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Tel: +27 (0)11 392 4060/5748 Fax: +27 (0)86 659 0494 e-Mail: director@naacam.co.za	First Floor, Kaymac House 53 Harris Avenue, Isandovalle, Gauteng P.O. Box 9558, Edenglen, 1613 GPS Co-ordinates: S26°08'13" E28°11'23"	Editor: Lynn Galbraith Balgair Publications Tel: +27 46 624 8379/83 231 7466 email: lynn@balgair.co.za

from the office....

Hello again and welcome to this latest NAACAM newsletter!

At a regional meeting last month one of our members asked me about the newsletter and what sort of exposure it gets. Well in addition to our regular printed copies, they are all published online at our website and, whenever there is a major event such as Automechanika or SAAW, we print a few hundred extra copies for distribution. The monthly website statistics show that the newsletter is one of the most read pages on the website, and every month the recent issues are downloaded over a hundred times. Remember that those who look at our website are serious automotive players, so your articles and advertisements are reaching industry executives and researchers.

This month we introduce a new feature, where additions to articles in the printed newsletter are available exclusively online. We will be expanding this in future, which will allow for more in-depth articles to be developed. For instance, we expect that for the next issue we will have comprehensive coverage of the APDP legislative changes which will be summarised in the printed edition but expanded online.

In addition to the main NAACAM website, the NAACAM annual directory has its own linked website, which averages almost 2,000 unique visitors every month. In May this year, mainly because of the NAACAM conference at Automechanika Johannesburg, there were 170,390 pages viewed, a record for us.

Furthermore, we need to publish more success stories in the newsletter, so that we can encourage investment and ensure ongoing government support - the saying "nothing breeds success like success" is true. So I appeal to you to send any newsworthy items to our editor, Lynn (details above).

Recently the NAACAM office has received several invitations to meet with foreign organisations and participate in events with representatives from other countries. For example, we recently met with a large delegation from Zimbabwe where the government is serious about increasing local production of vehicles and parts and we have offered our assistance in this process. I will meet shortly with a senior manager of the Basque Business Development Agency from Spain to discuss areas of possible co-operation. Most importantly, there will be a video conference for our members with the Styrian Automotive Cluster in Austria on December 2nd, in anticipation of them sending a delegation of component manufacturers here next year to consider investing in South Africa. We will send out details of the companies who will attend from the Austrian side soon to invite local companies to participate in the conference.



The biggest matter at this stage is the upcoming announcement of the changes to the APDP following the recent review. We had hoped to be able to report on it in this issue, but it now seems the timing will be during the first half of October.

As a result of this delay, we have decided to hold **the NAACAM AGM on October 28th at DHL Global Forwarding**, who are situated very close to O.R. Tambo airport and have graciously agreed to let us use their spacious venue for our meeting. We expect to cover **details of the APDP changes** at the AGM, so make sure you book your place in time!

Recently most of the NAACAM Task Teams and Working Groups have been very active, and while some of their deliberations are ongoing and confidential, I can advise the following:

- The BBBEE Group has engaged with NAAMSA on the way forward for the industry, and is busy with a survey requested by the dti to establish progress made on the scorecards over the last two years of the past codes, so please respond to the questionnaire.
- The Human Resources Team has sent a report to members outlining possible options for structuring future wage negotiations and these will be discussed with NAAMSA at the end of October.
- The events group has had discussions on how best NAACAM could create an event focussing on component manufacturers and aimed at showcasing our capabilities with the ultimate objective of increasing local value addition throughout the supply chain.

So to summarise - NAACAM will only be truly successful in its mission to serve and represent you, our members, if we get participation in the affairs of NAACAM and the industry. We are here to help you in many ways, so just ask and we will do our best for you!

Roger Pitot

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PASDEC RECEIVES GLOBAL SUPPLIER AWARD FROM THE VOLSWAGEN GROUP GERMANY

Pasdec Automotive Technologies' innovation, quality and overall competence and performance is recognised by Volkswagen in a ceremony held in Germany.

In Neuburg Germany on the 15th July 2015, Pasdec Automotive Technologies (Pasdec), one of South Africa's leading component manufacturers, was presented with the Volkswagen Group Award 2015 for its best suppliers.

Before an audience of 260 guests from 26 countries, Prof. Dr. Martin Winterkorn, Chairman of the Board of Management of Volkswagen Aktiengesellschaft, and Dr. Francisco Javier Garcia Sanz, Member of the Board of Management responsible for Procurement, handed the awards over to the Group's 26 best suppliers this year.

This is the 13th year that the Volkswagen Group has honoured the entrepreneurial performance of its best suppliers with the Volkswagen Group Award. The award-winners are distinguished by their innovative power, product quality, development competence, sustainability and professional project management.

"To make really good cars, you need really good partners - and we certainly have them," said Winterkorn at the award ceremony.

Garcia Sanz praised the partner companies: "On behalf of the Volkswagen Group, I would like to thank you for your dedication and

your achievements. We can only shape the mobility of the future and continue our success with strong suppliers. Together, we have reached historic milestones with the Group. This applies to the implementation of our module strategy and to the delivery of 10 million vehicles to our customers for the first time. Electro-mobility and the continuing digitalization of our industry are key building bricks in our joint success. Together with you, we will actively develop new business areas and growth prospects.



Dato' Kevin Pather (centre), CEO of Pasdec Automotive Technologies receives the Best Supplier Award

Dato' Kevin Pather, CEO of Pasdec Automotive Technologies, said, "The importance of this award cannot be overstated. The progress we have made since the beginning of the project illustrates how the collaboration between Pasdec and VWGSA has resulted in a burgeoning partnership that bodes well for the future.

A vital component of this partnership has been the phenomenal support that Pasdec has received from all of VWGSA's departments. Our capabilities and processes have been greatly enhanced by input from these departments, namely Quality Purchase Parts Electrical, Supplier Quality Audits, Engineering and Purchasing.

An important outcome has been the potential for substantial capital investment in equipment and technology. Furthermore, our dedicated internal team has profited significantly from the learning curve preceding this award and are now fully equipped to take our partnership to a new level."

NAACAM/RMI ROADSHOW

After an extensive road show during the month of May, when all NAACAM Regions were visited, an overwhelming mandate was given to the NAACAM Sub-Committee to pursue a quasi-independent Chapter/Sector within the MIBCO structures to exclusively attend to centralised bargaining for the automotive component industry.

This 'new' Chamber will only represent the bargaining interests of the Tier 1, 2 & 3 component manufacturers and will exclude vehicle body builders who at present sit in the same Chapter III as ourselves.

We thank all the attendees in the various NAACAM regions who gave the sub-committee their valuable input and views as to the way forward.

In the pursuit of this 'new' quasi-independent structure the issue of representivity now becomes fundamental for purposes of autonomy.

To this end we can advise that at present there are circa 343 Chapter III registered companies/business sites within MIBCO and it is imperative, in order to achieve the appropriate representivity and independence, that as many companies as possible register with RMI who is the employer association that currently represents our industry at MIBCO.

RMI have indicated that those of you who have multi-plant arrangements a discount will be applied. With that in mind kindly contact Jakkie Olivier, email: jakkie.olivier@rmi.org.za or Jan Schoeman, email: jan.schoeman@rmi.org.za to make the necessary arrangements.

We encourage you to expedite this membership as quickly as possible

since we will shortly commence our interaction with the various bodies such as AMEO/NAAMSA and NUMSA apropos our strategy.

We look forward to getting this Chapter/Sector up and running as soon as possible to better serve our component industry.

Finally, we reaffirm the importance of having a strong representative body with which to protect and expand on the interests of the Automotive Component Industry in South Africa.

With that in mind we ask members of NAACAM to encourage those who are not members, to join and support the association in making sure that we create a strong representative organisation that can shape the future of our industry.

UGO FRIGERIO, NAACAM HR Sub-Committee Chairman
JAKKIE OLIVIER, RMI Chief Executive Officer

**Kindly diarise the below date for
NAACAM'S 36th AGM – 28th OCTOBER 2015
TO BE HELD IN JOHANNESBURG
All the relevant information will forward to all
by the end of September 2015**



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Help your employees to prosper • • • • •

With the ever-present likelihood of interest rate hikes, South Africans will start to feel the financial squeeze even more. Many households are already heavily indebted, and continue to struggle to repay loans. Often, there is little or no money left over for savings. The sad but inevitable reality is that many retire poor or penniless.

According to research, South Africa has a reputation for having one of the worst savings rates in the world at less than one sixth of the country's GDP. Easy access to credit, a lack of financial literacy and poor financial discipline are some of the contributing factors to an astonishingly high debt-to-disposable income ratio of over 78 percent.

There is a growing need for organisations to become more involved in allowing their employees the opportunity to become financially-savvy, and take better control of their finances. Financial education provides the knowledge employees need to effectively address decisions regarding money management, asset accumulation, debt management and retirement provision. It's detrimental to an employer to have financially illiterate employees, because concerns about money increase employees' stress levels, which directly affects their performance and is linked to unnecessary absenteeism.

Currently, statistics suggest that about 25% of employees spend more than an hour a day distracted because of money worries. Helping employees understand and cope with their financial situation has a direct impact on their productivity and work attendance. Financial education highlights the importance of financial literacy at an individual, an organisational and a national level and contributes to employees' financial development. It increases employees' financial optimism and improves satisfaction through providing them with a basic understanding of relevant financial matters that are fundamental to building their financial prosperity - and retire comfortably when the time comes.

By taking a pro-active approach to financial planning there are advantages for both employee and employer.

Benefits for employees

- Decreased financial stress
- Mastery of financial literacy as a personal skill
- Increased financial knowledge
- Informed and confident banking relationship
- Improved family financial security and provision for retirement.

Benefits for employers

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 - Dismissal
 - Health care due to stress-related illnesses
 - Workplace performance
 - Workplace theft and fraud
- Cutting down on administrative time lost due to:
 - Letters of indebtedness
 - Garnishee orders
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Len Howie, External Sales and Planning, Absa Retail and Business Bank on 011 846 9253 / 082 781 4889 or email: len.howie@absa.co.za or workplacebanking@absa.co.za

The latest McKinsey Global Institute report on South Africa

titled "South Africa's Big Five: Bold priorities to unleash inclusive growth", is now available. This report highlights how South Africa could add one trillion rand to annual GDP by 2030, create 3.4 million jobs and reduce inequality - by prioritising five big economic opportunities and creating a truly demand-led skills system.

Having reviewed over a hundred possible opportunities, MGI have narrowed it down to the "big five", each of which presents an opportunity to make a significant contribution to GDP as well as address the unemployment challenge faced by so many South Africans today:

- 1 creating a globally competitive hub in advanced manufacturing;
- 2 making infrastructure investment more productive to enable growth across the economy;
- 3 harnessing natural gas for power generation and industrial development;
- 4 boosting exports of services to the rest of Africa and the world, and;
- 5 unlocking South Africa's full agricultural production and processing potential.

Download the full report: http://www.mckinsey.com/global_locations/africa/south_africa/en

Sandton shutdown October: what you need to know

Streets across Sandton will be closed off for the entire month of October, while the City of Johannesburg hosts the world's second ever 'EcoMobility World Festival and Exhibition' - a month-long, car-free district event.

The City of Johannesburg has been working with the Sandton Management District over the last two years to implement a new Sandton Transport Master Plan, which will introduce the bus rapid transit system (BRT), cycle lanes and improved public transport to the Sandton CBD. Road closures in Sandton will take place in October during the EcoMobility World Festival and Exhibition. "For members of the public, this will make public transport more accessible and reduce the need to use a car to come into the Sandton CBD," says City of Johannesburg's executive mayor, Parks Tau.

An integrated operational plan has been developed that identifies the most appropriate routes for BRT, Metrobus, Putco, minibus taxis, and metered taxis. In addition to existing services, the city is recapitalising Metrobus with 150 new buses.

The city is discussing with owners of various shopping malls to host park-and-ride facilities for Gautrain buses, Rea Vaya or Metrobus. These include: Brightwater Commons, Montecasino, Waterfall, Nicolway, and Morningside Glen. Most park and rides will cost R10.

See more at: <http://www.tam.co.za/Home/Detail?articleId=91137>



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DEEMING - THE LABOUR COURT RULES IN FAVOUR OF TES!

On the 8th September 2015, The Labour Court handed down judgment in a highly anticipated interpretation ruling relating to the recent amendments to the Labour Relations Act 66 of 1995 (LRA). The Labour Court was tasked with determining the interpretation of "deeming provision" contained in s198A of the LRA. The Courts finding was that for the purposes of the LRA, both the TES and the Client are concurrent employers of the assignees.

For the full article, please visit www.naacam.co.za and click on Newsletter

Passing on of a Colleague: Mr Tinus Van Zyl (ITAC)

Dear Members,

I am very sorry to pass on to you this sad news.

I knew Tinus for about 30 years and will miss his sense of humor and his assistance whenever asked. Tinus' experience was of great assistance to the industry and he played an important role in developing the MIDP and APDP.

When I saw him at the office in May he was feeling down after some treatment for his cancer and had been through a tough time but, despite that, he had time to tell me a joke.

Rest in peace, Tinus.

*Roger Pilot
Adviser to NAACAM*

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G.U.D. Filters seize and destroy counterfeit filters in Botswana

G.U.D. Filters have declared zero tolerance against counterfeit filters and retailers that sell the illegal product. The filter manufacturer received a tip off about counterfeit G.U.D. filters being sold in Botswana and after several months of undercover investigation raided spares shops around Gabarone last month.

Botswana CID officials together with G.U.D. Filters representatives conducted the raids simultaneously to seize the counterfeit filters and place the perpetrators into immediate custody. "We are very pleased with the success of the counterfeit raid and appreciate the support of the authorities in Botswana. When we discovered the G.U.D. counterfeits in the country, the CID detectives swiftly actioned the raid at the spares shops upon our instructions. We have sent a very clear message that the unauthorized use of our trademarks will not be tolerated." says Red Shuttleworth, CEO, G.U.D. Holdings (Pty) Ltd.

"G.U.D. Filters is a trusted automotive filter brand in Africa and it is imperative that we remain vigilant about counterfeit G.U.D. filters entering the market to protect our customers." he added. G.U.D. Filters also hosted a training event to educate Botswana authorities and detectives on how to identify illegal and counterfeit G.U.D. filters at local spares shops. Detectives from twenty five branches across Botswana attended the training and will be cracking down on any retailers purchasing and selling counterfeit G.U.D. filters in the country.

Spares shops and workshops can purchase genuine G.U.D. filters directly from reputable aftermarket automotive parts distributors and are urged to report any suspicious filters.

Heavy duty machinery destroy the counterfeit filters at a landfill in Botswana



Criminal Investigation Detectives inspect the counterfeit filters at the raid



NEW NAACAM MEMBERS

(since Directory publication: March 2015)

ALLIED STEELRODE (Pty) Ltd

Contact: Arun Chadha, CEO
email: Arunc@alliedsteel.co.za
Contact: Lee-Ann Geyser, Sales Manager - Automotive
email: Lee-Ann@steelrode.co.za
Tel: +27 (0)86 177 7777
Fax: +27 (0)10 216 0211
Website: www.steelrode.co.za
Physical Address: Vereeniging Road, Alrode
Postal Address: PO Box 11563, Randhart, 1457
Exporter: Yes
Employees: 332
Quality Rating: SABS 9001:2008

Allied Steelrode (Pty) Ltd is a world class service centre providing de-coiling, slitting, plasma cutting, roll forming, pressing and Stretcher Leveling, providing quality and precision steel products throughout Sub Saharan Africa. "Show us and we will remember, tell us and we won't forget, involve us and we will lead the way".

ALTECH UEC SA (Pty) Ltd

Contact: Rajesh Ramkawal, Manufacturing Director
email: Rajesh.Ramkawal@uec.co.za
Tel: +27 (0)31 508 1306
Mobile: +27 (0)83 679 0516
Website: www.altech-multimedia.com
Physical Address: 46 Siphosethu Road, Mount Edgecombe, Durban, 4031
Postal Address: PO Box 54, Mount Edgecombe, Durban, 4300
Quality Rating: ISO TS 16949/ISO 14001/ISO 9001
B-BBEE Rating: Level 2
Exporter: Yes
Employees: 236

Design and manufacture of electronic and plastic injection moulded systems for the commercial and automotive industry, encompassing satellite-TV encryption STB's, Flat panel TV, vehicle monitoring and home getaway systems.

JOHNSON CONTROLS INTERIORS HOLDING South Africa (Pty) Ltd

Contact: Riaan Goosen, Managing Director
email: riaan.goosen@yfai.com
Contact: Greg Kriedemann, Plant Manager
email: gregory.kriedemann@yfai.com
Tel: +27 (0)43 709 4800
Fax: +27 (0)43 731 2667
Website: www.yfai.com
Physical Address: East London IDZ, Lower Chester Road, Sunnyridge, East London, 5201
Employees: 304
B-BBEE Rating: Level 6

Manufacturing of headliners, door panels and instrument panels. Assembly and JIS supply of cockpits, headliners and door panels.

MANN+HUMMEL Gmbh

Contact: Alfred Weber, CEO
email: alfred.weber@mann-hummel.com
Contact: Cedric Dackam, Vice President Africa
email: cedric.dackam@mann-hummel.com
Tel: +49 714 1980
Website: www.mann-hummel.com
Physical Address: Hindenburgstr 45, 71638 Ludwigsburg, Germany
Quality Rating: ISO 9001/ TS 16949/ ISO 14001
Employees: 15000

The Group's product portfolio includes air filter systems, intake manifold systems, liquid filter systems, cabin filters and sound-design components called symposer, as well as filter elements for motor vehicles maintenance. For general engineering, process engineering and industrial applications, the product range includes industrial filters, membrane filters for water filtration and filter systems.

SODECIA South Africa (Pty) Ltd

Contact: Jorge Santos, Director
email: jorge.santos@za.sodecia.com
Contact: Miguel Jorge, Director

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email: miguel.jorge@sodecia.com
Tel: +27 (0)12 762 3002
Website: www.sodecia.com
Physical Address: Automotive Incubation Center, Ford Motor Co., Gate 1 - Sodecia Site, Simon Vermooten Road, Silverton, Pretoria
Postal Address: PostNet Suite # 148, Private Bag X37, Lynnwood Ridge, Pretoria, 0040
Employees: 11
B-BBEE Rating: Level 6

Body in White, chassis, powertrain products e.g. cross car beams, security systems, body systems and welded assemblies.

WEIDPLAS South Africa (Pty) Ltd

Contact: David Krumbock, General Manager
email: david.krumbock@weidplas.com
Tel: +27 (0)83 256 7820
Website: www.weidplas.co.za
Physical Address: 10 Sarel Cilliers Street, Riebeeck Kasteel
Postal Address: PO Box 307, Riebeeck Kasteel, 7307
Employees: 4
Quality Rating: ISO TS 16949

Weidplas is a leading global producer of highly engineered and technically complex plastic components, including precision automotive components and modules, advanced lighting applications and mechatronic and decorative solutions based on advanced plastic manufacturing technology. Complete in-house engineering capabilities include part and tooling design, prototyping, mold making, material selection, parts production, quality control and testing to packaging and supply chain management.

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Accounting for buy back arrangements

In our bi-monthly articles, we set out some of the aspects of the new revenue standard ("the Standard") that require consideration by automotive businesses, including practical implementation considerations. In particular, this article considers buy back or repurchase arrangements.

The Standard requires revenue to be recognised when control of the good or service is transferred to the customer, and includes specific guidance on buy-back arrangements, which are common in the automotive industry.

Consider the following scenario: Dealer X initially purchases a vehicle from OEM Y. Shortly thereafter, Dealer X arranges for an end customer to purchase the vehicle using OEM Y's finance house. Dealer X sells the vehicle back to OEM Y who then finances the sale with the end customer.

In the above scenario, OEM Y will need to consider whether the requirements of the standard have been met, and control of the vehicle has transferred to dealer X at the initial sale, in order to recognise revenue at that time. This would include consideration of whether the OEM has an obligation to repurchase the vehicle should Dealer X obtain a prospective customer who requires financing.

Another assessment to be performed by management would be to determine whether Dealer X is acting as agent or principal within the arrangement— as this could impact both the timing and amount of revenue recognised. The principal versus agent guidance currently

contained in the Standard is being reconsidered by the International Accounting Standards Board ("IASB") and entities can expect additional guidance in this regard in the near future.

For more information please contact:



Gary Berchowitz
Partner: Capital Markets Accounting Advisory Services
Email: gary.berchowitz@za.pwc.com
Office: +27 (11) 287 0739
Mobile: +27 (73) 041 6226



Bridget Altenkirk
Manager: Accounting Consulting Services
Email: bridget.altenkirk@za.pwc.com
Office: +27 (11) 797 5432
Mobile: +27 (79) 984 5289



Please note that at the last Western Cape regional meeting, Simon Ledgerwood was appointed as Vice-Chairman. Simon is the Managing Director of Precision Press (Pty) Ltd, a G.U.D. Holdings company. NAACAM wishes to thank Cordell Rautenbach, previous Vice-Chairman, for his valuable contribution during the last year.

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GLOBAL INNOVATION & ENTREPRENEURSHIP MEET IN NEW TRADE PARTNERSHIP LAUNCH

AN innovative Swiss-South African trade partnership, launched in the Nelson Mandela Bay Logistics Park (NMBLP) outside Port Elizabeth recently, is set to create opportunities to increase local content in South African automotive manufacturing.

Under a global contract secured by Swiss company WEIDPLAS, its South African trade partner QPlas, a subsidiary of Cape Town-based plastic injection-moulding specialists QTeC Moulding, has set up shop in the NMBLP to manufacture a range of interior, exterior and under-bonnet plastic components for Mercedes Benz South Africa (MBSA).

Backed by the partnership and technology of WEIDPLAS, the highly-automated QPlas plant is able to deliver components at the global quality standard expected by original equipment manufacturers (OEMs) in the automotive sector, enabling it to secure global contracts for local manufacture, thereby supporting increased local content and job creation in the local supply chain, QPlas Managing Director, Tom du Toit, said.

Speaking at the launch, keynote speaker and NAACAM Advisor, Roger Pitot, said the South African automotive components industry needed to move from assembling imported materials to local manufacturing, in order to ensure its future sustainable growth and that of the automotive industry as a whole.

Pitot said that the WEIDPLAS-QPlas partnership was the ideal kind of partnership in the auto components industry as it supported technology transfer and local business growth, creating opportunities for increasing local content in South African automotive manufacturing.

WEIDPLAS South Africa General Manager, David Krumbock, said the company's unique trade partnership approach was more than a standard customer-supplier or outsourcing relationship.

"Our model is to secure global supply contracts and then form trade partnerships with local suppliers, supporting them with equipment, project management, skills development and technology transfer.

"This is not about an international company coming into South Africa and bringing its own people. It's about developing the local company and enabling them to compete globally, create employment and add value to the local economy.

"The intention is for QPlas to be able to grow their business off the back of an initial solid contract and project support provided by WEIDPLAS," he said.

Krumbock said that, since commencing production, WEIDPLAS had both grown volumes and started negotiations for supply of additional parts in order to "deepen localisation" for MBSA.

"We have also secured a supply contract for the new Toyota Hilux platform and are in the final stage of negotiations with VW for



Swiss plastic component manufacturer WEIDPLAS and South African partner Q-Plas, a specialist plastic injection-moulding manufacturer, launched an innovative trade partnership in the high-tech Q-Plas facility in the Nelson Mandela Bay Logistics Park recently (19 August 2015). Celebrating the launch were, from left, WEIDPLAS CEO Thomas Freiberghaus, WEIDPLAS vice-president Daniel Spirig, Q-Plas managing director Tom du Toit, TechniPlas Group President and CEO Kim Korth, WEIDPLAS South Africa general manager David Krumbock, Q-Tec Moulding operations director Natalie Johannes, and Q-Plas operations director Le Roux Harmse

components for the VW Polo platform. Our goal is to become the supplier of choice of interior trim and under-bonnet components to global OEMs in South Africa," Du Toit said.

Krumbock said WEIDPLAS's backing through securing the international contract, and its technical and project management support, led to "upskilling" of local companies and enabled them to secure business from global OEMs "as the risk is covered by the international partner, ensuring security of quality and an unbroken supply chain".

"The opportunity is now there for QPlas to develop the skills of its employees, ensure the quality of its operation, and seek out new business on the basis of a strong and credible foundation of what it has delivered to the WEIDPLAS customer," Krumbock said.

Du Toit agreed that the support of WEIDPLAS had enabled a "steep ramp-up curve" of just eight weeks from the installation of machinery to the first delivery to MBSA.

New! Addition to the digital (website) version of the NAACAM newsletter

Due to the large number of contributions to this newsletter, we have added to the digital copy of the newsletter on the website.

Additional articles include:

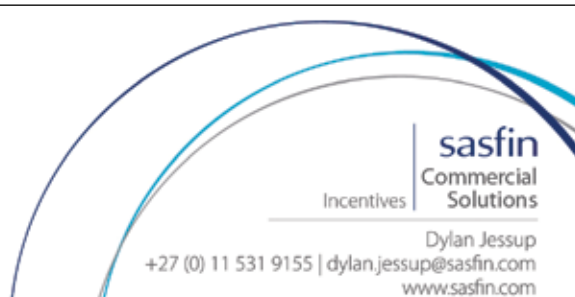
- Deeming - The Labour Court rules in favour of TES (full article)
- Absa opens doors for franchises
- Products, advice and innovation from First National Battery
- The Sandton shutdown (full article)
- Jobs Fund Recruitment Newsletter
- Statistical Information: Vehicle retail and export sales (including August 2015)
- DHL Express to facilitate growth of SMEs in Sub Saharan Africa and empower them to connect globally

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Dylan Jessup
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www.sasfin.com

DO YOU HAVE A BBBEE STRATEGY IN PLACE?

Most companies are aware of the changes in the BBBEE legislation and that the Revised Codes of Good Practice are now in place, with effect from 1 May 2015. What businesses are not considering is whether they have started realigning their BBBEE strategy to the requirements of the Revised Codes, in order to avoid dropping too many levels, in their next verification.

What is important to understand is that most businesses are currently in the financial period, which will be measured under the Revised Codes. This means that for the elements which measure the spend, entities need to ensure that they spend the required amounts, in each of the following elements:

- Procurement,
- Supplier and Enterprise Development,
- Skills Development
- Socio Economic Development

Not only have the targets for many elements increased, but there is now an inclusion of a new sub element, namely Supplier Development. Measured entities are encouraged to align their Supplier Development initiatives with their supply chain requirements thereby linking Supplier development with Preferential

Procurement. Entities are required to develop and implement a Supplier Development plan for qualifying beneficiaries, which are >51% Black owned Qualifying Small Enterprises (Turnover between R10m and R50m) and Exempt Micro Enterprises (Turnover between R0 and R10m). The following, non-exhaustive list, are some examples of Supplier Development contributions:

- Investments in beneficiary entities
- Loans made to beneficiaries
- Grants
- Credit facilities
- Preferential credit terms
- Discounts
- Guarantees given or security provided on behalf of the beneficiary

As the saying goes "If you fail to plan you are planning to fail", so it is imperative that all businesses who rely on their BBBEE certificate for business, the renewal of licences or if you intend to apply for any grants from the DTI, you need to have a strategy in place. This strategy must also be implemented, as soon as possible, in order to avoid your level of compliance being compromised and having a detrimental effect on your business.

For more information or assistance on BBBEE please contact SAB&T BEE Services, as we are an IRBA approved Registered Auditor, a full member of ABP (Association of BEE Professionals) as well as an associate member of NAACAM. SAB&T BEE Services can offer our clients solutions to their BBBEE needs, which include:

- BEE Verifications/Certificates • Gap Analysis (Old vs Revised Codes) • Strategy Planning • BEE Training • Consulting

We service all 9 provinces within South Africa and may be contacted on 0860 233 669 or via email: marketing@sabtbee.co.za

Invitation to participate in the HIDA Management Program in Japan

Background of the Programme:

The Overseas Human Resources and Industry Development Association (HIDA), based in Japan, is an organization for human resources development in developing countries to promote technical cooperation through training, experts dispatch and other programs. Through these programs, HIDA aims at contributing to the mutual economic growth of developing countries and Japan as well as enhancing friendly relations between those countries. Based on this, a two-week management program for Automotive Industry is being organized in collaboration with the Automotive Industry Development Centre (AIDC).

The program objectives are:

- To upgrade business management capabilities of executives and senior managers working in Automotive companies and/or organizations in South Africa.
- Business match making for business opportunities for localization

Participants will have the opportunity to attend training lectures and visit some automotive plants in Japan to ultimately gain more experience in solving managerial problems and/or to achieve their managerial objectives in their respective companies or organizations.

Participation Requirements:

- (1) Participants should be, in principle, owners, executives or senior managers working in transport industry. Unit heads or managers of public organizations and/or business associations who give guidance for above-mentioned industry may also be accepted.
- (2) Participants should be between 25 and 60 years of age.
- (3) Participants should be university graduates and/or have equivalent professional experience.
- (4) Participants should have a sufficient working knowledge of English.
- (5) Participants should be healthy enough to undergo an intensive

training program in Japan.

- (6) Participants should be residing in Republic of South Africa.
- (7) Participants should not be students or armed forces personnel.
- (8) HIDA ex-participants who have recently been awarded a HIDA Scholarship and participated in a HIDA training program in Japan are not entitled to apply for any program which starts within six months (183 days) after they have returned home from Japan.

Training Location and Accommodation:

All training will be conducted in at the HIDA Tokoyo Training Centre (Kenshu Centre) that is equipped with onsite accommodation and canteen. For more information on the Centre and Accommodation please visit: <http://www.hidajapan.or.jp/en/center/about/index.html>

Costs:

The program will be subsidised up to 60% by HIDA and the participant will be expected to pay the remaining 40%. This cost will include:

- Flight Cost from JHB to Japan
- Accommodation + 3 Meals per day
- Daily Subsistence Allowance
- Course Implementation Cost
- Domestic Travel Cost

Companies that are interested can request additional details from AIDC:

- Ms Thulaganyo Mokoka: **Tel:** +27 12 564 5061
email: tmokoka@aidc.co.za
- Mr Nkumbuzi Ben-Mazwi : **Tel:** +27 12 564 5321/+27 82 377 1578
email: nben-mazwi@aidc.co.za
- Mr Claude Pillay: **Tel:** +27 12 564 5317/+27 82 829 9547
email: cpillay@aidc.co.za
- **Fax:** +27 86 657 8818



DEEMING – THE LABOUR COURT RULES IN FAVOUR OF TES!

Dear Valued Client,

On the 8th September 2015, The Labour Court handed down judgment in a highly anticipated interpretation ruling relating to the recent amendments to the Labour Relations Act 66 of 1995 (LRA). The Labour Court was tasked with determining the interpretation of “deeming provision” contained in s198A of the LRA. The Courts finding was that for the purposes of the LRA, both the TES and the Client are concurrent employers of the assignees.

To backtrack a little, in the test case, (Assign v CCMA & others) heard in the Johannesburg Labour Court on 3 September 2015, the issue that the Court was faced with was whether the deeming provision, for the purposes of the LRA, means that there is a dual employment relationship between the TES and the Client, or rather that the relationship was one of sole employment where the client becomes the sole employer of the employees. The Judge was alive to anomalies that arise with the sole employment interpretation. It appeared that he was troubled by the idea of sole employment for the LRA while other statutes (such as the BCEA) did not apply to the client. Further, it was apparent that the Judge was concerned about marrying the concept of sole employment to the joint and several liability clause in the LRA, s198 (4).

THE RULING- 08 September 2015

In summary, the decision made by the Judge, is to set aside the previous ruling made by the Arbitrator who declared that the meaning of the deeming provision was that the client becomes the “sole” employer of the TES employees after 3 months. The Court stated that the “deeming provision” should be interpreted as an expansion of the protections afforded under the LRA, rather than a substitution of such protections, and further, that the client is a concurrent employer alongside the TES for the LRA, rather than the sole employer. In Basic English, the Court's finding is; for purposes of the LRA that the TES retains the employment contract after 3 months as employer of the assignees and that the client is a concurrent employer of the employees as both parties need to ensure compliance with the LRA (i.e. a type of co-employment). In addition, the following was stated in the Judgement:

1. Nowhere in the LRA (s198) is there a provision that the client becomes the contracted employer – this is still vested with the TES.
2. The client is only an employer for purposes of the LRA and NO other Act! “The client is not drawn into the network of rights and obligations created by the contract between the TES and the worker.
3. Nothing in the deeming provision can be taken to invalidate the contract of employment between TES and worker or to derogate from its terms.
4. The TES continues to be an employer of the worker and is concurrently vested with the statutory rights and obligations under the LRA. There is no reason why the TES should be relieved of its rights and obligations towards the worker because the client has acquired a parallel set of such rights and obligations.

Contact your Capacity Management Team or Marketing (marketing@capacity.co.za)
to unpack risk mitigation in the new labour environment.

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DEEMING – THE LABOUR COURT RULES IN FAVOUR OF TES!

WHAT ARE THE KEY IMPLICATIONS OF THIS?

1. The TES is the employer and the client is a concurrent employer under the LRA, therefore the parties need to ensure the TES is contracting in a SLA in a manner to ensure the client's liability is minimised by the actions of a reputable TES with the systems, capacity, financial backing, and legal capability to deliver.
2. The TES and client must therefore agree who is responsible for the LRA-related matters – disciplinary, grievance, equal treatment and related matters.
3. The implications of s198A and B only serve to provide the assignee with two potential litigation targets and if the TES conducts its affairs correctly and has the appropriate insurances in place, the client will face minimal liability.

WHAT YOU WOULD LIKE TO KNOW

Will NUMSA et al appeal the matter?

They have the right to do so, but their prospects of success are poor in our view.

What impact will this have on CCMA matters currently in the channel?

It means that the question of “who the employer is?” will not be in dispute. However, if there are equal treatment issues, then liability can arise which needs to be addressed according to the provisions of law. However, we anticipate very few matters around who the employer is.

In light of the recent Judgement, the Question is one surrounding the provisions of Section 198(4) relating to Joint and Several Liability between a TES and its Client. In view of the Judgement our experts have advised that:

- Joint & Several Liability is automatic post the 3 months (either or both client and TES can be cited by the assignee) as the assignee has been granted this choice under the LRA.
- Hence, a signed SLA between the Client and the TES is necessary to decide appropriation of liability and responsibilities should such matters arise.

Contact your Capacity Management Team or Marketing (marketing@capacity.co.za)
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Franchising is truly a proven, superior business model that offers a viable, reputable formula for entrepreneurs looking to start a new business and wishing to avoid some of the pitfalls a new enterprise may face.

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With more than 20 years of experience in this growing industry, the franchising team at Absa, member of Barclays, has established a credible track record among South Africa's top franchise companies. We believe in developing long-term partnerships with our customers by ensuring that we have the footprint and products to provide a solution for their expansion across South Africa and into the continent.

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If you like the idea of running your own business (or are already running your own business), you have thought about buying a franchise and know that the venture and automotive products and services industry suits your lifestyle and personality, contact Absa's team of franchising experts who will help you find your way on this exciting journey:

Telephone +27 (0) 11 350 8000 Email

franchise@absa.co.za Website www.absa.co.za

Or

Genen Gungiah
Head: Franchise and Enablement
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Telephone +27 (0) 11 350 8141
Email: genen.gungiah@absa.co.za





Best batteries to lighten up home and office during load shedding

The Excis range of batteries provides an economical medium-term solution for powering small capacity inverters and UPS devices during load shedding.

Automotive vs Excis Batteries

There is a common misconception that all batteries can be used to power appliances during load shedding but this isn't the case. Using an automotive battery for cycling applications will result in permanent damage to the battery, which is why it's important for home users to know exactly what type of battery to use, and why.

All lead acid batteries will cycle (charge and discharge). The structure and design of the battery determines how many times it can be discharged and recharged. The less deeply it's discharged, the more times it can be cycled.

Automotive batteries are designed to yield high currents for short periods of time, for many cycles during the life of a vehicle.

To do this, they have thin plates with a porous active material and very low resistance separators. If they are subjected to many discharges, this material expands. Due to the thin plates and separators, the materials fall away from the plate, damaging the battery.

The Excis battery has thicker plates, high density paste and 'double separation' – a glass matt against the positive plate. As a result, it's resilient enough to withstand many more discharges without shedding active material.

Recharging right

Traditionally, uninterruptible power supplies (UPS) have recharged the batteries at the float voltage (usually about 2.25 Volts per cell). This kind of charge was suitable before the advent of frequent power cuts, when the battery had time to recharge between outages, and the battery wasn't used for extensive periods of time.

With the increase in load shedding power cuts, the depth of discharge (DOD) is much deeper and there are often only a few hours in which to recharge the battery between power cuts. It's therefore advisable to have a more sophisticated charging regime. Typically the battery should charge at a constant current until it reaches 2.45 Volts per cell. This is referred to as a 'bulk charge'.

It should then charge at a constant voltage of 2.45 Volts per cell for a period of approximately 3 hours (known as the absorption period) and then revert to 'float charge' of 2.27 Volts per cell. Ideally the charger should allow for an 'equalising charge' at 2.60 to 2.70 Volts per cell to be applied if required.

Matching equipment

The operation of the charger, however, must be compatible with the rest of the UPS equipment needed, especially the maximum voltage the inverter is able to withstand.

When recharge at restricted voltage occurs, it's possible that although the battery is sufficiently recharged, the state of charge guide will not indicate green. This is because there has been insufficient agitation of the electrolyte to mix the acid in the cells.

Under these circumstances it's advisable to occasionally apply an equalising charge for two hours after normal recharge. As long as the charger reverts to float mode after charge, the system can remain connected in line on a permanent basis.

It should be noted that the normal garage battery charger is often a taper charger that will start at a high current and taper down as the battery charges. In many cases such chargers will operate at a relatively high voltage which will result in the cells gassing and losing water. These chargers are not suitable for maintenance free batteries and if left charging permanently will drastically reduce the life of the battery.

The Excis 100 range is a cost-effective solution for load-shedding applications, provided the batteries are cared for and discharged and recharged correctly. For more information on First National Battery's Excis range, click [here](#).

Cap lamps – more than just a mining solution

On any given day, there are more than 200 000 First National Battery lead acid and Lithium Ion Cap Lamps in mines throughout Southern Africa. However, these lamps are not just restricted to use in a mining environment.

Patented design features, reliability and nationwide availability make cap lamps the ideal lighting equipment for farmers, game lodge owners, security and EMS personnel, call-out technicians, campers and for everyday household use.

Unmatched versatility

Both lead acid and Lithium Ion Cap Lamps use the same charger unit available from First National Battery. Different sizes, from a 12 volt DC or 220 volt AC single point charger right up to 220 volt, 204 point charger are available. Users can therefore rely on either single or multiple point chargers.

"The variety of chargers available means the lamps can be used by a single person such as a farmer or maintenance electrician, or for bigger team-based executions," explains Industrial Product Marketing Director for First National Battery, Ntsumbeni Mavhungu.

Powerful lighting

A minimum 24 hour main beam burn time (or more than 50 hours on auxiliary beam) coupled with a relatively short charging time and light intensity of 6000 candela, makes these cap lamps the ideal illumination solution for home, camping, fishing, sports or anywhere light is needed for extended periods of time.

Easy pickings

Cap lamps have become useful in various agricultural sectors – specifically night harvests within the wine making industry. The lightweight build allows grape pickers working at dusk to get the freshest grapes from the vineyards, without having to carry cumbersome hand held torches that require batteries to be charged or replaced every few hours.

In addition, the design of the lamp allows the light piece to be attached to a helmet and the battery to a belt for hands free use.

"With a life of at least 800 - 1000 cycles i.e. charge and recharge, depending on the type of battery, First National Battery Cap Lamps are a cost effective and reliable solution to ensure you are never caught in the dark," concludes Mavhungu.

Don't be kept in the dark – solve your load shedding woes

Following months of power outages due to load shedding, many South Africans are looking to install backup power systems or, in extreme cases, to install a complete solar system to reduce and even eliminate their dependence on the National Grid.

If you're contemplating such measures it's important to understand which battery to use to power your system. First National Battery manufactures and supplies a range of world-class batteries which are expertly designed to work in these applications.

The correct battery for the right application

The most common mistake people make is to assume starter batteries are suitable for cycling applications (continuously discharging and recharging). Starter batteries are not designed to be used in cycling applications under any circumstances, and using them incorrectly will result in a reduced battery life.

Whether supplying power to operate a few light loads such as the TV, decoder and computer, or a bigger system to power fridges, washers or vacuum cleaners, a standard automotive battery is totally unsuitable. Automotive batteries use very thin plates to create a large surface area for delivering very high currents for very short periods of time.

If an automotive battery is discharged to some depth at a low current, it will rapidly lose power due to active material shedding from the plates. Typically, if used for three hours daily to power a TV, decoder and one light, a 45Ah automotive battery is unlikely to last more than two to three months.

The power of deep cycle

To provide backup power for light loads, the most suitable battery is an Excis SMF100, 12 Volt 102 Ah battery. These batteries have thicker plates with a more dense paste combined with dual glass matt separation to prevent shedding of active material. When used under normal conditions, this battery does not require topping up with battery water. Click [here](#) for more information on this range.

When used to provide backup power during load shedding or for off-grid solar applications, an Excis 100 battery will give 350 cycles at 50% depth of discharge. As a rule of thumb, batteries for solar application are sized to allow about 25% to 30% depth of discharge.

To control the depth of discharge, it's important to set low voltage disconnect at the right levels.

To achieve the desired cycle life of an Excis SMF100, it is important to make sure the battery is charged properly and the inverter/charger used is programmed with the correct charge profiles. The choice of inverter/charger used has an impact on the performance of the battery.

Harnessing solar power

Tubular positive plate technology is required for major solar household applications. These kinds of batteries are available, and consist of 2V cells, with a capacity range from 150Ah to 3000Ah. The construction of these batteries is particularly suited for regular deep cycling and can give 1248 cycles at 80% depth of discharge.

First National Battery's range of tubular positive plate technology batteries includes the RCT range (free standing units) and Motive Power batteries, which need to be supported in cell trays or clamps. For more information on these batteries, click [here](#).

Got a used car battery? Here's what to do with it

The disposal of batteries in SA is a key concern particularly when it comes to the recycling of lead acid batteries. For leading manufacturer and distributor of automotive and industrial batteries in South Africa, First National Battery, a wholly owned subsidiary of JSE listed, Metair Investments Limited, protecting the environment through correct battery use and disposal is essential.

First National Battery is an ISO 14001: 2004 certified company and through its franchise network, Battery Centre, provides consumers a convenient battery disposal solution for locally and internationally produced lead acid batteries.

"Importers of lead acid batteries don't always share our sense of responsibility toward protecting the environment – and for this reason our Scrap Battery division is committed to recycling all scrap lead acid batteries across the country," says First National Battery Automotive Marketing Director, Andrew Webb.

Not your regular refuse

Discarding your used car battery in domestic refuse isn't the best way to get rid of it. The lead, plastic and acid in the batteries can be extremely harmful to the environment if not properly disposed of correctly.

Recycling of lead acid batteries is vital to sustainability, waste management and reducing the risk and impact of pollution to our habitat.

"Our 120 Battery Centre franchises across the country are drop-off points for lead acid batteries that need to be recycled. For large volumes of scrap batteries, make use of Scrap Battery's free collection service by contacting Battery Centre or call toll free 0800 333 462 for assistance. Through recycling with us, when you purchase a new battery on the one for one exchange basis you will not pay the lead surcharge that's usually added to the purchase price," says Webb.

Scrap Battery collects scrap sealed lead acid batteries as well as lead acid vehicle starter and industrial batteries.

"Scrap Battery buys used lead acid batteries based on a number of variables, and we pride ourselves on offering competitive prices per kilo," adds Webb.

Other rechargeable battery types (as used in cell phones, laptops, calculators and toys) can be placed in collection bins currently offered by major retailers in South Africa.

The recycling process

Insert recycling process diagram (<http://www.batterycentre.co.za/recycling/>)

"More than 90% of all scrap batteries in SA are recycled. Scrap Battery is proud to be at the forefront of recycling efforts and through Battery Centre, will continue to educate and encourage South Africans to recycle used lead acid batteries," says Webb.

Recognise when it's replacement time

The following warning signs can suggest the need to replace your car's battery:

- Your engine is slow to start
- The battery light on the panel indicates battery discharge for extended periods
- Your battery seems to lose power quickly in cold or extended starts
- Your headlights dim at idle

"Any of these signals can indicate early signs of battery failure. It's always best to contact your nearest Battery Centre to have your battery and vehicle electrical system tested for free by a battery specialist and get a definitive diagnosis," concludes Webb.

For more information on Scrap Battery and to see if you are eligible for Scrap Batteries free collection service, visit www.scrapbattery.co.za or call toll free 0800 333 462. Visit www.battery.co.za for more information about Battery Centre and the full range of batteries on offer.

Women power Battery Centres across SA

Feminist Charlotte Whitton said "Whatever women do, they must do twice as well as men to be thought half as good. Luckily, this is not difficult."

For these three Battery Centre owners, this rings true. As women forging a path in a traditionally male-dominated industry, they share their hard-won wisdom in countering stereotypes, breaking barriers and building successful businesses.

Natalie Bauer, owner of Battery Centre Goodwood, Cape Town

When Natalie Bauer was retrenched and her employer liquidated, she and her husband found themselves unemployed, with little prospect of stable income. Bauer's father had been involved in running a Battery Centre and, when he suggested Natalie invest in her own franchise, she jumped at the opportunity. She took a loan from her father, bought Battery Centre N1 in Bellville and started a new chapter of her life.

"I knew nothing about batteries or vehicles when I started running my own Battery Centre," says Bauer. "But after extensive, hands-on technical training, I quickly realised the potential of the business was there, I just had to tap into it. I ran the franchise during the day and did admin at night – it wasn't an easy time."

Bauer explains that once she understood battery technology, running the centre became a lot easier – it was her first few clients that were most challenging. She describes how male clientele would look beyond her, eyeing the workshop for the owner, unable to accept that she was running the centre.

"When a male client saw me carrying a battery from the storeroom to the workshop, they'd immediately run up to me and try take it from me – I think it made them a bit uncomfortable that a woman was doing heavy lifting," says Bauer.

None of these obstacles have stopped Bauer from building a formidable business – a bustling Battery Centre with loyal clientele that respect and admire her.

She says "In 2015, there's simply no excuse for not going after what you want – if people discredit you, let them. Don't fight it, just prove them wrong."

Priscilla Nadasen, owner of Battery Centre Benoni, Rhinefield and Brakpan

Priscilla Nadasen has worked all her life. Her parents couldn't afford to send her to university so she began working immediately after school as a filing clerk. After six months, she'd taught herself how to do bookkeeping. By her late twenties, she was married, with a small son, and working as a credit controller, all while studying her B Com part time.

At 30, she became a market analyst for a successful pharmaceutical company, but wanted something that was completely her own. She decided to start her own business, selling industrial safety wear, and ultimately, buying her own Battery Centre franchise.

"My husband had worked in Battery Centres and, after looking at the way the business was run, I decided to dive head first into what was a completely male-dominated industry," explains Nadasen. "It was the best decision I ever made."

"In 2007, I opened my own Battery Centre in Springs and was lucky if I sold ten batteries in the first month," says Nadasen. "Today, ten batteries sold is a quiet day."

Nadasen maintains that being a female Battery Centre owner is only as tough as you allow it to be. "Be confident, be in control – know your own product and business inside out," says Nadasen. "If you know what you're talking about, no one has any reason to doubt you – man or woman."

Katy Ayob, owner of Battery Centre Vereeniging, Sasolberg and Three Rivers

"Success isn't about being male or female," says Katy Ayob. "If your business is based on professionalism and quality, it will succeed no matter what – that's what I've learnt in my fourteen years of running Battery Centres."

Battery Centre Vereeniging was experiencing waning sales and slow business when Ayob bought the franchise in 2001. Ayob was looking for a new venture after her valet company hadn't performed as she'd hoped.

"It was certainly difficult in the beginning," explains Ayob. "Customers were hesitant to trust me because I was a woman and were unsure whether I knew what I was talking about – they didn't know I'd undergone extensive product and technology training."

Ayob goes on to say that running the centre became much easier by the second year. "Once I'd mastered the technical side of the business, everything fell into place. Customers were unsatisfied with a competitor product and, after experiencing the quality of our products, they didn't second guess me again."

The success of Ayob's business speaks for itself. She now runs three thriving Battery Centres and can't imagine doing anything else. "I've built my business on honesty and professionalism – and it's paid off," she concludes.

Battery Centre is proud to have an extensive network of female franchise owners and managers, of all races and ages, aligning with First National Battery's goals of transformation and integration. For more information on First National Battery, [click here](#). To find out more about Battery Centre, [click here](#).

ISSUED ON BEHALF OF FIRST NATIONAL BATTERY BY GULLAN&GULLAN. FOR FURTHER INFORMATION PLEASE CONTACT JILLIAN PENALUNA ON 011 887 6591 OR pr@gullanandgullan.com

First National Battery gladly participates in promotional giveaways of branded merchandise. For more information, please contact Gullan&Gullan on 011 887 6591.

Sandton shutdown: what you need to know

by: The Editor (T&M), 21 Aug 2015

*The City of Johannesburg's executive mayor, **Parks Tau**, explains how October's car-free month will work in the popular office and shopping suburb of Sandton.*

Streets across Sandton will be closed off for the entire month of October, while the City of Johannesburg hosts the world's second ever 'EcoMobility World Festival and Exhibition' – a month-long car-free district event.

The City of Johannesburg has been working with the Sandton Management District over the last two years to implement a new Sandton Transport Master Plan, which will introduce the bus rapid transit system (BRT), cycle lanes and improved public transport to the Sandton CBD. Road closures in Sandton will take place in October during the EcoMobility World Festival and Exhibition. "For members of the public, this will make public transport more accessible and reduce the need to use a car to come into the Sandton CBD," says Tau.

An integrated operational plan has been developed that identifies the most appropriate routes for BRT, Metrobus, Putco, minibus taxis, and metered taxis. In addition to existing services, the city is recapitalising Metrobus with 150 new buses.

The city is discussing with owners of various shopping malls to host park-and-ride facilities for Gautrain buses, Rea Vaya or Metrobus. These include: Brightwater Commons, Montecasino, Waterfall, Nicolway, and Morningside Glen. Most park and rides will cost R10.

For people who finish work late, there will be drop off services, such as electric tuk tuks and minibuses, that will be available to transport them to their cars.

To make walking easier, sidewalks along the Sandton Gautrain Station will be redone and widened and a bike lane will be added along the route.

Alternative transport will include:

- Park and Rides in nearby areas and transport with tuk tuks, pedicabs and electric vehicles
- Additional public transport including new Metrobuses
- Newly constructed and pop up cycle lanes.
- Arrangements will be made for deliveries, waste removal, emergency vehicles, the elderly and the disabled.

The festival road closure plan

Maude Street (between Rivonia and Fifth)

- Closed for private vehicles (with arrangements for deliveries, etc.)
- Cycle lane is being constructed between Rivonia and West (coming from Alexandra, via Linden)

West Street (between Rivonia and Fredman)

- Closed for private vehicles (with arrangements for deliveries etc)

Will be reconstructed with increased sidewalks, cycle lanes, and street furniture.

Rivonia, Fredman, Fifth

Temporary public transport loop

Lanes to be removed according to how many pedestrians need to be accommodated

Remainder of road will be open for vehicular traffic

Pop-up landscaping, bus stops and shelters for public transport users

Alice Lane

Closed for private vehicles (with arrangements for deliveries etc)

To be used as test track for exhibition

Gwen Lane

Closed for private vehicles (with arrangements for deliveries etc)

To be used for food festival and other street activities.

This article is published in: Travel

- See more at: <http://www.tam.co.za/Home/Detail?articleId=91137#sthash.D9u2grvW.dpuf>

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Mechanical Engineer
1 year experience



Luthando Swartboo
Electrical Engineer
3 years experience



Mmbatho Mshweshwe
Electrical Engineer
8 years experience



Nceba Nkosi
Mechanical Engineer
In-service trainee



Nobesuthu Khonjwa
Electrical Engineer
3 years experience



Ntombodumo Sitelele
Electrical Engineer
3 years experience



Simphiwe Tyulu
Electrical Engineer
In-service trainee



Sinalo Qhaza
Electrical Engineer
18 months experience



Sinethemba Khunyalele
Mechanical Engineer
2 years experience



Sinethemba Mvinjwa
Mechanical Engineer
2 years experience



Sisipho Khuse
Electrical Engineer
1 year experience



Tsepiso Mosia
Mechanical Engineer
5 years experience



Waheed Adams
Electrical Engineer
7 years experience



Xolani Sineke
Mechanical Engineer
In-service trainee



Yonela Buta
Mechanical Engineer
1 year experience



Yukou Sakai
Electrical Engineer
4 years experience

Participants in the AIDC EC's Jobs Fund Programme have been employed at manufacturers across the region.

The engineers will seek to improve the local automotive economy towards excellence. Annually they assist their host companies to make savings of around R16 million through specific projects to which they are assigned.

To secure an engineer for placement either on a 12-month contract or permanently please contact Portia Smith at PSmith@aidcec.co.za.



Automotive Industry Development Centre Eastern Cape SOC Ltd
Your partner in becoming globally competitive

aidc@aidcec.co.za www.aidcec.co.za

RETAIL PASSENGER CAR SALES 2012 - August 2015 (incl.)

	2011	2012	2013	2014	to 08/2015
Abarth	5	107	85	67	33
Alfa Romeo	812	944	447	297	114
Audi	14,531	16,743	19,336	18,375	10,238
BMW	23,560	24,744	24,793	24,521	15,601
Cadillac	2	0	0	0	0
Chana	348	58	0	0	0
Chery	0	0	1,996	1,259	479
Chevrolet	29,754	31,175	23,328	21,615	9,838
Chrysler	590	584	621	389	187
Citroen	1,941	1,945	1,583	802	625
Daihatsu	0	0	947	456	42
Datsun	0	0	0	1,573	3,988
Dodge	2,086	1,765	1,304	832	518
FAW	0	0	169	604	564
Ferrari	0	0	125	82	65
Fiat	2,678	3,198	3,491	2,120	710
Ford	26,679	25,891	37,724	40,862	28,416
GWM	0	0	1,881	993	844
Honda	7,828	9,093	12,904	10,169	7,596
Hummer	5	8	0	4	0
Hyundai	0	0	45,104	40,863	23,798
Infiniti	0	127	194	371	392
Jaguar	520	909	1,086	954	473
Jeep	4,383	7,237	7,343	7,420	4,197
Kia	0	0	20,320	17,341	10,286
Land Rover	5,133	6,686	6,917	5,828	3,484
Landwind	0	0	0	0	7
Lexus	1,178	1,371	986	1,344	627
Mahindra	451	1,447	1,219	1,028	582
Maserati	72	65	51	26	12
Mazda	4,790	4,827	3,173	2,563	4,478
Mercedes	23,509	22,420	23,520	28,993	17,853
Mini	2,509	2,794	2,878	2,126	1,440
Mitsubishi	1,734	2,619	3,030	3,665	2,156
Nissan	17,065	20,627	19,436	15,781	6,943
Opel	4,365	2,704	2,603	3,598	4,308
Peugeot	2,813	3,393	3,596	2,166	881
Porsche	1,131	1,435	2,436	1,145	1,102
Proton	0	0	266	86	10
Renault	10,347	10,216	12,107	18,566	11,657
Smart	124	133	95	60	47
Ssangyong	0	80	215	105	88
Subaru	1,250	861	1,153	1,263	771
Suzuki	5,462	4,724	4,865	6,402	4,232
Tata	1,909	2,795	3,921	887	426
Toyota	52,424	65,645	66,805	66,653	42,696
Volkswagen	75,495	82,363	83,628	82,093	48,764
Volvo	3,240	2,984	2,876	2,863	1,857
Zotye	0	0	4	0	0
Total	330,723	364,717	450,561	439,210	273,425

COMMERCIAL VEHICLE SALES 2012 - August 2015 (incl.)

Babcock (DAF)	132	0	0	0	0
Chana	363	95	0	0	0
Changan	57	96	0	0	76
Chevrolet	17,996	19,324	18,330	16,726	11,014
Citroen	86	193	210	98	47
DAF	0	86	115	247	92
Daihatsu	0	0	1,202	991	39
FAW	0	0	355	613	533
Fiat	598	593	852	605	292
Ford	14,764	16,545	20,925	30,026	23,869
Foton	0	0	686	763	148
Freightliner	1,312	1,272	1,417	1,243	751
Fuso	986	965	1,233	1,176	680
GWM	0	0	4,979	1,825	969
Hino	3,103	3,295	3,461	3,423	2,277
Hyundai	0	0	4,571	4,270	2,504
International	849	576	207	0	0
Isuzu	15,988	16,515	18,328	19,541	13,058
Iveco	913	1,079	1,327	1,444	709
Jinbei	0	0	0	611	352
JMC	0	0	831	700	563
Kia	0	0	2,360	2,961	2,179
Land Rover	628	776	582	440	255
Mahindra	1,321	2,294	2,501	2,481	1,456
MAN	1,866	1,719	1,768	1,880	1,030
Mazda	3,772	1,961	2,528	2,376	948
Mercedes	5,275	5,479	5,673	5,486	3,357
Mitsubishi	1,558	958	1,456	978	499
Nissan	22,827	29,173	27,521	28,642	21,420
Opel	307	231	154	140	9
Peugeot	413	413	415	185	142
Powerland	0	0	0	0	16
Powerstar	181	484	522	474	324
Renault	145	644	518	518	129
Renault Trucks	298	0	0	0	0
Scania	1,293	1,332	1,626	2,031	1,472
Ssangyong	0	40	52	30	51
Suzuki	0	0	0	67	13
Tata Cars	0	0	0	0	887
Tata Trucks	2,573	3,118	4,043	3,053	794
Toyota	52,709	50,965	55,497	56,114	33,630
UD Trucks	3,234	2,992	3,079	3,365	1,647
VDL Bus/Coach	24	33	19	7	5
Volkswagen	9,887	9,710	9,067	7,524	4,833
Volvo Bus	0	0	0	0	50
Volvo Trucks	1,525	1,615	1,774	2,120	1,240
Total	166,983	174,571	200,184	205,174	134,359

Please note: Figures for Mercedes-Benz in all tables are estimates
Source: NAAMSA/Lightstone Auto

PASSENGER CAR EXPORTS: 2012 - August 2015 (incl.)

	2012	2013	2014	Into Africa	Out of Africa	to 08/2015
AMH	0	0	58	0	1	1
Alfa Romeo	0	5	0	0	0	0
BMW	33,297	54,197	60,234	0	42,390	42,390
Chevrolet	0	640	0	0	0	0
Chrysler	471	0	408	252	0	252
Dodge	0	6	0	0	0	0
Fiat	58	16	9	2	0	2
GMSA/Isuzu	581	0	559	215	0	215
GWMSA	0	0	0	8	0	8
Honda	348	457	355	342	0	342
Hyundai	0	8	0	0	0	0
Jeep	0	375	0	0	0	0
Mahindra	3	0	0	0	0	0
Mercedes-Benz	49,825	36,229	32,767	278	58,249	58,527
Mitsubishi	0	74	123	82	0	82
Nissan	131	91	145	76	0	76
Porsche	3	4	8	10	0	10
Renault	0	0	4	0	0	0
Subaru	2	1	0	0	0	0
Suzuki	0	0	0	3	0	3
Toyota	14,396	9,328	7,267	1,952	1,714	3,666
Volkswagen	54,058	52,082	54,619	52	46,500	46,552
VolvoCars	21	11	14	16	0	16
Total	153,196	153,524	156,570	3,288	148,854	152,142

COMMERCIAL VEHICLE EXPORTS: 2012 - August 2015 (incl.)

	2012	2013	2014	Into Africa	Out of Africa	to 08/2015
AAD	0	0	0	5	0	5
AMH	0	0	9	2	0	2
Babcock	0	0	3	19	0	19
Chevrolet	0	120	0	0	0	0
DAF	0	7	0	0	0	0
FAW	0	5	22	75	0	75
Fiat	19	19	22	15	0	15
Ford	31,925	33,904	45,263	5,945	22,204	28,149
GMSA/Isuzu	1,622	0	1,509	2,278	3	2,281
GWM	0	0	0	29	0	29
Hyundai	0	1	0	0	0	0
International	0	6	0	0	0	0
Isuzu	0	1,432	0	0	0	0
Iveco	72	129	245	58	0	58
Mahindra	16	0	0	0	0	0
MAN	229	329	426	167	0	167
Mazda	0	596	0	0	0	0
Mercedes-Benz	1	0	0	0	0	0
Mitsubishi	0	140	262	170	0	170
NC2 Trucks	2	0	0	0	0	0
Nissan	16,355	14,745	14,400	7,500	10	7,510
Powerstar	61	71	37	16	0	16
Renault	24	35	3	0	0	0
RenaultTrucks	15	0	9	0	0	0
Scania	230	281	318	80	0	80
Suzuki	0	0	0	1	0	1
Tata	28	44	28	4	0	4
Toyota	73,726	70,781	57,522	12,247	22,295	34,542
UDTrucks	83	162	182	0	0	0
VDL	1	0	1	0	0	0
Volkswagen	0	16	0	0	0	0
Volvo Bus	0	0	2	0	0	0
Volvo Trucks	58	31	37	107	0	107
Total	124,467	122,854	120,300	28,718	44,512	73,230

Please note: Figures for Mercedes-Benz in all tables are estimates

Source: NAAMSA/Lightstone Auto



DHL Express to facilitate growth of SMEs in Sub Saharan Africa and empower them to connect globally

30 September 2015: DHL Express, the world's leading express logistics provider, will launch its *Growing Beyond Borders* entrepreneurial training program in Sub Saharan Africa (SSA) in the coming weeks – an innovative programme specifically designed to help small and medium enterprises (SMEs) understand the economic potential of international trade and the subsequent benefits to their businesses.

The company will be launching the program in Botswana, Zimbabwe, Ethiopia and Mauritius in October 2015, followed shortly by South Africa, Nigeria, Kenya, Cote d'Ivoire, Ghana and Uganda. The program will be expanded to a further 16 markets across SSA before the end of the first quarter of 2016.

Hennie Heymans, Managing Director for DHL Express SSA, says that as Sub Saharan Africa continues to emerge as a growth market, so will the continent's attractiveness for business expansion. He adds that the stable GDP forecasts for the Sub Saharan Africa region (4.6% in 2016 and 5% 2017¹), coupled with a booming e-commerce sector will create significant opportunities for innovative SMEs to service online-savvy customers.

"For example, in South Africa alone, the demand for online retail is growing rapidly, with significant opportunities existing to create cross-border e-commerce partnerships throughout Africa." A recent report by Ipsos², on behalf of PayPal and FNB, revealed that the majority of South African online shoppers could be cross-border shoppers in the coming years. It also showed that up to 46% already shop outside of South Africa. Similarly, the research shows 30% of Nigerian cross-border shoppers (online shoppers who have made purchases online from another country) have purchased goods from South Africa in the past 12 months.

He adds however that while local entrepreneurs are identifying expansion and growth opportunities across Africa, many simply do not have the know-how to capitalise on these.

"Many SMEs develop a plan to grow their business internationally, but battle to turn this plan into a reality. Our *Growing Beyond Borders* program will provide practical guidance on how to make the most out of the opportunities available, and assist SMEs to grow and connect across Sub Saharan Africa."

The free of charge workshop model explores importing and exporting in new markets, provides guidance on how to find key geographical opportunities for the business' specific products and services, as well as how to identify different marketing avenues and ways to build long-term relationships with their target customers for long term success.

Heymans explains that the *Growing Beyond Borders* workshop is unique in that it was borne out of the same vein as the DHL Express Certified International Specialist (CIS) programme – an internal learning and development platform which has seen nearly 4,000 DHL employees in 51 countries in SSA and 100,000 employees globally, receive comprehensive training on the fundamentals of international shipping. "CIS equips our employees with the specialised



knowledge they need to do their job competently and confidently. Similarly, the *Growing Beyond Borders* workshop seeks to pass on logistics knowledge to our customers, equipping them with expertise on growing their business across borders.”

“We pride ourselves on being Certified International Specialists. DHL has been shipping across the globe since 1969, and the workshop takes entrepreneurs through the entrepreneurial history of DHL and lessons learnt from dealing with a multitude of customers along the way. DHL was founded by three far-sighted Californian businessmen, it was the potential of international trade they saw, coupled with a pioneering spirit and customer dedication focus, that has helped grow DHL into the world’s most international company,” adds Heymans.

Since entering Africa in 1978, he says that the company has witnessed the continent develop into the emerging economic powerhouse it is today through continued foreign and local investment in the region. “SMEs are the lifeblood of the continent in stimulating continued economic activity, and we believe that by empowering SMEs to seize the numerous opportunities available to them, the African continent will continue to flourish,” concludes Heymans.

-Ends-

Sources:

¹ The World Bank: Global Economic Prospects, Sub-Saharan Africa June 2015

² Ipsos, on behalf of PayPal and FNB:

<http://www.bdlive.co.za/business/technology/2015/08/17/online-cross-border-shopping-on-the-increase-in-sa-study-shows>

DHL – The logistics company for the world

DHL is the leading global brand in the logistics industry. DHL’s family of divisions offer an unrivalled portfolio of logistics services ranging from national and international parcel delivery, international express, road, air and ocean transport to industrial supply chain management. With more than 325,000 employees in over 220 countries and territories worldwide, they connect people and businesses securely and reliably, enabling global trade flows. With specialized solutions for growth markets and industries including e-Commerce, technology, life science and healthcare, energy, automotive and retail, a proven commitment to corporate responsibility and an unrivalled presence in developing markets, DHL is decisively positioned as “The logistics company for the world”.

DHL is part of Deutsche Post DHL Group. The Group generated revenues of more than 56 billion euros in 2014.

For more information: www.dpdhl.com

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