

FP&M SETA

Contact Details:

Gauteng:

Tuscany Office Park,
Building 2,
6 Coombe Place,
Rivonia, 2128

PO Box 199, Rivonia,
2128

Tel: 011-234 2311
Fax: 011-234 2350

KwaZulu Natal:

3rd floor, Umdoni
Centre,
28 Crompton Street,
Pinetown, 3601

PO Box 935, Pine-
town, 3600

Tel: 031-702 4482
Fax: 031-702 4113

Western Cape:

301 Premier Centre,
451 Main Road,
Observatory, 7925

PO Box 351,
Woodstock, 7915

Tel: 021-447 3373
Fax: 021-447 3365

E-mail:

info@fpmseta.org.za

Website:

www.fpmseta.org.za

FP&M SETA and Stakeholders Engage in Meaningful Discussions

During July 2012, the FP&M SETA Board invited senior representatives of registered employers and labour organisations and other industry stakeholders in the sector to engage in open forum discussions with the Board and SETA management on issues relating to the SETA and skills development. Three sessions were held between 11 – 13 July 2012 in Johannesburg, Cape Town and Durban and were attended by around 180 delegates.

The purpose of these sessions was to:

- ◆ Inform stakeholders of the FP&M SETA on developments in the SETA and the national skills development arena;
- ◆ Consult stakeholders on critical issues relating to skills development in the FP&M sector; and
- ◆ To elicit input from stakeholders on how to improve SETA processes, including mandatory and discretionary grant processes.

The Chairperson of the FP&M SETA Board, Mr. Sipho Ngidi, presented a report on the formation of the FP&M SETA as a result of the amalgamation of the three former SETAs (CTFL, FIETA and the Printing and Packaging, Publishing and Print Media sub-sectors of MAPPP-SETA) which was completed during the 2011/12 financial year. He provided insight into the governance structures, the SETA organisational structure and the general state of the FP&M SETA at the end of the first

financial year.

The Acting CEO, Mr. Bheki Zulu, provided a report on the FP&M SETA's performance against NSDS III targets. The report highlighted the achievements of the SETA during 2011/12 and identified areas where further collaboration would be required from the FP&M SETA and the sector in order to meet national and sector skills development needs. This would include partnerships between the SETA, employers and higher and further education institutions and skills development interventions focused on small firms, community based organisations and non-levy paying firms. He acknowledged the need for the FP&M SETA to re-engineer some of its processes to make these more effective.

A presentation on the development of the FP&M Sector Skills Plan was also made to raise awareness of the development process and to invite industry experts to participate in the consultation process.

During the workshops, stakeholders were given the opportunity to raise pressing issues with the SETA management and representatives of the Board. The following issues to be addressed by the SETA and the sector were raised (inter alia) in all three regions:

- ◆ Adequate training provision for artisan development and funding to meet sector needs;
- ◆ Regular and effective two-way communication between the SETA and

its stakeholders;

- ◆ Review of discretionary grant allocation and disbursement processes;
- ◆ Stakeholder consultation in the design of workplace skills planning processes and the Sector Skills Plan;
- ◆ Utilization of industry expertise to broaden the spectrum of available skills;
- ◆ Review of current qualifications and development of relevant learning programmes to meet the skills development needs of each of the sub-sectors; and
- ◆ Implementation of a mechanism where stakeholders could log queries (positive and negative) and proposals to be addressed by the SETA Board and/or Management.

Mr. Ngidi concluded the sessions by acknowledging the concerns, complaints and compliments that were communicated by the stakeholders that attended the information sharing sessions in the three cities and assured the attendees that the FP&M SETA was committed to address the issues that had been raised.

The workshops were generally well received and paved the way for the strengthening of relationships between the SETA and its stakeholders.



FP&M SETA re-affirms the mantra: “Local is lekker”

In October 2011, Government and its social partners (organised business, organised labour and community constituencies) signed a national accord on promoting local procurement with the aim to accelerate the creation of 5 million new jobs by 2020 and to achieve the goals of the Industrial Policy Action Plan (IPAP 2).

The social partners acknowledged at the time that the domestic economy remained under severe stress and set out a series of interventions aimed at growing the economy and halting the decline in the productive sectors and increasing levels of employment. Local procurement was identified as a catalyst to promote jobs and grow the local industry. Leveraging public procurement would be one of the key instruments to ensure the successful implementation thereof.

The social partners committed themselves to support procurement of locally-manufactured goods and locally produced services. As part of their commitment, Government undertook to designate specific sectors, sub-sectors and products which will then require all public entities and government departments to ensure that when procuring these products, they are produced locally. In addition, they provided for public entities to procure locally-manufactured products that are not on the list of designated products.

In January 2012, the Minister of Trade and Industry announced the designation of sub-sectors for local production and content which included the following fibre processing and manufacturing sub-sectors: Textiles, Clothing, Leather and Footwear (with 100% minimum threshold for local content).

In July 2012, National Treasury issued an instruction note in terms of regulation 9(2) of the Preferential Procurement Regulations, 2011, to regulate the procurement of goods from the designated sub-sectors by public entities and government departments.

Our Commitment

In a bid to show its support of the Local Procurement Accord, the FP&M SETA Board approved a 10-step action plan to ensure the implementation of local procurement by the SETA and optimization of benefit for the designated sub-sectors within the FP&M sector.

It is the FP&M SETA vision “to be the most respected SETA in terms of optimising the value of in-country spend and the development of sustainable local businesses” particularly SMMEs by implementing the following action plan:

1. Increase 100% South African owned companies in the Preferred Provider Database by 10% annually;
2. Identify products (designated and other) which are currently produced or manufactured in South Africa and set minimum standards for local providers (where not specified by National Treasury) eg: minimum % of local content for items to be procured by the SETA;
3. Develop a strategy to promote local innovation;

4. Develop contractual terms of reference and obligations which favour local companies or companies using parts which are locally produced;
5. Develop FP&M SETA performance targets against strategic local procurement accord resolutions and report local procurement performance to the Board on a quarterly basis;
6. Develop SCM policies, procedures and an information management module to facilitate local procurement including a local procurement risk management policy;
7. Build capacity within the SCM Division to implement the strategy;
8. Develop internal audit procedures for local procurement to be implemented by internal auditors or the Monitoring & Evaluation division;
9. Publicise the “locally-produced” strategy in the FP&M sector and nationally through an advertising campaign and workshops; and
10. Register with PROUDLY SOUTH AFRICAN

To download a copy of the Local Procurement Accord and other relevant documents, follow the “FP&M SETA Newsletter” link from our homepage: www.fpmseta.org.za.

FP&M ETQA Update

City & Guilds grants re-approval to FP&M SETA to offer printing qualifications.

We are proud to announce that City & Guilds granted re-approval to the FP&M SETA to deliver and undertake coursework assessments for the qualification Printing and Packaging 8541 Complex 01 – 31.

This approval enables the FP&M SETA to register and enter candidates for examinations or practical assessments for the qualification it is approved to offer.

Approval was granted for a period of two years with effect from 2012/06/01 – 2014/05/31.

FP&M SETA Accredited Providers Database

The FP&M SETA ETQA division has experienced challenges in communicating with accredited training providers in the sector due to outdated contact details on the database.

The ETQA division therefore requests its accredited training providers to assist by updating their contact information. A standard template for Training Provider Contact details is available from the ETQA page on our website: www.fpmseta.org.za.

This will enable us to better serve you and communicate with you more effectively. For assistance in this regard, kindly contact Sisinyane Matshego via e-mail: SisinyaneM@fpmseta.org.za or Tel: 011-234 2311.

Visit our website:

www.fpmseta.org.za

A long term love affair...

“Paper and design have shared a love affair for as long as both can remember...”

The 2012 Antalis Art of Design paper and design competition finished on a “romantic” note at the Turbine Hall in Newtown on Thursday, 4 September 2012 with some of the industries’ biggest names braving the weather to congratulate the plethora of talent on show during the prize giving ceremony.

The evening really was a celebration of design and the exceptional creative minds that spend their lives making our lives more beautiful! The 13th Antalis Art of Design again recognised design excellence but moreover the competition inspired originality, big ideas, paper usage and beautiful presentations. The competition comprised of eight categories which provided extensive opportunities for designers to showcase their talents. 474 exceptional entries were received across the 7 commercial categories and 89 in the student category.

“The first competition was launched in 1986 which means that for over 24 years we’ve actively encouraged de-

signers to love paper as much as we do!” stated an ecstatic Caroline Coughlan, Marketing Manager of Antalis South Africa (Pty) Ltd.

Local celebrity and host Michael Mol welcomed the audience which included the talented panel of judges, all of whom have accomplishments and awards as long as your arm. The panel comprised the likes of Alistair King who officially headed the decision panel but humbly stated that they all agreed that “knowing when not to put more on” was the order of the day; the simplest ideas were the big winners this year.

The 2012 Art of Design competition focused on the special connection between paper and design and the

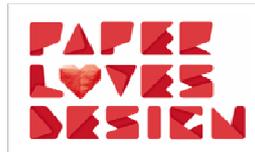
entry kit showcased the many ways that paper and design love one another. Antalis is a major distributor of materials that both inspire and enable great designs – ideas that excite, inspire, intrigue and create an impact.

The main prize up for grabs was a trip to New York worth R50 000, as well as the opportunity to design for Antalis. Hearty congratulations goes to Oliver Barstow, Fourthwall Books, who was the Grand Prix winner (as well as other prizes in fact!) for his Fire Walker Book entry.

For details of all 2012 Art of Design prize winners please visit www.antalis.co.za.



From left: David James and Caroline Coughlan from Antalis SA with , Oliver Barstow (Grand Prix Winner), Vanashree Govender (Antalis SA) and Michael Moll (Host).



3rd Forestry Training Indaba goes to Nelspruit

The 3rd Forestry Training Indaba will be held in Nelspruit on 6 November and the Forestry Industry Training Providers Association (FITPA) has committed to co-hosting this event with the South African Forestry Association, again this year. During the event, Forestry Industry training providers are given the opportunity to market their training courses to various forestry stakeholders. The conference will also be attended by representatives of the FP&M SETA as part of FITPA’s drive to improve communication between the industry and the FP&M SETA.

The conference objectives are amongst others:

- ◆ To identify the skills needs, critical and scarce skills of the Forestry Sector;
- ◆ To raise awareness of the accreditation policy of the FPM SETA for new and emerging training providers;
- ◆ To understand and review the Organising Framework of Occupations (OFO) in relation to the forestry occupations;
- ◆ To report back on the implementation of the Harvester Operator Supervisors course (funded by the FP&M SETA); and
- ◆ To discuss the status of Higher Education and Training in Forestry

FITPA is an association of training providers conducting training in forestry and related sectors and is a non-profit organization. Over the past 4 years it has grown signifi-

cantly as an association and has facilitated opportunities for training providers to meet and network on a regular basis. FITPA plays a major role in the ongoing development and revision of forestry related unit standards and qualifications.

Enquiries on membership can be directed to Nicky at



FITPA Executive Committee and Association Members

Western Cape celebrates learner accomplishments

Impregnation Web Technology (PTY) Ltd (IWT) and Braitex Tensilon (PTY) Ltd, textile manufacturing firms in the Western Cape, celebrated the graduation of 31 learners who successfully completed learnership programmes linked to the qualification: National Certificate CTFL Manufacturing Processes at NQF level 2 in various textile elective areas.

The graduation ceremony was hosted by Ms. Caroline Elston, Liaison Officer of the Clothing & Textiles Training Unit at the Cape Peninsula University of Technology (CPUT) on 24 August 2012.

Alan Taylor, FP&M SETA Regional Manager in the Western Cape, addressed the group of proud learners who comprised 11 (employed) learners from IWT and 20 (unemployed) learners from Braitex Tensilon and congratulated them on their achievement of a national qualification which, for many of them, will open the door to the working environment or mean a step further in their career journey.

The learnership training was conducted by the firms who are both registered private FET colleges and have been accredited by the FP&M SETA to offer the NQF level 2 qualification. The training was coordinated by Ms. Heather Swanepoel, an experienced training consultant in the textile industry in conjunction with firm based coaches, mentors, assessors and moderators. Congratulations to all the graduates!



Mr. Alan Taylor, FP&M Regional Manager in the Western Cape (on the right) with some of the graduates .

Shaping the “pattern” of their future

Grace Baptist Church in Pinetown, KwaZulu Natal (KZN) celebrated Women’s Month by hosting a Women’s Conference on 11 August 2012 during which 14 unemployed members of their congregation reported on the progress they have made since embarking on a pattern making course earlier in the year. Ms. Charmaine Hansraj of the FP&M SETA KZN Regional Office attended the conference on behalf of the SETA.

Following a successful application for discretionary grant funding from the FP&M SETA in February 2012, the Durban University of Technology’s (DUT) Clothing & Textile Industry Training Unit identified this group of unemployed women to participate in a credit bearing pattern making course. The programme which is facilitated by Mrs. Phumza Zigana from the DUT’s Fashion Department, commenced in April 2012 and is due



Ms. Charmaine Hansraj of the FP&M SETA (middle) with some of the participants in the pattern making programme.

to be completed in March 2013.

The 14 women attend classes on Saturday mornings from 08h00 to 12h00. They receive tuition on how to conceptualize, draw, make and cut patterns that are used in the manufacturing of sewn products such as clothing and soft furnishings. The facilitator has reported that the group is extremely enthusiastic and

very appreciative of the opportunity that they have been given to participate in this project.

This project contributes to the SETA’s mandate to facilitate skills development aimed at equipping unemployed individuals (especially women) with relevant skills to assist them to enter the world of work or to establish their own ventures.

Skills development community travels to the North West en masse!

The Vuselela FET College Taung Campus at Pudimoe, Taung was a hive of activity in July when all the major role players in skills development visited this rural community in the North West province.

In celebration of Mandela Day (18 July), the Department of Higher Education and Training (DHET) with the assistance of the South African Qualifications Authority (SAQA) coordinated a career information event, targeting 6,000 Grade 11 and 12 learners from schools in the Taung area and surrounding towns such as Vryburg, Schweizer Reneke and Christiana.

Exhibitors at the event included the 21 SETAs, the DHET, SAQA, higher and further education institutions, other government departments and skills development agencies.

The event was hosted by the Minister of Higher Education, Dr. Blade Nzimande. The Minister and other leaders in the skills development arena addressed the learners on the importance of making informed career choices and to apply early to higher and further education institutions for registration/funding. The DHET and SAQA's NQF and Career Advice Services initiative, the "Khetha - Apply Now" campaign and the career advice website: www.careerhelp.org.za was also promoted through the distribution of Khetha branded articles to all the learners attending the event including T-shirts sponsored by the FP&M

On the left: Mr. Zwelakhe Mbatha explained the various career and learning opportunities available in the FP&M sector to groups of learners who came from far to attend the DHET/SAQA Career Expo.



From left to right (back row): FP&M SETA staff members, Mr. Zwelakhe Mbatha and Ms. Qhamani Mali, Mr. Siphon Nigidi, Chairperson of the Board and Mr. Bheki Zulu, Acting CEO, engaged with learners who visited the FP&M SETA stand during the Career Expo held in Taung in the North West.



SETA staff benefit from PAMSA invitation

The Paper Manufacturers Association of South Africa (PAMSA) invited the FP&M SETA staff to visit various Pulp and Paper mills in order to provide them with a better understanding of the Pulp and Paper industry and how it operates.

The FP&M SETA was very excited about this opportunity as many staff

members have not had an opportunity before to visit manufacturing operations in this industry.

FP&M SETA staff in Gauteng visited three mills in the Enstra area (near Springs) on 23 August namely SAPPI, MPACT and Kimberly Clark.

Staff from the KZN office travelled to Stanger on 24 August to tour the SAPPI operations there and staff from the Western Cape office were hosted by Kimberly Clark in Cape Town on 31 August.

The informative presentations given by Ms. Jane Molony from PAMSA and the

experienced staff from the mills provided insight into the inner workings of the sub-sector and staff gained respect for the processes involved and the skills required to manufacture the various paper products used by them every day.

The FP&M SETA staff want to express our appreciation for the initiative taken by PAMSA to organise the visits and to the mills for their hospitality.

We will never look at a piece of paper quite the same way again!

Sector Skills Planning is a Shared Responsibility

Indicator 4.1 of the National Skills Development Strategy (NSDS) III calls for the establishment of a credible institutional mechanism for skills planning in order to determine the national need in relation to skills development which must be well researched, documented and communicated to enable effective planning across all economic sectors.

In order to achieve this, SETAs must compile (and annually update) Sector Skills Plans (SSPs) which are professionally researched, provide a sound analysis of the sector and articulate an agreed sector strategy to address skills needs. The 2011/12 version of the FP&M SSP for 2011 – 2016 was submitted in November 2011 but due to the amalgamation process, not much opportunity existed to collaborate with stakeholders on the development of the SSP.

In order to elicit expert input from stakeholders in the FP&M Sector into the 2012/13 Annual Update of the SSP and to obtain support from the sector, the FP&M SETA hosted workshops in Cape Town, Johannesburg and Durban during July 2012. The workshops were attended by representatives of organised employers, industry associations, organised labour, education and training institutions involved in the sector and government departments.

The SSP outlines sector specific scarce and critical skills needs, skills development strategies and intervention to

address the identified skills gaps and highlights labour market dynamics, industry and other trends that need to be taken into account when implementing training and growth strategies.

The purpose of the workshops was to present the information on the FP&M sub-sectors available in the draft SSP and to verify the information against data available from stakeholder organisations active within the sub-sectors.

Participants in the workshops were requested to assist the SETA by making available information resources (research papers, industry strategies, statistical information, etc) relating to their sub-sectors and issues of skills development in order to ensure that the SSP produced by the FP&M SETA accurately reflected the state of skills development in the FP&M sector which in turn, could inform the most appropriate skills development interventions to be employed during the period of NSDS III (ending 31 March 2016).

The input received during the workshops was incorporated into the draft SSP which was submitted to the Department of Higher Education on 31 August 2012. Stakeholders will have further opportunity to comment on the draft SSP as the final update is due for submission at the end of November 2012. For more information, kindly contact Drina Davies on e-mail DrinaD@fpmseta.org.za.

FP&M SETA welcomes new HR Manager

The FP&M SETA is proud to welcome Sophie (Nana) Tiro into the SETA management team as Human Resources Manager.

Nana, who started with the FP&M SETA at the beginning of August 2012, brings with her a wealth of knowledge and experience in the HR management field. Nana is well qualified for the position - she has a BA Education degree, a Diploma in Basic Business Practices and Certificate course in Human Resources. In 2012, Nana successfully completed a Diploma in Labour Law at the Graduate Institute of Management & Technology.

She began her professional life as a junior secondary teacher, and then joined Airlink as part of the cabin crew. She was later appointed as HR

Admin Assistant - her breakthrough into the HR fraternity. She had a short stint as an HR Officer in the medical aid sector and then moved into the tourism sector.

Nana joined the Gauteng Tourism Authority (GTA) in May 2004 as an HR Officer in the Corporate Services Business Unit where she worked her way up to HR Manager of the Gauteng Tourism Authority in February 2006.

The FP&M SETA considers itself fortunate to have Nana as part of the team!



6Ps engage in strategic discussions

On 20 September 2012, representatives of the 6Ps (the Pulp and Paper, Printing and Packaging, Publishing and Print Media sub-sectors) met for the first time to debate the appropriateness of developing an integrated industrial strategy for the 6Ps. The meeting was facilitated by the FP&M SETA and the Department of Trade and Industry (the dti).

The lack of integrated industry strategies in some of the sub-sectors and the quality and completeness of research data and sub-sector statistical information were identified during the SSP development process and the FP&M SETA initiated meetings with various sub-sectors to address these challenges.

During the 6Ps workshop, presentations were delivered by the dti, the SETA and sub-sector representatives to share information with fellow participants on the current state of the sub-sectors and the process involved in developing industry strategies. The participants were then divided into groups to brainstorm the synergies between the six sub-sectors, the challenges that face all or some of the sub-sectors, potential opportunities to increase the 6Ps global competitiveness and the way forward.

It was generally agreed by the participants that the development of an integrated industry strategy could be beneficial to the sub-sectors. However, a lot of groundwork would be needed to establish the viability of an integrated strategy and the benefits it would hold for the six sub-sectors in the long term. One of the priorities of this pre-planning phase would be to conduct much needed research to establish an accurate labour market and skills profile of the six sub-sectors.

It was agreed that the best way forward was to appoint a Steering Committee made up of representatives of all 6 sub-sectors to draft a concept document to be circulated widely for comment.

The members of the Steering Committee are Ms. Elitha van der Sandt – Publishing, Tania Rhode – Printing and Packaging, Olga Booyesen – Pulp and Paper and Ursula Hennebury—Paper Recyclers. The Print Media sub-sector to confirm their representative.

Addressing learning programme delivery to people with disabilities

The Airports Company SA (ACSA) hosted the "Disability 2012 Conference" that took place on 6 and 7 September 2012 at the Sandton Convention Centre to address various issues that impact on delivery to people with disabilities.

Topics addressed during the two day workshop included: Entrepreneurship, Employment Equity, Transport Systems, Sport and Education, Training and Skills Development.

The programme also included a progress report on the "United Nations Convention on the Rights for People with Disabilities" and a presentation on the "Right to Education for Children with Disability" (R2E CwD) campaign.

SETA CEOs were invited to make presentations on learnership programmes and other initiatives to assist people with disabilities to access skills development opportunities in the sector.

The Acting CEO of the FP&M SETA, Mr. Bheki Zulu, provided an overview of some of the very successful FP&M SETA special projects targeting people with disabilities. The projects, funded from discretionary grant funding and implemented in partnership with training providers and community based organisations included:

- ◆ The *Soweto Association of Persons with Disabilities* project offering Upholstery and Woodwork skills programmes to 15 learners with disabilities from Soweto, Gauteng in order to provide skills to these learners to enable them to become independent and successful in life. On completion of the project (around October 2012) graduates will be given the option to join a small factory at the centre that manufactures small pieces of furniture (ottomans, etc) to be sold to the local community. This would generate much needed income as well as add value to the lives of the learners and the community.
- ◆ The *Basimodi Training & Projects* in Westbury, Gauteng successfully trained 23 unemployed youth with disabilities. They completed an Upholstery skills programme which included a requirement for each of them to complete an individual upholstery project. On completion of the programme 10 of graduates decided to pool their resources and to register a co-operative.
- ◆ The *Usizolwethu School for Intellectually Impaired Learners* project provided Cabinet-Making training to former learners of this school (now unemployed youth) in Daveyton, Gauteng. 5 of the 7 learners graduated successfully from the programme and a workspace is being prepared for them at the school where they can continue to practice their craft.
- ◆ The *Bosele Hand Craft Centre* project to teach 11 deaf / partially blind and physical disabled learners skills to repair furniture was successfully completed with all 11 learners graduating at the end of August 2012. The community of Grobelaarsdal in Limpopo where the learners hail from is very impressed with the learners' new skills and the service they are now able to provide which would improve the lives of the learners and their families.
- ◆ The *Izandla Zenkosi Development Centre* project in Welbedacht, KZN, is facilitating Adult Education & Training programmes (numeracy and literacy) for 15 persons with disabilities. The learners are currently awaiting the results of their recent exams.
- ◆ The *Umgungundlovu Public FET College* in Pietermaritzburg, KZN is offering NQF level I Clothing Manufacturing learnership training to 30 learners with disabilities. The learners are making good progress and are currently undergoing practical skills training as well as theoretical training. During the project implementation, the College identified the need to adjust current learning materials for learners with special needs especially in terms of fundamental learning and additional trainers were appointed to assist with the process. The College aims to prepare and place at least 5 of the learners in a factory environment on completion of the programme and is currently investigating placement opportunities in local firms. The College is further investigating the establishment of a controlled work environment for the rest of the learners where they could be accommodated post graduation. The KZN Department of Education is providing additional financial support in terms of transport of learners and additional special needs" trainer.
- ◆ Other projects underway include partnerships with Sheltered Em-



Above and below: Learners from the Soweto Association of Persons with Disabilities currently enrolled in the Upholstery and Woodwork skills programmes offered at the Centre.



ployment Factories (Gauteng) – 20 learners on NQF level I Clothing Manufacturing learnership, Phatsi-phatsi Project (Mpumalanga) – 22 learners on Upholstery skills programme, Batho-Socio-Psychology Empowerment Organisation (Gauteng) – 13 learners on Furniture Making skills programme and the Johannesburg Society for the Blind (Gauteng) – 20 sight impaired learners are receiving Basket Weaving skills training.

The FP&M SETA remains committed to support the training of persons living with disabilities to enable them to add value to their communities through the skills they have developed.



Blow the Whistle ! And be part of the solution

In an effort to stamp out unethical behavior, fraud and corruption, FP&M SETA has, from 21 August 2012 secured the services of **Whistle Blowers (Pty) Ltd**, an independent information gathering company, to whom employees and stakeholders can report illicit activity, without fear of victimisation.

Whistle Blowers would like to remind you that the whistleblower has a right to remain anonymous. We **NEVER** divulge the identity of a whistleblower, even if their identity is known to us due to a

trust relationship developing between our operators and whistleblowers.

Reports can be submitted by fax, e-mail or online from our website www.whistleblowing.co.za. However, the most favoured whistleblowing mechanism is our call centre, manned by multilingual operators, trained to gather information and reports.

Toll Free Number: 0800 222 631

Email:

Information@whistleblowing.co.za

Fax: 086 5222 816

Postal: PO Box 51006, Musgrave, 4062.

Internet: www.whistleblowing.co.za

FP&M SETA has shown a determination to provide for a safe whistleblowing mechanism for staff, contractors, suppliers and customers by insisting that all reports are dealt with at the highest level.

It costs the caller nothing to make the call, when calling from a landline, but the benefits to the company and its honest employees could be immense – after all, without a culture of honesty and integrity

within any organization, its dreams and visions of achieving its goals will be all that much harder to achieve.

How to blow the whistle

Dial the FP&M SETA dedicated number:

0800 222 631

Provide the operator with as many details as possible regarding the illicit activity or issue you are reporting: When, Who, What, How, How often, Value, Details of vehicles used, if relevant, and so forth.

The operator will provide you with a reference number, which you will need to recall for future follow-up calls.

Your identity will be kept a secret!

Please assist FP&M SETA in their endeavour to eliminate dishonest practices from your industry, promoting strong business relationships towards a successful future!



Please update your contact details

The FP&M SETA is in the process of updating our contact database to ensure effective communication with all our stakeholders.

Please confirm your firm or organization's contact details and the name of the internal contact person that deal with SETA matters. If you have an external skills development facilitator, please provide the details for both the in-company contact and the external facilitator.

Name of Firm / Organisation:

Levy Number (if applicable):

Tel Number:

Fax Number:

Contact person (Internal):

E-mail address:

External SDF (if applicable):

E-mail address:

TALK TO US!

Effective Communication is a two-way street. We need to hear from you to ensure that we are covering the important events in the FP&M sector and that you as our readers access relevant information through our newsletter.

Please let us know if something has happened in your sphere of operation that would be of interest to our FP&M Seta readers or if there is something specific you would like to see covered in this publication?

Please send your contributions, comments, news and views, photographs or comments to LindyM@fpmseta.org.za or call us on 011-234 2311.

Is the FP&M Website www.fpmseta.org.za user friendly, informative and effective? Do you find the necessary information you need? Please send your comments to ElmineB@fpmseta.org.za.

We look forward to hearing from you!