do when 7000 people apply for 120 bursaries?" asks At du Plessis, chief executive of management resources for Gennyn.

"Granted, many may be chancers, but there are at least 700 who qualify for those bursaries. Why go out and spend millions on cultivating high school children when there are so few opportunities?"

No doubt Mr Du Plessis derives little satisfaction from this cold reality as would anyone else. In his role as IPM personnel services committee chairman, he is committed to doing something about it.

Handful

IPM's personnel services division comprises seven sub-committees dealing with Aids, compensation management, training (recruitment and succession planning), employee assistance programmes, computerisation of human resource information, strategic management and social responsibility (employee relations).

"We view our role as a proactive one," says Mr Du Plessis. "As a committee, we identify needs which we can meet and list the issues to two or three a year. Different aspects of the same issue are investigated for six months by different sub-committees. It is impossible for a handful of people to accomplish everything."

Six issues were investigated in the past year: immigration, remuneration, boom and bust, succession planning, the rendering of assistance to returning ANC exiles and information management.

"We concluded there was little need for an SA company to recruit people abroad. The SA employer has the responsibility to train existing employees with potential or look for good-quality SA labour. However, time is against us and should there be an economic upswing as everyone predicts, then shortages will occur that will force the SA employer to recruit abroad.

"The problem, however, is the short-sightedness of some employers who stop training the minute the company suffers economically. We are aware that SA can do well with good entrepreneurs, but the objective should be to become self-sufficient in the long term.

"Our review of succession planning, a subject I will speak about at IPM's National Convention, led us to see the importance of selection and ensuring a mix of colours, provided standards are not dropped.

"Selecting people with the right attitudes, especially at the early stage, is crucial if prospective trainees are to compete in the race for jobs traditionally held by whites. Once selected, these people together with all other prospects need to be put on a fast-track development program."

"The key to solving present and future shortages lies in a solid, workable succession planning system in a company, supported by proper development programmes."

The personnel services committee also produced two papers for publication, one on remuneration and another on housing.

Aware

"Housing is a national strategic issue and all the committee has tried to accomplish is to make members aware of what is available on financing, what is in the pot and what employers can do to facilitate the progress for their employees to become house owners."

The committee's attempt to help returning ANC exiles was less fruitful, mainly because insufficient data were available about them. All avenues explored failed to provide a contact for his committee.

Subjects the committee will concern itself with in the new year are Aids and general health care, housing and any other topics branches might identify.

Mr Du Plessis says the thrust of the social responsibility committee's work is to find ways of assisting Aids victims without funding companies.

At Du Plessis: A lot on his plate with a huge financial load in years to come.

The committee is expected to offer suggestions to employers on what steps to take so as not to incur labour shortages should high numbers of the economically active population be affected by Aids.

A recent case at Gennyn, he says, cost the company between R20 000 to R40 000 in four months for medical fees. Current estimates are that SA will spend between R7,5 billion and R11 billion on Aids in the year 2000 and that about 30% of the economically active workforce will suffer from Aids then.

The committee will look into the legal ramifications of the issue and will formulate suggestions on how to deal with medical costs.

Mr Du Plessis believes that IPM and its committee should review the role they have played until now. He hopes that the workshop scheduled for the first weekend in September will result in a new strategy for IPM to become one of the opinion formers on personnel management in SA.
Vital role in the new SA

GREATER awareness of the need for increasing input for training and career development has made the human resources development (HRD) division an active section of the IPM.

HRD committee chairman Tony Ansara says companies have recognised that if SA is to grow, its management and staff must have a share in it.

"They are therefore concentrating now on human resources development and the issues are becoming more complex."

Personnel assessment, career development, training technology, organisational development, competency-based training and the monitoring of the needs of human resource professionals fall within the ambit of Mr Ansara's committee.

In addition, the committee

is involved in the organisation of IPM's annual HRD convention and is responsible for helping the training department.

Mr Ansara and his council members will meet in early September at an IPM strategic rethink session to decide on the best course to take in the next few years. The results of the think tank will be presented at the national convention later in the month.

"Every IPM committee will come up with strategic plans for the next two to four years to enable a computer plan to be put in place. Who, we ask ourselves, are the International Monetary Fund and the International Labour Organisation going to confer with in the new SA on human resource issues? IPM or some other body?"

"If we are looking at a new government, then as a profession we must look at new demands, such as possible affirmative action legislation, the penetration of African markets and what links to develop with global organisations."

have to develop our own skills and ensure we have a role in a new SA.

"That means we will have to stop guarding our wickets and take risks so that we can meet the challenges that lie ahead."

"We have to innovate. We have to find out what the alternative voices have to say and form other alliances in SA. In this vein, we have started talks with various employer and employee groups.

"We are affiliated to the American Society for Training and Development, as well as the International Federation of Training and Development Organisations."

Education

Mr Ansara's other major concern is the responsibility of human resource development practitioners not only to meet financial goals, such as productivity and profitability, but the development of life skills.

"The dichotomy has to be dealt with. To create middle management and ensure more equitable economic distribution, our future partners must not only be educated properly but be equipped to cope with corporate life at an emotional and social level."

Mr Ansara agrees that one way in which this can be done is for more and more employers to help educate the children of their employers.

By motivating pupils in high school to choose careers and make them aware of what avenues, and more importantly, what financial assistance is available, such as company bursaries, employers will play a part in fulfilling this ideal."
Recession masks the crisis in skills

MANY retrenchments are unnecessary. Innovative human resource practices, such as work sharing, may be far more preferable to both employer and employee. They include multi-skilling, shorter working hours, fewer working days, revolving layoffs, more flexible working patterns and retraining of employees.

In the 1980s, such issues along with skills training and career development, are certain to be the focal areas of human resource activity.

Dani Mitchell, executive director of the Institute of Personnel Management, says the recession has masked the skills crisis.

"The expected shortage has not materialised to as great an extent as it would have in buoyant times. But once we have turned the corner, the skills crisis will be a critical impediment to economic growth.

"The time has never been better for companies to focus on technical skills training, management development and affirmative action."

Resort

Underscoring the training factor and role to be played by corporate SA, Miss Mitchell says even if the education system is redesigned, it will be 20 to 30 years before SA sees the fruits.

"Private and public sector employers will have to become the educators of last resort."

Miss Mitchell became IPM's first woman executive director in February 1991. She succeeded Wilhelm Crous. She had three years' experience as IPM training manager and another six as training head of Standard Bank's black advancement and career development programme.

At IPM's central office in Parktown, Johannesburg, she heads a staff of 35, charged with serving of IPM's 8,500 members. The members include human resource practitioners, 7,000 in all, 500 companies, and 3,000 subscribers to the IPM Journal.

Miss Mitchell estimates that 40% to 60% of the human resources management belongs to the IPM.

Helping her are various committees appointed by the IPM's 40-member council. They are elected for three years and cover three core areas: industrial relations, human resource development and personnel services.

Every year the Institute of Personnel Management hosts a convention at Sun City to highlight issues vital to the profession of managing people in the workplace.

This year's convention, at which 1,100 delegates are expected and which begins on September 23, is no exception. But how does the IPM see itself positioned in this changing South Africa? How is the organisation gearing its structure and programmes to meet the challenges of the future?

"Every year the Institute of Personnel Management hosts a convention at Sun City to highlight issues vital to the profession of managing people in the workplace.

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ALISON GOLDBERG reports

DANI MITCHELL, preparing for the new South Africa networking opportunities for members of the profession, its training and development of human resource professionals and its information service.

Miss Mitchell says of the new SA "Human resource practitioners are poised to play a leading role in this era of consultative and participatory management. These new values are bound to affect all levels of human resource management."
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1 The purpose of the Public Bursary Scheme is to make full-time bursaries available to applicants to attain the following qualifications:
   - BA (SW) degree
   - BSc Computer Science/B Com Information Systems
   - MA Clinical Psychology (All registration categories)

2 General criteria and requirements:
   The number of bursaries in each field is determined by the requirements of the Department of Correctional Services in regard to trained staff in the various fields trained and by the availability of funds and applicants compete for bursaries on merit.

2.2 Applicants must:
   - intend to take up a career in the Department of Correctional Services,
   - be South African citizens,
   - be in possession of at least a Standard 10 Certificate with English and Afrikaans as subjects,
   - successfully complete the studies in which they are engaged by the end of 1991.

---

<table>
<thead>
<tr>
<th>DEPARTEMNT VAN KORREKTIEWE DIENSTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>STAATSDIENSBEURSSKEMA 1992</td>
</tr>
<tr>
<td>DEPARTEMNT VAN KORREKTIEWE DIENSTE</td>
</tr>
<tr>
<td>No. 2215 13 September 1991</td>
</tr>
</tbody>
</table>

1 Die doel van die beurskema is om voltydse beurse aan applikante beskikbaar te stel ter verwydering van die volgende kwalifikasies:
   - BA (MW)-graad
   - BSc Rekenaarwetenskap/B Com Inligtingsstelsels
   - MA Kliniese Sielkunde (Alle registrasiekategoriee)

2 Algemene maatstappe en vereistes:
   2.1 Die aantal beurse in elke rigting word bepaal deur die Departement van Korrektiewe Dienste se behoeftes aan opgeleide personeel in die onderskeie rigtinge en die beskikbaarheid van fondse, en applikante ding volgens menete om beurse mee.

2.2 Applikante moet:
   - voornemens wees om 'n loopbaan in die Departement van Korrektiewe Dienste te volg,
   - Suid-Afrikaanse burgers wees,
   - in besit wees van minstens 'n standerd 10-sertietaat met Afrikaans en Engels as vakke,
   - die studies wat as hul besig is aan die einde van 1991 met welslae voltooi.
The following categories of persons may apply for the bursary scheme:

- Members of all population groups
- Students at universities who have already completed part of a course
- Persons who obtained the Standard 10 Certificate in 1991 or earlier

Method of application:

Applicants must complete a form KVA 95 and at the same time also apply for employment in the Department of Correctional Services at the nearest prison. The application forms are available at all the various prisons.

Applicants should include the following documents with their applications:

- Applications should first pass the required admission requirements/selection requirements at the university and submit proof to this effect, and
- A certified copy of an official statement of symbols obtained in the Standard 9 final examination, if the examination has already been written, or
- A certified copy of an official statement of symbols obtained in Standard 9 final examination where the Standard 10 examination has to be written during 1991, and
- A certified copy of a complete official study record together with symbols or examination marks obtained if they have already completed any post-school examinations.

Address:

Enquiries should be addressed to the Commissioner Correctional Services, Private Bag X136, Pretoria, 0001 “For attention Personnel Privileges”, Room 841, Poyntons West Block, Church Street, Telephone (012) 207-0414.

Conditions:

Successful applicants will be required to take the prescribed study courses and major subjects and to obtain the required qualifications within the prescribed minimum duration of the course.

The candidates must be prepared to enter into an agreement with the Department of Correctional Services to serve the Department as counter-performance after the successful completion of their studies for one year in respect of each year during which the bursary was utilized.

General and closing date:

BA (SW) degree
BSc Computer Science/B Com Information Systems
- Bursary holders study full-time without salary and receive full salary during the university holidays when they perform duty
- The bursary fees for the above-mentioned qualifications are now R8 000 per year and include class, examination and registration fees.
- Closing date 30 September 1991

Die volgende kategorie persone kan vir die beurskema aansoek doen:

- Lede van alle bevolkingsgroep
- Studente aan universiteite wat reeds 'n gedeelte van 'n kursus voltoo het
- Persone wat in 1991 of vroër die stander 10-sertifikaat verwerf (het)

Metode van aansoek:

Belangstellendes moet 'n KVA 95-vorm voltoo en terselfdertyd by die naaste gevangenis om 'n betrekking in die Departement van Korrektiewe Dienste aansoek doen. Die aansoekvorm is by die onderskeie gevangenisse beskikbaar.

Applikante moet die volgende dokumente by hul aansoek insluit:

- Belangstellendes moet vooraf die nodige toelatingsvereistes/keuringsvereistes by die universiteit slaag en bewys tot dien effekte voorlê, en
- 'n gewaarmerkte afskri van amptelike staat van simbole behaal in die stander 10-ekse-
- 'n gewaarmerkte afskri van 'n amptelike staat van simbole behaal in die stander 9-ekse-
- 'n gewaarmerkte afskri van 'n volledige amptelike studerekord met simbole of eksamen-
- Adres:

Navrae moet geng word aan die Kommissaars Korrektiewe Dienste, Privaat Sak X136, Pretoria, 0001 “Vir aandag Personeelvoorregte”, Kamers 841, Poyntons-Wes-blok, Kerkstraat, Telefoon (012) 207-0414.

Voorwaardes:

6.1 Daar sal van die suksesvolle applikante verwag word om die voorgeskrepe studierings en hoofvakke te volg en die vereiste kwalifikasies in die voorgeskrepe minimum duur van die kursus te verwerf.

Die kandidaat moet bereid wees om ooreenkoms te bring met die Departement van Korrektiewe Dienste aan te gaan om na die suksesviele voltooiing van die kursusse te tref en te lewer vir een jaar diens ten opsigte van elke jaar waarvoor die beurs toegeken is.

Algemeen en sluitingsdatum:

7.1 BA (M-W)-graad
BSc Rekenaarwetenskap/B Com Inligtingstelsels
- Beurshouer studie voltydens sonder salaris en ontvang gedurende universiteitsvakansies wanneer diens verry word, volle salaris
- Die beursgeld ten opsigte van die bovemelde studierings beloop tans R8 000 per jaar en sluit klas-, eksamen- en registrasiegelede in
- Sluitingsdatum 30 September 1991
7.2 MA Clinical Psychology (All registration categories).

- Bursary holders study full-time with retention of salary and are responsible for their own study expenses.
- Closing date 29 November 1991

No. 2230 13 September 1991

BIEN DONNE CLOSING DOWN OF THE PRISON

It has pleased the Minister of Justice and of Correctional Services to approve that the prison known as Bien Donne Prison, situated on Section S 26 of the farm Bien Donne of the Fruit and Fruit Technology Research Institute, district of Paarl, be closed down with effect from 1 April 1992.

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DEPARTMENT OF FINANCE

No. 2217 13 September 1991

SOUTH AFRICAN RESERVE BANK ACT, 1989

THE DIMENSIONS OF DESIGNS FOR, AND COMPILATION OF THE R1-COIN

By virtue of the powers vested in me by section 19 (1) (a) of the South African Reserve Bank Act (Act No 90 of 1989), I hereby declare—

(a) that the R1-coin as set out in section (a) of the Second Schedule to the said Act, and which is being manufactured, and which will be issued by virtue of section 16 (1) of the Said Act, shall be legal tender as from 1 September 1991,

(b) that the designs of the said coin shall be the design as shown in Schedule A which is attached to this notice, and

(c) that the specifications of the said coin are as follows

<table>
<thead>
<tr>
<th>Denomination</th>
<th>Diameter</th>
<th>Tolerance (positive and negative) on diameter</th>
</tr>
</thead>
<tbody>
<tr>
<td>R1-coin</td>
<td>20,00 mm</td>
<td>0,08 mm</td>
</tr>
</tbody>
</table>

B. J. DU PLESSIS,
Minister of Finance

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DEPARTEMENT VAN FINANSIES

No. 2217 13 September 1991

SUID-AFRIKAANSE RESERWEBANKWET, 1989

GROOTTE, ONTWERP EN SAMESTELLING VAN DIE R1-MUNT

Kragtens die bevoegdheid my verleen by artikel 19 (1) (a) van Suid-Afrikaanse Reserwebankwet (Wet No 90 van 1989), verklaar ek hierby—

(a) dat die R1-munt wat in deel (a) van die Tweede Bylae van bogenoemde Wet uteengesit word en wat tans vervaardig word en uitgereik sal word kragtens artikel 16 (1) van genoemde Wet, vanaf 1 September 1991 'n wetige betaalmiddel is,

(b) dat die ontwerp van die gemelde munt dié is soos uteengesig in Bylae A tot hierdie kennis- gewing, en

(c) dat die deursnee van die gemelde munt soos volg is

<table>
<thead>
<tr>
<th>Denominasie</th>
<th>Deursnit</th>
<th>Toleransie (positief en negatief) op deursnit</th>
</tr>
</thead>
<tbody>
<tr>
<td>R1-munt</td>
<td>20,00 mm</td>
<td>0,08 mm</td>
</tr>
</tbody>
</table>

B. J. DU PLESSIS,
Minister van Finansies

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SCHEDULE A • BYLAE A
One answer to the lack of career-awareness among many black people is the annual Careers 2000 Exhibition, initiated by Apso and The Star, now also sponsored by the Joburg Chamber of Commerce and Industry.

"It's become the biggest and most successful exhibition of its type in the country," says Apso past-president Syd Cotton. "In April this year, more than 50,000 school-going Reef teenagers saw the exhibits of hundreds of prospective employers."

"For next year, we envisage a nationally co-ordinated series of career exhibitions in conjunction with local chambers of commerce and the National Committee for the Coordination of Career Services."
Getting back into the world skills arena

Yet another sign of South Africa's changing times, a 16-strong group of young South Africans and vocational instructors flew to Amsterdam in July to be present at the International Skills Olympics (ISO).

"Although they could not participate in the events covering some two dozen skills — from those in the building trades to nursing, hairdressing and CAD — their visit was rewarded," South Africa was reinstalled in the International Organisation for the Promotion of Vocational Training and International Youth Skills and will take part in the 1993 ISO in Taiwan.

Also, the member body here, the Skills SA Foundation, has begun lobbying for the 2003 event to take place here.

"Our four-year-old Foundation serves as a skills information centre — with its own considerable library and back-up from the CSIR where necessary — and competition convenor and adjudicator," says executive director Jack Mostert.

"We now have 17 corporate sponsors, led by Eskom, the Building Industries Federation and AECI. Skills sectors are supervised by 27 voluntary organisers."

The Foundation is the brainchild of Frank Hayes of Anglo-Alfa and Hairdressing Council director Frank Grumble.

Current chairman is Electrical Workers' Association chairman Ben Nicholson and Apso past president Syd Catton serves on the executive committee.

The foundation's own first National Skills Championships were held at Careers 2000 in April. Six gold medallists were in the team that went to Amsterdam.

According to Mr Catton they found that in five or six skills, including welding, local standards were competitive.
A giant LEAP for legal rights in rural areas

The Legal Education Action Project (LEAP) was established to train community-based legal advisers in the rural areas. Staff Reporter DAVID VUTAR tells how these advisers or para-legals are equipped to give basic legal advice and assistance as well as to educate communities on their legal rights.

OUT of the burnt-out remains of Crossroads in 1986, the beginnings of an ambitious and far-reaching legal rights and training programme were born.

The Legal Education Action Project (LEAP) was an initiative by the Institute of Criminology to rally to the assistance of victims of township factional violence.

UCT's Criminology Institute director, Mr Wilfried Schäfer, describes LEAP as the 'systematic spreading of a rights culture in rural areas which endeavours to compensate for the inadequacy of legal services in these areas'.

Mr Schäfer says the LEAP programme was designed to address the problem of the majority of black people being without legal resources because of lack of finance and societal prejudice.

"The reality is that if a black person has a problem which needs to be solved through recourse to the court system, most rural attorneys are not prepared to take on the matter," says Mr Schäfer.

He points out that too often such attorneys are dependent on work from local companies and employers and are reluctant to jeopardise their dependable source of work by acting for parties traditionally outside of or in opposition to the establishment.

After the Crossroads violence in 1986, the institute began to recruit volunteers to take statements from refugees of Crossroads and KTC. The project continued to work for victims of repression during the successive states of emergency in the late 80s.

"Because the professional community had not responded in a proactive way, we worked with the Legal Resources Centre to distribute work to a dozen or more firms of attorneys, each of which would take on about 200 cases," explains Mr Schäfer.

One result of this drive was the four-year court battle for KTC, which resulted in a recent payout for R1.5 million to township dwellers made homeless by township violence.

Another was the formation of LEAP to try to come to the help of communities needing legal assistance and protection.

"The project started from being a 'legal ambulance' during the emergency phase (when para-legals would go out with cameras and word processors and teach the community what to look out for) to a far broader and more comprehensive watch-dog service."

The result was an upsurge of cases in which abuses of power were brought to the notice of the courts and the public.

LEAP co-ordinator Beatty Hofmeyr says LEAP has now shifted its focus to the training of rural community advisers and para-legals.

"These para-legals try to educate their communities about their legal rights and give basic legal advice," she says.

"They also act as a link between rural areas and urban resources."

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Technical training call

The number of students at technical colleges should be increased tenfold, Toyota industrial relations director Theo van den Bergh said yesterday.

More than 90% of students were studying at universities, with the balance studying at technikons, technical colleges, and training colleges. He said this was in conflict with the country's needs.
sappi limited

Interim results for the six months to 31 August 1991

CONSOLIDATED INCOME STATEMENT

<table>
<thead>
<tr>
<th></th>
<th>Unaudited</th>
<th>Unaudited</th>
<th>Audited</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>six months</td>
<td>six months</td>
<td>12 months</td>
</tr>
<tr>
<td></td>
<td>to 31 8 91</td>
<td>to 31 8 90</td>
<td>% to 28 2 91</td>
</tr>
<tr>
<td></td>
<td>Rm</td>
<td>Rm</td>
<td>Rm</td>
</tr>
<tr>
<td>Turnover</td>
<td>1 405,1</td>
<td>1 295,0</td>
<td>9 2 669,0</td>
</tr>
<tr>
<td>Operating income</td>
<td>187,9</td>
<td>240,8</td>
<td>-22 482,3</td>
</tr>
<tr>
<td>Non-trading income</td>
<td>1,1</td>
<td>16,8</td>
<td>31,3</td>
</tr>
<tr>
<td>Dividends from associate companies</td>
<td>0</td>
<td>0</td>
<td>5,3</td>
</tr>
<tr>
<td>Net finance costs</td>
<td>189,0</td>
<td>257,6</td>
<td>-27 518,9</td>
</tr>
<tr>
<td>Income before taxation</td>
<td>74,3</td>
<td>182,6</td>
<td>-59 347,7</td>
</tr>
<tr>
<td>Taxation</td>
<td>0</td>
<td>0</td>
<td>2,1</td>
</tr>
<tr>
<td>Income after taxation</td>
<td>74,3</td>
<td>182,6</td>
<td>345,6</td>
</tr>
<tr>
<td>Income attributable to outside shareholders</td>
<td>20,8</td>
<td>21,8</td>
<td>40,2</td>
</tr>
<tr>
<td>Income from associate companies and non-consolidated subsidiaries</td>
<td>48,9</td>
<td>7,9</td>
<td>69,3</td>
</tr>
<tr>
<td>Net income</td>
<td>102,4</td>
<td>168,7</td>
<td>-39 374,7</td>
</tr>
<tr>
<td>Earnings per share (cents)</td>
<td>110</td>
<td>181</td>
<td>-39 402</td>
</tr>
<tr>
<td>Dividends per share (cents)</td>
<td>80</td>
<td>80</td>
<td>200</td>
</tr>
<tr>
<td>Average number of shares in issue ('000)</td>
<td>93 174</td>
<td>93 174</td>
<td>93 174</td>
</tr>
</tbody>
</table>

COMMENTS

As indicated in the chairman’s statement at the annual general meeting on 1 July 1991, the earnings for the half year to 31 August 1991 are well below the level achieved in the same period last year. The most important factors which continued adversely to influence the trading results in this period were:

- A continuing decline in US Dollar world market prices for forest products
- The high levels of interest rates in South Africa
- Weak domestic trading conditions
- Design problems at the new White River plant of Novobord which have now been resolved
- Below budgeted output at Ngodwana mill and difficulties in settling the alkaline paper making process at Enstra

It is pleasing to report that last year’s acquisitions of the five paper mills in the United Kingdom and of the Specialty Pulp Group in Hong Kong are operating successfully despite difficult economic circumstances.

RESULTS

Turnover for the period was R1 405,1 million, 9% above the turnover for the same period last year. This modest increase in nominal terms however masks a small decline in real growth resulting from the adverse factors mentioned.

Operating income was R187,9 million, a reduction of 22% compared with last year. In the light of prevailing economic circumstances and considering the experiences of other international companies, this was a pleasing result.

High interest rates had a severe impact on the income for the half year, not only because of the need to finance the expanded base of the business including recent acquisitions, but also because the group continues to replace low fixed interest rate loans as they mature with loans bearing higher interest rates.

Net finance costs rose to R114,7 million compared to R75,0 million in 1990, after capitalising R44,2 million (1990 R56,3 million).

ARIDGED CONSOLIDATED BALANCE SHEET

<table>
<thead>
<tr>
<th></th>
<th>at 31 8 91</th>
<th>at 28 2 91</th>
</tr>
</thead>
<tbody>
<tr>
<td>Funds employed</td>
<td>Rm</td>
<td>Rm</td>
</tr>
<tr>
<td>Equity shareholders' funds</td>
<td>3 144,3</td>
<td>3 116,5</td>
</tr>
<tr>
<td>Outside shareholders' funds</td>
<td>604,0</td>
<td>431,1</td>
</tr>
<tr>
<td>Long term borrowings</td>
<td>1 526,6</td>
<td>1 262,9</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>5 274,9</strong></td>
<td><strong>4 810,5</strong></td>
</tr>
<tr>
<td>Employment of funds*</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-current assets</td>
<td>4 890,8</td>
<td>4 838,7</td>
</tr>
<tr>
<td>Current assets</td>
<td>982,9</td>
<td>872,9</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td><strong>5 873,7</strong></td>
<td><strong>5 711,6</strong></td>
</tr>
<tr>
<td>Current liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest bearing liabilities</td>
<td>10,5</td>
<td>335,8</td>
</tr>
<tr>
<td>Other current liabilities</td>
<td>588,3</td>
<td>565,3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>5 274,9</strong></td>
<td><strong>4 810,5</strong></td>
</tr>
<tr>
<td>Some statistics</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debt/equity ratio</td>
<td>0,68</td>
<td>0,68</td>
</tr>
<tr>
<td>Current ratio</td>
<td>1,64</td>
<td>0,97</td>
</tr>
<tr>
<td>Ordinary shareholders' interest (cents per share)</td>
<td>3 375</td>
<td>3 345</td>
</tr>
<tr>
<td>Ordinary shares in issue ('000)</td>
<td>93 174</td>
<td>93 174</td>
</tr>
</tbody>
</table>
Scholarships to graduate engineers in all fields to further their training with British firms in the UK, are being offered by the Confederation of British Industry. A statement by the British Consulate said that applicants should be under 35 years of age, and hold an engineering or equivalent degree with a year's engineering experience. Applications, to be completed before January 18, 1992, can only be made by permanent residents of South Africa.
OUTWARD Bound — the international organisation which works towards realising people's potential and removing barriers between individuals — will officially launch its SA centre today.

Outward Bound has had centres in Lesotho and Ciskei since the 1970s but has stayed out of SA proper because of the organisation’s non-racial policy.

Outward Bound’s SA marketing spokesman Philip Kantor says the organisation has 46 training programmes worldwide and SA companies have made extensive use of its courses to improve communications between employees.

Companies which have used Outward Bound training programmes include First National Bank, Sasol, De Beers, Anglo American, Anglovaal, Rand Mines and Young & Rubicam.

The aim of the organisation is to “foster personal growth and the fulfilment of one’s potential in a challenging environment”, Kantor says.

Participants in Outward Bound courses are required to interact in unfamiliar and challenging social environments which present a range of tasks, problems and obstacles.

Tasks include expedition work or community service placement over several days and call for group organisation, teamwork as well as physical and intellectual effort.

“SA is faced with a rapidly changing environment. There is an immediate need for all its people and language groups to meet, communicate, and develop mutual respect,” Kantor says.

As a non-discriminatory, educational institution based in neutral and challenging surroundings, Outward Bound was well equipped to provide an ideal platform for self-development and social growth, he said.

Courses — which include full expeditions, sailing, sking or caving — were challenging and often involved difficult judgment decisions, sharing, and responsibility, Kantor said.

Today’s launch is scheduled to take place at the First National Bank Training Centre in Sandown.
New company will focus on training and education

ABOUT R163bn in credit was owed in SA at the end of 1990.

This credit is the core asset of most organisations and probably the most difficult to control.

If poor control results in a large portion of this debt being written off, the country’s standard of living and economic growth will drop and prices will escalate.

Many organisations don’t place sufficient emphasis on the importance of credit control.

**Specialise**

With this in mind, Credit College, the first company in SA to specialise in credit education and training, has been established.

Although the official launch of the company is scheduled for October 16, Credit College has been in operation since April this year and has already signed its first major contract.

The company was formed by experienced credit specialists, all of whom have lectured for Credit Management Education Associates (CMEA), a subsidiary of the United Institute of Credit Management (UICM).

Philips group credit manager and past president of the UICM Pieter Buitendag was elected managing director by the shareholders.

Additional directors include John Downie, credit manager for 3M, and George Gercke, full-time credit training executive for Credit College.

The company runs courses nationwide.

Buitendag says “Our courses are structured in accordance with UICM requirements and Credit College diplomas are recognised nationally.

“We offer day and evening courses as well as consultation and in-house training customised for specific needs.”

Credit College distinguishes between skills training and education. Its daytime skills courses cover issues such as customer communication, collections and financial statements and focus on the practical use of theoretical knowledge.

The educational courses are run in three categories: intermediate, advanced and higher.

**Experience**

“All Credit College lecturers are practising credit managers and lecturers with many years’ experience,” Gercke says.

“The content of our courses is designed to be dynamic, stimulating and demanding.

“Students are guaranteed the ability to optimise their potential.”

It is Credit College’s objective to assist the employer in his responsibility of creating the environment, structure and systems to enable credit staff to function effectively.
TOYOTA has launched a free training programme in basic business skills for taxi owners. The programme has been specifically designed to meet the particular needs of the taxi owner and consists of eight modules covering basic business principles, planning, record keeping, financial control and budgeting, operational control, financial techniques and principles, financing and marketing and personnel.

The modules are presented individually over an eight-week period. This approach allows taxi owners to attend the course with minimal disruption to the running of their business. - Soweto Correspondent
Technical education 'vital'

By Mekeed Kotteko
Pretoria Bureau

Apartheid has denied technical education to blacks while reducing them with an easy curriculum filled with religion and other largely unmarketable humanities, according to the chairman of Anglo American Corporation and De Beers, Julian Ogilvie Thompson.

He was speaking at the official opening of the new R13 million technical college in Atteridgeville yesterday.

Mr Ogilvie Thompson emphasised the importance of technical education to the economic future of the new South Africa.

"When the day dawns that we possess an army of talented black technicians and engineers in this country, one of the fundamental impediments to assured prosperity will have been overcome."

He said that "as recently as 1972 not a single black person in this country was enrolled in a technical college or college of advanced education."

"Even today, in technical colleges there are four times as many whites as blacks, and at universities seven times as many studying engineering." The college, which started this year with 175 students and falls under the Department of Education and Training, was financed by the Anglo American and De Beers Chairman's Fund.

Mr Ogilvie Thompson said his group and its affiliates had committed about R25 million over five years to private-sector education initiatives.
Unskilled returnees seen as source of instability

By Helen Grange
Pretoria Bureau

Unskilled returning exiles could become a major destabilising factor in South African society without proper education and training, Dr Frans Barker, acting chairman of the National Manpower Commission, warned yesterday.

Dr Barker was addressing a national symposium titled "Manpower development in the new South Africa" held in Pretoria.

The majority of exiles currently returning had very high expectations but very low skills levels, said Dr Barker.

Skills shortages and a predicted massive oversupply of semi and unskilled labour became the focus of the symposium — and delegates have called on the Government to plough more funds into skills training.

Dr Barker said the shortage of skilled labour would become the greatest limiting factor in higher economic growth in the new South Africa.

Companies wishing to invest in a post-apartheid future should give the highest attention to teaching management skills and providing hands-on experience, he said.

In the public sector the majority of positions, especially senior positions, were in white male hands.

"This cannot continue, but if proper training and education is not provided, standards will drop — an outcome which nobody wants," he said.

It was also well-known that SA's ratio of university to technikon students was completely the wrong way round.

However, despite the skilled labour shortages, employers using skilled migrants and not training local workers were doing a disservice to necessary economic empowerment, Dr Barker added.

Department of Manpower director-general Joel Fourie told delegates that the perception that certain jobs should be regarded as inferior must be removed, as there was already an oversupply of academically trained people in the labour market.

He said State tax concessions could possibly be made on condition, for instance, that training courses concerned were in the directions in which critical skills shortages existed.

Cosatu's Human Resources Committee co-ordinator Adrienne Burd told delegates that the State and employers would have to "relinquish unilateralism" in training and all other labour-related issues if they were genuinely committed to change.

"It appears to Cosatu that while the State and employers are talking about the 'new South Africa', they are still holding on to key elements of the status quo," she said.

Cosatu withdrew from the National Manpower Commission on Tuesday, calling instead for the creation of a national forum of employers, Government and trade unions to negotiate all macro-economic issues during the transitional period.
Spotlight on Jobs Crisis

Business South 25

October 3 to October 9, 1991

Near a coordinator committee is needed in the women Cape to mediate the

Searching for Opportunities: SBDC regional general manager working

Thomas fell with delegates at the Cape Town seminar this week.

The seminar was aimed at promoting youth entrepreneurship and looked at
the informal sector.

With job opportunities created by the formal business sector for only 125 of
every 1 000 school-leavers, 875 of them have no option but self-employment
in the informal sector. The SBDC expressed concern about the application of correct training in
jobs and opportunities could help thousands of people with little choice.

"We have not at all our energies together, we have to sit down with the key
bodies to look at self-employment."

South Africa's labors need to consolidate the correct training in
business development. The South African Business Development Corporation was aimed by educators, business
specialists and others.

The seminar part of the small business week programme of the small
market South (Rondeval) 3/10/91

This was the main theme of a seminar held in Cape Town last week to focus
on the informal sector.

Small business support groups to strengthen it.
Students protest College closure

The college offers courses in the following fields:
- Commercial and management studies
- Accounting and finance
- Business administration

The college is located in the heart of the city and is close to public transport. It is run by a private company and is not state-funded. The college offers a variety of courses, including business administration, accounting, and finance. However, the college is facing financial difficulties due to a decrease in student enrollment. The college is currently seeking alternative funding options to continue operations. Students are protesting the closure of the college, and a petition has been launched to save it.

In order to save the college, students are organizing protests and rallies. They are calling for the government to provide funding to keep the college open. The students are also calling for the college management to explore alternative funding options. The college is in a vulnerable position, and the students are worried about the future of their education.

The college is in a difficult situation, and the students are fighting to save it. They are determined to keep the college open and are willing to do whatever it takes to achieve this goal. The college is an important institution for the community, and its closure would be a huge loss. The students are asking for the support of the community in their fight to save the college.
Distributors strike blow in dairy case

MILK distributors sued by the Dairy Board in early 1989 for failing to pay milk levies won a psychological victory over the board last week when the Appellate Division in Bloemfontein declared two levies imposed in 1987 to be null and void.

Respondents in the Pretoria Supreme Court hearing were the Minister of Agriculture, the Dairy Board and the National Marketing Council.

The board was ordered to pay all the costs of appeal court hearings to date.

The levy system, which was introduced with the 1987 National Marketing Act, is used to finance administration and marketing costs.

Levies are also used to finance the board’s stabilisation fund which pays for removal and export of market surpluses.

To assist farmers, who were dissatisfied with increasing levies, the board transferred the milk levy from the producers to distributors at the end of 1986, National Milk Distributors chairman Pieter Grobler said.

Grobler said distributors were told by the Dairy Board they would have to recover the levy from consumers and the 3.93c/l special levy was announced in the Government Gazette of February 13 1987.

It was repromulgated in the April 10 Government Gazette.

The board announced at the same time, however, that the 0.5c/l general levy would be passed on to the distributors.

In all, 27 distributors failed to pay the new levies and were sued by the board. No appeal was allowed and the distributors petitioned the Appellate Division.

The court last week found that the initial special levy and the normal levy announced in the April 10 Gazette to be illegal for the periods during which they were in force.

“This is an important psychological victory for our side,” Grobler said.

In the April 29 1988 Gazette, a new notice was published which corrected the earlier promulgations, he said.

The levy now stands at 6.5c/l.

A spokesman for the Dairy Services Organisation (DSO), which is the board’s appointed agent, said yesterday the DSO could not comment on the judgment.

The DSO said in a statement that the board was consulting lawyers to consider the implications of the judgment.

In a second court case, Cape-based Homestead Dairy has taken the authorities to court to contest special milk levies.

Homestead is alleging that the levy being imposed upon 550 buyers and distributors is being used by the Dairy Board in order to subsidise opposition co-ops and manufacturers.

Many workers are illiterate — Sonn

PRETORIA — At least 45% of SA’s 11-million labour force was unable to read or write at a time when the country desperately needed educated workers, Peninsula Technikon rector Franklin Sonn said yesterday. 8[day 4/10/1]

Speaking at a Manpower Development for a New SA conference, Sonn said 30% of workers had received no education, 35% had primary school education and only 31% had received secondary education.

Only 3% had degrees or diplomas and between 45% and 50% could not read or write.

Stressing the need for vocational education, Sonn said there were 267,000 students at SA’s 21 universities and only 60,000 at the 11 technikons.

“The reverse should be the case, he said.

Vocational education had to become a dominant factor for the country’s future.

However he stressed “we must not turn out technical experts that are senile and political morons.”

Technical colleges, he said, were either hamstrung bureaucratically or ignored altogether they had an important role to play in the field of vocational education.

“They should be urgently released from the stranglehold of the various own affairs departments are currently exercising.”
TRAINING

Putting Emphasis on Training

A business times feature

SMALL BUSINESS DEVELOPMENT
SOME economic forecasters have suggested that blacks could hold 50 percent of the disposable income in South Africa by the end of this decade. This policy of black "economic empowerment" is moving hand-in-hand with political emancipation.

But there are still a number of barriers in the way of would-be black businessmen, says Jonas Mogale, secretary-general of the Foundation for African Business and Consumer Services (Fabo).

"The scrapping of racial laws does not have a magic effect as practical terms. The need is to change ingrained attitudes now that the legislation has gone," Mr Mogale told Business Times.

"We have got to integrate the economy in South Africa to a very significant degree. This involves drawing the maximum number of blacks into the mainstream of that economy. There has to be a deliberate action on the part of the corporate world and the public sector to do so, because small business has a significant role to play in wealth and job creation."

"Universally, it is the small and medium-size businesses that produce the maximum number of job opportunities in any economy so that we have to pay more attention to the cultivation and development of that sector in South Africa."

A second key constraint on the growth of black entrepreneurship, says Mr Mogale, is a lack of skills needed to assist black business with finance, with perhaps the private and public sector contributing towards a central fund that will subsidise small business activities. Black businesses are always going to be facing the problem of procuring finance.

Mr Mogale is an executive on the board of directors of the SBDF and a member of its Small Business Week National Committee. He also holds a series of company directorships.

He notes: "This year in particular Small Business Week has gone a long way towards making the public aware of the contribution that small business can make in terms of jobs and wealth creation in our black communities."

"We can build on that awareness once the public understands the impact that small business can make."

An avowed "free marketer", Mr Mogale musts, "We want to see an integrated economy in South Africa, where we can plug into the skills and the capital of the formal sector and benefit accordingly."

"But unless both the private and public sector do everything in their power to ensure that blacks actually participate in the free market system, blacks are going to ultimately reject it for the simple reason that they have seen it operate to the benefit of others, while they have been deliberately excluded from its benefits up to now."

Drawing blacks into mainstream of SA economy is top priority

Expensive

Mess Maluka said: "We applied to many of the well-known institutions for a loan, but they all turned us down. With regret" Mr Get Ahead not only gave us the money, but they gave us lectures in business and advertising techniques. At first we were not keen on advertising because it was so expensive, but Get Ahead insisted. I am glad that they did because we are now getting all the way to the bank."

Mess Maluka, who is now managing director, attributes the success of the Leading Dressmaking School to hard work and a readiness to accept a challenge.

Fees range from R800 for a three-month course to R1,280 for a nine-month course in dressmaking and designing. The school provides the knitting equipment and students provide their own materials. They have the option of keeping or selling the garments they make.
The world is in need of innovative thinkers who can apply their creativity to solve complex problems. The automotive industry, in particular, is always looking for individuals who can think outside the box and come up with new and innovative ideas to improve existing technologies and develop new ones. This is where automotive mechanics and engineers come into play.

Career

As an automotive mechanic, you will be responsible for diagnosing and repairing vehicles to ensure they are running efficiently. This involves performing routine maintenance, identifying and fixing mechanical problems, and conducting diagnostic tests to determine the cause of any issues. You will also need to keep up-to-date with the latest technology and trends in the automotive industry to stay ahead of the curve.

Requirements

- High school diploma or equivalent
- 2-3 years of experience in automotive repair
- Strong attention to detail
- Ability to work well under pressure
- Valid driver's license

Salaries

The salary for an automotive mechanic can vary depending on experience and location. On average, mechanics can earn between $30,000 and $55,000 per year.

Future Outlook

The demand for automotive mechanics is expected to continue to grow as vehicles become more complex and require more frequent maintenance. This makes it a great career choice for those who enjoy working with their hands and solving problems.

Personal Considerations

- Requires strong mechanical aptitude
- Must have a good attention to detail
- Requires working with precision tools
- May require overtime work

If you are interested in pursuing a career as an automotive mechanic, there are many resources available to help you get started. Consider attending vocational school or community college to earn a certificate or associate's degree in automotive technology. Additionally, many employers offer on-the-job training opportunities to help new employees develop the skills they need to succeed in this rewarding field.

Conclusion

The automotive industry is a vital part of our economy, and automotive mechanics play a crucial role in keeping our vehicles on the road. If you have a passion for technology and enjoy working with your hands, a career as an automotive mechanic may be the perfect fit for you. With a strong work ethic and a commitment to continuous learning, you can build a successful career in this dynamic field.
Costum to spell out demands
Cut car prices and educate

NEARLY R10-billion could be released for training and education in the next five years if the average price of company-owned cars can be cut by R10 000, according to John Newbury, MD of Nissan SA.

Speaking at the launch of the new Nissan luxury vehicle, Mr Newbury says that traditionally, about 70% of passenger cars are sold to companies each year, representing about 244 000 in 1991.

If the price could be reduced by R10 000 on each unit, R33-billion could be released for investment in productive assets or for training and education.

This, he says, is vital for the future of the country and the economy, which has seen the population grow from 22-million in 1970 to 37-million last year. Of these, 57% are under the age of 15, 65% are urbanised and 41% are unemployed.

In 1960, it was possible to find jobs for 724 out of each 1 000 school leavers, but today only 12% can be offered jobs, he says. "This is a real nightmare!"

To overcome this, the motor industry, the second largest employer in SA, must be encouraged to expand, improve productivity and enter global markets. It must also overcome unrealistic labour demands and absenteeism.

Painting a gloomy picture about the economy, Mr Newbury says that he is concerned about the state of industry, labour disruption, political instability and the controversial Phase Six local content programme.

The major problem facing SA is political instability.

The recent comments of ANC secretary-general Cyril Ramaphosa can only drive down investment in SA and severely damage the country's credibility internationally.

Referring to Phase Six, Mr Newbury says that all manufacturers accepted the Board of Trade and Industry's concept that it should reduce foreign exchange expenditure, develop exports and produce affordable vehicles.

But under pressure from German manufacturers, the BTI is moving away from this. Low-cost motoring does not only involve the price of the car but also low cost maintenance, running costs, finance charges and insurance.

Mr Newbury questioned the concept of fringe benefits, in which a Fiat Uno, manufactured by Nissan, carries the same 12% tax as a BMW 850i.

"Is this logical, can it continue? The Ministry of Finance must address this point."
CAREER

Good opportunities for motor mechanics and body builders

The motor industry offers a wide variety of jobs. Today we focus on careers as a motor mechanic and vehicle body builder.

The motor mechanic maintains and repairs various types of motor vehicles and often uses electronic diagnostic equipment to detect faults in engines, gearboxes, broken wheels, etc. and to make adjustments to the engine. Sometimes he may have to replace an engine component, while at other times a minor adjustment may be sufficient.

At most garages, panel-beating, welding and electrical repairs are done by artisans who specialize in these areas, but the mechanic may occasionally have to take care of these tasks himself.

Personal checklist:
- Mechanical aptitude
- Manual dexterity
- Physical strength

Entry requirements:
- Although the minimum educational requirement is a Std 8 certificate, most employers prefer applicants with a Senior Certificate.

Training:
- The mechanic receives practical training under the guidance of experienced artisans and theoretical training at a technical college.
- The theoretical courses offered by technical colleges cover the N1, N2 and N3 certificates.
- The training period is five years, but the apprentice may take a voluntary trade test at an earlier stage, provided his qualifications justify it.
- In this way, he can qualify after only 30 months.

Techmsa offers correspondence courses in motor mechanics and advanced mechanical subjects.

Prospects:
- Qualified motor mechanics are always in demand, even when the economy is sluggish when people tend to keep their vehicles longer.
- With ability and initiative, the experienced mechanic can progress to foreman, supervisor, workshop manager, service manager and eventually even general manager.

The ambitious mechanic can improve his technical qualifications further by studying for the National Diploma for Technicians (T1 to T3).

Vehicle body builder:
- The vehicle body builder designs and builds undercarriages for vehicles such as lorries, trucks, trailers, caravans, and buses.
- He usually works from plans, drawings and specifications given to him but occasionally he has to design these himself.
- He uses a large variety of equipment, tools and materials and has a great deal of skill.

Personal checklist:
- You should be fit and reasonably strong, as you will be working with heavy machinery and materials and will be physically active all day.
- In addition, you should have a mechanical aptitude, manual dexterity, good eye-hand co-ordination and the ability to interpret plans and drawings.

Training:
- This trade can be followed in the motor or the metal industry as well as in the SA Transport Services. The apprenticeship period is between three and five years, depending on your place of employment.

You are expected to attend a technical college and obtain the N2 certificate.

Practical in-service training is given under the supervision of qualified tradesmen and a trade test is taken on completion of the period of apprenticeship.

Techmsa offers correspondence courses in vehicle body building theory and related subjects.

Prospects:
- Employment opportunities are good, as the increasing amount of vehicle body building is being undertaken in South Africa.
- With the necessary potential and initiative, your training will also equip you for supervisory and management positions.

For further information write to:
- The Motor Industries Federation
- National office Box 2940, Randburg 2121
- Next Sprayer painter and fuel injection pump mechanic

Revised from The A to Z of Careers: Don Nelson Publishers.
Giving students what they need

The Private Sector Education Council (Prsec), an independent body set up in April last year with Sacob as a founding member, has had great success in making inputs to government.

It has also been recognised as an authoritative spokesman on education, says Prsec secretary Gerrie Bezuidenhout.

Prsec represents various employer organisations which felt a need to present a united front to government in setting out what they require from the education system.

"It is a way of influencing government's education policy," says Bezuidenhout.

"Individual private sector bodies have for years been concerned with and frustrated by the inability of the education system to produce sufficient pupils and students who have life and work skills that enable them to be employed or to create employment for themselves and others."

There is a shortage of skilled technological and technical and commercially orientated people and management staff, he says. Prsec aims to work constructively, creatively, positively and pragmatically for an education system that is non-racial, non-sexist, unified and decentralised, that is legitimate, appropriate and affordable, that gives pupils and students life and work skills that enable them to be employed, and that gives the private sector as well as other interest groups and stakeholders the right to be consulted about the goals, content, processes and structures of education.

"Our mission is to be actively involved in the ongoing development of a non-racial, relevant and legitimate national education system which will encourage optimum economic growth and equip each user to cope with the responsibilities of life in a democratic society," Bezuidenhout says.

Prsec member organisations include the Afrikaans Handelsinstituut, the Building Industries Federation of SA, the Chamber of Mines, the Steel and Engineering Industries Federation of SA, and Sacob.

Each member organisation is represented on Prsec by two people and the chairman is currently Toyota SA personnel and industrial relations director Theo van den Bergh.

He is also active in the Afrikaans Handelsinstituut and Sacob.

Prsec was the only non-government organisation to make presentations to the Department of National Education regarding its education renewal strategy, Bezuidenhout says.

"The aim of the investigation is to change the education system to eliminate inefficiency and to more adequately address the needs of the country."

Currently, Prsec is looking at government's national training strategy and, after input from its members, will make a submission that will hopefully sway government to considering the needs of the private sector when formulating a new policy, he says.
Expertise in the field of action-painting—often referred to as "action painting"—is growing all the time, with an increased demand for spraypainters. This is not just limited to the fine art market, as the technique has become increasingly popular in various industries, including interior design, architecture, and urban art. The versatility of spraypainting allows artists to create bold, expressive works that capture the viewer's attention.

Incorporating spraypainting into your portfolio can significantly increase your marketability and open doors to new career opportunities. The technique requires a unique set of skills, including precision, control, and creativity. As a spraypainter, you can expect to collaborate with architects, interior designers, and other creative professionals, contributing to the design and execution of ambitious projects.

To excel in this field, it is essential to develop a strong foundation in technique, as well as an understanding of color theory, composition, and spatial awareness. Continuous practice and exploration of new techniques are crucial, as the limits of spraypainting are constantly being pushed.

If you have a passion for art and are interested in exploring the possibilities of spraypainting, consider pursuing training or workshops to enhance your skills. Networking with professional spraypainters and attending exhibitions can also provide valuable insights and opportunities for collaboration.

Incorporating spraypainting into your artistic practice can lead to exciting new projects and a fulfilling career path. Whether you are a seasoned artist or a beginner, the world of spraypainting offers endless possibilities and a unique artistic expression.
Demand for skilled papermakers

The paper industry requires a large number of trained technical personnel. It is a dynamic industry, constantly progressing and expanding.

South Africa's first paper mill, built in 1920, had a production capacity of 1600 tons per annum. Today, there are 19 mills in the country and the annual capacity is more than 1600000 tons.

South Africa, now self-sufficient in a number of grades of paper, has substantial exports of pulp and paper.

To cater for the industry's needs, the Association of Pulp, Paper and Board Manufacturers of South Africa developed a training scheme in conjunction with the Natal Technikon.

Paper technology

Paper is made from wood fibres, bagasse, straw, bamboo, and trees. The process to convert original fibres into a sheet of paper involves chemistry, mathematics, thermodynamics, electricity and factory technology.

Paper technologists work in varied fields. The technologist needs scientific knowledge, versatility, the ability to reason analytically and an aptitude for mechanics.

Because of the variety of processes involved, the papermaker has a wide scope of job opportunities in the industry and affiliated industries.

A National Diploma in Pulp and Paper Technology is offered only by the Natal Technikon, through the Department of Mechanical Engineering. Entrance requires a Senior Certificate or equal qualification, with passes (preferably higher grade) in maths and science.

The course lasts three years and students spend three semesters of about five months each attending classes at the technikon and three six-month stints at a mill, where they undergo practical training.

Subjects in the course include an introduction to pulp and paper technology, pulp and paper chemistry and quality assurance.

Bursaries are offered to prospective students and are administered by the Association of Pulp, Paper and Board Manufacturers.

The industry is expanding and there is a demand for qualified technologists.

For information about the course contact the Head of the School of Mechanical Engineering, Natal Technikon, Box 953, Durban 4000. Tel (031) 22-4030.

More information about a career in paper technology can be got from the Association of Pulp, Paper and Board Manufacturers at Box 10034, Marine Parade 4065. Tel (031) 22-4030.

The A to Z of Careers published by Don Nelson.
Plan for a future SA

HARARE - There is an urgent need to train black South Africans for senior jobs in a post-apartheid government, a task force on human resources development has said in a report to Commonwealth leaders meeting in Harare.

The group of experts recommends that R25 million be set aside annually for at least three years for this purpose.

The restructuring of the civil service has been earmarked as the immediate task in the transition period to ensure that black South Africans be appointed to senior jobs at central and local government level.

The report says of 3,000 top positions, 600 should be filled by blacks as soon as possible.

The international community is also being asked to help and the report suggests a global donors' conference be convened.

The programme has been designed to contribute to the process of political change; to train blacks for positions which will be crucial to creating a new democratic political, economic and social order.

The programme has also been designed to advance education and training institutions committed to building a non-racial South Africa.

Support will be necessary for programmes to train blacks for jobs in public administration, community organisation, engineering, information technologies and management and staff posts in training institutions. - Sapa.

Black judge wins the day

JUDGE Clarence Thomas will take his seat in the US Supreme Court in the face of unresolved allegations of sexual harassment and bitter emotions, but the black conservative jurist has made it.

"I'd like to thank America," he said after the Senate's 52-48 confirmation vote this week.

"We have to put these things behind us. We have to go forward."

The cost was nevertheless extraordinarily high for Thomas and the Senate after one of the judge's former assistants said he sexually harassed her in two government jobs a decade ago. - Sapa-AP.

See page 17

A letter from those in jail

HARARE - A letter from prisoners in South African jails to Commonwealth leaders meeting here has asked delegates to approach President de Klerk to help secure their freedom.

The letter says prisoners hope de Klerk will be more prepared to listen to Commonwealth leaders than he has been to them. - Sovetan 19/10/91

While the appeal was for freedom, it also contained a hard-hitting message.

It said: "There is no reason for us to be kept in prison and the longer we are here, the less reason we have to forgive and forget." - Sovetan Africa News Service.
Mining industry heads for a critical gap in expertise

*Matthew Curtin*

THE growing shortfall of qualified and trained manpower together with the poor image of the mining industry is jeopardising the future of SA’s mining industry, says SA Institute of Mining and Metallurgy (SAIMM) president Richard Beck.

Writing in the September edition of the SAIMM Journal, Beck says that the mining engineer may become an endangered species, a development with grave implications for the health of the mining industry.

The industry contributed 12.5% of SA’s GDP against 7% in the US and less than 5% in Canada, Britain, former West Germany and France. In contrast, in 1989 SA produced 26 graduate engineers for every million people, while Japan produced 500, the US 370, West Germany 250, France 250 and Britain 250 (see graph).

Beck said the decline in the number of university courses for mining-related subjects in SA and overseas was alarming.

The fall has been attributed to the dwindling numbers of high school students taking maths and science in SA and overseas, the indifferent quality of most science teaching at high schools, and the image of mining companies as fairweather employers who sack employees during times of low metal prices.

In the US, low enrolments has caused seven out of 25 undergraduate programmes to be closed or curtailed. In England, three universities have closed all their mining-related departments, with two more to follow. Beck says SA has always drawn engineers from overseas to supplement the number of SA graduates.

In SA the lack of students taking science and engineering has reached crisis proportions, "largely due to the failure and inability of the country’s divided education system to provide sufficient school-leavers with the necessary academic background and work skills to meet SA’s man-power requirements.”

Beck says that only 300 out of the 25 000 black students who gained university exemption in 1899 had taken maths as a subject.

He says SA produces only between 20% and 50% of the number of graduate engineers produced in countries like Japan, France, the US and Australia.

The number of mining and metallurgical engineering graduates from Wits and Pretoria universities has dropped by about 40% since an encouraging increase in the early ‘80s.

"Education is a pipeline process,” writes Beck. "If people do not take up mineral-related disciplines now, there will be a shortage in four year’s time when, if it is hoped, a boom will occur again.”

He says the Chamber of Mines and the SAIMM are trying to address the problem through their Phoenix programme, which aims to improve schools’ science curricula as well as science teaching at school and university science teaching.

However, developing new mining technology requires more engineers, and "the mining industry is not well known for its support of university research.”

Beck says parallel with concern at the fall in mining students is the perception that the industry has a “low-technology image.”

He says advances elsewhere in engineering have outpaced those in mining technology, which, with the exceptions of long-wall and mechanised mining, are essentially the same as they have been for centuries.

The adoption of new methods like backfilling and hydrotreatment is slow and hampered by research cutbacks because of the worsening financial state of the mines.

He says the popular image of mining as a despoiler of the environment with a poor safety record has persisted worldwide for hundreds of years.

Encouragingly, a recent chamber survey found such a view was not entrenched, with a growing proportion of miners and black, though not white, students rating mining as rewarding career.
SA wastes human resources

WITS University's senior counsellor at the Counselling and Career Unit, Andrew Swart, said South Africa had failed to use its human resources to its best advantage. Swart was speaking on New Nation Education Forum which is broadcast by Radio Metro every Wednesday between 7.30 and 8pm. New Nation (Learning Nation).

He said career development was important because "a nation can only flourish if it uses its human resources and if people produce more than they need".

Swart took telephone calls from several listeners and advised them on how to prepare for and follow certain careers.
Commonwealth seeks R290m to train blacks

A donor conference, to raise R290 million (R290 million) for training blacks in a changing South Africa will be convened early next year by the Commonwealth Expert Group, said Secretary Mohan Kaul.

This follows extensive investigations by the expert group into the future role of the Commonwealth in SA.

Recommendations contained in the report will form part of a South African package to be adopted by Commonwealth heads of government on retreat at Victoria Falls this weekend.

Details are likely to be released in their Harare Declaration today.

Other elements of the package include the lifting of sports, cultural, tourism and academic sanctions, the formation of a monitoring body and a decision to send Envoys to South Africa.

The EPG, likely to be led by Commonwealth secretary general Emeka Anyaoku, would examine violence and red herring Commonwealth policy in the light of the changing situation, sources in the Commonwealth Secretariat said.

The decision to dismantle "people-to-people" sanctions, was announced by Indian Prime Minister Narasimha Rao on Friday.

**Satisfied**

Phase two, the scrapping of trade, investment and economic sanctions, will come into effect when transitional arrangements are under way.

The ANC endorsed the lifting of people-to-people sanctions but had yet to be convinced that the process of change was irreversible, said ANC international affairs spokesman Thabo Mbeki.

Addressing a press conference in Harare this week, ANC leader Nelson Mandela said the ANC was satisfied the government had complied with the provisions set down in stage one, including the release of most political prisoners, the return of exiles and dismantling apartheid legislation.

The expert group's human resources development programme proposes to train 18 000 black South Africans in the short term, equipping them to occupy strategic political, civil service and security force positions.

This was a key to ensuring smooth transition to democracy, the expert group concluded.

Of the R60-million, R55-million (R24-million) was guaranteed by the Commonwealth Enhanced Multilateral Programme over the next five years, but the main onus of providing funds would rest on the international community.

In the medium term, the expert group hopes to address the imbalance in the number of skilled whites compared with skilled blacks.

*See Page 6*
KNITTING NOVICES... trainees at Nyanga's Zolani Centre learn to use a knitting machine during a training course which has helped boost the income of unemployed people in the townships. Picture: AMBROSE PETERS

Learning money-making skills

By KURT SWART

UNEMPLOYED township women are keeping their families clothed — and selling garments to improve their income — after gaining skills at training workshops run by the Triple Trust Organisation.

The TTO, founded three years ago to stimulate self-employment in the informal sector, is a non-profit body providing skills training, mini loans, marketing support and ongoing monitoring of trainees. It works among the most destitute communities of the Cape Peninsula.

"Over 5,000 people have been trained by the TTO at 12 centres around the townships of Cape Town, including Noordhoek. We will soon start working in Hout Bay," said TTO spokesman Mrs Jill Ritchie.

She said the most obvious results when new entrepreneurs started producing goods and supporting their families were monetary gain and improvements to their standard of living, but equally vital were gains in self-esteem and self-worth.

"For many this represents their first experience of stability — opening previously unimaginable opportunities of home-ownership, education for their children and much of what white South Africans take for granted," she said.

The TTO was formed from three separate trusts: The Neighbouring Training Trust (NTT), the Self Help Financing Trust (SHFT), and the Africa Trading Co-operative Trust (ATCT).

Through the NTT unemployed people are selected and trained — in their own language by members of their own communities — in an appropriate skill as well as in basic business administration.

Successful trainees are provided with mini loans through the SHFT to buy the equipment and material needed to get started in business. The loans are repayable over one or two years.

The ATCT undertakes the bulk buying of raw materials and marketing of the finished goods, which pass through stringent quality controls.
A beacon of hope

For the Township

By Paul Johnson

542/24/1991

The Star-Times October 22 1991

13
ISM clings to its employer reputation

ON THE last day of February 1997, IBM, the internationally known computer company, officially withdrew from South Africa after 34 years of providing the information technology industry with hardware, software and services.

In its wake, Information Services Management (ISM) was born. With its own identity and an enhanced array of new products and services, ISM continues to set high standards.

ISM clings to its reputation as being the employer of choice and invests heavily in its people. In particular, it has introduced innovative employment packages for its women staff.

This has put ISM on the short list of companies which qualified for this year's 1991 Gold Award.

It was also a qualifier last year.

Training/employee development specialist Marlene Ward says three things set ISM apart from the crowd: the permanent part-time programme (PPT), training and maternity benefits.

"The PPT programme was designed for the women in the company, particularly mothers. "ISM PPT employees are people employed by the company to work for a period of not longer than 75% of the normal working hours. "Employees have the choice of working 65% of normal working hours or 75%, while enjoying the same conditions of service and benefits offered to full-time employees," she says.

PPT remuneration packages are evaluated in the same way as full-time positions. The salary is then factored down on a pro-rata basis.

ISM offers two training courses for all female staff: the first, women in business, looks at internal and external images and communication skills; the second course is part of networking, power talking and assertiveness.

The company nurses discuss stress and PPT while a senior manager discusses managing change.

The second course is designed as a forum for women and designed to help female staff work at obtaining and maintaining a balanced life combining leisure, work and family interests.

Earlier this year, ISM upgraded its maternity benefits. Paid leave was extended from 12 to 26 weeks and the company increased the amount paid out.
The route upward is open at Transmed

TRANSMED, the medical aid scheme and pharmacy business unit of Transnet, employs almost 600 people, of which more than half are women. Of these, more than half are in senior or management positions, says executive manager Retha Ross.

"Transmed is committed to training and development of all races and sexes at all levels," she says.

Personnel are encouraged to further their studies and 35 employees are involved in part-time studies.

About 10% of pharmacists attend a course in small business management each year.

Women enjoy the same opportunities as their male counterparts in terms of development of leadership, interpersonal skills, customer care, in-house and external courses.

Transmed's parent company, Transnet, is concerned with the well-being of all the women employed by it and women whose husbands are employed by the company.

Improve

To this end, a community-oriented women's organisation — Femnet — was established in September last year. Its objectives are to improve the quality of life of Transnet employees and their families and to become instrumental in promoting the well-being of the Transnet community as well as that of society at large.
'Stokvel' plan to boost builders

SIGNIFICANT progress could be made in alleviating South Africa’s dire housing shortage if a plan to empower black builders comes to fruition.

Devised by Johannesburg-based Promatra training Services, the plan involves a combination of Third World “stokvels” and First World trusts to financially enable thousands of black builders to learn the finer points of the building trade.

According to Mr Tjaart van Staden, Promatra’s managing director, the stokvel and trust concept will be merged to form a “trustvel” which will finance black builders.

“Many black builders have poor credibility and are denied access to funds because their management expertise does not match their building prowess,” he said.

“We have developed a totally practical training course that enables black builders to earn a diploma after they have come to grips with the administrative side of contracting.”

The course includes tendering, estimating, planning and executing contracts, marketing, finance, general administration, and manpower.

Van Staden envisaged that initial funding for the scheme would come from sponsors, including quasi-Government entities, members of the private sector and foreign sources wanting to assist in upgrading the country’s housing situation.

“Sponsor bodies will pay for the builder’s training. The builder will pay back the sponsor, who in turn pay into the trustvel, which will also receive some bridging capital,” he said.

“Access to funds in the stokvel for building purposes will be strictly controlled as it is in the traditional stokvel system.”

Promatra’s training courses hinge on the competency-based modular methods which ensure that students only graduate once their practical understanding has been thoroughly evaluated.

Apart from enabling black builders to gain easier access to capital, the course is also designed to equip them with business discipline and controls.

“Our aim is to develop specific competences and at the same time provide valuable collateral security,” Van Staden said.

“We have already had many inquiries from black builders wanting to undergo our training courses,” he added.
Lotus to invest R1-m in training

LOTUS Development Corporation, the world's second largest computer software company, has officially launched itself in South Africa and will commit R1 million a year towards training and educating disadvantaged communities.

At a function in Johannesburg, the company, which estimates its international turnover to be close to R3 billion this year, announced its two official distributors for the South African market—HNR Computers and Computer Horizons.

Lotus' international development manager, Mr John O'Hara, said that the company's products had been unofficially sold on the "grey market" at inflated prices in the past.

He said, "One of the first challenges we face is to help companies understand our licence requirements and assist them to ensure they have legitimate copies of our products."

"This is essential so that local users can benefit from the high level of service and support Lotus users enjoy everywhere in the world."

He said the company wanted to play a positive role in the development of the "new South Africa" through funding training that would enhance computer literacy and create technical skills in the black community."
Careers 1

Careers and the Working Class

This series will give advice and guidance about careers and career choices. We will also show just what is required to get into particular careers, the social responsibility of various careers and encourage respect for all forms of work.

The division of labour

The world of work is characterized by the division of labour. As society became more and more complex, different people came to perform different jobs. Probably the first example of people performing different jobs was within the family. Traditionally, the older members of the family took care of the economic needs of the family. Nowhere has this been so vividly revealed than in the division of labour between mental and manual labour. At home, the family unit is the basic unit of production. Each family member has a specific role to play in the production process. The division of labour between men and women is the result of this process.

With the development of society, the division of labour also took on the lines of class differences. The first big development here was the separation between a class of religious leaders and chiefs, who did not work, and the rest of the class who produced the subsistence needs of the class. Another important division of labour was that between men and women.

Careers and students

Because our society puts so much value on becoming either professional or industrial, students are urged to become skilled people. Unfortunately, this division has become so widespread that thousands of different jobs and job categories have been created. The class nature of capitalist society ensures that the differences within the division of labour have become more and more pronounced. In this society, the division of labour is not as simple as today. There are a varying degree of skills required for different jobs performed by people and some of these middle-class do hard manual labour. The class nature of the manual-unskilled division is quite clear. Today, we can clearly 'see' the class of a person by the way they dress, by the way they walk and whether they use their 'brain' or their 'hands'. A person who wears a suit to work is clearly one who has a job and who uses his hands, while a person in poverty tends to do more physical work. Sometimes these differences are referred to as blue-collar workers and white-collar workers. When we speak of careers and choosing a career, we need to consider both the world of work and the social division of work. In South Africa, we know that these divisions have also been evident in the past, with white people being the dominant group and black people being the minority. In recent years, this has led to a significant decrease in the number of black people working in these fields.

Careers and the unions

In the unions, workers have begun to struggle for better working conditions and higher wages. To do so, they need to upgrade their skills. For this reason, the National Union of Metalworkers and the National Union of Teachers have begun to organize training programmes for their members. These programmes are aimed at upgrading the skills of workers and preparing them for higher positions. The success of these programmes will depend on the support of the workers and their commitment to education and training.

Careers, skills and the new South Africa

While we are looking forward to the day when democracy is achieved in South Africa, we must be aware that a truly democratic South Africa will need a greater level of knowledge and skills amongst all its people. We should also expect that many middle-class whites are likely to run away from upgrading skills and leave South Africa with a skills shortage. For these reasons, full attention to the general upgrading of the skills level of all our people. Both school students and workers should therefore be keen to improve their knowledge of all aspects of production and all the skills required to run a modern economy in our future, democratic state.

Skills shortages have played a role in making it difficult to implement national skills training programmes in other countries, such as in Africa. For example, in Zimbabwe there were no black pilots, engineers or computer programmers. There were also very few doctors and qualified teachers. Therefore, any scheme of upgrading the skills of the people must be closely linked with the state's economic policies.
Re-training for former fighters

Argus Africa News Service

WINDHOEK.—About 9,000 Namibians have been recruited into development brigades designed to teach employment and survival skills to former fighters in the liberation war.

Mr. Hidipo Hamutenya, Minister of Information and chairman of the development brigade, was in Walvis Bay yesterday to take delivery of R500,000 worth of equipment donated by South Korea.

The 11 tractors and 11 power tillers will be used at development projects around the country where agricultural, water development and construction skills are being taught to former fighters of Plan, the SWAPO army.

Mr. Hamutenya told Namibian Radio most of the support for the development brigades came from the Africa Fund of the Non-Aligned Movement from countries like South Korea, Indonesia and Malaysia. About 9,000 people had signed up for the brigades.

Unemployment in Namibia is estimated to be about 40 percent and one of the major causes facing the government was what to do about thousands of demobilized fighters who had returned to their new, independent country, to find few peacetime work prospects.

The brigades were designed to bridge this gap and teach the former fighters skills that would either make them employable or provide them with basic knowledge to put to their own use.

Mr. Hamutenya said the government was campaigning for R20 million in extra-budgetary assistance for equipment for the brigades.
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US scholarship offer for aspirant hoteliers

A scholarship for South African students to study hotel management in the United States has been named after South African Chef Association chairman Billy Gallagher. The scholarship, for a four-year course at Johnson and Wales University, was announced by university executive vice-president John Bowen during the Chefs Showcase, which ended at Sandton City yesterday.

Mr Gallagher has accepted an invitation to lecture during a visit to the university in April. The scholarship was a tribute to Mr Gallagher's contribution to "the culinary arts and the role of the chef, not only in South Africa but also internationally," Mr Bowen said. The scholarship, worth $4,000 (about R11,000), will enable a student to study hotel management or a related course.

Mr Gallagher is the food and beverage director of Southern Sun Holdings. — Staff Reporter.
Giving the illiterate skills

By PHANGISILE MTSHEHLI

THE serene atmosphere at a game farm in Tarlton, outside Krugersdorp, is broken by the scrape of a shovel and the buzz of a power drill as scores of unemployed and unskilled young people chisel their way to a better life.

This is the Reef Training Centre, a multi-million-rand project by the Vaal Rekela Group and one of the two beneficiaries in a family of four.

He worked as a gardener until a month ago when his employer scored the Reef Training Centre and encouraged Mokwena to attend, offering to pay for his training.

Parabophura Foundation managing director Mr Johan Swanepeol welcomed Mokwena who could neither read nor write English.

“We do not turn anyone away,” said Swanepeol.

Mathematics

“Although the scheme is competency-based, those demanding trainees who could read, write and understand English and basic mathematics, we are willing to accommodate illiterate people who apply as long as they make us aware of their limitation,”

Training officers at the Reef Centre, who are artisans, have a wealth of experience in their respective fields.

“They also went through a professional training course to enable them to bring the best out of their trainees,” said Swanepeol.

Training officers interact freely with trainees as they try to build personal relationships that will continue long after the training session.

Translating

For the illiterate, more time is spent with training officers translating the theory book onto their mother tongue and motivating them.

Twenty-six-year-old Mr Thomas Rakomson of Soweto has only two months to go before completing his brick and blocklaying course.

“Officer, if it is not for his training officer, Mr Lionel Clarke, Rakammon would have dropped out a day after he was enrolled.

“The day they gave me my test books and said I had to learn whatever was inside, I knew this was not a place for me and decided to drop out,” said Rakammon.

“Books scared me away. The last time I sat behind the desk was in 1982, when I did my Standard 6. Fortunately for me, Lionel came to fetch me and pleaded with me just to give it a try and see how it went.

“If you were to try to get me away from this place, let me tell you, you will have a hard time dragging me away. I have a lot to learn and I hope to set up a business when I graduate.”

Electrical construction training officer Mr Derrick Morris imparts practical perfection to his trainees.

“Pipes, PAT DEBOKO

“I know how to do it perfectly, you will not leave me without a certificate.”

Unemployed and unskilled trainees pay R5 a week, while those who have sponsors pay R150.

Hostel

The centre has a hostel for trainees who live too far away to commute every day and a subsidised bus service for people from Soweto.

“People from all walks of life and areas should be able to reach us,” said Swanepeol.

“There is a desperate need for technical skills in this country. For many youths technical training was neglected, especially in black communities. Here at the Reef Centre we try to remedy that by producing competent artisans.”

Trainees are sometimes driven during their lunch. The centre also offers games viewing for neighbouring schools once a week.
Urgent need for training

Business Staff
LABOUR, which should be one of SA’s strong points, is proving to be our ‘Achilles’ heel — with a massive 47% unskilled, BER director Ockie Stuart said yesterday.

Stuart, speaking at the BER conference, said studies showed that in 1991, only 3.2% of the population could be labelled as entrepreneurs, a mere 11.5% were highly skilled and about 38% semi-skilled.

From this it was obvious that highly skilled workers were in a strong position to negotiate for high salaries — and “the apparent over-renumeration of executives, relative to productivity, filters through to the lower skilled workers.”

This had led to the extremely low labour productivity between 1970 and 1990.

“The best that can be done would be to educate and train people as rapidly as possible.”
A wide field offering lots of opportunities
New employment won’t take off soon

New employment was not likely to take off until the second half of next year despite the expected early recovery in the economy, recruitment specialists said yesterday.

However, economists and personnel agents expected the dramatic decline in new employment over the past two years to level off and retrenchments to cease.

Bureau of Economic Research economist Marius Hugo said employment in the formal sector was unlikely to deteriorate further during 1992. Although the expected upturn in the economy would result in a slight 0.1% improvement in employment next year, he did not expect new recruitment to pick up substantially before 1993.

Hugo said the economic downturn had persisted for more than 31 months, making the recession one of the longest in the postwar period. Employment in the formal sector this year dropped by 1.7% on the previous year.

Econometrician economist Tony Twine said the public sector had maintained its employment drive throughout the recession. "The public sector seems to continue employing new people regardless of economic conditions. It has grown by over 70% since the beginning of 1980."

Twine said he expected the public service to provide some relief to the poor employment situation in 1992.

Churchill Personnel MD Don Jennings said employment opportunities in his books had declined by 25% last year compared with a 10% drop in the first 10 months of this year. He expected employment — depending on the strength and timing of the economic recovery — to improve by about 10% next year.

However, he said the traditional recruitment period of January/February would be slow due to the private sector's cutback on development training programmes.

Although there would still be strong demand for highly qualified professionals, new jobseekers would have a tough time finding employment, Jennings said.

Career Vision spokesman Jeanne White said companies had rationalised employment this year and were unlikely to take on additional "fat" by recruiting new people regardless of the economic recovery. She said companies had consolidated employment positions thereby reducing labour costs.

However, White said renumeration packages had increased considerably over the past year due to a shortage of experienced and qualified management personnel.

Central Statistical Service figures for the first quarter of this year showed a 1.5% drop in employment while salary and wage costs climbed by 15.1%.

Although employment conditions would be tight in the first half of next year, White said black management development programmes were expected to come on line during the year.
In our last article we looked at the divisions in society between mental and manual labour. We noted that these divisions take on a particular form within the class structure of capitalist society. We raised the fact that the struggle to get the same value for mental and manual labour has been an important part of the struggle for real equality in all countries. When we speak about careers we should therefore be aware that all kinds of jobs are necessary and that no job should be regarded as elite.

For South Africa to provide for all its people in the future we will have to reorganise the level of skills of all the people. This will involve the oldest "professions" such as teachers, computer technicians and engineers as well as the skills of workers involved in production. In the liberation movement there is some debate over the relative importance of careers and skills. But skills are how these relate to economic development. This article will look at those relations so that we can begin to see how at times we made our career paths and the struggle to improve our skills are not just for our individual betterment but play a role in shaping South Africa's future.

The need for more skills in South Africa

The legacy of apartheid capitalism has left South Africa seriously lacking in the skills required for all aspects of production and administration of services. Capitalism developed in this country on the basis of cheap labour and through the export of primary commodities such as gold and farm produce. The black working class who provided this cheap labour received little education and were largely confined to unskilled work. It was only with the growth of secondary industry during and after World War 2 that the state attempted to address the need for mass education to satisfy the demands of manufacture. But the legacy of using cheap, black labour was set in stone.

Educators still operate on the premise that black people were largely confined to work on the basis of craft and skills, and that this was the only way to produce goods. Towards the end of the 1960's, as South African industry became monopolised and centralised, this legacy of using cheap black labour began to be experienced as "skill scarcity." Out of self-interest the bosses began raising the need for upgrading skills amongst black South Africans and calling for more schooling and for technical education and vocational guidance.

The economy of the late 1970's and 80's and the heightened struggles of this period have however made the bosses reluctant to invest in large-scale projects, and they have hoarded their money or invested overseas. This has meant that there has still been no serious attempt by the bosses to take to see to upgrading the level of skills on a mass programmed basis for the workers of SA. The collapse of the currency looking after the state crushed the school-based opening of 1984-85 has also meant that even those educators who have been delivering a generation of unskilled youth.

A feature of the current capitalist crisis in South Africa is the fact that, while not opening up new plant, the bosses are buying more machinery and reclining the rate of the workforce. South Africa has one of the highest capital/labour ratios in the world. This means high unemployment and retrenchments. At the same time the bosses are employing more and more casual labour instead of workers that work full-time. The result is that only a few workers are able to get work and then only those who are skilled, whilst the majority of workers do not acquire skills for their employment.

Production Trends in Other Countries

The world of work has changed a lot over the last 30 years. Because of the strength of the working class and their unions in the larger capitalist countries, by the 1960's profit rates had dropped. In order to compete, the organised strength of the working class, the bosses in countries such as Italy, Japan and Germany changed factory production quite considerably. Their strategy involved breaking up the old conveyor-belt system under which most factory production took place. Under the conveyor-belt system, called Taylorism, workers worked in large factories on specific tasks and on specific parts of a final commodity. From the viewpoint of the bosses this method was originally very efficient and kept the workers under the strict control of the factory's conveyor belt. Workers were disowned and had little interest in the outcome of their labour.

On the other hand the concentration of workers in the factories brought about a consciousness of common oppression and a sense of fighting solidarity. This organisation was relatively easy because workers were gathered together in such large numbers and felt little commitment to the bosses. These conditions led to large strikes amongst the workers in the early 1970's and early 1980's which put the bosses on the defensive and made them look at ways of taking the unions.

New production trends and technology

Since the 1980's the capitalists overseas have changed their strategy. The key to this new strategy was to break up the unions by breaking up the old conveyor belt factory production. Instead they have come up with a new approach to production by getting workers to work in small, highly-skilled work teams. These workteams virtually produce the whole commodity. In the case of cars, for example, a workteam will make a complete engine whilst another team makes a body. To keep the work teams synchronised a computer will ensure that the two teams work at an appropriate pace and to an exact degree of accuracy so that the engines fit the bodies exactly—all this without working on the same conveyor belt! By this method different teams can work in different regions and even different countries without having to stockpile car parts.

The use of computer technology within this small-scale production has driven down the number of fully-employed workers, as well as eliminating storage-time and wastage.

The fact that workers work in teams and on a complete unit makes them feel responsible for the product and therefore motivated to work harder. This increase to work harder is increased by the fact that the bosses pay piece-rates (according to how many products the workers produce) rather than a fixed wage. While this strategy has largely been used to divide workers and destroy their unions, the level of skills obtained by workers and the efficiency attained mean that these bosses can outwit their competitors.

This use of advanced technology in production makes it important that all workers increase their technological knowledge and understand the mean-it_ROUTE' strategies of the bosses. For workers to struggle over the right to acquire skills and control over technology will increase their ability to resist the strategies of the bosses. A truly democratic South Africa will also need to have a working class with a high level of all-round skills especially those relevant to new technologies.

All of this makes the developing of skills a task to be taken up by the mass movement. The struggle for a career is both an apolitical struggle for the individuals concerned, as well as a general struggle for South Africa, to have the resources to determine its choice for economic development.

Next week we will look at how changes in the economy have affected various jobs in South Africa.
Bankorp moots R3bn jobs scheme

A 500,000-strong national community service corps should be set up to counter the escalating youth unemployment crisis facing the country, Bankorp said in its November issue of Econovision.

About R3bn (1% of gross domestic product) should be allocated to the programme which could provide basic skills as well as improve the national infrastructure.

Bankorp estimates about 4 million skills could not be accommodated in the formal sector in 1990, 90% of them below the age of 30. This is forecast to increase to 5 million by end-1992 and 8 million by the end of the decade.

The programme would result in an increase of about 3% in government spending, which could be covered by a one to two percentage point increase in VAT and a decrease in expenditure on less productive forms of spending.

Bankorp chief economist Nick Barnard ruled out increasing the deficit before borrowing or increasing company or personal tax rates to finance the programme.

Barnard pointed out this was not an entirely new concept but rather a development of other schemes.

The programme would have to supplement sustained employment growth through dramatic export growth, aiming at doubling non-gold exports every five years.

Bankorp

It could accommodate about 500,000 people at a cost of R3bn and should concentrate on a carefully structured basis ensuring medium- to long-term sustainability.

The corps could incorporate a military service component involving school leavers of all races in a national community service corps providing basic skills.

Cosatu recently proposed special youth programmes which drew on experiences — "positive and negative" — of such programmes in Cuba and Nicaragua, as well as the "New Deal" Civilian Conservation Corps set up for 2.5 million young men in the US in the Depression.

However, it said the programme should not be militarised.

A Development Bank spokesman agreed but said it should not be militarised.

Bankorp proposed the programme should tackle projects such as low-cost housing, water and sanitation services, countering erosion by building "sieves and dams", building and repairing roads, building rural health and literacy centres, upgrading squatter areas and small business development.

From Page 1
German investment ‘to develop skills’

By Brian Sokutu

German investment in a future South Africa will not merely be based on profit-making but on developing skills, particularly of underprivileged blacks, German Deputy Foreign Affairs Minister Helmut Schaefer said in Johannesbarg yesterday.

Addressing the South African Institute of International Affairs (Saiia), Mr Schaefer, on a week-long visit to the country, said German companies would be “well-advised to assist the South African future government with its problems”.

“I think concentrating on skills training will be most important,” he said.

He said his country would “carry on as we’ve done before to channel assistance to the underprivileged blacks”.

He said education prepared the underprivileged for full economic and social participation South Africa required huge investments.

“I’m sure that my country as well as other European countries will be prepared to participate in this gigantic task. Without sound economic development the chances of success of the political process will be menacing,”

South Africa, he said, had embarked on a process of “South African perestroika” and change was irreversible.

“Combining courage and reason, President de Klerk set this country on a radical new course. And in (ANC president) Nelson Mandela he has a partner whose statesmanship, determination and wisdom makes this transformation possible.”

He said he admired Mr Mandela’s spirit of conciliation and moderation in working for peace after serving 27 years in jail.

Mr Schaefer said Germany had been in the forefront of a campaign to end apartheid.

“Germany introduced a code of conduct into the European Community that made European labour standards applicable to their companies in South Africa. ‘Our companies paid particular attention to training and promoting non-white labour and management,” Mr Schaefer said.

During his visit Mr Schaefer will hold talks with President de Klerk, Mr Mandela, Cabinet Ministers, the Inkatha Freedom Party, the Democratic Party and other political organisations.
We'll hone the black skills — Germans

The Argus Correspondent

JOHANNESBURG — German economic investment in South Africa will not be based merely on profit-making but on developing skills — particularly of underprivileged blacks — German Deputy Foreign Affairs Minister Mr Helmut Schaefer said here.

Addressing the South African Institute of International Affairs, he said German companies would be "well-advised to assist the future South African government".

"Concentrating on skills training will be most important."

His country would "carry on channeling assistance to the underprivileged."

"Without sound economic development the chances of success of the political process will be minimized."

South Africa had embarked on a process of "perestroika."

"Combining courage and reason, President De Klerk set this country on a radical new course. And in Nelson Mandela he has a partner whose statesmanship, determination and wisdom make this transformation possible."

German-subsidised schools had been urged to abolish racial separation and to give particular attention to non-white children.
Careers, Unemployment and the Informal Sector

Last week we spoke about the need for an all-round improvement in the level of skills of all the people. This will be one of the recommendations for the new South Africa to have the resources to provide for all the people. At the moment however the capitalist economy is in a severe crisis. A manifestation of this crisis is the struggle which school-leavers and workers face to make a living.

This article will focus on the most severe problem confronting students and workers today - the problem of unemployment. What is unemployment? Why is it such a serious problem today and what attempts to earn a living despite unemployment can be made by people today?

What is Unemployment?

In June 1986 the government’s Current Population Survey (CPS) results show that there were only 319,000 African unemployed in South Africa. In 1988 according to their survey you are only counted as unemployed if you are:

- officially seeking work;
- if you did not work for more than five hours in the week before the interview;
- if you can take a job immediately.

The CPS figure also excludes farm workers and domestic workers and all the unemployed in the homesteads of Transkei, Ciskei, Bophuthatswana, Venda and the Bantustans. This figure of the CPS only indicates the number of people who register as unemployed and as we know people are often less likely to register as workers when the chances of getting a job decrease.

Researchers have shown that the picture of unemployment in South Africa today is a completely different one. In 1981 there were 2 million African unemployed and 5 years later that figure stood at between 4 and 6 million people. Today that figure is more than 6.5 million which means that almost half (48%) of the African working population and 25% of the total African population are without work.

These figures vary from region to region and from urban to rural areas. But these features are most significant.

- unemployment in South Africa today is a problem of crisis proportions with more than two African workers being out of a job.
- the rapid increase in the number of unemployed has accompanied by a growing length of time during which people are out of work.
- youth are forming a larger and larger proportion of the unemployed with only one out of every 2 school-leavers standing a chance of getting a job.

Why is there unemployment?

We first of all mention the government and the bosses only recognize unemployment as a cyclical problem that appears during a recession and disappears when the economy recovers. In one sense this is true. When for goods and services demand decreases the investment of capital is held back, companies collapse and workers are retrenched in their thousands. Between 1982 and 1986, 100,000 metal workers were retrenched, 70,000 workers in the construction industry lost their jobs and 30% of the textile labour force was thrown out of the streets. In 1991 that has become worse with something like 60,000 metal workers losing their jobs that year alone.

In this recession the bosses are using more and more machines. With the use of machinery the profits of capital are increased, the result has been a major push towards retrenchment on the part of the bosses. Moreover since 1976 the capitalists have gone on an investment strike, withdrawing their capital into overseas investments or keeping capital locked up in banks and finance houses. In this way $6 billion has been kept away from job-creating investment since 1976. In fact real domestic investment went down by 11% in 1980's alone.

This is the reality facing any school-leaver wanting a job. Where, or for a worker considering changing his job in order to just keep South Africa’s unemployment rate at what it presently stands, our economy needs to grow at about 5% over the last few years that figure has been less than 2% and even the Reserve Bank does not project a figure of more than 1% next year.

The Informal Sector

The term, ‘informal sector’, applies to all kinds of work which is not taxed because the state does not recognise them as formal jobs. These include everything from hawking, running a shebeen, selling booze or rolls on the street corner, to opening a township hairdressing salon or a pizza shop. Some of these activities have made some informal traders rich. An example has been the case of the taxi industry which has become a multi-million rand business. But these cases happen when the traders in the informal sector manage to monopolise a section of the market and link up with the formal sector to become a big business like any other. In the taxi industry today this has become the case, with the bigger taxi owners now shareholders of a taxi monopoly such as SABTA, and the drivers turned into workers rather than individual entrepreneurs.

The state and the bosses have the power to turn the informal sector into formal sector and give it new life. Nevertheless the state and capital are trying hard to stifle the idea of the informal sector as proof that “free enterprise is working”.

Through their policy of deregulation the state has done away with many restrictions that formerly prevented people from opening up a small business. For instance the laws on health and hygiene were abolished. Food could only be sold where adequate washing and tending facilities existed and which had been passed by a health inspector. Under the policy of deregulation it is now possible to sell food on the pavement with practically no restraints. Similarly, the law governing the Road Transportation Board have been changed. Previously transport licences were limited but now they have been so loosened that taxes can operate on any routes (as long as they have the means to keep out competitors).

In addition to deregulation the state and the bosses have also put aside capital for projects such as the Small Business Development Corporation (SBDC). The SBDC gives low interest loans and grants to people to start small businesses. People must however show that they have a viable plan for a small business and be prepared to be trained. Other examples of setting up funds for small business include the setting up of industrial parks such as Enterprise Centre in Kwezi and Alexandra township Parlyt financed by Barlow Rand, Enterprise Centre attempts to provide initial capital and workshops for small businessmen who have set up welding shops and car repairs shops. Each number of funds is acting against the small proprietor, however, because in the current situation the big monopolies who can produce goods on a mass-production scale and therefore cheaper and who have the money to survive temporary setbacks. Secondly the small businessman cannot run into what is called a ‘liquidity problem’ where he/she runs out of money to buy more goods for sale or to pay bills despite having the potential to make sales.

Thirdly the state is currently implementing a policy of keeping interest rates very high which means that credit is very expensive and even with those few people who have benefited from SBDC loans, further credit is very difficult to obtain.

And now with the introduction of VAT, small businesses are going to be at a disadvantage because they will have to pay VAT on all goods but cannot register with the Recover of Revenue and therefore claim back their VAT payments as larger businesses can do.

Being part of the informal sector is often not the way to wealth but to many people in government it is not. Mostly it means that one has not been able to get a job which pays a living wage. For too many people however the need to do any kind of self-employment or survive in a harsh reality. For people involved in such small business and for school-leavers it is important that the problems of embarking on this path be understood.
Introduction to Theatre 3

This article provides a list of places which offer courses in drama and stagecraft.

It is impossible for people interested in a career in theatre to know all the variety of jobs available in the field. When you see a play you are only aware of the actors, the person who wrote the play and maybe the director. There are, however, many other jobs involved in theatre.

The stage manager is the person responsible for running the production, operating the lights while the play is on, setting the stage and various other tasks. The tasks are sometimes divided up between the stage manager and an assistant stage manager.

The set designer works in collaboration with the director. He/she designs the stage in a way that best suits the play and the director’s ideas. Large theatres also have workshops where the sets are built by a stage crew. The set designer may be assisted by a props maker, who makes or collects the things used by the actors on stage.

The costume person organizes or makes the clothes that the actors wear.

The lighting designer, also in collaboration with the director, designs the lighting to enhance the play.

The publicity department has the job of selling the play to the public.

In addition, there are many other administrative jobs in theatre. For example, front of house manager, box office (selling tickets), theatre managers, ushers, and so on.

University of Cape Town offers:
- A three year performer’s diploma, for students specializing in acting
- A four year BA plus performer’s diploma

Fees:
- R3,000 a year
- R6,000 per year

University of Durban-Westville offers:
- Three year course in drama practice and theory which is part of a BA degree

Fees:
- R2,700 per year

University of Natal offers:
- Three year course in drama practice and theory which is part of a BA or BSc degree. In the third year students do a TV course and can specialize in TV production for their fourth year

Fees:
- R4,800 per year

University of Pietermaritzburg:
- A three year course in drama practice and theory which is part of a BA degree

In the third year, students can specialize in community theatre or acting or directing

Fees:
- R3,850 per year

The Afrilka Cultural Centre houses the Centre for Research and Training in African Theatre. They offer a three year full-time diploma which includes theoretical and practical theatre skills. Admission by interview and audition. Further information on fees phone (011) 838-3034

The University of Pretoria offers:
- A three year drama degree with an option of two years’ honours

Fees:
- R4,000 per year

For more information, phone (012) 420-3060

Pretoria Technikon:
- Three year full-time degree encompassing both theory and practical work
- Admission requirements: matric and audition
  - (012) 318-5911

Soyskwa Institute of African Theatre at Funda Centre:
- Offer a two year full-time diploma.
- Fees: R240 per year
- Admission: Std 9 or Std 10

University of the Witwatersrand:
- A four year drama degree which includes an honours qualification
- Admission requirements: Matric exemption and audition
- Fees: R6,000 per year

Rhodes University:
- A three year course in drama practice and theory as part of a BA degree.
- Also offers training in Drama and Education, and Community Theatre
- Fees: R3,950 per year
- Rhodes University
  - Drama Department
  - P O Box 94
  - Grahamstown
  - 6140
- (0461) 22023

Market Theatre Laboratory:
- Offers an ongoing, non-diploma training in drama theory and practice
- Fees: R150 per class
- 63 Goch Street
  - Newtown
  - Johannesburg
  - 836-6499

Fuba Academy:
- Offers Std 7 - Matric with drama as a subject, a three year diploma course in drama theory and practice a part-time drama course
- Fees:
  - Std 7 - Matric: R2,500 per year
- Diploma: R1,200 per year
- Part-time: R550 per year
- Fuba Academy
  - 66 Wolhuter Street
  - Newtown
  - Johannesburg
  - 834-7125/67
PROSPECTS for school leavers have never been so bleak.
Of the 380 000 pupils writing matrix this year only 7% will find work.
These statistics are the result of research by Edwin Basson, economist at the Small Business Development Corporation.

Dr Basson is also on several private-sector and government committees looking at entrepreneurial development — ways to help those who cannot find work to set up and manage their own businesses.

Double

About 6.3-million of a potentially economically active workforce of 14-million are unemployed.

According to international experience, if only 14% of the unemployed become efficient entrepreneurs they will create enough work for the rest.

However, in South Africa only 7% of the economically active workforce are entrepreneurs (2% black and 5% white).

SA needs to double the number of entrepreneurs and aim for 17%.

An analysis of registered unemployment shows fewer than 100 000 people, but it is far from being accurate. But it provides a guide to employment trends.

Dr Basson says 32% of unemploy-ment is among operators and semi-skilled people. Unskilled people form 27.8% of the unemployed.

Administrative, clerical and sales staff form the next largest group of unemployed at 18.4%.

The lowest numbers of unemployed are in technical fields (0.3%) and professional and semi-professional (1.1%).

Dr Basson says that because of SA's economic decline there is no skills shortage at the top of the employment market. But there is one at the bottom.

Unskilled people being trained by the Department of Manpower are finding it difficult to find work.

Dr Basson says "Instead of having unskilled unemployed, they become skilled unemployed."

He queries statistics claiming that in 10 or 15 years SA will have a shortage of 200 000 managers, saying "That presumes the present 6.3-million unemployed will find work."

Dr Basson says 15 years of sanctions and negative real interest rates made it cheaper to employ capital than labour and resulted in an economy that cannot provide enough jobs.

"Financial sanctions had a particularly serious impact, but now that those are gone, we find huge urbanisation and the import of unemployment from rural areas."

Of the 6.3-million unemployed, 5.5-million are active in the informal sector. It is in this sector that the only growth in employment has occurred in the past few years.

Another 2.8-million are unemployed in SA and the TRBC states A million of them are estimated to be active in subsistence farming and 1.8-million have no job.

It is those bottom-line 1.8-million that he feels need to be given technical training and financial management courses.

"Although schools are becoming aware of the need for these skills, nothing is happening yet at university and technical level."

"Skills training faces two problems — there are not enough trainers and there is prejudice against blue-collar work. In addition, traditional training methods have to be re-evaluated."

One of the measures the SBDC is looking at is television programmes about skills training and business management skills.

Either way there is not much to buy matriculants as they write their examinations.

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**Jobs for only 7% of this year’s matrics**

*The Times (Pretoria) 24/11/91*
An SA first in credit education

The first company in South Africa to specialize in credit education and training has been established in Randburg (JHB). Credit College was formed by experienced credit specialists, all of whom have lectured for Credit Management Education Associates, a subsidiary of the United Institute of Credit Management (UICM).

"The college's objective is to help the employer in creating the environment, structure and systems needed to enable credit staff to function effectively," he says. "At the end of last year, R165bn in credit was owed in SA. In 1984, 26/11/91, this credit is the core asset of most organizations and is probably the most difficult to control.

"Should a lack of control result in a portion of this debt being written off, the standard of living and the economic growth rate will drop and prices will escalate. Yet many organizations don't place enough emphasis on the importance of credit control," Buitendag says.
Practical alternative to going to university

BUSINESS colleges can offer a practical and cost-effective option to people embarking on a business career and who are either not ready or able to tackle a full-scale university degree.

Although the courses are compressed into one or two years, Birnam Business College principal Brenda Riesnik says, the institutional exams, offered by many business colleges are equivalent to matric plus three.

Life skills

"In addition, subjects such as organisational behaviour, journalism, communications and desktop publishing are life skill subjects for the '90s." The result is a diploma of immense practical value.

Riesnik says while university graduates may walk the streets for months in search of jobs, her students are snapped up in the marketplace.

"But in many cases the selling factor is price.

Established

"A university education can cost in the region of R10 000 as opposed to the R5 000-odd one would expect to pay at a business college," she says.

Birnam was established 27 years ago. Its courses include marketing management, executive advanced diploma, business management, advertising and personnel management.

In addition, it offers specialised courses such as advanced travel, public relations, computing, hotel management and fashion marketing and management.
EMPLOYMENT ADVICE

Job interview – present a good CV

Once you have decided where you would like to be employed, it is important to write a résumé.

Here are some guidelines to help you write a good résumé.

You must know what to include as well as exclude. Remember, you are selling yourself to a complete stranger.

Keep the résumé, often also called a CV (curriculum vitae), as short and concise as possible – not more than two pages long.

It must be neatly typed without any spelling mistakes. Include the following information about yourself.

- Name, Address, Marital status, Dependents, condition of health, military training (if applicable)

EDUCATION

Start from the highest, working your way through to the lowest. A university degree or college diploma is more important than where you concluded your primary school education.

WORK EXPERIENCE

Give concise information on your previous places of employment, starting with your last employer first. Include name of employer, address, length of employment and type of work performed. This is what the prospective employer will be looking at very carefully.

GENERAL

List all other relevant experiences, such as membership in community or other organisations, special skills or volunteer activities, etc.

REFERENCES

References are not always obligatory, but if you have to hand in some, give three or four from persons who will reflect you favourably.

Try to obtain a number of references from previous employers and colleagues, even though you might never use them. Having several such references handy, you might avoid alerting your employer to the fact that you intend leaving.
Careers and Job Trends

Last week we spoke about the biggest problem facing workers and school leavers-the problem of unemployment. One of the ways people have been forced to earn their living is through selling goods in the informal sector. This week we will look at careers in the formal sector, through various industries and associations with receiving wages and salaries.

Aspirations and Reality

South Africa has a serious shortage of skilled jobs such as engineers, accountants, and social workers. For example, there were only 6 African professional engineers in 1985, only 20 African chartered accountants in 1989 (out of 12) and only 5% of all professionals were black. In contrast, over 70% of South African training institutions have more than 50% of their usual 2000 - 3000 new entrants, and that the shortage of qualified accountants by the turn of the century will be 7000.

From the side of the future needs of our country it is not the shortage of skills and qualifications that fills these jobs. It is also important that school-leavers know how to get skilled also through vocational training and getting bursaries.

A strong view among the black working class about careers is the idea that education is the key to escaping the misery of poverty. This means parents are making financial sacrifices to ensure that their children can get a good education. Education can be an important advantage in obtaining a job in the future, but it is important to remember that education is no guarantee of a job. We should adopt the whole question of careers for school leavers and how to make sure the economy is actually performing at the moment.

Employment Opportunities and the Economy

The general trend in employment at the moment is contradictory. One of the facts is that the South African economy is in a crisis and is not growing fast enough to accommodate the amount of workers. At the same time the informal sector and the black economy are in crisis given that most industries and sectors are affected. This leads to an increase in unemployment and increased unemployment rates.

The State as Employer

Many South African people are employed by the state, either in the state sector or in the state’s ancillary sector, which amounts to 40000. Of particular note is the fact that the number of workers in the public sector is currently almost the same as in 1980. This implies that the increase in unemployment from 1980 until now took place almost exclusively in the public sector. An important question is just how absorbing is this increase in the number of jobs against an annual growth rate of more than 2.5% of the economically active population.

For black people the area of greatest job growth has been in the area of local and provincial government. This is a result of political reforms and negotiations. These two factors have had the opposite impact on conditions of employment and the possibility of gaining jobs. If an economy is in crisis, most of the sectors are affected. This leads to an increase in unemployment and reduce earnings. At the same time the fact that the state is trying to move away from old styles against Black bias, means that many laws against Black bias are being disarmed with the result of this contradiction is that while the number of jobs is increasing in most sectors, there are new opportunities for Blacks in jobs that were formerly reserved for Whites.

Let us look at this trend in relation to the state and the private capitalist sector.

The Private Sector

Throughout the 1980’s the employers have been cutting back on investments in new industries and replacing workers with machines. Therefore most sectors in private industry are cutting back on employment. A trend here is the contradiction between the fact that the bosses are employing more Black labour and the total number of Black workers at an increasing proportion of African workers employed in semi-skilled and unskilled categories. The proportion of Black workers employed in semi-skilled and unskilled categories increased dramatically. Yet, the number of African apprentices dropped from 7% from almost 20000 in 1983 to just more than 5000 in 1987. Whiteness continues to dominate all occupations except machine operators and African are a small minority of these who receive training. The decrease in the number of apprentices is probably due to the fact that farmers are employing African labour for which they have the skills but are not training them as apprentices. And many jobs are being de-skilled due to changes in the production process, with the result that farmers do not send their workers for training and apprenticeship.

What kind of skills will help us get a job?

With the increases in unemployment and retrenchment, school leavers and workers should be asking themselves what kinds of skills will increase their chances of getting a job? Clearly the skills needed will depend on the kind of jobs available and the use of technology in the particular sector. In general however, at times of increasing unemployment, it is better to have a range of skills rather than be limited to only one specialty. For instance it would be better to present someone who is flexible and capable of working in various sectors. This means that they are operating strictly on business principles of making a profit. The result is that, whereas formerly these sectors served as the means of promoting white working class employment in the 1960’s - 1980’s, the current trend is to cut down on staff.
Deaf builders erect 4 rooms at school

Sunday Times Reporter

A TEAM of deaf, unskilled workers are building four workshop classrooms at the School for the Deaf in Khayelitsha after receiving a donation of more than 15,000 calcium silicate bricks from Calcrete Bricks.

"We had to construct these buildings ourselves because of the school's dire financial circumstances. There is an urgent need for such facilities," said Mr. Richard Nieder-Heitmann, the principal of Noluntando School for the Deaf.

"Under the Department of Manpower's Job Creation Scheme, we were able to provide work for 15 unemployed deaf people. The project would not have been possible without the generosity of Calcrete." The foreman, Mr. Corben Nana, who is also deaf, has practical building experience and instructs the deaf workers in sign language. The bustling building site is usually silent—almost like watching television with the sound turned off—as the enthusiastic workers go about their tasks.

Mr. Nieder-Heitmann explained that although most of the workers had hearing aids, they were unable to use them because of the prohibitive cost of new batteries and repairs.

Sewing

"Once completed, the workshop will be used to train main pupils in welding and woodworking and females in hairdressing, domestic science and sewing. Evening classes will be held to train deaf adults." Noluntando is the first school in the Western Cape for Xhosa-speaking, hearing-impaired children.

Mr. Nieder-Heitmann said the school had 60 pupils, but it was envisaged that 300 would eventually be enrolled.

The institution plans to build a para-medical centre, a parents' guidance clinic and sports facilities as well as accommodation for 200 pupils.

Day scholars commute by schoolbus from Khayelitsha, Guguletu, Mfuleni, Langa, Nyanga and Crossroads.
R1bn in loans has been granted over the past 10 years

ABOUT 10 years ago, a proposal was put forward by Rembrandt chairman Anton Rupert that a Small Business Development Corporation (SBDC) be established to encourage entrepreneurship among South Africans and stimulate small and medium-sized enterprise (SME) development.

It would be a joint venture between the public and private sectors.

The matter was investigated by the Panel for Economic Cooperation and Strategy and by February 3 1981 the SBDC was registered as a public company with an authorised share capital of R160m.

In December 1981, the assets and staff of the Development and Finance Corporation and those of the Industrial Development Corporation were transferred to the SBDC.

NATIONWIDE

Since then, with capital employed amounting to about R600m, loans worth over R1bn have been granted to over 31 000 entrepreneurs.

SBDC offices nationwide field an average of 1,000 inquiries each working day and formal and informal training has been provided to more than 55 000 individuals.

Initially, the SBDC's major functions were to provide finance and affordable business premises for its clients.

SBDC MD Ben Vosloo says it will always be an important part of the corporation's business, but the need for training and support services has become equally important.

He says the SBDC is getting involved in providing practical training courses and other support services to its clients and it has formed a training trust to co-ordinate this project.

In the March Budget, the SBDC received R75m from government, which Vosloo says is enough to get the training project off the ground.

Much more, however, will be needed to sustain and expand it.

Latest statistics released by the SBDC show how important support and training services have become.

Between April and October 1991, 172 408 inquiries were fielded by SBDC staff - 66% of which related to finance, while 30% of callers wanted business advice.

In addition, 99% of the SBDC's borrowers and 69% of its tenants have received after-care evaluations and assistance.

Financing will always be a major function of the SBDC.

The corporation estimates its loan financing will grow at a rate of 20% a year.

In order to continue this rate of expansion over the next five years, a capital inflow of about R75bn is needed.

This will provide the basis for loan capital of R2bn to be granted over the next five years to bring the total for the first 15 years to R2bn.

WASTED

R75m is not a large amount of money when one considers the government has wasted about R30bn on unnecessary projects such as Mossagas over the last decade, Vosloo says.

The money would be better spent on entrepreneurial SME development.

The major problem in SA is that government has never formulated a comprehensive SME policy despite the fact that the SME sector has been the major job-creator and the base for economic growth in the last decade.
There are too few successful entrepreneurs in South Africa, a problem which may be laid largely at the door of the education system, says SBDC MD Ben Vosloo.

"We are saddled with an educational system which creates too many products fit for employment or economic activity," he says.

SA's educational curricula do not provide training such as technical skills. Education needs to be made more relevant to society and the workplace.

It should enhance entrepreneurship by stimulating individualism, independence, optimism, task orientation and competitiveness.

SBDC senior GM Tom Kedzierska says a further problem is that individuals are indoctrinated to follow a career in big business.

Self-employment is the poor relation despite its more lucrative earning potential.

**Education needs to be made more relevant to work.**

The lack of practical skills and entrepreneurial management skills must change," he says.

In has become apparent over the past 10 years that the problem of training is not being adequately addressed and SBDC clients have been pushing for the corporation to get involved in training and support services.

The cry for help is specific — finance and premises, although important, are not everything — assistance in the form of advice, consultancy, counselling and training has been identified as a priority for the SBDC as it looks ahead.

Informal training and assistance through the SBDC's Mentor Advisory Programme (MAP) and rebate scheme started as long ago as 1985.

It offers entrepreneurs individual on-site advice and training by some 225 retired business people participating in the MAP and the same number of professional consultants participating in the rebate scheme.

More than 50,000 have benefited from this informal training and assistance, while limited formal training, initiated by the SBDC in 1988, has benefited 5,000 individuals.

Marketed under the name SME Training Institute, the SBDC will utilise funds which are tax deductible in the hands of donors.

Courses such as the Trident one-up business skills (also known as the Township MBA), labour relations for small businesses, how to manage and improve your own small business and a retail management course are on offer.

These courses are purchased and adapted by the SBDC.

Also under discussion is the SBDC's approach to financial training:

"Most entrepreneurs are not interested in learning bookkeeping or accounting.

"Our practical approach to financial training will be to teach them record keeping and how to use the information from financial results for future planning," he says.

Vosloo says "While there are elements of society who ache at the prospect of working from nine to five, entrepreneurs are the sort of men and women who hold several tasks at a time and work happily from five to nine."

It is at these people that the SBDC's formal and informal training is aimed.
leaders

TWENTY-THREE civic and community leaders will graduate on Decem-
ber 4 from the four-month course. The programme was recently com-
pleted by sixty people.

The programme is a joint effort between the KwaZulu-Natal Provincial Government and the Western Cape Government. It aims to provide leadership training to individuals who want to make a difference in their communities.

The programme includes a range of courses such as leadership development, community development, and conflict resolution. Participants are also encouraged to develop their skills in areas such as decision-making and problem-solving.

The graduates will be expected to continue their involvement in their communities and use the skills they have learned to make a positive impact. They will also be required to contribute to the development of their communities in various ways, such as through volunteer work or by setting up new initiatives.

The programme is open to individuals from all walks of life, and it provides a unique opportunity for people to learn new skills and contribute to their communities. It is hoped that the graduates will go on to make a significant difference in their communities and inspire others to do the same.
Ten years ago the SBDC was registered as a public company, absorbing the assets and staff of the Development and Finance Corporation and those of the Indian Industrial Development Corporation. Since then, with capital employed amounting to R800m, loans worth over R1bn have been granted to over 31,000 entrepreneurs. GILLIAN HAYNE reports.

Shortage of basic skills is a problem

ENTREPRENEURS are renowned for their innovations and specialised expertise, but not for basic business skills, and this is the weakness that usually leads to their downfall, says SBDC central region contracting unit head Ebrahim Asmal.

"Basic skills such as marketing, costing, selling and funding jobs are major problems for infant businesses," he says.

In 1987, the SBDC undertook to help its tenants win contracts by tendering on their behalf, helping with bridging finance and sharing business skills — thus introducing the sub-contracting principle to South Africa.

From 1987, over R1.3bn worth of contracts were negotiated countrywide between big corporations and small and medium-sized industrialists with the help of the SBDC.

Asmal negotiated R1.3bn in the PWV area alone.

Big companies such as Anglo American, JCL Barlow Rand, Anglo Vaal and Rand Mines are but a few of the corporations awarding jobs to the SBDC's small and medium-sized enterprises.

Jobs ranging from making uniforms or cleaning hostels to manufacturing weighing scales for the mines are on offer at Pen-nyvile.

Linked to sub-contracting is the mentor system.

No longer is it sufficient for companies to provide finance for projects or award contracts — business expertise is also needed.

One of the leaders in this field is Anglo American, with its Small Business Initiative which works closely with the SBDC.

Discussions are underway for the SA Bureau of Standards (SABS) to give its approval to items produced by the SME industrialists.

A hardship faced by many is the problem of agents.

Although these middle men are important go-betweens during the early stages of breaking down barriers between large companies and SMEs, many are unscrupulous and unethical, says Asmal.

As the sub-contracting idea gains momentum, however, Asmal hopes the need for agents will diminish.

Natal has tried a new initiative in match-making by displaying products required by the large corporations to the SME clients.

SBDC Natal regional head Ashur Singh says: "Until now we have tried to promote sub-contracting by providing big business with a list of our SME clients. Informing our clients about opportunities to do business with the corporate sector makes more sense, however, as it encourages them to take the initiative."

Burglar guard manufacturing is a highly successful sub-contracting enterprise.
Technical training for 2000 students

The largest technical college in SA is located in Germiston.

Some 2000 students pass through the doors each day, and principal Dr Renne Pelser says: "Our courses run from 8.30am to 8.30pm Monday to Friday."

The morning lectures are generally attended by our 1 400 or so full-time students, and the afternoon and evening lectures attract the 600 part-time students studying one or two subjects at a time.

The business courses offer training in such fields as secretarial work, management skills and accountancy.

Engineering training takes students from pre-apprentice level up to practical engineers with a certificate of competency.

"The training places emphasis on practical skills and is carried out in collaboration with the students' employers."

The biggest challenge facing technical colleges is to provide vocational education to the masses.

"In the past, education in SA had a strong academic inclination. "Most people, on matriculating, aren't capable of earning a living," he says.

"If it is clear a pupil is not cut out for a university education, it makes sense to put him into a technical college, where he can obtain a technical matric that prepares him to become a contributing member of society."

Challenge

"Such a matric does not give him university entrance, but should he later decide to carry his education further he can do so at night school or by correspondence."

A challenge is to overcome the educational disadvantage suffered by many black pupils entering Germiston Technical College, but this is usually not as great a problem as people claim.

"In my experience, the sooner you face a student with tangible challenge he has the potential to overcome, the sooner he will pass beyond his educational disadvantages," Pelser says.

"By the time a student comes to technical college he knows what he is aiming for and this makes a big difference to his willingness to work."
Training the key to defusing SA's ticking timebomb

By JOSHUA RABORO

UNEMPLOYMENT is becoming a time bomb which could seriously damage society and the success of efforts to create a democracy.

The newly formed African Business and Manufacturing Development Association believes in training the unemployed in various fields to create jobs for themselves.

President Mr Bradley Tshabalala said, "We train them to manufacture a variety of goods they can sell for themselves and earn a decent wage."

Items on their manufacturing agenda include mixing floor polish, dishwasher and fabric softener, orange and other juices, which they could sell in the townships and rural areas.

The products are manufactured at the Small Business Development Corporation hive in Johannesburg and there is no fee to join.

"We initially encouraged individuals to operate alone, but have since realised that it would be better if they grouped together to manufacture large quantities of products," he said.

He said most manufacturing industries were ignored by most black entrepreneurs.

The association has made representations to many companies to get more machines and financial aid. At the moment, he said, "our resources are limited and we need to train many people if this time bomb is to be put off."

Interested people can contact Tshabalala at the City Hive telephone (011) 473-2418.
Call for Education that Leads to Employment

Can schools prepare adequately for the transition towards public ownership of the means of production in the world in the section? Can we proceed to plan the world of tomorrow, if we are to make the necessary efforts in this direction? The present situation is one of stagnation, and we must act now to ensure a brighter future for all.
Centre founded on human kindness

By PEARL MAJOLA

USINDISO Home Craft Training Centre could be thought of only as one of many self-help projects for women, but behind it is a rare tale of compassion for those who cannot help themselves.

It all began in 1986 with three church women who came to the rescue of homeless woman suffering from a mysterious disease that produced sores all over her legs.

Ms Doris Lungabisa, a domestic worker, was going home from a Manyano church meeting one Thursday afternoon when she came across the ill woman, who was living with other homeless people on a Cleveland three dump.

Rushed

Lungabisa rushed to friends Ms Nare Poofer and Ms Sophie Christo and asked for help.

Together the two looked after the woman, visiting her at the dump and wrapping her sores with bandages when she refused to go to hospital.

The two soon gained the trust of the community of homeless people at the dump. The three started a simple self-help centre teaching basic cooking to a few homeless women.

Today their centre is one of the most successful self-help projects.

Their work resulted in the formation of the Christian Services Foundation, which also runs the City Shelter in Hillbrow, a children's nursery and chronic care centre.

The USindiso centre is not just another self-help group and now runs a successful business.

"The women here are being trained in home craft to treat an immediate need which is unemployment," she said.

"They are not being trained for industry because even in that field jobs are scarce."
ACQUIRING technical skills was the best hope for school leavers to finding and keeping jobs, Mr David Kramer, executive director of Protec, said yesterday.

Kramer said it was a cruel paradox that only 40 percent of South Africa's employable population could not find work in the formal sector while employees were "crying out for workers with technological skills".

"Of the more than 14 million people wanting to work, only eight million actually have jobs," he said.

"This means more than 40 percent of our economically active population are job-seekers, with little hope of finding employment.

"By the end of the century South Africa will have almost a million fewer skilled workers than the economy will need. There is no question that a school leaver's best hope for finding and keeping work is to offer technical skills."

Kramer said South Africa's failure to produce an adequate supply of technologically competent people had had a severe impact on the country's economy same as sanctions, disinvestment and lack of confidence.

"While there is little we can do for school leavers of the last five years who are not technologically handicapped, it is imperative we teach the next generation to make themselves employable by taking correct crucial decisions when they are in Standard 7 or 8," Kramer said.

"We must teach them to invest in mathematics and science, as this will ensure them a competitive edge when they leave school."

To guide the youngster he suggested:

- Career counselling, visits to career centres and analysing and discussing job advertisements so that they understand what employers want.
- Encouraging tertiary study in technical fields, at technikons rather than at universities.
- Encouraging pupils to take maths and science for matric, thereby ensuring their future employment prospects improve a thousand-fold.
- Encouraging pupils to enter apprenticeships, as employment prospects for artisans are as good as for university graduates.
- School leavers should seek employment in technical areas which afford further training opportunities even though initial salaries or wages may be low.
- Enrolling in skills training programmes which they can afford.
Wine courses to merge

STELLENBOSCH — The KWV's wine courses are to be merged into the Cape Wine Academy from January 1999, the KWV and Stellenbosch Farmers' Winery (SFW) said in a statement yesterday.

KWV and SFW have in the past 12 years made an enormous contribution to promoting the industry through wine education, the statement said.

The academy, which has been completely funded by SFW since its inception, will now become an independent educational institute continuing the tradition of wine education.

Academy principal Phyllis Hands said the interest in wine courses and wine education continued to grow and an even broader spectrum of courses could be on offer. — Sapa
Armscor aids its jobless

Armscor has recommended to its retrenched workers that they contact a Pretoria-based consulting agency for retraining in other careers.

Pamphlets advising workers to contact Mandevco Consultants in Sunnyside accompanied the retrenchment letters given to several hundred Armscor employees recently, a spokesman for the agency confirmed.

For a fee of R1 000, retrenched Armscor staff would be able to use training facilities at Mandevco's Job Success Centre which is to be opened in January. Mandevco director Janneke Erasmus said.

Armscor has allocated R1 000 to each retrenched staff member for further training. The money is available for three months after the severance date.

Erasmus said the Job Success Centre would operate between January 6 and March 30 1992.

In September, Armscor chairman Johan van Vuuren announced that 5 000 staff members were to be axed by April 1992.
Technical skills young job-seekers' key to future

SCHOOL-LEAVERS’ best hope of finding and keeping work is to offer employers technical skills, says Programme for Technological Careers executive director David Kramer.

Unemployment figures in the technical fields were low — 3% as opposed to the national average of more than 40%, said Kramer.

"But it is precisely here that we have failed as fewer than 1% of the 1991 black matriculants will have passed in technical subjects. Of the more than 200 000 who do not pass matric, a deplorably small percentage will even have attempted maths and science, which places them (failed matriculants) at a permanent competitive disadvantage."

Government’s recent announcement of a draft model for school education with its emphasis on the need to move away from an academically-oriented system to one directed towards vocational training was a very positive development, Kramer said.

It indicated a recognition of the need to create a relationship between the education system and the economy.

However, government could only solve the problem in education if, in the long term, there was a partnership with business and the community, he said.

One of the fundamental problems centred on the poor learning culture and lack of motivation in the classrooms. In addition, teacher motivation was lacking in many instances.

It was paradoxical that while employers were crying out for workers with technological skills, about 40% of SA’s economically active population could not find work in the formal sector, Kramer said.

Paradox

Of the more than 14-million people looking for work, only about 8-million had jobs, with more than 40% of the population being job-seekers who had little hope of finding employment.

"The paradox is that by the turn of the century SA will have almost a million fewer skilled workers than the economy will need."

To meet the expectations of job-seekers and alleviate the desperate socio-political problems of joblessness, SA needed an annual growth rate of about 7%.

However, while in all modern economies technology was the prime generator of wealth, SA did not have the technologically competent workforce either to achieve or sustain the desired level of growth.

For a variety of reasons, which included a lack of facilities and lack of knowledge of skilled teachers, maths and science were neglected or rejected at black schools.

"But it is these subjects that give students a head start, and we fail to help them in their career planning if we do not stress that, as school-leavers, they must have achieved certain levels of technological competence if they are to find meaningful employment."

Ways of guiding young people in the correct decisions included career counselling and visits to career centres, encouraging tertiary study in technical fields at technikons rather than universities, encouraging students to enter apprenticeships, and encouraging students to look for employment in technical areas which afforded further training opportunities, although initial salaries or wages could be lower, said Kramer.

D. P. A. SCHUTTE,
Adjunkminister van Mannekrug

No. R. 3079 20 Desember 1991
WET OP MANNEKRAGOPLEIDING, 1981
VAKLEERLINGOPLEIDINGSKEMA VIR DIE PLAASLIKE OWERHEIDSONDERNEMING VERBETERINGSKENNISGEWING

Ek, Daniel Pieter Antonie Schutte, Adjunkminister van Mannekrug, handelende kragtens artikel 39 (6) van die Wet op Mannekragopleiding, 1981, wysig hierby die datum van inwerkingtreding van Goewermentskennisgewing No R 1792 van 2 Augustus 1991 deur die uitdrukking van “1 Julie 1991” met die uitdrukking “vanaf die datum van publikasie van hierdie kennisgewing” te vervang

D. P. A. SCHUTTE,
Adjunkminister van Mannekrug

No. R. 3080 20 Desember 1991
WET OP MANNEKRAGOPLEIDING, 1981
OPLEIDINGSKEMA VIR DIE PLASTIEKNYWERHEID

Ek, Daniel Pieter Antonie Schutte, Adjunkminister van Mannekrug, handelende kragtens artikel 39 (5) van die Wet op Mannekragopleiding, 1981, verklar hierby dat die bepalings van die Skema wat in die Bylae hiervan verskyn, met ingang van die datum van publikasie hiervan vir ’n tydperk wat op 30 November 1996 eindig, bindend is vir alle werkgewers en werknemers wat betrokke is by of in diens is in die Plastieknywerheid in die Republiek van Suid-Afrika

D. P. A. SCHUTTE,
Adjunkminister van Mannekrug

BYLAE

Die Opleidingskema vir die Plastieknywerheid, hiermee genoem “die Nywerheid”, is ingesteld deur die Plastiekfederasie van Suid-Afrika kragtens artikel 39 (4) van die Wet op Mannekragopleiding, 1981, vir die opleiding van werknemers in die Nywerheid en maak voorsiening vir die instelling van ’n fonds vir die doelendes van die Skema, die betaling van bydraes aan die Fonds deur werkgewers in die Nywerheid en die aanstelling van die Plastieknywerheidopleidingsraad om die Fonds, wat as die “Plastieknywerheidopleidings- en ontwikkelingsfonds” bekend sal staan, te administreer

1. Naam van die Skema

Die naam van die Skema is die “Plastieknywerheidopleidingskema”

by Government Notice No R 2833 of 28 December 1984, as extended by Government Notices Nos R 2823 of 24 December 1987 and R 169 of 1 February 1991, with a period of five years ending on 31 December 1996

D. P. A. SCHUTTE,
Deputy Minister of Manpower

No. R. 3079 20 December 1991
MANPOWER TRAINING ACT, 1981
APPRENTICE TRAINING SCHEME FOR THE LOCAL AUTHORITY UNDERTAKING
CORRECTION NOTICE

I, Daniel Pieter Antonie Schutte, Deputy Minister of Manpower, acting in terms of section 39 (6) of the Manpower Training Act, 1981, hereby amend the date of coming into operation of Government Notice No R 1792 of 2 August 1991 by the substitution for the expression “1 July 1991” of the expression “the date of publication of this notice”

D. P. A. SCHUTTE,
Deputy Minister of Manpower

No. R. 3080 20 December 1991
MANPOWER TRAINING ACT, 1981
TRAINING SCHEME FOR THE PLASTICS INDUSTRY

I, Daniel Pieter Antonie Schutte, Deputy Minister of Manpower, acting in terms of section 39 (5) of the Manpower Training Act, 1981, hereby declare that the provisions of the Scheme which appears in the Schedule hereto, shall be binding with effect from the date of publication hereof for a period ending on 30 November 1996, upon all employers and employees who are engaged or employed in the Plastics Industry in the Republic of South Africa

D. P. A. SCHUTTE,
Deputy Minister of Manpower.

SCHEDULE

The Training Scheme for the Plastics Industry, hereinafter referred to as “the Industry”, has been established by the Plastics Federation of South Africa in terms of section 39 (4) of the Manpower Training Act, 1981, for the training of employees in the Industry and provides for the establishment of a fund for the purposes of the Scheme, the payment of contributions to the Fund by employers in the Industry and the appointment of the Plastics Industry Training Board to administer the Fund, which shall be known as the “Plastics Industry Training and Development Fund”

1. Name of the Scheme

The name of the Scheme shall be the “Plastics Industry Training Scheme”
2. Scope of application of the Scheme

The provisions of the Scheme shall be observed by all employers and employees in the Plastics Industry in the Republic of South Africa.

3. Definitions

Any expression used in this Scheme which is defined in the Manpower Training Act, 1981, shall have the same meaning as in the Act and any reference to the Act shall include any amendments to the Act and any regulation issued in terms of the Act and, unless inconsistent with the context—

"Act" means the Manpower Training Act, 1981 (Act No 56 of 1981),

"Board" means the Plastics Industry Training Board,

"employee" means any employee, as defined in the Act, who is employed by or who is working for an employer in the Industry,

"Fund" means the Plastics Industry Training and Development Fund referred to in clause 5,

"Plastics Industry" or "Industry" means the Industry in which employers and employees are associated for the manufacturing of plastics, which includes manufacturers and suppliers of plastics materials and manufacturers and suppliers of equipment which is used primarily for the processing of plastics, and also the processes listed below, and any related processes—

Injection Moulding,
Blow Moulding,
Extrusion;
Calendering;
Rotational Moulding,
Dip Coating,
Compression Moulding;
Cast Moulding;
Powder Coating;
Compounding,
Laminating;
Filament Winding;
Thermoforming,
Foaming Processes,
Contact Moulding;
Pultrusion;

"Registrar" means the Registrar of Manpower Training appointed in terms of the provisions of the Act,

"Scheme" means the Plastics Industry Training Scheme, and

"training incentive" means any grant, subsidy, bounty or other benefit, whether financial or otherwise, paid or obtained from the Fund or granted in terms of this Scheme, to an employer for the training and development of his employees.
4. Doelstelling van die Skema
Die doelstelling van die Skema is —
4.1 om die nodige fondse te voorsien ten einde te verseker dat voldoende opgeleide werknemers vir die Nywerhede bekiikbaar is en om die opleiding en ontwikkeling van werknemers op alle vlakke in die Nywerheid finansiële ondersteuning te ontvang. Daarom wil die Skema belangrik wees vir die opleiding en ontwikkeling van hul werknemers sal hé, en
4.2 om die administrasie en doelstelling van die Raad, soos in sy konstitusie uiteengestel, te finansië

5. Plasteknywerheidopleidings- en -ontwikkelingsfonds

5.1 Hierby word 'n fonds gestig wat bekend sal staan as die Plasteknywerheidopleidings- en -ontwikkelingsfonds

5.2 Die fonds word geadministreer deur die Plasteknywerheidopleidingsraad

5.3 In die Fonds word inbetaal —
5.3.1 opleidingsheffings kragtens klousule 7 van hierdie Skema;
5.3.2 rente en/of kapitaalanwas wat voortvloei uit die belegging van enige gelde van die Fonds, en
5.3.3 enige ander gelde waarop die Fonds geregtig mag word.

5.4 Die gelde van die Fonds moet aangewend word vir die bereiking van die doelstelling van die Skema soos uiteengesteel in klousule 4

6. Instelling en funksies van die Plasteknywerheidopleidingsraad

6.1 Die Plasteknywerheidopleidingsraad is deur die Plasteknywerheid van Suid-Afrika ingestel in ooreenstemming met 'n konstitusie wat deur die Registrateur goedgekeur is

6.2 Die Raad het die bevoegdheid om met alle sake binne die bestek van die doelstelling van hierdie Skema te handel

7. Opgawes en bydraes tot die Fonds

7.1 Elke werkwêr in die Nywerheid moet teen die 21ste dag van die tweede maand wat volg op die einde van elke kwartaal aan die Fonds by die Raad se hoofkantoor, Posbus 1128, Edenvale, 1610, of enige sodanige ander adres wat van tyd tot tyd aan hom bekendgemaak mag word, 'n opgawe indien van die totale salarisse en lône wat hy gedurende die drie kalendermaande wat 31 Maart, 30 Junie, 30 September en 31 Desember van elke jaar voorafgaan, aan alle werknemers, uitgesonder direkteure, in sy diens in die Nywerheid betaal het. Die werkwêr moet sodanige opgawes jaarliks deur 'n openbare ouditeur laat sertiﬁëer en 'n akskript van die sertiﬁkaat saam met sy eerstvolgende opgawe aan die Raad stuur.

7.2 Waar enige sodanige werknemers gedeeltelik in die Plasteknywerheid geneem het in ander nywerhede in diens is, moet die gedeelte van die totale salarisse en lône van sodanige werknemers waarop die heffing toegpas moet word, proporsioneel dieselfde wees as die verhouding van die werk in die Plasteknywerheid verg van die totale werk deur die werknemer verg.

4. Objecten van die Schema
Die objecte van die Schema is —
4.1 om die nodige fondse te voorsien ten einde die opleiding en ontwikkeling van werknemers vir die nywerhede te verseker sodat alle nywerhede finansiële ondersteuning ontvang. Daarom wil die Skema belangrik wees vir die opleiding en ontwikkeling van hul werknemers sal hé, en
4.2 om die administrasie en objecte van die Raad, soos in sy konstitusie uiteengestel, te finansië

5. Plastics Industry Training and Development Fund

5.1 Hierby is 'n bydrae-fonds gestig om die gelyke gelegenheid te verseker dat alle nywerhede finansiële ondersteuning ontvang. Daarom wil die Skema belangrik wees vir die opleiding en ontwikkeling van hul werknemers sal hé, en

5.2 The Fund shall be administered by the Plastics Industry Training Board

5.3 Into the Fund shall be paid—
5.3.1 training levies in terms of clause 7 of this Scheme,
5.3.2 interest and/or capital appreciation from the investment of any moneys of the Fund, and
5.3.3 any other moneys to which the Fund may become entitled.

5.4 The moneys of the Fund shall be used for the attainment of the objects of the Scheme as set out in clause 4

6. Establishment and functions of the Plastics Industry Training Board

6.1 The Plastics Industry Training Board has been established by the Plastics Industry of South Africa in accordance with a constitution approved by the Registrar

6.2 The Board shall have the authority to deal with all matters falling within the scope of the objects of this Scheme

7. Returns and contributions to the Fund

7.1 Every employer in the Industry shall submit to the Fund at the Board's Head Office, P O Box 1128, Edenvale, 1610, or any such other address as he may be notified from time to time, by the 21st day of the second month following the end of each quarter, a return showing the total salaries and wages paid by him to all employees, other than directors, employed by him in the Industry in the three calendar months preceding 31 March, 30 June, 30 September and 31 December of each year. The employer shall have such returns certified annually by a public auditor and shall forward a copy of the certificate with his next return to the Board

7.2 Where any such employers are employed partly in the Plastics Industry and partly in other industries, the proportion of the total salaries and wages of such employees to which the levy is to be applied shall be the same proportion as the ratio of work done in the Plastics Industry to the total work done by the employee.
7.3 Elke werkgewer in die Nywerheid moet teen die 21ste dag van die tweede maand wat volg op die einde van elke kwartaal aan die Fonds by die Raad se Hoofkantoor, Posbus 1128, Edenvale, 1610, per tje 'n heffing betaal van 1% (een persent) van die totale salarisse en lone wat die werkgewer betaal het aan alle werknemers wat by hom in die Nywerheid in diens was gedurende die tydperk gedek deur die opgawe in subklousule 7.1 gespesifiseer.

8. Inligting

8.1 Die Raad moet elke werkgewer in die Nywerheid voorsien van besonderhede rakende die Skema in sodanige vorm as wat die Raad van tyd tot tyd bepaal. Met dien verstande dat sodanige besonderhede minstens die konstitusies van die Skema en die Raad, die heffings wat aan die Fonds betaal moet word of die bydraes wat aan die Fonds gemaak moet word, die opleidingsaanspronkings wat ingevolge die skema verskaf word en die prosedure wat al die instelling van eie teen die Fonds gevolg moet word, moet insluit, sowel as sodanige ander besonderhede as wat nodig geag word.

8.2 Die Raad moet binne drie maande na afloop van elke fiscale jaar die Direkteur-generaal Mannekrag en aan elke party tot die Raad 'n afskrif van die verslag van sy aktiwiteite gedurende daardie fiscale jaar tesame met afskrifte van sy fiscale state verskaf en moet die verslag en state beskikbaar hou vir insaie deur enige bydraende werkgewer.

9. Finansies

9.1 Alle geld wat ontvang word, moet inbetaal word in 'n bankrekening geopen in die naam van die Fonds.

9.2 Betaalings namens die Fonds geskied by wyse van tje of debietorder, geteken deur sodanige persone as wat van tyd tot tyd skriflik deur die Raad daartoe gemagtig word.

9.3 Die Raad moet 'n openbare ouditeur aanstel, wat uit die Fonds betaal moet word, om die state van die Fonds jaarliks te ouditeer vir die tydperk wat op 30 Junie eindig.

10. Ontbinding van die Fonds

10.1 In die geval van die beëindiging van die Skema om water rede ook al die Raad, moet die Raad in ooreenstemming met sy konstitusie oor die bates van die Fonds besik.

10.2 Alle administratiewe koste en skulde van die Skema word dan teen die Raad in berekening gebring.

10.3 Die Registrateur moet vroegtydig van die beëindiging van die Skema in kennis gestel word.

11. Agente

11.1 Die Raad kan agente aanstel om uitvoering aan die doelstellings van die Skema te gee, op sodanige voorwaardes en onderhewig aan sodanige beheer as wat die Raad goedgekink.

11.2 'n Agent het die mag om enige instelling te betreú en die werkgewer of enige werknemer te ondervra ten einde vas te stel of die bepalings van klousule 7 nagekomyt word al dan nie.

11.3 Die aanstelling van 'n agent kan te enger tyd en om water rede ook al deur die Raad teruggetrek word.

7.3 Every employer in the Industry shall pay by cheque to the Fund at the Plastics Industry Training Board’s Head Office, P O Box 1128, Edenvale, 1610, by the 21st day of the second month following the end of each quarter, a levy of 1% (one per cent) of the total salaries and wages paid by him to all employees employed by him in the Industry in the period covered by the return specified in subclause 7.1.

8. Information

8.1 The Board shall furnish every employer in the Industry with details concerning the Scheme in such form as the Board may from time to time determine. Provided that such details shall include at least the constitutions of the Scheme and the Board, the contributions to be made or the levies payable to the Fund, the training incentives provided under the Scheme and the procedure to be followed for the lodging of claims against the Fund, as well as such other details as may be deemed necessary.

8.2 The Board shall, within three months after the close of each financial year, furnish the Director-General, Manpower and every party to the Board with a copy of the report on its activities during that financial year, together with copies of the audited financial statements and shall keep the report and statements open for inspection by any contributing employer.

9. Finance

9.1 All moneys received shall be deposited into a banking account opened in the name of the Fund.

9.2 Payments on behalf of the Fund shall be by cheque or debit order signed by such persons as may from time to time be authorised thereto in writing by the Board.

9.3 The Board shall appoint a public auditor, who shall be paid out of the Fund, to audit the accounts of the Fund annually for the period ending 30 June.

10. Dissolution of the Fund

10.1 Upon the termination of the Scheme, for any reason whatsoever, the assets of the Fund shall be disposed of by the Board in accordance with its constitution.

10.2 All administrative charges and liabilities of the Scheme shall then be charged against the Board.

10.3 The Registrar must be notified of the termination of the Scheme in good time.

11. Agents

11.1 The Board may appoint agents to give effect to the objects of the Scheme under such conditions and subject to such control as the Board deems fit.

11.2 An agent shall be empowered to enter any establishment and to question the employer or any employee for the purpose of ascertaining whether or not the provisions of clause 7 are being observed.

11.3 The appointment of an agent may be revoked by the Board at any time and for any reason.
12. Vrywaring

Die lede van die Raad is nie aanspreeklik nie vir enige verlies vir die Fonds wat voortgepruit uit enige onbehoorlike belegging gemaak te goeder trou, of deur enige optrede in hul bona fide-administrasie van die Fonds, of deur die nalatigheid of bedrog van enige persoon in diens van die Raad, of as gevolg van 'n handeling of versuim deur lede, of as gevolg van enige ander saak, uitgesluit individuele opsetlike of bedreiglike optrede van die kant van sodanige lede wat aanspreeklik gehou kan word.

Enige sodanige lid moet deur die Fonds vergoed word vir enige aanspreeklikheid opgeloop deur hom in diens van enige vervolging, hetsy aswiel of strafregtelik, voorspruitend uit 'n bewering waarby kwade trou betrokke is en waarna regspraak in sy gune gelever word of waarvan hy vrygespreek word.

13. Vrystelling

Enige aansoek om vrystelling van enige bepaling van hierdie Skema, wat kragtens artikel 47 van die Wet deur die Minister verleen kan word, moet deur die Opleidingsraad vir die Plastiekenrywerheid, Posbus 1128, Edenvale, 1610, ingedien word, wat sodanige aansoek tesame met enige aanbeveling deur die Raad moet deurstuur na die Direkteur-generaal Mannekrag.

No. R. 3096
20 Desember 1991
WET OP ARBEIDSVERHOUDINGE, 1956
YSTER-, STAAL-, INGENIEURS- EN METALLURGISE NYWERHEID WYSIGING VAN HYSAK-INGENIEURSOORENKOMS

Ek, Daniel Pieter Antonie Schutte, Adjunkminister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaling van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opspraak by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na publikasie van hierdie kennisgewing en vir die tydperk wat op 30 June 1992 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat de lede van genoemde organisasie of verenigings is, en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepaling van die Wysigingsooreenkoms, uitgesonder dat die verval in klosule 1 (2) met ingang van die tweede Maandag na publikasie van hierdie kennisgewing en vir die tydperk wat op 30 June 1992 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing betrokke is by of in diens is in genoemde Onderneeming, Nywerheid, Bedryf of Beroep in die gebiede in klosule 1 van die Wysigingsooreenkoms gespesifieiseer.

D. P. A. SCHUTTE,
Adjunkminister van Mannekrag

12. Indemnity

The members of the Board shall not be liable for any loss to the Fund arising from any improper investment made in good faith, or by any act in their bona fide administration of the Fund, or by the negligence or fraud of any person employed by the Board, or by reason of any act or omission by members or by reason of any other matter save individual willful or fraudulent wrongdoing on the part of such members as can be held responsible.

Any such member shall be reimbursed by the Fund for any liability incurred by him in defending any proceedings, whether civil or criminal, arising out of an allegation involving bad faith in which judgment is given in his favour or in which he is acquitted.

13. Exemptions

Any application for exemption from any provision of this Scheme, which may be granted by the Minister in terms of section 47 of the Act, shall be submitted to the Plastics Industry Training Board, P O Box 1128, Edenvale, 1610, which shall forward such application together with any recommendation by the Board to the Director-General Manpower.

No. R. 3096
20 December 1991
LABOUR RELATIONS ACT, 1956
IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES. AMENDMENT OF THE LIFT ENGINEERING AGREEMENT

1. Daniel Pieter Antonie Schutte, Deputy Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1992, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (2) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

D. P. A. SCHUTTE,
Deputy Minister of Manpower.
Stokvels at Bank workshop

THE SA Reserve Bank will convene a workshop on the regulation of informal savings institutions next month to which all interested parties, including the National Stokvels Association of SA (Nassas), have been invited.

Nassas president Andrew Lakhobe confirmed his organisation had been invited to the workshop.

"The convening of such a workshop is in keeping with government's undertaking that input will be required from the stokvels before the new Deposit-Taking Institutions Act is finalised," Lakhobe said. The Act will be amended to find a new approach to the regulation of informal financial institutions.

The office of the Registrar of Deposit-taking Institutions said details of the workshop had still to be finalised.

But Reserve Bank Registrar of Banks and Building Societies Hennie van Greuning said the bank had been appointed as the writer of the Mutual Building Societies Act "in consultation with the market to address the financial needs of the broader community".

Road deaths drop, but still costly to economy

ROAD fatalities have cost SA's economy more than R147m since the start of the December holiday — but the figures are well down on last year's.

A National Road Safety Council (NRSC) spokesman said road fatalities since December 3 stood at 466 yesterday. Of those, 187 were in the Transvaal, 107 in the Cape, 68 in Natal and 74 in the Free State.

"Each road fatality costs the country's economy R316 600 in lost production, damage to property, medical costs and legal costs," the spokesman said.

It has been estimated that road deaths cost SA about Rbn annually.

However, this year's road fatalities were lower than the 860 deaths during the same period last year.

Road deaths this year included 75 occupants of mumbus taxis. A SATA spokesman said the decrease in collisions involving mumbus taxis (99 people died in such collisions last December) was partly due to his organisation's safety campaign.

Lakhobe said the Reserve Bank indicated last year it was committed "to stabilising and promoting" stokvels.

Van Greuning said the informal savings clubs had a large potential to provide efficient financial services if they were to function within "a proper statutory framework conducive to their particular environment and development".

"Such a framework should take cognisance of the risks involved in these financial arrangements," he said.

Lakhobe said the stokvel sector relied on prudential regulation in the form of market discipline to protect the interests of members.

"In place of formal mechanisms, informal agents rely on their knowledge of one another to reduce the risk of lending," he said.

If this form of regulation were to be replaced by regulation "the cost of the stokvel operation would be diminished," Lakhobe said.
Stokvels at Bank workshop

THE SA Reserve Bank will convene a workshop on the regulation of informal savings institutions next month to which all interested parties, including the National Stokvels Association of SA (Nasasa), have been invited.

Nasasa president Andrew Lukhele confirmed his organisation had been invited to the workshop on 12 December.

"The convening of such a workshop is in keeping with government's undertaking that input will be required from the stokvels before the new Deposit-Taking Institutions Act is finalised," Lukhele said.

The Act will be amended to find a new approach to the regulation of informal financial institutions.

The office of the Registrar of Deposit-Taking Institutions said details of the workshop had still to be finalised.

But Reserve Bank Registrar of Banks and Building Societies Renne van Greuning said the Reserve Bank had been assigned the task of rewriting the Mutual Building Societies Act "in consultation with the market to address the financial needs of the broader community".

Clean-up begins in Phola Park

IN THE first step towards becoming a proper town, Phola Park squatter camp is being given a Christmas present -- the immediate removal of huge piles of refuse.

Transvaal MEC for Physical Planning and Development John Mavuso said in a statement yesterday that the refuse removal had begun and would be followed by the provision of running water and toilet facilities.

Early in 1992, Phola Park would become a proper town, following the allocation of R15m by the IDT for the development of 2,000 service lots.

Phola Park has been the scene of numerous bloody clashes between residents and nearby Thokoza hostel dwellers.

Mavuso said the hostels in Thokoza would be upgraded. Plans for this were still being prepared.

The construction of the town would be primarily in the hands of the community, which has planned the layout of the town and the construction of the houses.

SA is 'still producing too many academics, too few technicians'

"TOUGH there is a distinct move towards technical and vocational study, most degrees awarded at SA universities continue to be in the arts, social science and education fields.

"The SA Institute of Race Relations' latest Social and Economic Update released yesterday, said enrolments at technikons increased 25% between 1988 and 1989, while university enrolments rose 45%.

"Between 1975 and 1979 student enrolments at technikons grew 14.5% and university enrolments grew 54%.

"Of the university degrees awarded in 1989, 60% were in arts, social science and education, 15% in science and engineering and 9% in medicine.

"Update said the country was still producing too few technikons and more academically oriented graduates than it could absorb.

"The percentage of pupils remaining at school until matriculation had improved from 6.3% in 1980 to 13.6% in 1985 and 33.5% in 1990.

"The DET had committed itself to overcoming backlogs in provision of textbooks, allocating R6.1m for books this year, and another R6.7m for books next year.

"In its health and welfare section, the government said 45,000 places needed to be provided for black children in their homes to achieve parity with accommodation provided for white children.

"The National Health Minister Dr Runa Venter had acknowledged that government had spent six times more on children's homes for whites than on those for blacks.

"About R3.7m was spent on 5,075 white children and R5.7m on 1,257 black children, representing expenditures of R6.837 on each white child and R4.535 on each black child.

"Update reported a growing incidence of tuberculosis. The Department of National Health and Population Development said that in 1988 there were 57,004 cases, in 1989, 68,073, and in 1990, a provisional figure of 63,853 was given.

"Reports for that year were not yet complete and formal housing remained unaffordable for most blacks.

"Between 60 and 80% of the urban black population earned between R400 and R800 a month.

"Of this, 37% (R149-R296) was spent on food and 13% (R56-R104) on transport, the spokesman said.

Road deaths drop, but still costly to economy

ROAD fatalities have cost SA's economy more than R147m since the start of the December holiday -- but the figures are well down on last year.

A National Road Safety Council (NRSC) spokesman said road fatalities since December stood at 446, of those 187 were in the Transvaal, 107 in the Cape, 86 in Natal and 74 in the Free State.

"Each road fatality costs the country's economy R316,000 in lost production, damage to property, medical costs and legal costs," the spokesman said.
Fewer degrees in science - survey

THOUGH there is a distinct move towards technical and vocational study, most degrees awarded at universities continue to be in the arts, social science and education fields.

According to the South African Institute of Race Relations' latest Social and Economic Update, from 1986 to 1990 enrolments at technicons increased by 258,2 percent, while university enrolments increased by 54,5 percent.

By contrast, between 1975 and 1979, student enrolments in technicons grew by 14,5 percent and university enrolments by 54 percent.

Other research conducted by the institute shows that of the degrees awarded at South African universities in 1989, 60 percent were in arts, social science and education, only 13 percent in science and engineering and 9 percent in medicine.

The country is still producing too few technicians and more academically oriented graduates than it can absorb.

Update notes that the Government, through its Education Renewal Strategy, has recommended an investigation into the possibility of setting further restrictions on admissions to universities.

The Department of Education and Training has committed itself to overcoming backlogs in the provision of textbooks and has allocated R61,1 million for books in the current year, with another allocation of R69,7 million for books in the 1992 school year.

In its health and welfare sector, Update points out that another 45 000 places in children's homes would need to be provided for African children in order to achieve parity with accommodation provided for white children.

Some R34,7 million was spent on 5 075 white children and R5,7 million on 1 257 African children, representing expenditure of R6 837 a white child and R4 355 an African child.

Update reports a growing incidence of tuberculosis, which has shown scarcely any decline in 26 years.

An official report of the Department of National Health and Population Development states that in 1988 there were 57 704 cases, in 1989, 68 075 and in 1990 a provisional figure of 65 435 was given.

Sapa