

# What is the hold up?

**Industry bodies acknowledge challenges but stress the need for workers to receive their Trade Certificates.**

Khwezi Smiso Makhathini



What is the hold up? That is the question members have asked SATU officials regarding receiving their trade certificates. SATU decided to investigate and this is what we found:

Many workers and former workers in the sector have been looking for proof of their training as they seek new employment opportunities due to retrenchment or cross industry employment. The issue of unissued certificates for these workers has meant that many have missed out on these opportunities.

We reached out to the Fibre Processing and Manufacturing SETA (FP&M), the National Artisan Moderation Body (NAMB) and Printing South Africa (Printing SA) to get answers on

why there are still workers who completed their apprenticeships but have never received their trade certificates.

Jowie Bopape, NAMB Director says, "According to our records, NAMB and QCTO do not have any FP&M Trade Certificate backlog. We had a project in the past with FP&M SETA about their backlog which was concluded."

The emails, which SA Typo Journal is privy to reveal, is a shocking lack of internal controls by the SETA in ensuring that applications for certification of qualifications sent to NAMB for moderation and recommendation with the Quality Council for Trades and Occupations (QCTO) have the correct information. Basic

errors occur such as a SETA stamp missing from applications.

## Process for Certification

In terms of the new regulations, the FP&M SETA have a week after the completion of a trade test, to submit the necessary documentation to NAMB for processing. NAMB have 20 days from receipt of this documentation to submit their recommendation for the issuing of a certificate to the QCTO. The QCTO have a further 20 days in which to issue certificates.

Jowie adds that all assessments that take place within the FP&M sector are managed by the SETA and are submitted to NAMB for further quality assurance and ultimately a recommendation to QCTO for certification. If NAMB receive nothing from the SETA, it will be difficult for NAMB to know more, especially those that took place long time ago.

NAMB, QCTO and FP&M had several meetings to try and assist FP&M to address all their backlogs. We now consider all their backlog projects closed.

Ken Leid from Printing SA echoes Jowie's sentiments but goes further by adding that "obtaining a Trade Certificate is clearly the pinnacle of an apprenticeship. This certificate serves as documentary evidence that the apprentice has been deemed competent in all aspects of the trade and has successfully completed a trade test."

The FP&M SETA is, however, still responsible for contacting learners/apprentices and for making the necessary arrangements for final trade tests to be conducted under the auspices of the NAMB.

Printing SA continues to engage the FP&M SETA and NAMB regarding outstanding trade certificates on behalf of numerous companies and individuals and have raised our concerns in this regard to the CEO of the FP&M SETA.

Ken ends by noting that he is pleased to report that the FP&M SETA and NAMB have established a

task team that have been given the responsibility to resolve all outstanding certificates within the next three-month period (June to August 2021).

Considering this, it would be greatly appreciated if all Members and former members who have yet to receive their certificates get in touch with Union as soon as possible with the following information:

1. **Copy of the original Trade Test application form.**
2. **Certified copy of individual's ID Number (Clear and Readable)**
3. **Apprenticeship/Learnership Agreement (or service letter if non-contracted)**
4. **Completed Training Record (portfolio of evidence that all modules have been completed)**
5. **Certified Copies of TT 1, 2 and 3 Certificates**
6. **Certified copy of highest School certificate obtained**
7. **Statement of trade test results**

\*FP&M SETA was given right of reply to the article and did not reply timeously\* ■

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## Adjusted operating hours for SATU offices due to "Third Wave"

**SATU offices to continue operating with adjusted hours.**

In line with updated COVID-19 regulations and the "third wave", the General Secretary, Edward de Klerk, sought the inputs and recommendations from the respective

regions and he consulted with the Deputy General Secretary. After giving consideration to all of their opinions, the following operational plan is for implementation considering the set down guideline rules.

Please take note that the SATU Union offices will be operating on the following basis, taking due consideration of the size of the staff and that they all are in separate offices:

- Office operations will be from Monday to Friday.
- Office hours will be from 09h00 to 15h00.

All offices are equipped in adherence to the requirements of the Regulations set out below.

These rules will commence as from 21 June 2021 continued on page 2



# The full impact of the Covid-19 pandemic

## on the economy of the world, country, printing industry and SATU as an organisation

Edward de Klerk - General Secretary



SATU has unfortunately not escaped the real economic impact the Covid-19 pandemic has caused in all of our lives. In fact, it has created an atmosphere of total and constant insecurity in our daily lives and therefore there is the need for the following:

The radical organisational shift regarding labour, the real-time cost implications and the future consequences to employers caused by Covid-19, require sustainable solutions that can be co-initiated through the optimisation of expertise and resources. It has become imperative that collaboration with the diverse social partners should enhance technological, social, and financial integration and this implies new ideas and the collective commitment of all role-players. It will remain the task of these diverse industry leaders to develop a trans-sectoral platform which can enable all voices to engage in strategic future anticipation in consultation with NEDLAC.

SATU and its partners are mandated (Ramaphosa, 2019) to build a future-looking understanding of how humans and machines can collaborate to deliver an ecological corporate response to the pandemic and find a shared purposeful solution. The printing industry stakeholders need to clarify the values and behaviours that underpin its current and imminent future policies, AI processes, decision-making, and priorities.

SATU needs to identify and engage with internal and external stakeholders to manage the future expectations of all printing companies and include all their stakeholder and, especially, their membership voices to co-create the future of work. The industry leadership partners and SATU need to co-initiate an open and transparent narrative regarding how they could jointly be influencing, planning, and delivering on the future of work – and offer solutions which underscore real-time value implications for printing organisations, society, and individuals working within this sector and SATU as an organisation.

**What has been the impact on SATU due to the economic downturn in the printing industry?**  
We have observed many large and medium companies either resorting to restructuring in the way they do business, thereby leading to retrenchments, short time work or just closing during this period of the pandemic. This has unfortunately forced SATU as an organisation to reassess its current strategy and the way it is operating.

As the Head Office team, we had to make certain recommendations to the Leadership of the organisation in respect of also restructuring the operation of the organisation and where possible to minimise the impact of retrenchment of staff. Due to the impact with the closure of two large companies in Bloemfontein and the shrinkage

of membership in this instance, the Executive Council and the Governing Board have supported the recommendation to close the Bloemfontein Office and reshuffle the staff to other regions.

But all has not been doom and gloom for SATU during this period; we have managed to recruit members in fifteen new companies and we have improved our benefits through the EBF, such as:

- A continuous out of work benefit for members who have been financially impacted by reduction in salary due to short time work,
- Improved amount for the maternity benefit,
- Introduction of a paternity benefit, and
- A gender-based violence benefit.

All these benefits await final approval from regulators and will be rolled out in due course.

As the General Secretary, on behalf of the Leadership, I would like to assure our membership that, even during these very trying times, we will not falter in our quest to look after the best interests of our members and the organisation through service delivery par excellence.



**Website:** [www.satu.co.za](http://www.satu.co.za)  
**Facebook:** @TypoUnionSA  
**Twitter:** @TypoUnion\_SA  
**Instagram:** sa\_typo\_union  
**WhatsApp:** 066 327 7214 ■

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## Adjusted operating hours for SATU Offices

### Operational Rules

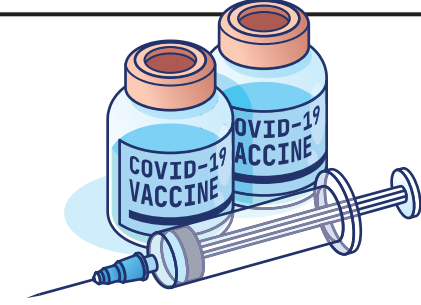
To ensure that business of the Union continues through these uncertain times and that we continue to deliver quality service to our members, interventions will be undertaken in terms of the following Government directives:

Directive by the Minister of Employment and Labour in terms of regulation 10 of the regulations issued by the Minister of Cooperative Governance and Traditional Affairs in terms of section 27 (2) of the Disaster Management Act, 2002 (act no. 57 of 2002). Directive by the Minister of Employment and Labour in terms of regulation 4(10) issued by the Minister of Cooperative Governance and Traditional Affairs in terms of section 27 (2) of the Disaster Management Act, 2002 (act no. 57 of 2002 (as per Government Gazette R 350 of 15 June 2021.)

1. Member walk-ins will be limited based on urgency at SATU Offices.
2. Member walk-ins must wear masks when entering the offices.
3. Member walk-ins will be subjected to a risk screen test.
4. To ensure the processing of benefit claims timeously and efficiently, members are asked to use the digital platforms available to communicate with us.
5. Social distancing will always be adhered to.
6. Meetings outside the offices with Companies and members will only be approved by the General Secretary in consultation with the Regional Secretary where required.
7. The SATU WhatsApp platform is ready and will supplement the Website and Facebook page as a platform where members can reach the Union on 066 327 7214.

In conclusion, we promise that during this period we will not allow the primary objective of servicing SATU members to fall by the wayside. It is vital and all care will be taken by the organisation as well as individuals to put the safety of themselves and colleagues first.

Furthermore, please be advised that the operations will be constantly monitored and adapted as we receive new directives from Government. ■



## Get your COVID VACCINE

Registration is open for people 50 years and older and people of 35-49 can register from 15 July. Go get your jab and help SA to reach herd immunity.

Together we can beat it!



Felleng Yende, CEO of the Fibre Processing and Manufacturing (FP&M SETA)



Source: Pixabay

# Producing future digital leaders

## A competitive advantage after Covid-19

*“Traditional skills may no longer be sufficient to weather an increasingly volatile, uncertain, complex and ambiguous world buffeted by the pandemic,” writes Fellingeng Yende. She is the CEO of the Fibre Processing and Manufacturing (FP&M SETA), which facilitates skills development programmes for 13 sub-sectors, including clothing, footwear, forestry, furniture, general goods, leather, packaging, print media, publishing, pulp and paper, textiles, and wood products*

As the Covid-19 pandemic continues to impact the nature of work, digitisation and talent management need to change to accommodate the new normal.

As we try to predict the future of the business world, the conversation inevitably often shifts towards the most critical enabler of all: preparing leaders of tomorrow in a talented and digitised world.

Human Resources practitioners are not only being forced to evaluate people by traditional measures, but by getting ahead of the talent curve in anticipating future skills.

### The need for new disrupters

The truth is traditional skills may no longer be sufficient to weather an increasingly volatile, uncertain, complex and ambiguous world buffeted by the pandemic.

Talent management teams are being forced to consider new talent that will disrupt organisations and identify new capabilities that will enable success in our “new normal”.

Therefore, preparing leaders and workers of

tomorrow is one of the most important jobs for the leaders of today.

The business world is fertile ground for innovation. Virtual work has gone mainstream and the myths about working from home have been debunked. These days, meetings have gone online.

This means organisations need more talent to embark on research, development and innovation of better mediums for collaboration.

The time is right to harmonise processes, shift resources to areas where scale matters and put a laser focus on new skills, including the

critical ones, to boost productivity and boost the economic reconstruction and recovery.

### Skills and productivity

Some of the critical skills required for our new reality include:

- Information technology (IT) and telecommunications directors.
- IT specialist managers.
- IT project and programme managers.
- IT business analysts, architects and systems designers.
- Web design and development professionals.
- Programmers and software development professionals.

There is no doubt that attracting the skills the public and private sector need is vital if we are to increase productivity and economic output to get the economy back on track, long after the devastating impact of the coronavirus pandemic.

Productivity is a key factor in driving long-term economic growth and increasing living standards.

In terms of the labour market, productivity growth is essential for creating quality jobs, since increased labour productivity can lead to higher wages, better working conditions and more investment in human resources. It, therefore, provides a sustainable route out of poverty.

Without a workforce that is continuously acquiring new and improved skills, it is difficult for a country to be competitive in the global world.

Therefore, a prerequisite for sustained economic growth and development is sufficient investment in education and training, especially to deal with critical skills.

The International Labour Organisation's (ILO) resolution concerning human resources training and development says: “Education and training are a means to empower people, improve the quality and organisation of work, enhance citizens’ productivity, raise workers’ income and promote job security and social equity and inclusion.”

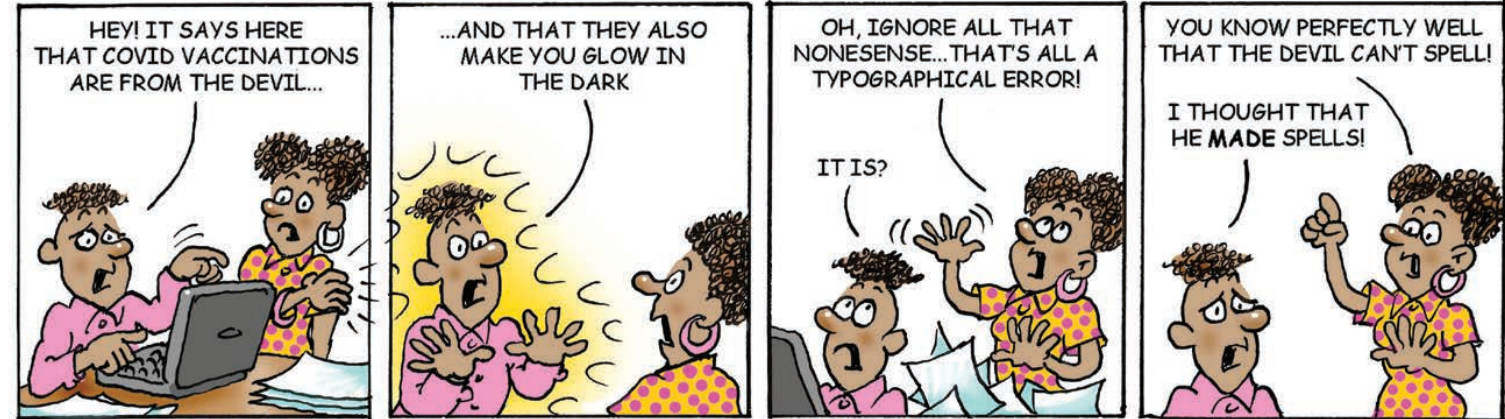
This means, by investing in people through skills development and training, enterprises benefit from increased productivity, which ultimately serves to make the country more competitive in an increasingly integrated world.

### Digitising the work experience and all business processes

Now, and more than ever before, there is a ruthless focus on digitising the work experience and all business processes.

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## TYPICAL TYPOGRAPHERS



# The Tortoise and the Hare

Ettienne Myburgh – CEO Transparent Financial Services

I recently re-discovered an old children’s book filled with stories of adventure, new stories and old stories, and one that is always a favourite. The story of the Tortoise and the Hare (An Aesop Fable, dating back many years).

If you recall, it is the story of a race between a Tortoise and a Hare to establish who the fastest animal in the forest is.

For those who do not remember, let me remind you: The Hare considered himself the fastest animal in the forest and challenged everyone he came across to a race; which he won every time. He was running out of competitors to challenge and one day the Tortoise accepted his challenge.

The big day arrived; the Tortoise and the Hare lined up at the starting line. The countdown began and the race started. Hare sprinted off and disappeared in the distance with the Tortoise slowly following. The Hare was so confident that he was going to win the race that he took a nap midway and slept most of the day. When

he woke the sun was setting and with a shock, he sprinted towards the finish. Approaching the finish, he spotted Tortoise slowly crossing the finish line, winning the race and earning the title “Fastest animal in the Forest”.

Tortoise was not the fastest animal in the forest, not by any measure, but he did have patience and dedication and an iron will to continue and finish the race. This made me think of how good an analogy the story is with investing in a retirement fund!

The goal of a pension or provident fund is to provide an income for us when we retire or, in the case of the fable, when we have finished our “race.” We know the time of investing is going to be very long, in most cases over 20 or 30 years,

and like the Tortoise, we are dedicated to finish the race and we invest a portion of our salary every month with the goal of receiving a pension when we retire!

Retirement funds may not be the “flashy and speedy Hares” of the investment world, but we invest with the knowledge that we will be rewarded in the end in the form of a pension. It is important that we do not lose focus and get distracted by the “Hares” in the world. Slower, careful, and consistent action will serve you better in the long run than trying to shoot the lights out with the fastest sprint. Ensure your contributions are paid monthly and enjoy the rewards at the end of the race! ■





Deputy General Secretary Ashley Benjamin and President Masale Godfrey Selamatsela  
Photocredit - Larry English (LarryE Photography)

# FEDUSA calls for Youth Programmes that go beyond training

The Federation of Unions of South Africa (FEDUSA) has called on funders, policymakers, and administrators of youth programmes to look beyond just training young people for the labour market.

With more than 64 million unemployed youth worldwide and 145 million young workers living in poverty, youth employment remains a global challenge and a top policy concern. Among the BRICS countries South Africa sits with the highest youth unemployment rate.

Figures just released by Statistics South Africa show that the unemployment rate for young people between the ages of 15-34 years has increased from 63.2% in the fourth quarter of 2020 to 63.3% in this first quarter of 2021.

This figure is substantially higher than the national unemployment rate of 32.6% for the same quarter. Together, these figures also suggest that, unless policy makers address structural unemployment among others, the mismatch between skills sets and available jobs and the unemployment rate will not only remain high but will also increase.

This has been confirmed in recent joint labour market studies by the Universities of Johannesburg and Cape Town. The first of these studies looked at the outcomes of young people who participated in youth employability programmes between 2017-2018. The second looked at the Quarterly Labour Force Survey and the General Household Survey to understand the situation of young people who were neither in employment, education nor training (NETTs). The third was a qualitatively study of youth unemployment over the past years.

The employability study found that only 28% of participants could secure permanent jobs, putting structural unemployment among young people at around 70%. The NETTs study found that they were in and out of jobs, while the longitudinal study found that youth were frustrated by constantly attending training sessions without securing anything permanent.

In basic terms, this means the income earning potential of more than 12 million young people – including tertiary institutions graduates – is severely curtailed. Such long term unemployability

also condemns these young people to live on the margins of society where they might resort to drug abuse and crime as coping strategies. Nationally, post-apartheid South Africa faces the sad prospecting of counting yet another lost and wasted generation among its ranks.

International studies that have been done on youth unemployment show that there are other factors that limit the ability of young people to find sustainable jobs that are neither related to the labour market nor the education system. These factors are mostly of a socio-economic nature. They include food insecurity, income insecurity and personal responsibility such taking care of younger siblings or elderly and infirm parents. It is these factors that FEDUSA would like to see incorporated in youth development and employment programmes.

A long-standing structural problem preventing many young people in OECD (Organisation for Economic Co-operation and Development) countries – of which South Africa is a member – from making a successful transition from school to work is the high rate of school drop-out. In South Africa, 40% or 4 out of every 10 youngsters who set out on the 12-year journey from Grade 1 to matric fall by the wayside. In basic terms, the education system is failing nearly 50% of the country's children as they have no certification on which to build a post school vocation.

The Zero Dropout Campaign – a national advocacy campaign that plans to reduce the drop-out by 50% by 2030 – has shown that no national task force has been set up to address this crisis despite it being well-known to education authorities in the country.

However, several metros and provinces have started rolling out youth guarantee schemes which include free online courses, free Wi-Fi to access job placements websites and free passes on public transport with the support of the OECD. The OECD is also providing technical support to strengthen the vocational education system. ■

## We have updated our PRIVACY POLICY

With the Protection of Personal Information Act (“POPIA”) being effective 1 July 2021. POPIA regulates how we use, store, and destroy personal information and special personal information of individuals and juristic persons:

- As per our policy, your personal information is being processed in line with our terms and conditions and for the legitimate purpose for which it was provided.
- Please ensure that your personal information is updated as required.
- Should we intend to use your information for any purpose other than for which it was collected, we will seek your consent.

If you wish to no longer hear from us, you can **OPT OUT** by writing to [KhweziM@satu.co.za](mailto:KhweziM@satu.co.za). If you are happy to receive our information and stay on the mailing list **NO ACTION IS REQUIRED**. Please view our Privacy Policy for more information or visit the **website at [www.satu.co.za](http://www.satu.co.za)** ■



President Masale Godfrey Selamatsela cuts the ribbon at the opening event.  
Photocredit - Larry English (LarryE Photography)

## FEDUSA launches mobile app

The Federation of Unions of South Africa (FEDUSA) announced the launch of an all-purposive digital application (app) at a ceremony in Cape Town.

The app, which aims to reach 100 000 registered users a year, will put important federation services such as training, recruitment, collective bargaining planning, union and federation news, among others, at the fingertips of members belonging to the 19 affiliates at any time and any place.

This is the first time in South Africa that a trade union federation has completely digitised the basic services that it offers to its affiliates in line with the rapidly unfolding 4th Industrial Revolution paradigm.

To reach its 100 000 target, the union federation will embark on a national roadshow over the next 12 months to familiarise members with the app and encourage them to embrace it.

The federation believes the app could not have come at a more opportune time, especially in the context of the COVID-19 pandemic protocols under which workers are now forced to work and relate to one another. It is a situation that demands more reliable and modern strategies of remote interconnectedness.

FEDUSA is also proud that the app has been designed and produced with 100 percent local content in terms of conceptualisation and assembly. This illustrates that labour leads by example as demanded by the Buy Local Campaign. ■



## Aidan Thompson – UI/UX Designer

I am a User Interface and User Experience Designer born and raised in the City of Jozi, where I graduated with distinction achieving my Bachelor of Technology in Multimedia Design from the University of Johannesburg. I have been working in my field as a Multimedia specialist in UX and UI design for the last three years and I have realised that most of my peers were young graduates or young professionals transitioning between their 1st or 2nd jobs. Most of my colleagues are individuals within their own unique creative fields, such as animation, UX/UI design, graphic design, videography and multimedia design, collaborating to produce content and to meet deadlines.

**Do you think that enough young people are involved in the space you occupy? if not, what are the bottlenecks that need addressing in your opinion?**

My biggest fear for young people occupying the same space is that the tools and software of our trade are expensive and only a handful of software is accepted as industry standard. As you can imagine, this leads to a bottleneck as most people cannot afford R5 000 a year to rent software, yet alone be expected to take out a loan to acquire a R10 000 computer. So, not enough young people can afford to study or flourish in our creative industry.

Another bottleneck that needs to be addressed, is the cost of data and accessibility to the internet. South Africa has exploitatively high prices for data and our internet infrastructure is gentrified to mostly wealthy urban areas. This means that a vast majority of people are excluded from our space as they have no alternative but to pay through the teeth to stay connected making upskilling or learning difficult, as many young professionals or students cannot afford to watch tutorials

**Do you think that print and packaging still have a role to play in addressing the youth unemployment problem in South Africa?**

That is a difficult question. I think there's always opportunity for print and packaging to play a role in addressing youth unemployment, however, we need to understand that print and packaging cannot be seen as an isolated island but rather as cohabitant of space with digital and video. I foresee a major upheaval in society that will be spurred on when the price of data decreases gradually and internet connectivity becomes more accessible.

This upheaval will allow youngsters to learn skills, be informed and open new avenues to generate knowledge, wealth, experience, and networks.

Print and packaging will always be a part of the visual communications' space as sure as the sun rises every day, however, I truly think digital is going to revolutionise how we interact with the world. ■



# The Youth is moving

In celebration of youth month, we profiled young people doing big things in the sector.

Aidan Thompson and Ngcebo Mahlezana talked to us and here are their stories



## Helping bridge the divide

Siyafunda Donate-a-Book initiative is growing and needs more help than ever.

Started in 2015 by Ntokozo Ndlovu, Siyafunda Donate-a-Book is a youth run NGO that began with the donation of a box of old books to his former Primary School.

Ngcebo Mahlezana is the chief media officer at Siyafunda Donate-a-Book. When we call to talk to him about this initiative, he is on the road, returning to Gauteng from the Eastern Cape. “Our Zoom interview will be short but interesting,” he chuckles.

“We aim to close the gap between rural learning by attempting to promote a culture of reading; reading for understanding and not simply to remember,” he emphasises.

“The gap that exists to access information in rural areas as opposed to urban or peri-urban areas such as townships, is vast and books and the culture of reading births dreamers and critical thinkers,” he adds.

### Achievements

The Siyafunda Donate-a-Book initiative has so far opened 46 libraries at schools which had none prior to their intervention. With the help of the PBT-group four computer labs were opened, two in Limpopo, one in KwaZulu-Natal and another in the Eastern Cape.

The organisation has grown from strength to strength, donating over 400 000 books and reaching over 200 000 disadvantaged school children by opening libraries in the remotest areas of the country in seven provinces nationwide. All this, relying on the goodwill of members of the public and bookshops.

### Youth in Print

When quizzed about how to better involve youth in the print value chain, his response is succinct in that it carries with it a strong vindication of

SATU's stance around localisation and the scaling up to ensure that books are affordable, whether for entertainment or educational purposes. “We need clear research and a collective voice as stakeholders in the print sector. We want to make our products accessible and affordable for all who need or want them.”

He laments the fact that most opportunities for careers in the industry are not well publicised and feels worker organisations and employers have a responsibility to try and attract talent to their industry. “Most young people know what we see in front of us and in most cases, circumstance means that it is all they will see.”

With Youth Month almost at its end, his closing statement is for youth to start to look at gaps in their everyday lives and seek innovative ways to try filling them.

**If you would like to get in touch with Siyafunda Donate-a-Book; here are their contact details:**

**On social media platforms** - @SiyafundaSA on Instagram and Twitter or Siyafunda Donate-A-Book on Facebook.

**Email address:** [Info@siyafunda.org.za](mailto:Info@siyafunda.org.za) & [info@theweb.org.za](mailto:info@theweb.org.za) or [Media@siyafunda.org.za](mailto:Media@siyafunda.org.za) & [media@theweb.org.za](mailto:media@theweb.org.za)

**Cell phone numbers:** 079 080 6112 & 079 64 1771 ■

**\*\*Siyafunda Donate-A-Book is an initiative of The Web Foundation\*\***



# NEWS FROM THE REGIONS

## Western Cape Region



### Tropic Plastics signs the agreement

The team secured an agreement with management at Tropic Plastics. We reached a three-year salary increase agreement broken down as follows:

Year one: 7%  
Year two: 6%  
Year three: 6%

## Gauteng Region

### New Members

A warm welcome to members from the following companies who have recently joined SATU:

- Sonoco
- Soteba
- International Tube Technology
- Matthews Drew
- Minuteman Press
- Screenline
- House of Print
- Seculo
- CTP Thuthuka Packaging
- Beith Digital
- Printing Things
- Spec Systems
- SA Greeting Technology
- CTP Carton & Labels
- Masterprint
- Guillemot
- The Bookbinder
- RBE Stationery
- NM Equity
- AMT Placements
- The Workforce



Mr. Venter with Nelly Nakedi, one of the regional organisers. (Image supplied)

### Awarding Mr AH Venter

We had the pleasure of awarding Mr AH Venter a bronze emblem for his many years of loyal membership to the organisation. Mr Venter joined the union on 1 July 1974.

### State of the region

It is not business as usual, however, there is a slight improvement to where things were this time last year. Though some companies are still on short-time, other companies are slowly returning to normal hours. There are also wage increases of between 4% to 8%. Members are encouraged to please take care and follow the safety measures, especially now with Gauteng riding the third wave of the Covid-19 virus. Please keep safe, wear your mask and sanitise!

## Free State Region



Sisanda Mbokotho and Anne-Marie Rossouw (Image supplied)

### Bloemfontein administrator receives honour

Deputy General Secretary Sisanda Mbokotho, visited the SATU Free State office to present Anne-Marie Rossouw with a certificate of appreciation for her 30 years of service to workers in the Free State office. Here she details her journey at the organisation:

"None of us knows what will happen to us. My journey of 30 years with SATU started with a surprise. I was invited for an interview on 7 May 1991. Fresh and with no work experience, I clocked in at 8:00... To only return home at 13:00! I was appointed in this half-day position as a typist. Wow! What a joy. I have experienced the hearing of prayers. Thank God under all circumstances."

"There were highlights every day of my life with SATU. I arrived here as a "baby", experiencing situations of all kinds. I met new people, grew friendships with people of all walks of life: young ones, old ones, every kind of race. I saw them leave through resignation, retrenchment, retirement or by death.

"Another highlight was to meet the Head Office Staff. I would like to thank them all for their understanding and helpful assistance when things went wrong. Then the new SATU arrived with Magenta Pink, Cyan, Blue and Yellow, the new offices and meetings with Dr Colin Steyn.

"My advice for young workers and their representatives in this now digitised and interconnected world is to take up every possible adventure to forward yourself into the future. Talk to one another about the options, take the lead, take the chances, grab the moment. Understand one another. You will never fall lower than your knees."

## Port Elizabeth & East London Region

### New Members

It is with great pleasure to welcome new members from the following new firms:

- Goshawk Litho
- Keypak
- Algoa plastics

And new members at our existing firms:

- Mpact East London

### Vale

Our sympathies and condolences are extended to all the families of pensioners who lost their loved ones:

- |            |               |
|------------|---------------|
| N Bangani  | NC Mdikazi    |
| DC Campher | JDF Steenberg |
| JL Fouche  | ND Syce       |
| YG Els     | ST Jasson     |
| DJ Heaton  | H Oosthuizen  |
| ZW Mabeka  |               |



Irene Mashiane (Image Supplied)



Nhlanhla Kunene (Image Supplied)

### Certificates for long service

Gauteng Regional President, Patrick Gwala and SATU General Secretary, Edward de Klerk handed over long service awards.



Claudette Sampson (Image Supplied)



Esther Kgobane (Image Supplied)



Isaac Khubeka (Image Supplied)

# COVID-19 PREVENTION ON PUBLIC TRANSPORT

Wash your hands with soap and water for **20 seconds** or use a 60% or more alcohol-based hand rub often **throughout the day**



WASH YOUR HANDS AT THESE **5 KEY MOMENTS** FOR PUBLIC TRANSPORT:

**1**



Before going on public transport

**2**



After touching doors, handrails and money

**3**



After making contact with other people

**4**



Before touching your eyes, nose and mouth

**5**



When you arrive at your destination



TOLL-FREE NUMBER 0800 029 999



## Producing future digital leaders

continued from page 3

Although the rallying cry for going digital has been around for more than a decade, the landscape is likely to change at an exponential pace post-Covid-19. For example, we have learnt that employees can be equally productive (if not more so) working entirely through technology, given the right context and support.

However, to work effectively from home (or anywhere outside the office) requires the right technology and a digital mind-set.

This is the same in the media landscape.

Rather than just assuming that the way teams are operating today is the new normal, we need new talent to take the work-from-home policies to a new level.

### 4IR

As the need for new talent to take the work-from-home policies to a new level intensifies, one of the most crucial visions has arrived with the advent of the Fourth Industrial Revolution (4IR), courtesy of the World Economic Forum (WEF).

It promises a better world, made possible through fresh advances in digital technologies and the progressive digitisation of the economy and society at large.

4IR says cyber-physical systems are merging different digital technologies to integrate it within the physical, digital and biological spheres. This is giving birth to deep and systemic societal changes at a larger scale and a more rapid rate than previously seen.

The digitisation of society and the economy requires not only investment in technological

advancements, but also organisations that develop capabilities in a wide range of areas that contribute to success: reliable connectivity and quality standards, internet and data security, financial and legal frameworks, and scientific and innovation capital.

### WEF Survey

The WEF conducted a survey of 800 American technology executives and experts from the information communication technology (ICT) sector to identify the technology tipping points expected by 2025.

The survey provides useful insights into the kind of digital future the ICT sector is building toward. According to WEF, these corporate leaders identified a total of 21 technological advancements that were either ready for deployment or would be deployed by 2030. Among the most popular were:

- The first robotic pharmacist in the US, chosen by 86.5% of the respondents.
- The first 3D-printed car in production, chosen by 84.1% of the respondents.
- 5% of consumer products printed in 3D, chosen by 81.1% of the respondents.
- 90% of the population with regular access to the internet, chosen by 78.8% of the respondents.
- Driverless cars equalling 10% of all cars, chosen by 76.4% of the respondents.
- The first transplant of a 3-D printed liver, chosen by 76.4% of the respondents.
- Over 50% of internet traffic to homes for appliances and devices, chosen by 69.9% of the respondents.

The WEF says, 10 years from now, we will witness a lot of jobs spin-off from technologies that are

emerging today, such as drones, alternative energy, virtual reality, augmented reality, cybersecurity and block chain developments.

For example, the WEF says that 133 million new roles may emerge that are more relevant to this new reality in the workplace.

So, how are employers responding to changing socio-economic and environmental conditions; how can individuals and societies shape their worlds for the better; and how can technology be deployed to improve the quality of life and the environments that support life?

### Evolve and quickly redeploy resources

For me, the new normal has underscored the many benefits of having a more focused, flexible and aligned operating model.

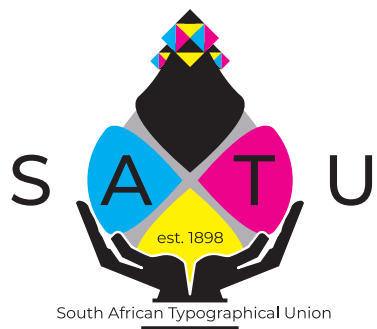
Every organisation needs to evolve and quickly redeploy resources. That will mean accelerating the re-skilling and up-skilling agendas beyond hard-to-find roles to ensure participation in the new normal.

In short, we are experiencing a new form of agility, but to what end? I foresee major shifts that will persist over the next several years. The shifts include redesigning the nature of work, all-round digitisation of work processes and a focus on the new face of workplace engagement.

The new and future normal have placed a great strain and challenge on all of us to not simply survive in this current challenging and complex business environment, but to marshal our energies to think ahead and plan by producing future digital leaders, to emerge with the greatest competitive advantage. ■

\*\*This opinion piece first appeared on <https://www.iol.co.za/news/opinion/producing-future-digital-leaders-to-emerge-with-a-competitive-advantage-after-covid-19-581d712c-48b8-49f9-873f-2cb42a3162b3> \*\*





# MEMBERSHIP APPLICATION AND STOP ORDER FORM

PLEASE COMPLETE ALL REQUIRED FIELDS.  
IMPORTANT: I.D DOCUMENT OR PASSPORT TO BE ATTACHED  
TO ALL APPLICATIONS.

**[PLEASE COMPLETE ALL FIELDS IN CLEAR PRINT]**

Head Office: 4 Estcourt Avenue, Centurion, 0157  
Tel: 012 338 2021 ■ Fax: 012 086 433 5143

## New Member Details:

TITLE: \_\_\_\_\_ SURNAME: \_\_\_\_\_ INITIALS: \_\_\_\_\_

FIRST NAMES: \_\_\_\_\_ I.D. NUMBER / PASSPORT NUMBER: \_\_\_\_\_

COUNTRY OF ISSUE: \_\_\_\_\_ DATE OF BIRTH: \_\_\_\_\_

## Contact Details:

TEL: (H) \_\_\_\_\_ (W) \_\_\_\_\_ (FAX) \_\_\_\_\_

(CELL) \_\_\_\_\_ (E-MAIL) \_\_\_\_\_

POSTAL ADDRESS \_\_\_\_\_

POSTAL CODE: \_\_\_\_\_ T-SHIRT SIZE: \_\_\_\_\_

CURRENT EMPLOYER: \_\_\_\_\_ FIRM NUMBER: \_\_\_\_\_ JOB TITLE: \_\_\_\_\_

MARITAL STATUS	M = Married		S = Single		D = Divorce		W = Widower		
ETHNIC GOUP	W = White		A = African		C = Coloured		I = Indian		O = Other
GENDER	M = Male		F = Female						

**Please mark selection of funds to be joined with an (x)**

Mortality Trust Fund (x)	Employee Benefit Fund (x)	SATU Provident Fund	SATU Pension Fund	Medical Aid
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Funds that are already marked (X) are compulsory funds when a member joins the Union.

(Please mark with X) IF YOU WISH TO RECEIVE THE TYPO JOURNAL EITHER BY: POST \_\_\_\_\_ OR E-MAIL \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

FOR OFFICE USE ONLY

HQ/SU/1

## Enrolled By:

INITIALS: \_\_\_\_\_ SURNAME: \_\_\_\_\_ SIGNATURE: \_\_\_\_\_

# STOP ORDER

**NB!! THIS STOP ORDER CANCELS THE MEMBERSHIP OF ANY OTHER UNION**

Request by employee that Union Subscriptions and Benefit Fund Fees be deducted from his/her remunerations in terms of Section 13(1) of the Labour Relations Act of 1995.

I, (Full Names of Member) \_\_\_\_\_ ID Number: \_\_\_\_\_

Employer: \_\_\_\_\_ being a member of SATU, hereby request deductions to be made from my remuneration in respect of membership fees from the week ending: \_\_\_\_\_

I further agree that upon written notification from SATU or the Trustees of the Benefit Funds, my deductions may increase from time to time.

Signature Employee: \_\_\_\_\_ Signature Witness: \_\_\_\_\_

Date: \_\_\_\_\_ Date: \_\_\_\_\_

## UNION SUBSCRIPTION & EBF CONTRIBUTIONS

Per week:	R16-39
Per month:	R71-02

**Plus**

## METROPOLITAN CONTRIBUTION

Per week:	R19-67
Per month:	R85-24

## COMBINED TOTAL CONTRIBUTION

Per week:	R36-06
Per month:	R156-26

**Website:** www.satu.co.za

**Facebook:** @TypoUnionSA

**Twitter:** @TypoUnion\_SA

**Instagram:** sa\_typo\_union

**WhatsApp:** 066 327 7214

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