

Issue No:1 Jan/Feb 2011



# NOCCI NEWSLETTER



Northern Cape Chamber of Commerce & Industry Upington.

## The Orange River in Flood

### Special points of interest:

- \* AGM
- \* LABOUR LAWS
- \* MUNICIPAL ELECTIONS
- \* WET OP VERBRUIKERS BESKERMING
- \* COMMENT BY SACCI ON THE BUDGET
- \* EVENTS CALENDER
- \* WHY YOU SHOULD BE A MEMBER OF NOCCI

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Johannes Möller, the president of Agri SA, said that based on the value of last year's crop, the loss for raisin farmers - most of whom are between **Augrabies And Groblershoop** - could be well more than R100-million, mainly because the flood came just before the start of the harvest.

**Join Nocci at our AGM to hear the full story of the effects of this year's flood, and the possible impact it will have on the local economy. AGM- Friday 4th March 19:00 @ Upington International Airport.**



Above: View of Upington bridge



Left : View from Nocchi office of the flood through the garden

## NOCCI UPINGTON'S ANNUAL GENERAL MEETING

**Nocci Upington is holding its Annual General Meeting**

**Date: Friday the 4th March 2011**

**Time: 19:00**

**Venue: Upington International Airport .**



PLEASE  
SUPPORT  
OUR  
AGM  
FRIDAY  
4TH MARCH  
AT 19:00  
AT  
UPINGTON  
AIRPORT



SPONSOR  
OF  
NOCCI  
AGM

## NOCCI ANNUAL GENERAL MEETING

Guest speakers at this years event include Mr. Johannes Möller President of Agri SA

Who will address the meeting on the effects of this years floods on the local economy.

Mr. Hannes Combrinck from // Khara Hais Municipality on the progress of the Solar Energy project and the progress of the proposed shopping malls for Upington.

Mr. Neren Rau CEO of South African

Chambers of Commerce and Industry on the value of a local chamber.



and what the chamber movement does for you the businessman.

This is an open meeting so everyone is welcome. Please support your local chamber.

The event is sponsored by Upington International Air-port and Orange River Wine cellars.

### NOMINATIONS FOR NOCCI 2011 EXECUTIVE

The following members have been nominated and have agreed to stand for the NOCCI Executive for 2011:

Johan van Niekerk– AIRLINK.

Frik Coetzee– ABSA

Olivia van Wyk– NEDBANK

Ben Samuels– ALL SECURITY

John Nugent– NUGENT OOGKUNDIGES'

Maria Gouws– KWIKSPAR

Johan Theron– STANDARD BANK

Edmar Topkin– FNB

Uwe Westphaling– SOLAR ZONE

Neville Bosman– UTI

Christiaan Du Plessis– FAMSA

Lekuka More– BECKER BERGH & MORE

Esmaralda Barnes– ACSA

Ronald Isaacs– SEDA

Jenny van Niekerk– OWK

Please support them and attend the AGM

## **LABOUR BILLS TO WEAKEN EMPLOYERS AND STRENGTHEN JOB LOSSES**

The government's unsatisfactory service delivery record threatens its prospects for the impending local government elections. Therefore the publication of **four frightening labour bills** may be aimed by the government at appeasing COSATU in the hope of retaining its support at the polls. The positive aspects of the new bills are outnumbered by provisions that, if implemented, will inflict the following severe damage on employers:

- Fixed-term employment contracts will be illegal if the employer cannot justify them on grounds that the work itself is genuinely limited in duration. Employers will have to convert all unjustified fixed-term contracts to permanent contracts and give the employees the relevant benefits.
- Employers will have to give to fixed-term employees some benefits enjoyed by their permanent colleagues
- Fixed-term employees and those employed via placement agencies will be able to take employers to CCMA if they have a reasonable expectation of being offered permanent employment
- Employers will have the primary legal responsibility for the rights of people placed with them by temporary employment agencies and labour brokers
- The Minister of Labour will have the power to dictate the representivity thresholds at which employers are required to give trade unions organisational rights
- The con/arb process will be used more often
- Bargaining councils may charge a levy to finance their dispute resolution services. Thus, employers could be making direct payments to enable employees to take them to conciliation and arbitration
- Section 197 of the LRA will protect employees involved in second generation outsourcing
- The Minister of Labour will have the power to dictate the representivity thresholds at which employers are required to give trade unions organisational rights
- The Labour Minister will have the power to increase actual wages and not only minimum wages. Thus, those employers paying wages well over the legal minimum could nevertheless be forced to pay even higher wages
- The Minister will dictate remuneration levels and other employment conditions in industries and sectors that are as yet not affected by sectoral determinations
- Prosecution of non-compliant employers will be strengthened; and prison terms and penalties for breaches of the Basic Conditions of Employment Act will be increased as will fines for Employment Equity Act breaches
- Employers will be forced to pay equal salaries to their employees doing the same or similar work. Failure to comply with this requirement will constitute unfair discrimination
- Employers will no longer be able to use their financial circumstances and the lack of available candidates as excuses for failing to implement affirmative action
- Employers will be required to report to the Department of Labour the details of every job vacancy they have and to report when these are filled
- The Department of Labour will be able to offer to all people claiming UIF and to other job seekers vacant positions existing at every employer even where the employer has no intention of advertising the posts
- Brokers/agencies dealing with temporary and permanent jobs will not be able to operate without a licence and such licences could be withheld or revoked should these agencies fail to comply with statutory requirements
- Employment agencies and labour brokers will be required to limit their services to providing job seekers with career information, matching them to vacant posts and referring them to employers

Should the above amendments prevail local business are likely to step up their tendency to mechanise and to move their workplaces to the far east. Overseas businesses will be more deterred than ever before from investing here in labour intensive projects. The ANC's stated policy of creating 'decent employment' will be contaminated by fast accelerating 'indecent unemployment'.

**BY Ivan Israelstam, Chief Executive of Labour Law Management Consulting. He may be contacted on (011) 888-7944 or 0828522973 or via e-mail address: [labourlaw@absamail.co.za](mailto:labourlaw@absamail.co.za). Go to: [www.labourlawadvice.co.za](http://www.labourlawadvice.co.za).**



## Die nuwe Wet op Verbruikersbeskerming

Weens 'n navraag oor die wet wat ons van een van die AHI se provinsiale bestuurslede ontvang het, het ons dit goed gedink om 'n oorsig oor die wet aan u te stuur. Ons heg ook 'n dokument aan wat deur Dr Johan Erasmus, BLC, LLB, LLD, 'n regulatoriese analis by Deloitte wat ook die Voorsitter van die SAICA Legal Compliance Committee is, wat handel oor die vernaamste sleutel aspekte van die Wet. Die inligting verskyn ook op die Internet en is 'n baie praktiese uiteensetting van die kernaspekte.

Van die voordele vir verbruikers sluit onder meer in dat kontrakte wat vir 'n sekere tydperk gesluit word, byvoorbeeld met selfoongroepe of gimnasiums, nie outomaties hernieu word as 'n verbruiker dit nie skriftelik kanselleer nie. Voortaan sal 'n nuwe kontrak gesluit moet word.

Die nuwe wet sal, volgens kenners, 'n sterk fokus plaas daarop om die uitbuiting van verbruikers, veral armes en weerloses, tot die minimum te beperk.

Ander veranderinge sluit in dat verbruikers die opsie sal hê om kontrakte te kanselleer binne vyf dae nadat dit gesluit is.

Verbruikers kry ook die reg om produkte of dienste terug te neem, waarna maatskappye hulle binne 15 dae moet vergoed.

Die wet sal die einde beteken van onverstaanbare terme en voorwaarde-klausules in kontrakte, met verbruikers wat deeglik bewus moet wees van die fynskrif voordat kontrakte onderteken mag word.

Die nuwe wet sal ook groter beskerming van verbruikers se privaatheid teweeg bring, deur byvoorbeeld die verspreiding van kontakbesonderhede vir bemarkingsdoeleindes te beperk.

Die verbruiker se reg tot regverdige bemarking word in die nuwe wet beskerm, wat onder meer sal beteken dat lugdienste voortaan nie toegelaat word om meer kaartjies vir vlugte te verkoop as waarvoor daar sitplekke beskikbaar is nie.

Die wet hanteer voorts staatsinstellings op dieselfde manier as ondernemings – munisipaliteite moet dus op dieselfde mate deur verbruikers tot verantwoording geroep word as enige ander onderneming wat 'n produk of diens verskaf.

**Dit sal lede baat om na die aangehegte oorsig van kernaspekte te kyk en te sien hoe die verbruiker en maatskappye hierby sal baat vind.**

*Marius Louw*

COO/HOB



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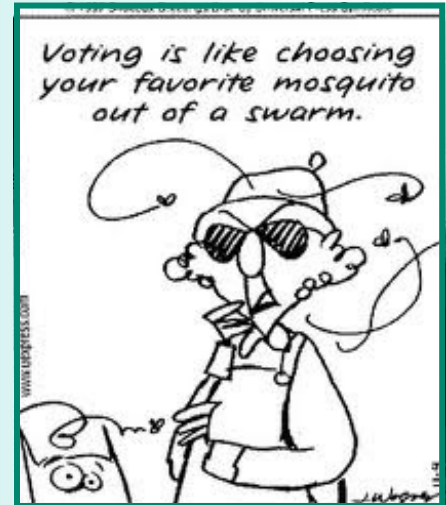
DON'T FORGET TO REGISTER FOR THE MUNICIPAL ELECTION

The last week-end to register for the Local Municipal Election is the 5th/6th March 2011.

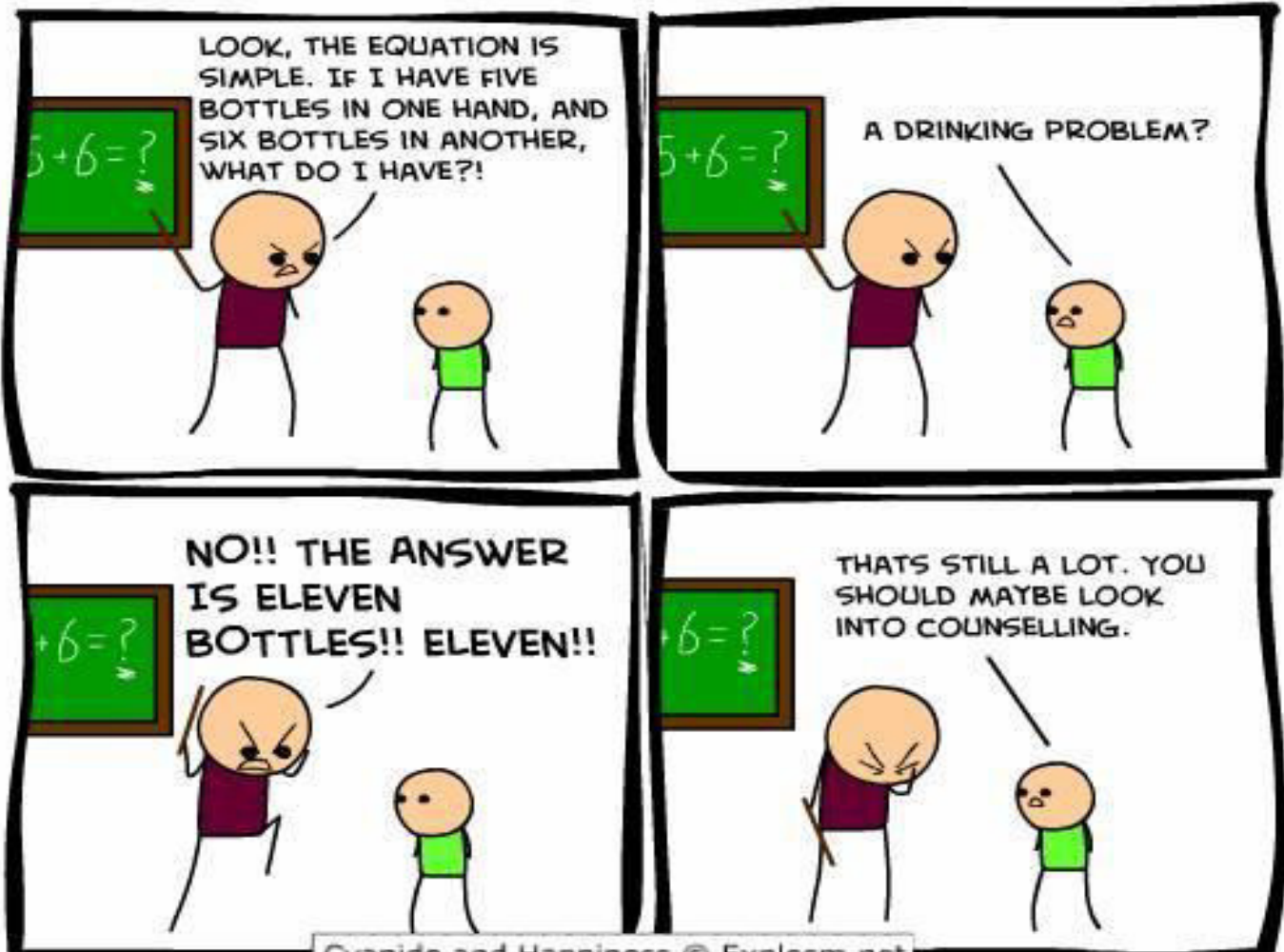
If you want to make a difference, YOU NEED TO VOTE.

Make sure that you are registered!

You will be able to register between 8:00am & 5pm.



NOCCI MAKES YOU SMILE



# March 2011

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4 AGM	5 Nocci Executive Bosberaad.
6	7	8	9	10 Siyanda LED meeting	11	12
13	14	15 S.A. Productivity Breakfast	16	17	18 IDC Road show	19
20	21	22	23	24	25	26
27	28	29	30	31		

## Schedule of Events

- \* **4th March- NOCCI AGM.**
- \* **Venue- Upington Airport**
- \* **Time- 19:00h**
- \* **5th- Nocci Executive committee Bosberaad.**
- \* **Venue- Upington Airport**
- \* **Time: 9:00 am**
- \* **10th Siyanda District LED meeting..**
- \* **Venue Siyanda Board Room**
- \* **Time- 9:00am**
- \* **15th S.A. Productivity Breakfast.**
- \* **Venue & time still to be announced.**
- \* **18th IDC Roadshow.**
- \* **Invitations issued by IDC**

## FOOD FOR THOUGHT

### Comments made in the year 1955!

**'I'll tell you one thing, if things keep going the way they are, it's going to be impossible to buy a week's groceries for R10.00.**



**'If they think I'll pay 30 cents for a hair cut, forget it.'**

**'Have you seen the new cars coming out next year? It won't be long before R1, 000.00 will only buy a used one.'**

**'When I first started driving, who would have thought petrol would someday cost 25 cents a gallon. Guess we'd be better off leaving**





## NATIONAL BUDGET 2011

1

In a media statement released today, the President of the South African Chamber of Commerce and Industry, (SACCI) Mr Chose Choeu, said: We welcome

Allocations for SME support finance and incentives for job-creating industries

Increased emphasis on combating crime and corruption through additional funding for the safety and security cluster

The pragmatic approach to managing the value of our currency

The green economy strategy and allocations in respect of South Africa hosting COP 17

The spending commitment to infrastructure that will support the business environment – transport, electricity, and communications - although this unfortunately will come at a cost to public sector debt and increases in tariffs and user fees

The incentives outlined to support business and job creation including sme support, bursaries, the youth employment subsidy and the renewal of tax incentives for manufacturing investment, amongst others

Additional funding for education and training infrastructure

The increased spending for improvement in the quality of health facilities, medical equipment and hospital systems but we are concerned about the implied cost of the national health insurance as envisaged

We would like to have seen more on:

The vigorous implementation of the Local Government Turnaround Strategy with emphasis on improving efficiencies and reducing wastage and measuring the results of service delivery

Greater sensitivity regarding the cost of doing business in the current economic climate through increases in levies such on fuel and other administered prices

Improvement in business registration process Public sector wage bill increases

Debt cost rising

SACCI regards the budget as comprehensive in coverage but is concerned at the increase in the public sector wage bill and at the rising cost of debt. Implementation of the strategies and projects envisaged will be a challenge. SACCI looks forward to feedback in the next budget.

**Unquote /Contacts:** Neren Rau SACCI CEO 011 446 3800

Peggy Drodskie SACCI COO 011 446 3800

## Do you know the difference?

### A Mirror or a 2-Way Glass?

How can you tell when you are in a room, restroom, motel, etc. with a mirror or a 2-way glass?

Here's how!! I thought it was quite interesting!! And I know in about 30 seconds you're going to do what I did and find the nearest mirror.

Do you know how to determine if a mirror is 2-way or not? A policewoman who travels all over the US and gives seminars and techniques for businesswomen passed this on.

When we visit toilets, bathrooms, hotel rooms, changing rooms, etc., how many of you know for sure that the

seemingly ordinary mirror hanging on the wall is a real mirror,

or actually a 2-way mirror (i.e., they can see you, but you can't

see them)? There have been many cases of people installing

2-way mirrors in female changing rooms. It is very difficult to

positively identify the surface by looking at it.

So, how do we determine with any amount of certainty what

type of mirror we are looking at?

**Just conduct this simple test:** Place the tip of your fingernail

against the reflective surface and if there is a GAP between

your fingernail and the image of the nail, then it is GENUINE

mirror. However, if your fingernail DIRECTLY TOUCHES

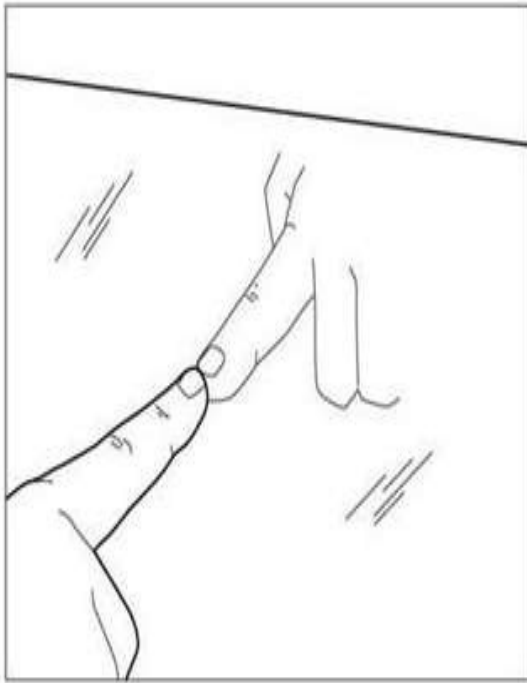
the image of your nail, then BEWARE!! IT IS A 2-WAY

MIRROR!!

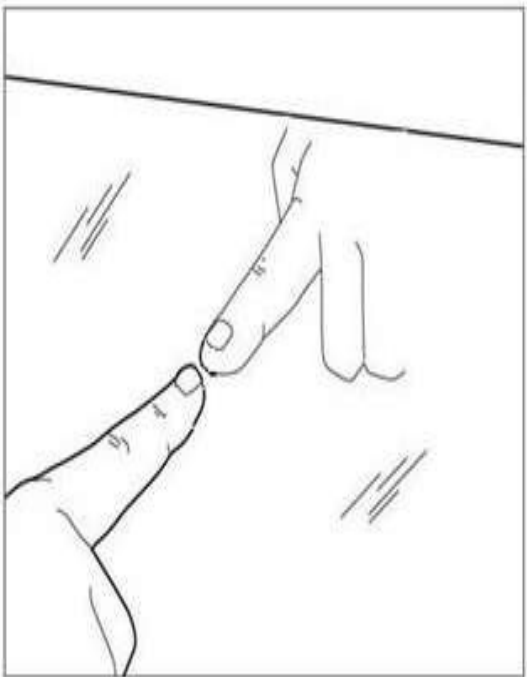
**"No Space, Leave the Place."** So remember, every time you see a mirror, do the "fingernail test." It doesn't cost

you anything.

**REMEMBER. No Space, Leave the Place!!**



2-WAY GLASS IMAGE



MIRROR IMAGE

Ladies: Share this with your girlfriends, sisters, daughters, etc.

Men: Share this with your wives, daughters, daughters-in-law, mothers, girlfriends and/or friends.



## **Why should I be a member of a Chamber of Commerce and Industry?**

When people ask why they should be a member of the Chamber and what's in it for them, this is what I reply;

### **Your Chamber of Commerce is:**

An organisation of businesses and individuals united to improve the community in which they work and live.

An organisation whose strength is its membership, and from which can be drawn ideas, talents, and finances to improve their community, and in this way their business.

It is an organisation, which enables its membership to accomplish collectively, if supported by its members what none of them could achieve individually.

### **Why should you join and support your Chamber?**

You are a member of your community doing business in your town and sharing in its prosperity. The obligation of business "citizenship" challenges every person and institution to subscribe to the advancement of the community of which he or she is a part.

Progress and prosperity depends on the development of a sound economic and social structure.

These results form an aggressive and continuous program of activities designed to cultivate opportunities.

The support of all businesses and professional people is necessary to bring about the economic improvement of our community, and the civic and business development demanded by our standards of living.

These goals can be reached only by united effort through an organisation dedicated to a sound program of community progress.

The Chamber of Commerce is constantly engaged in promoting the civic and economic development of your community.

### **There are two primary functions of the Chamber of Commerce:**

It acts as a spokesman for the business and professional community and transforms into action the group thinking of its members.

It renders specific services of a type that can be most effectively rendered by a community organisation both to its members and the community as a whole.

Simply put, we are the public relations firm of your town, and therefore your business. This is what your Chamber does for your community, so what are you waiting for? Join our team.

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