



## SET – developing future engineers and artisans

Quality in teaching and  
**learning under scrutiny**





# Vision

Leaders in closing the skills gap.

# Mission

To increase access to high quality and relevant skills development and training opportunities to support economic growth in order to reduce inequalities and unemployment and to promote employability and participation in the economy.



**merSETA**

MANUFACTURING, ENGINEERING  
AND RELATED SERVICES SETA

ISO 9001:2008





**ON THE COVER**  
SET Learners



PG. 6  
SET – developing future engineers and artisans



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Quality in teaching and learning under scrutiny



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Brandon set to shake the world

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# Talking Notes

June is Youth Month and we selected as a theme the adage: **Science, engineering and technology, the future**. The merSETA has positioned itself as the leading SETA for youth development by placing major emphasis on technical skills. In this edition, we reflect on what we have done and achieved, taking into consideration the successes we have had in advancing the youth agenda.

**T**aking a look at our successes in the 2011/12 year, the merSETA trained more than 18 500 young people in formal learnerships with 8 822 successfully completing the process. Furthermore, about 9 000 unemployed learners completed their training and studies.

In addition, in those critical skills programmes covered by sector agreements with FET college and HET institutions, learners were assisted in gaining work experience locally and abroad, at least 70% of them found placement in employment or self-employment. About 3 000 learners were assisted and 800 were formally employed.

Mindful that a nation that does not invest in its youth has no future and does not deserve one, we recently celebrated the artisans who have qualified through the AATP system up to the year 2012. We must continue our quest to ensure that young people acquire the relevant skills to boost the manufacturing and engineering sector.

I urge you to read these thought-provoking pieces and find out how merSETA is changing the lives of South Africans.

We also profile the science, engineering and technology project, which is aimed at increasing the flow of skills in the scientific and engineering industries. The South African Automotive Week is gaining momentum; this is where thought leaders in the automotive sector meet and discuss solutions to the challenges at hand. I urge you to register for the conference at [www.saaw.co.za](http://www.saaw.co.za)

We also look at the previous quarter's events and focus on the partnerships the merSETA struck recently with Northlink FETC and the Automobile Association. Staying with the automotive sector, BMW SA will take a lead role in the automotive sector with an initiative to train 1 300

post-school youth. We also bring you up speed with the tooling industry, including our bursary holder, Brandon Kiesman. His journey has been both a rollercoaster ride and a fairytale.

Should you have graduation ceremonies, the launch of projects or other interesting skills development stories and pictures, kindly send them to:

[achieve@merseta.org.za](mailto:achieve@merseta.org.za)

**Disclaimer:** Please note, the editor reserves the right to withhold articles due to space limitations or for any other reason.

Be blessed!



Sibongiseni  
Ziinjiva Ka-Mnguni  
Editor



# A view FROM THE TOP

The economic crisis plaguing Europe is still having severe repercussions on our economy, with trade between the northern hemisphere and our shores at lower levels than in the previous three years. But our public spend will keep our economy stable.

**G**overnor of the Reserve Bank Ms Gill Marcus warned earlier this month that the global economy was in a “very, very precarious situation”, adding that this would impact on South Africa through reduced trade, lower commodity prices and weak growth.

While this might sound gloomy, the reverse is true. Government is set to spend more than R800-billion in national infrastructural projects, with thousands of jobs being created.

“The massive investment in infrastructure must leave more than just power stations, rail-lines, dams and roads. It must industrialise the country, generate skills and boost much needed job creation,” President Jacob Zuma said in his State of the Nation Address.

Overall R802-billion in public infrastructure development will be spent over the next three years.

This includes:

- R292-billion in South Africa's energy sector including Eskom's programmes;
- R39-billion in hospitals and clinics;
- R226-billion in transport and logistics;
- R32-billion in education infrastructure; and
- Transnet's R300-billion in capital projects.

The opportunities for massive training and employment are enormous. Yes, South Africa has a serious lack of high-level, world-class engineering and planning skills for the “network industries” - transport, communications and energy - which are at the core of our infrastructural programme.

There is also a dire lack of artisan and technical skills. But government and industry are gearing up to meet these shortfalls by giving priority to these infrastructural building blocks.

As SETAs, we are focusing on creating training opportunities to ease the lack of specific skills required

for tourism and business processes. We are focusing on the necessary outsourcing and cross-cutting skills required by all sectors, especially finance, project managers and managers in general.

At least 23 000 artisans will begin training in 2012 sponsored by all artisan-focused SETAs. Further, the creation, research, management and fostering of partnerships between SETAs, higher education and the further education and training sectors remains a key programme of ours.

We are well aware of the need for coherence and articulation in our qualifications framework, including the integration of theory and practice (apprenticeships, learnerships, internships and candidacies – workplace pedagogy), access, career mapping and pathways. Understanding the realities, demands and challenges of the labour market and the knowledge economy are crucial to our success.

Given the huge financial outlay, we are girding our loins to continue making a difference to our economy. The merSETA has performed in a sterling manner in the last four years. The next three years will be even better.

Thank you.

Sincerely,



Dr Raymond Patel  
CEO  
merSETA



# SET – DEVELOPING FUTURE ENGINEERS AND ARTISANS

By Sibongiseni Ziinjiva Ka-Mnguni

The Science, Engineering and Technology Project (SET) has once more exceeded expectations. The project is spearheaded by the merSETA in partnership with Star Schools.

**E**arlier this year, Minister of Basic Education Angie Motshekga highlighted the challenges and plans to enhance the quality of Mathematics and Physical Science.

Last year, 104 033 learners passed Mathematics while 96 441 learners passed Physical Science, she said.

“We have a strategy in place which we will vigorously implement this year to improve the pass rate and the quality of Mathematics and Physical Science – the National Strategy for Mathematics, Science and Technology Education. A vital cog in our strategy is to work with partners, including those in the private sector, higher education institutions and NGOs,” she pointed out.

In response to the country’s skills shortage and the government’s call for partnerships, the merSETA launched the SET project in 2009 to increase the pool of science, engineering and technology learners.

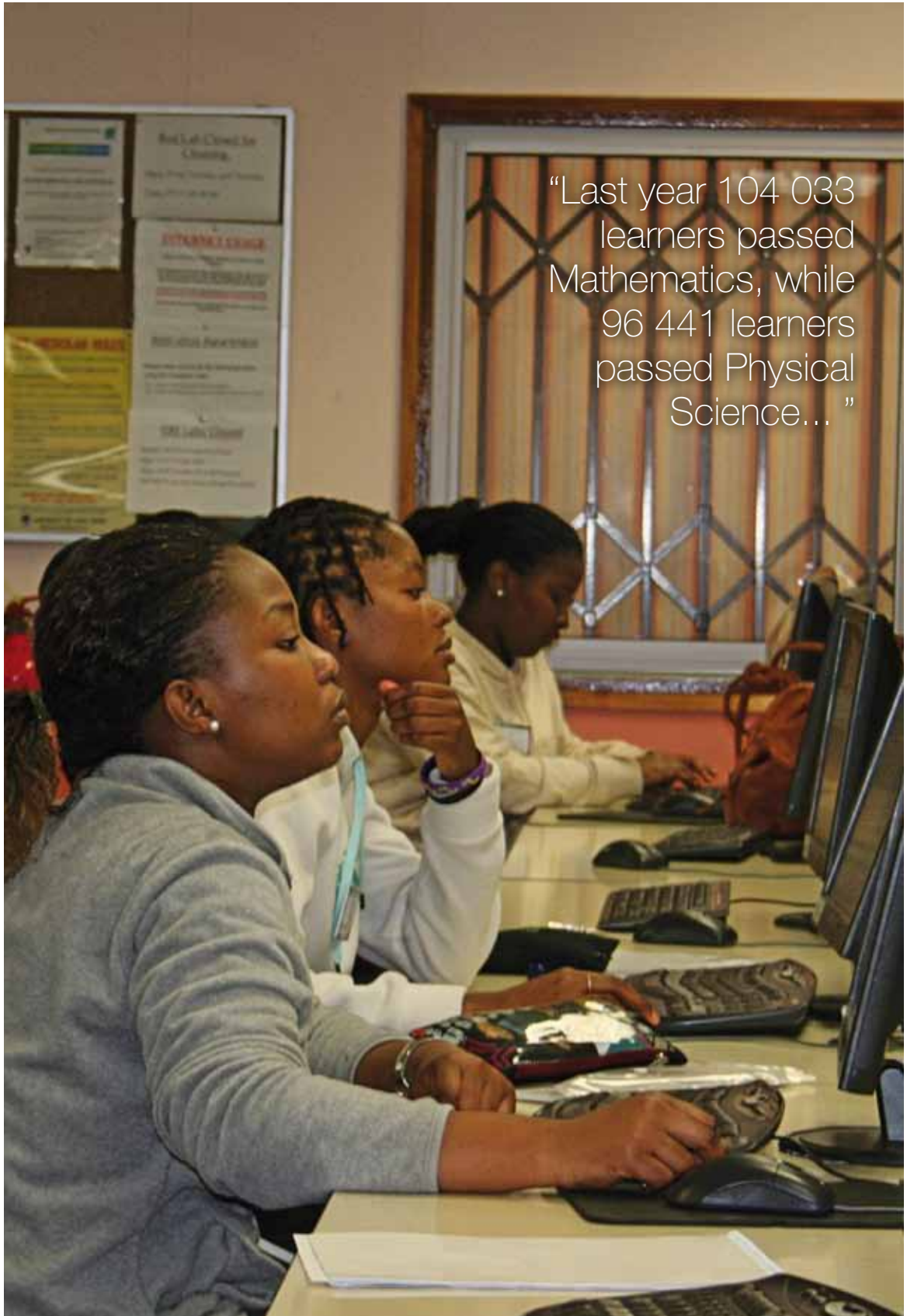
The objective is to develop a strategy and plan for the future implementation of a science, engineering and technology capacity-building initiative in schools, based on the promotion of linkages within companies in the manufacturing and related services sector.

The project is one of the merSETA’s responses to Government’s approach to improving the quality of life for all South Africans.

In its third year of implementation, the project had an intake of 300 learners in the 2011 academic year; Grade 12 learners had a 98% pass rate, with 78 distinctions and 73% university entrance passes.

Excited about the results, SET Project Manager Azwifaneli Tshisikamulilo reported that the merSETA Incubator School learners achieved a pass rate of 99%. “The Mathematics pass rate is 91% and the Physical Science an impressive 96%. An astonishing 78 distinctions were achieved,” he said. “It must, however, be noted that there has been a disappointing drop of





“Last year 104 033 learners passed Mathematics, while 96 441 learners passed Physical Science...”

SET learners hard at work

“...learners are sourced from underperforming schools, in areas where poverty and hunger is a way of life.”

10% in the achievement of Bachelor passes from 83% in 2010 to 73% in 2011. We attribute this partly to the hard financial times that many families faced. Providing transport money for their children to get to classes on Saturdays was a luxury many could ill afford, the consequence of which meant learners missed out on certain important sections of work.

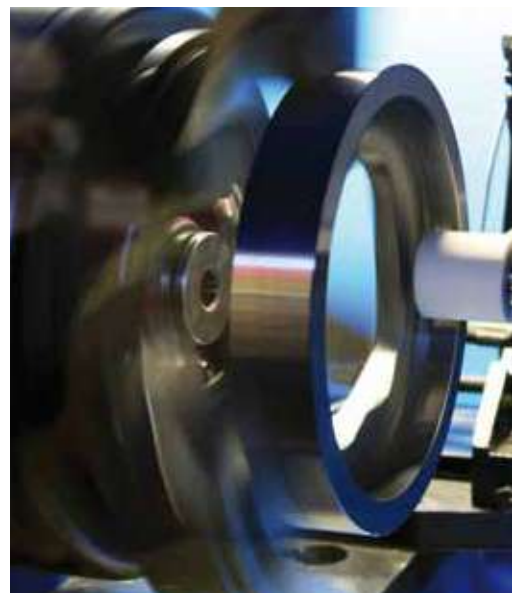
Despite the challenges, 219 learners qualified to study for university degrees and a further 65 were eligible for acceptance for Diploma and University of Technology courses respectively.

Azwifaneli said learners are sourced from underperforming schools, in areas where poverty and hunger is a way of life. “The incubator programme has enabled them to achieve what is almost impossible for many of their peers. This provision of a supportive education system has given them the opportunity to enter the doors of higher education institutions,” he said.

The serious concern is around the number of passes in Mathematics nationally – 104 033 in 2011 – which is less than the 124 749 of 2010. The pass rate for Mathematics was 46.3% in 2011, a decline from 47.4% in 2010. The pass rate for Physical Science in 2011 was 53,4% as compared to 47.8% in 2010.

The number of passes in Mathematical Literacy was 236 548 for 2011 compared to 241 576 for 2010. Employers and the industry have raised concerns about the declining pass rate in our schools. In 2008 the pass rate was 60.8%, in 2009 it stood at 62.5% and in 2010, the pass rate shot up to 67.8%. This represented an increase of 7.2%.

Azwifaneli described the courageous performance by learners as a sign of good things to come and urged the 2012 class to do even better. “The merSETA is indeed encouraged by the outstanding morale learners have displayed with many having made major sacrifices to achieve their goals,” he concluded.





Anti-clockwise from top: Science, Engineering and Technology Project Manager Azwifaneli Tshisikamulilo and SET Learners



# INTRODUCING THE NEW merSETA GOVERNING BOARD MEMBERS

This is the third and last segment introducing the merSETA Governing Board members to our stakeholders and the public at large. In our March edition we introduced the following Board members: Ms Janet Lopes, Mr Thapelo Molapo, Mr Xolani Tshayana and Mr Anton Hanekom.



## Alex Mashilo

### Member of the Governing Board

Ministerial Appointee

#### Education and training

- Master of Arts (MA) Degree (Wits) (Labour Policy and Globalisation)
- National Diploma - Engineering
- NQF 7 Diploma (GIMT) - Labour Law
- Trade Certificate (COTT, now INDLELA) - Engineering, Electrician
- Senior Certificate and N3 Certificate

#### Experience

Presently working for NUMSA as Head of Department for organising, campaigns and collective bargaining.

Previously served in NUMSA as national education officer and head of department of education and training, head of election campaign and spokesperson.

Received training and worked in the automotive industry, served since matriculation to date as community activist with focus on youth and matters affecting them, education and training being one.

Previously served in student leadership at institution level, provincially and nationally in further education and training.

Previously served on the Energy Sector Education and Training Authority.



## Fiona Tregenna

### Member of the Governing Board

Ministerial Appointee

#### Experience

Currently Associate Professor in the Department of Economics and Econometrics at the University of Johannesburg.

Previously worked in the economic policy field in South Africa, at universities in South Africa and abroad, and as a consultant to various research institutes and international organisations.

Holds a Ph.D. in Economics from the University of Cambridge, a Master's degree in Economics from the University of Massachusetts, and degrees from the University of the Witwatersrand and the University of KwaZulu Natal.

Has presented her research at many conferences around the world and her work has been published in a number of books and international journals.



## Jakkie Olivier

### Member of the Governing Board

Organised Employer

#### Experience

19 years in the Retail Motor and Component Manufacturing Industry

Serves on Boards of RMI, MIFA (Pty) Ltd, MHC Medical Aid Fund and MIBCO.

Last 12 years actively involved in Skills Development within the Retail and Motor Component Industries through the merSETA structure (previously also on the Motor Industry Training Board – MITB) and the RMI Training Department.



## John Wilson

### Member of the Governing Board

Organised Employer

#### Experience

Responsible for the training and development of employees throughout the group including Learnerships, Apprenticeships, In-Service Trainees, Supervisory and Management Development.

Development and control of Workplace Skills Plans and Strategic Planning initiatives

2003 - Current Group Manager Training and Development, Apollo Tyres

1982 - 2003 Training Manager: The Lion Match Co.

1980 - 1982 Training Officer (Engineering and Production)

1979 - 1980 Toolroom Foreman

1975 - 1979 Tool and Diemaker

8 years' SETA Experience (Merseta)

3 years' SETA Experience (F.I.E.T.A.)



## Deon Reyneke

### Member of the Governing Board

Organised Labour

#### Experience

Started working for Eskom at the Matimba PowerStation in 1990. Worked for Eskom for 20 years involved in trade union activities for several years as a full time shop steward in Eskom.

Thereafter, appointed permanently in Solidarity and worked as an Organiser in Eskom, Telkom and then the Metal and Engineering sector. After five years appointed as Head of the Metal and Engineering sector.



# WHEELS ROLLING AT BMW SA TO **TRAIN** **1300 POST-SCHOOL** YOUTH

By Independent Correspondent

In 2012, BMW SA will take a lead role in the automotive sector with an initiative to train 1300 post-school youth.

**A**lthough **BMW SA** has been a loyal supporter of skills development during the past 12 years, this massive project will be ground-breaking in the context of the third National Skills Development Strategy (NSDS III). In the strategy there is a particular emphasis on providing access to learning opportunities for post-school learners, specifically work-integrated learning opportunities. In this respect, the BMW SA initiative could be seen as a vote of confidence in the NSDS III and the South African youth.

#### FET College public-private partnership

The project will be rolled out in a public-private partnership between a public Further Education and Training (FET) College called ORBIT colleges and a private FET provider, ARVATO. The ORBIT college is located in the North West province. There are three campuses at Rustenburg, Brits and Mankwe, in relatively close proximity to the BMW SA plant in Rosslyn, Pretoria. The merSETA facilitated the collaboration between all the role players where BMW SA will act as the lead employer.

The NSDS III states that priority must be given to strengthening the relationship between FETCs, SETAs and employers. The partnership agreement is in line with this directive as evidenced by the on-going cooperation between BMW SA, ORBIT colleges, ARVATO and merSETA throughout the planning stages.

#### Emphasis on work-integrated learning

Nick van Rensburg, Technical Training Manager at BMW SA, explained that the post-school youth project is aimed at preparing the learners for work-readiness to ensure greater employability. The BMW SA project leader, Kobus Potgieter stated that theoretical and basic practical training that was done at the Mankwe Campus needs to be topped up with training in the actual work place, hence the importance of opportunities created in occupational training initiatives where applied practice is integral to the learning process.

“The project is therefore aimed at opening possible employment doors for the learners. On completion of the training, learners should be more employable in the automotive manufacturing sector and the related supplier network,” added Mr. Potgieter.



From Left, Sunette Aylward(ARVATO), Henno Swanepoel (ORBIT), Kobus Potgieter (BMW SA, Project Leader), Maryna Marais (ORBIT, CEO), Cyril Khambula (BMW SA, HR Director), Solly Matjiane (ORBIT), Nick van Rensburg (BMW SA, Technical Training Manager).

**BMW SA project deliverables**

The BMW SA project's training deliverables will revolve around three skills programmes, namely basic skills for automotive body construction, automotive body panel assembling and vehicle testing and components adjustment. These skills programmes form part of the NQF Level 2 National Certificate in Automotive Manufacturing and Assembly (NCAMA).

A learner intake will be done on both the body construction learning programmes, as well as on the body panel assembling programme. A prerequisite for entering any one of the three skills programmes is Grade 12, with an average pass of 50% and above. The respective skills programmes are four months long, inclusive of the compulsory applied practical component.

**Sustainability**

The BMW SA public-private partnership should lay a foundation for all the parties involved to develop the required infrastructure for future collaboration. On-going project monitoring and evaluation will also be able to inform further education and training development concepts. Both Nick van Rensburg and Kobus Potgieter expressed their enthusiasm on BMW SA's initiative, aimed at building sustainable partnerships and preparing post-school youth for decent work opportunities.

The BMW SA public-private partnership should lay a foundation for all the parties involved to develop the required infrastructure for future collaboration



# RGC ADVANCES SKILLS DEVELOPMENT

The shortage of toolmakers in South Africa is a serious threat to direct investment and job creation. RGC Engineering in partnership with the Toolmaking Association of South Africa (TASA) is on a crusade to revitalise the industry. The South African Manufacturing sector contributes 40% to South Africa's Gross Domestic Product, *writes Sibongiseni Zinjiva Ka-Mnguni.*

**R**GC Engineering (PTY) Ltd was established in 1960 by Rolando Grech-Cumbo as a small business in Johannesburg with two Tool and Cutter Grinders. At the time, it provided a tool-sharpening service to local engineering firms. Current CEO, Mr Aurelio Grech-Cumbo, son of Rolando, took over the reins in 1994 and aims to keep RGC on the cutting edge of development and technology.

Dedicated to supplying quality products with the highest standards of accuracy, the company's range increased to the design and manufacture of specially produced form tools, jigs and fixtures. It also introduced NC & CNC machining of high precision tooling and small batch components, leading subsequently to a full High Precision Manufacturing facility being established.

"We are fairly specialised. We work mainly on high-precision tooling, high-tech equipment and we also manufacture specialised inspection and gauging systems as well as specialised fixturing, and work holding fixtures. The company also manufactures specialised tooling for moulding and injection moulding and die casting. But our speciality is in the high precision inspection area, where we produce specialised inspection systems for the manufacturing industry.

"We cover most sectors because tooling cuts across all manufacturing sectors. On the measuring systems, we

cover all sectors and on the tooling products we mainly deal with the aeronautical, automotive and packaging industries," says Mr Grech-Cumbo.

## Challenges facing the industry

A serious challenge facing the industry is the shortage of skilled toolmakers. According to Mr Grech-Cumbo, there is significant capacity for toolmaking in the country.

"We haven't been training toolmakers in SA seriously since 1987, and we basically have been left behind on a world comparative standard. This is mainly due to the lack of development of an education curriculum from our technical schools up to universities.

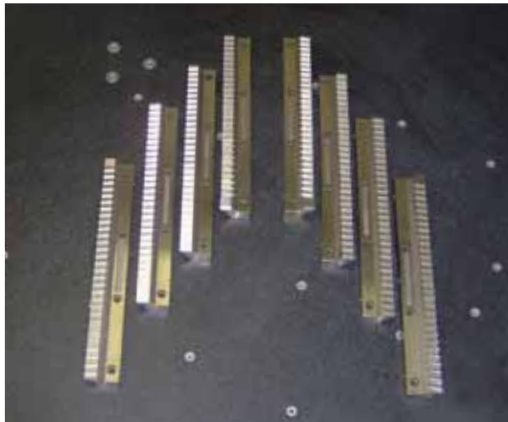
"However, we are currently addressing that with an initiative with TASA, called the National Tooling Initiative Programme (NTIP). This programme looks at bringing back the skills, working through colleges and universities to bring them up to date with internationally acceptable standards to the industry.

"We are developing the curriculum for toolmaking and we are currently busy registering the new toolmaking curriculum qualification with SAQA. So it will eventually be an internationally recognised tooling qualification. The NTI is now in the second phase, where we have actually put the necessary curriculum into the colleges for our first basic entry level programme and our first year apprenticeship. We currently have about 800 toolmaking

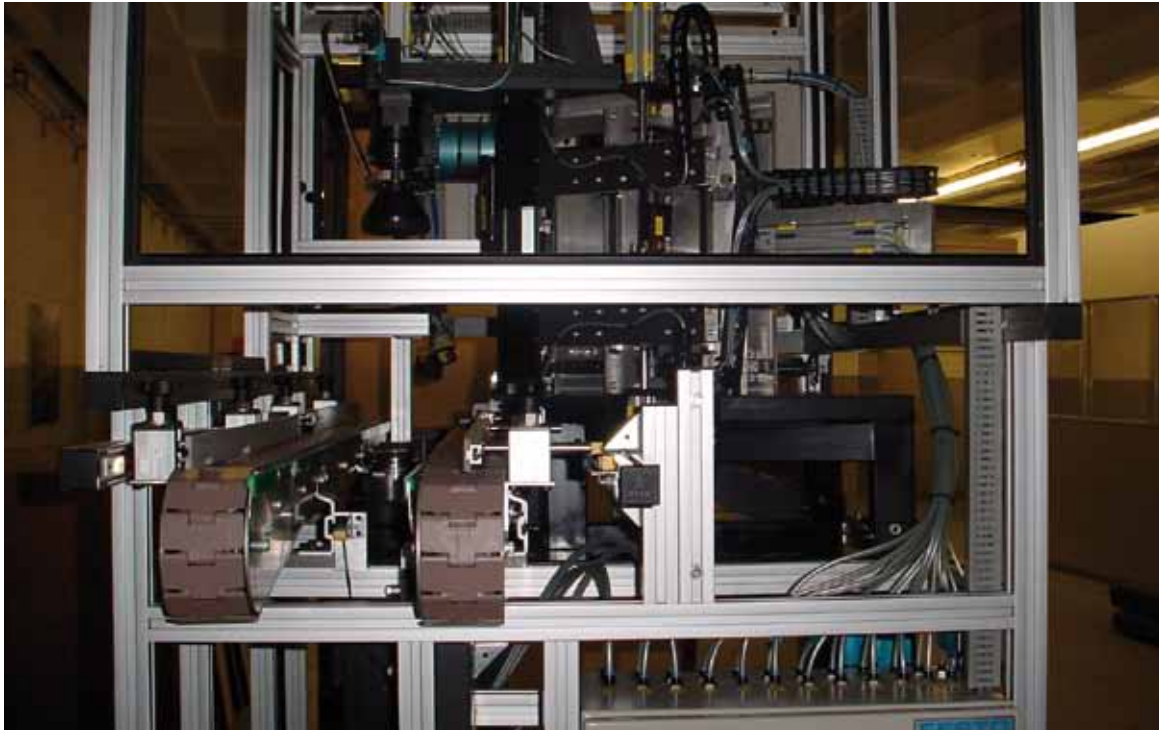




A serious challenge facing the industry is the shortage of skilled toolmakers. According to Mr Grech-Cumbo, there is significant capacity for toolmaking in the country



Anti-clockwise from top: RGC Engineering CEO Aurelio Grech-Cumbo and RGC employees



students in seven colleges countrywide. The need is around 6000,” elaborated Mr Grech-Cumbo.

Mr Grech-Cumbo indicated that the pilot programme would be expanded. “We hope that by 2015, we would have reached the set targets, though this will largely depend on government support and funding to put some facilities in place at the colleges as well as having the Department of Higher Education and Training on board to assist in developing the programme.

“We are working with the merSETA for the future development of the programme and to get the merSETA mandate aligned with the NTI programme which is aligned with the needs of the industry.”

South Africa currently imports R8-billion worth of tooling each year but only produces R2-billion worth of tooling, indicating a huge potential for developing the toolmaking capacity.

As most toolmakers are SMEs, the biggest challenge is finding the correct labour, skill and finance for the capital investment that is required for development.

“Without tools, there is no manufacturing and toolmakers are utilised also in running production efficiently.

“Understanding how the tool works and the importance of the tool is what actually creates productivity and that is why the toolmaker is a critical

element in the manufacturing process. Because this is the artisan who understands how the tool should be made and how the tool should be operated in order to maximise productivity.”

#### **Building partnerships and creating employment**

Mr Grech-Cumbo points out that Stellenbosch University currently runs a student exchange programme for specialised areas in toolmaking. Benchmarking of the SA Toolmaking Industry and specialisation in cluster development are two areas of importance recently addressed by the university.

“The universities are very interested in the programme. The difficulty is obtaining the funding and getting people to understand the importance of toolmaking for its manufacturing capability. If we want to create jobs, we need to create manufacturing capacity, because manufacturing is one of the biggest job creators in the country.

“We are currently working with National Institute for Metalworking Skills, which is the American standard for education qualifications, and the curriculum is based on the National Institute for Metalworking Skills (NIMS) standard USA. But it has been adjusted for South African conditions and this will take us to National Qualifications Framework (NQF) Level 4. Beyond NQF Level 4, we are cooperating with other technical institutes, mainly those in Europe, because we have found that the level of education and curriculum available is far better in

Europe for that standard of education. We also cooperate with some of the German universities such as Aachen, Dresden, Chemnitz and the Fraunhofer Institute.”

Describing the interest from young people, he says there’s enthusiasm, because where manufacturing was once perceived to be a low end dirty job, it has since been converted into a high-tech clean job, partly due to automation and the hi-tech requirements of the toolmaking Industry.

“It’s a very high-tech industry where you have the requirement for high level skills in the design and in computer-aided programming and machining processes. Machines are nowadays all high tech which are CNC controlled, so it’s no longer only manual machinery.”

When asked about the duration of training, Mr Grech-Cumbo points out that it depends on the capacity of the person to acquire those skills. “It could be a minimum of three to four years and another four years for that person to get some serious practical on-the-job experience and only after eight to 10 years can we safely say we have a Master Toolmaker.”

Toolmaking jobs pay far above average wages because of the skills needed and the demand for such skills.

#### **The future outlook for the tooling industry**

Mr Grech-Cumbo believes that once all stakeholders come to the party and understand that tool-making is an essential part of the manufacturing process, they will work towards achieving their targets.

On job poaching and inward immigration of the skilled workforce, he is forthright: “Job poaching will never stop until you have an adequate number of toolmakers in the market. So the target is to have enough people. Therefore, our focus is to create a pool of qualified people who are acceptable in terms of the level of education required by the industry.

“We need to have people educated to world class standards. If we want to compete on a world class basis, we need to have the correct qualifications and skills to be competitive and comparable to international standards. Failure to do that will not enable us to be fully productive and competitive,” concludes Mr Grech-Cumbo.

“It could be a minimum of three to four years and another four years for that person to get some serious practical on-the-job experience and only after eight to 10 years can we safely say we have a Master Toolmaker.”



# QUALITY IN TEACHING AND **LEARNING** **UNDER SCRUTINY**

By Independent Correspondent

The first annual quality conference, hosted by Northlink College (SA) and Blackburn College (UK), was recently held in Cape Town. The theme of the conference was “Quality in Training and Learning”.

The conference saw about 150 delegates from all over the country, including both the college and the private sector, being informed about the current situation in quality in teaching and learning in the country and suggested tools on how they could improve their quality of service in their respective organisations.

It is crucial that South Africa’s FET colleges position themselves as institutions of choice for post-school education, taking cognisance of the number of learners flocking to universities in comparison with the FET colleges. Addressing the high-level conference, merSETA CEO Dr Raymond Patel said that quality teaching and learning meant that both educators and learners were involved in lifelong learning.

“Interesting studies have been done about institutions as learning organisations and why some institutions could be seen as more successful than others. Visionary leadership at the FET institutions is an essential element in institution building. However, vision-building is essentially a collective activity and something that is not just the prerogative of management. We have to ensure we have learning organisations,” Dr Patel told delegates.

“We are inclined to play the blame game when our institutions and our learners are not successful. We blame new curricula, changes in national and provincial

“It is crucial that South Africa’s FET colleges position themselves as institutions of choice for post-school education, taking cognisance of the number of learners flocking to universities in comparison with the FET colleges.”



merSETA CEO Dr Raymond Patel delivering a keynote address

structures, but we very seldom ask ourselves what our professional role as educators is to ensure that we implement new strategies relevant to our learners and to society as a whole. In my view, the concept of relevance means that what we teach and how we teach must have a currency in the marketplace.

“Are we educating our learners so that they can do a job or are we educating our learners so that they are employable and will have the knowledge, skills and values to integrate successfully into workplaces or start their own businesses? In other words, can we remotely claim quality in teaching and learning if we have not synchronised our understandings of what is required by the world of work?”

“From a Seta perspective, the world of education and training for and in the workplace is our focus and our main concern. FETCs must be integral to SETA thinking, planning and programmes,” Dr Patel said.

“This partnership with Northlink College in collaboration with Blackburn College for the future has been a match made in heaven and we look forward to working with them to further the quality in teaching and learning in the country,” he added.

Bheki Mahlobo, acting Deputy Director General: Further Education and Training (DHET), told delegates that

continuous professional development remains at the core of quality teaching and learning.

“Workplaces must also engage with all to ensure educator professional development is aligned to current knowledge and practices in the workplace..” he said.

“We are glad to have been able to partner with the merSETA and our colleagues from Blackburn College and we look forward to enhancing the quality that we produce not only in the FET college sector, but in other external, private sector organisations in South Africa”, Trish van der Merwe, DCEO: Innovation and Development at Northlink College told delegates.

The merSETA reaffirms its continued support for Northlink College in its quest to improve the quality of teaching and learning in the country.

**For further information:**

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# SANTAM LAUNCHES LEARNERSHIP PROGRAMME

South Africa's leading short-term insurer, Santam, recently launched a watershed motor vehicle learnership programme at a glittering ceremony in Menlyn, Pretoria. The programme will run over a period of three years and is aimed at addressing the scarce skills shortage, *writes Sibongiseni Ziinjiva Ka-Mnguni.*

It was a moment of celebration as Santam committed to train nine learners on a motor vehicle learnership. Learners will complete the first year with a full qualification, NQF Level 2 Automotive Body Repairer. The second year will be a skills programme consisting of a combination of unit standards at NQF Levels 3, 4 and 5. The last year will consist of a basic insurance qualification, 60 credits and the full assessor development programme through Santam's training fraternity.

Santam's Gerhard Genis took the opportunity to thank the host companies, Motor Body Repairer (MBR) for accommodating Santam in this learnership and also thanked the merSETA and South African Motor Body Repairer Association (SAMBRA) for their involvement and support for the programme.

He outlined Santam's strategy and challenges in respect of motor assessors - the challenge in acquiring the required skills with reference to the:

- The cost implications of scarce skills;
- The sustainability in respect to cost for scarce skills (the increase in acquiring these skills);
- Importance of skills development for long-term sustainability of the entire motor industry; and

- LEO (lost economic opportunity), the money unnecessarily spent on claims in respect to inappropriate skills applied.

He said Santam was committed to skills development and would make sure appropriate skills development becomes a reality as outlined in their strategy.

Speaking at the event, merSETA CEO Dr Raymond Patel, said that apart from restoring to previous levels the lives and possessions of people affected by adversity, the short-term industry must be congratulated on its social responsibility programmes.

"Few know that Santam, while it is the largest short-term insurer, is also committed to social transformation and responsibility. The merSETA research indicates that Santam spends 50% more than required on skills development for previously disadvantaged individuals. This is clearly above the 1.5% stipulated by the Financial Sector Charter.

"Thus, congratulations on your Motor Vehicle Learnership Programme are in order. By offering this programme, you are squarely in line with the merSETA's vision of closing the skills gap," concluded Dr Patel.



“He said Santam was committed to skills development and would make sure appropriate skills development becomes a reality as outlined in their strategy. ”



Top and bottom: merSETA CEO Dr Raymond Patel and learners



# NEW DECENTRALISED TRADE CENTRE ESTABLISHED IN THE EASTERN CAPE

By Sibongiseni Zinjiva Ka-Mnguni

A historic moment unfolded in the Eastern Cape when the Lovedale Public FET College recently signed a Service Level Agreement to establish a Decentralised Trade Test Centre in King William's Town. This development is a first for the college and the community of King William's Town.

**T**he move was welcomed by the community as apprentices previously had to travel to Port Elizabeth to write their trade tests. Delivering the keynote address, the CEO of Lovedale, Mr Nceba Stofile, emphasised that the opening of the trade test centre would contribute to addressing the skills crisis in the country.

"In adherence to an earlier call made on colleges by the Minister of Higher Education and Training, Dr Blade Nzimande, to forge partnerships and work towards improving the quality of education, we are pleased that we were able to heed the call and establish the centre."

Representing the merSETA at the event was the merSETA Eastern Cape Quality Assuror, Mr Yusree Petersen, who commented that the centre was welcome as the demand for trade testing was significant in the area. "Over and above this, the merSETA will be conducting regular quality assurance visits to ensure that Lovedale as a centre constantly meets the stringent requirements to eliminate any possible discrepancies."

The delegates present were taken on a tour of the workshops where the trade tests will be conducted and expressed their satisfaction at the quality of the centre.

Adrian Estment became the first student to successfully complete his Level 1 trade test in motor mechanics at the newly-established centre. He is the first student to graduate since Lovedale Public FET College became a fully certified decentralised trade test centre for the automotive trade. He is an apprentice at Buffalo Toyota in King William's Town. He completed his Level 1 training test which involves learning areas such as how to carry out a minor service and measure engine components. He was also required to write a theory test upon completion of his two practical tests.

"...we are pleased that we were able to heed the call and establish the centre."

# AA AND THE merSETA JOIN FORCES

By Achieve Correspondent

The Automobile Association (AA) and the Manufacturing, Engineering and Related Services Sector Education and Training Authority (merSETA) have joined forces to assist small companies in South Africa. The two have started an apprenticeship training programme aimed at creating skilled artisans for the Diesel Mechanic, Motor Mechanic and Auto Electrician trades.



The merSETA will provide financial support and the AA will conduct the training at the Automobile Association Technical College (AATC) in Midrand, Johannesburg.

“South Africa’s skills shortage is a topic that continues to stimulate debate, as seen in the 2012 Budget Speech. The AA’s main focus is the consumer and we want to get more qualified artisans into the industry to improve the service quality,” says Derek Hall-Jones, DM: Road Services and Technical at the AA.

“The partnership is set to address the shortage and bring in more qualified artisans by assisting businesses that do not have the resources to apply for grants.”

As the merSETA supplies the grants, current merSETA levy payers or companies exempt from paying levies, (with a payroll of less than R500 000 per annum), qualify to participate. The merSETA will supply the apprentices through the Unemployment Insurance Fund (UIF) beneficiary programme. The AA will then screen candidates by conducting psychometric test and practical assessments.

Only screened candidates will be provided to AA Quality Assured (AAQA) and other interested companies for employment. Within these companies, qualified tradesmen will act as mentors to the apprentices and ensure their competence after the three year training period.



# ESKOM LAUNCHES NEW WELDING INITIATIVE

By Natasha Odendaal

State-owned power utility Eskom launched the Welding School of Excellence, its latest addition to the Eskom Academy of Learning (EAL)

The Midrand-based welding school, which falls under the EAL's Artisan, Operating and Maintenance Centre of Excellence, will train about 700 potential welders in the next seven years at a cost of R357-million. The school currently has an enrolment of 150 learners, half of whom are women.

"This is one of the initiatives which will enable us to play a leading role in developing critical and scarce skills, not only for Eskom, but for South Africa," said Eskom CEO Brian Dames at the opening ceremony. The programme, which is internationally accredited and recognised in 54 countries, was developed under the guidance of the Southern African Institute of Welding (SAIW) and will train welders, welding inspectors, coordinators, supervisors, specialists, technologists and welding engineers.

The school is part of Eskom's professional welding capacity development programme and aims to ensure adequate skills are available as the company moves forward with its projects. Eskom is currently undertaking a new build programme, as well as maintaining and upgrading existing power stations for optimal performance.

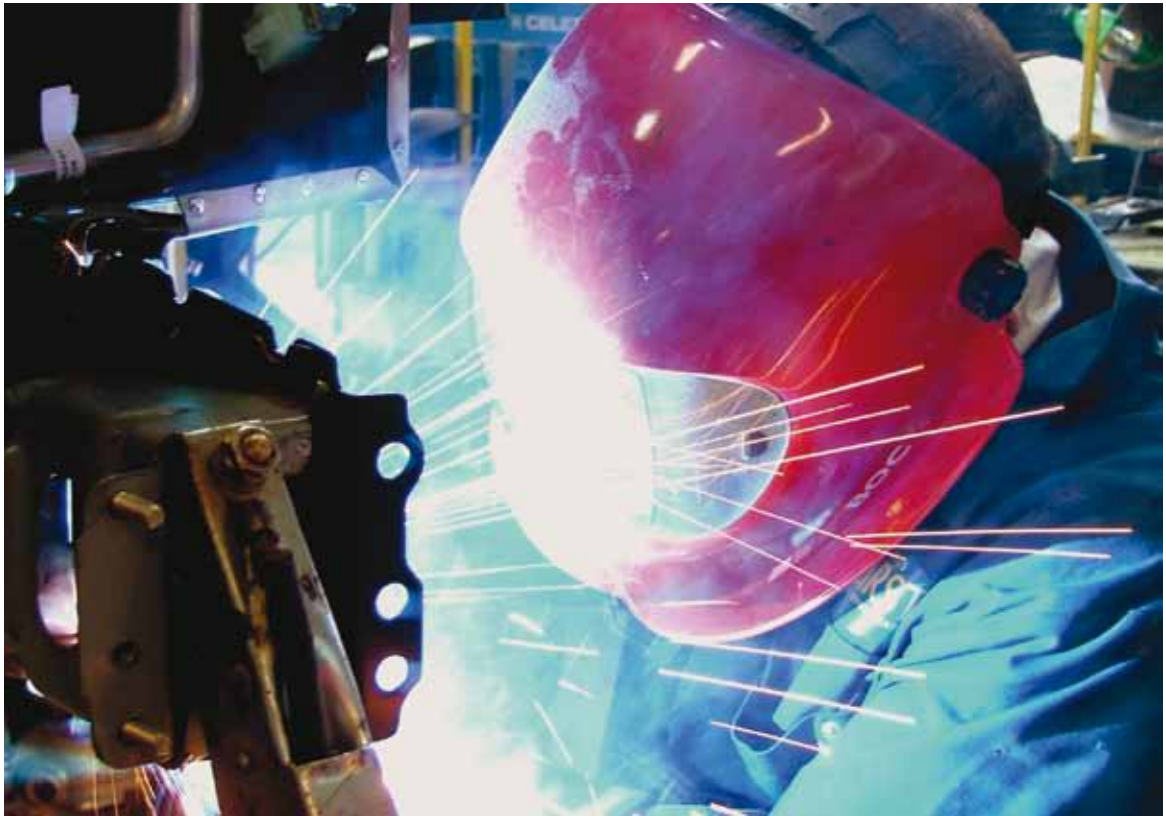
However, the company has reported a shortage of sustainable welding-related skills, as the total welding performance on the new build programme, as well as at existing power stations, does not meet their needs. This has required the company to make use of foreign welding professionals. Public Enterprise Minister Malusi Gigaba said about 24 000 artisans, as well as 3 000 scientists

and engineers, are required over the next five years for Eskom's new build programme. This excludes the highly specialised skills required with technology transfers associated with nuclear design and manufacturing.

Gigaba, who officially opened the school, said it was estimated that South Africa faced an immediate shortage of about 58 000 artisans, while 52% of the artisans in the manufacturing sector were unqualified and learning on-the-job rather than obtaining skills through an accredited training institution. Further, a significant social and economic infrastructure public investment programme, which would be rolled out over the next five to 10 years, would increase the demand for skills in the country.

"The challenge of production adequate for these projects is compounded by the reality that 30% of Eskom and State-owned Transnet's artisans, technicians and engineers are approaching retirement," pointed out Gigaba. To meet the New Growth Path's target of creating 50 000 additional artisans by 2015, the scale of the country's artisan training programmes, as well as their efficiency needed to be expanded.

Gigaba would use State-owned enterprises to kick off skills development programmes and lead the way in strengthening South Africa's economy and creating jobs. He indicated that State-owned companies are key to developing skills as they had the organisational capacity to stimulate demand in the economy through building programmes.



“We need to expand our output through State-owned company training facilities and enhance the Further Education and Training system through partnerships and sharing of knowledge,” he explained. Eskom continues to invest close to R1.3-billion each year in training and skills development.

The EAL currently has an intake of 6 400 learners across its schools, which include engineering, operational services and artisan, operating and maintenance programmes. The company has committed to train an additional 5 000 learners through its 24 training centres and 244 on-the-job training sites.

“As a state-owned enterprise, we have been tasked with playing a key role in skills development and job creation. We have concrete plans to implement programmes to develop scarce skills, which South Africa needs, in partnership with the original equipment manufacturers that supply Eskom, as well as with the Further Education and Training colleges,” Dames said. Transnet has established its own skills development programmes – “schools of excellence” -- for each Transnet business unit.

Gigaba pointed out that Transnet’s training spanned 20 campuses, which developed skills relating to ports, rail, pipelines and engineering. Further, the company provided general bursaries to the value of R144-million and was spending a further R73-million on artisan bursaries. The group was already training 854 artisans. Denel, South

African Airways, South African Express and the South African Forestry Company were also leveraging their training facilities to produce scarce and critical skills for the economy, concluded Gigaba.

“We need to expand our output through State-owned company training facilities and enhance the Further Education and Training system through partnerships and sharing of knowledge.”



# BRANDON SET TO SHAKE THE WORLD

By Sibongiseni Zinjiva Ka-Mnguni

The merSETA bursary holder, Brandon Kiesman, represents the new generation of aspiring engineers intent on changing the face of engineering for the better. He belongs to a generation inspired by the past, and propelled by the present. It was after all Henry David Thoreau who said every generation laughs at the old fashions, but follows religiously the new.

Brandon was born in Galeshewe, Kimberley, before his family moved to Pretoria. His primary schooling was at CS Fourie in Eesterus, outside Pretoria, before moving to Germiston High School where he matriculated.

He was an A-student at primary level, but his grades dropped mainly due to a change in schools. However, he completed his matric and immediately registered for the National Diploma in Industrial Engineering at the University of Johannesburg (UJ) where he is currently pursuing a B-Tech.

He acknowledged that the transition from high school to university was a challenge as he had to change his normal routine. It is this routine that can make or break a person as some people take a while to adapt.

His career choice was largely influenced by a number of factors. "Looking at what is required by the labour market right now and the fact that I was always the naughty one at home, I always wanted to figure out how things work. I would break things and fix them, playing the handyman.

"I have always been eager to find out how the engineering process unfolds and how machinery works. For example, the cup of coffee that you drink...do you know that a whole lot of work has gone into refining that coffee?" asks Brandon.

Fascinated by engineering, Brandon wants to be part of the generation that designs things and makes life easier for other people.

He is self-motivated and passionate about how things work. He remarks that we often take things at face value, but as an industrial engineer, his role is to know the processes involved and come up with solutions to improve them.

He is grateful for the opportunity granted by the merSETA to study further and is optimistic about the future.

"I see my speciality in pneumatics, hydraulics, oil pressure and air pressure. Research shows that there are few people specialising in those fields. One of the positive features of engineering is the fact that it doesn't confine you to doing one thing – I intend to branch out of industrial engineering to mechanical engineering in the future," commented Brandon.

Like other youngsters growing up with a single parent, he faced major challenges. His mother is a nurse and currently works in Saudi Arabia. Though he misses her, he has to reach his goal. "My family is supportive of me. I grew up surrounded by women, my mother and my grandmother. They demand a lot from me...and they will always demand the best and push me all the way."

He says the overwhelming support he receives serves as an inspiration to do well academically.

"It is not easy because I have to wake up very early in the morning to catch a train from home to university. I spend about six hours travelling, and when I get home I have to study. Sometimes the train gets delayed and I get home



merSETA bursary holder - Brandon Kiesman

round about 22:00 but you still have to wake up at 4 o'clock in the morning. It can take its toll on you as a person."

Towards the end of his National Diploma, he did his P1 and P2 practicals at Automotive Development Centre at the Ford Incubation Centre, where he did the basics of Industrial Engineering.

"We were exposed to a number of things, but it also demanded a knowledgeable mentor. With confidence, I was able to apply the theory I had learned at university quite well."

The 22-year-old has his future mapped out. "In the next five years, I would like to see myself in a junior management position."

Research shows that Industrial Engineers are much sought after in the modern era where technology has become the norm. Industrial Engineering is concerned with the integration of resources and processes into cohesive strategies, structures and systems for the effective and efficient production of quality goods and services.

It draws upon specialised knowledge and skills in the mathematical, physical, behavioural, economic and management science and fuses them with the principles and methods of engineering analysis and design to find practical solutions.

"One of the positive features of engineering is the fact that it doesn't confine you to doing one thing..."

This discipline is crucial to the creation of wealth.

According to Mr Dieter Hartman, Councillor: Southern African Institute of Industrial Engineering, South Africa has about 10 000 active engineers. Industrial engineering, he says, is the fastest growing field of engineering, especially in the USA.

"We are greatly in demand in the banking sector, insurance sector; we cross over from the manufacturing which is our original home, to services, into government, into healthcare etc," he explains.

# 2011 merSETA BURSARY GRADUATES

Llewellyn Heinrich  
Cupido Mechanical Engineering  
Cape Peninsula University of Technology

Pharell Obenebot  
Chemical Engineering  
Cape Peninsula University of Technology

Fauzia Sasman  
Chemical Engineering  
Cape Peninsula University of Technology

Bridget Tshamano  
Chemical Engineering  
Cape Peninsula University of Technology

Makhoro Samuel Motaung  
Electrical Engineering  
Central University of Technology

Mongezi Joshua Pepeteni  
Mechanical Engineering  
Central University of Technology

Musa Phillemon Lokothwayo  
Electrical Engineering  
Durban University of Technology

Luvuyo Boo  
Mechatronics Engineering  
Nelson Mandela Metropolitan University

Xavier Charles Fritz  
Mechatronics Engineering  
Nelson Mandela Metropolitan University

Noluxolo Kortjan  
Information Technology  
Nelson Mandela Metropolitan University

Sbongile Cassius Chabani  
Mechanical Engineering  
Tshwane University of Technology

Thulani George Gadlela  
Production Management  
Tshwane University of Technology

Motlasi Evaistus Matsunyane  
Metallurgical Engineering  
Tshwane University of Technology

Philangenkosi Peacival Mmqayi  
Mechanical Engineering  
Tshwane University of Technology

Gift Mpho Mudau  
Industrial Engineering  
Tshwane University of Technology

Ophelia Mamodutong Phala  
Electrical Engineering  
Tshwane University of Technology

Lydia Popi Phoshoko  
Electrical Engineering  
Tshwane University of Technology

Dumisane Thabang  
Electrical Engineering  
Tshwane University of Technology

Jan Mbongeni Mahlangu  
Chemical Engineering  
Tshwane University of Technology

Morongwa Martha Mashigo  
Chemical Engineering  
Tshwane University of Technology

Karabo Answer Masuku  
Electrical Engineering  
Tshwane University of Technology

Dyondzo Chauke  
Chemical Engineering  
University of Johannesburg

Akani Edwin Chuma  
Mechanical Engineering  
University of Johannesburg

Mahlatsi Confidence Lekoane  
Metallurgical Engineering  
University of Johannesburg

Rendani Mashamba  
Chemical Engineering  
University of Johannesburg

Nobomi Ntombizodwa Mateza  
Accounting  
University of Johannesburg

Gugulethu Busisiwe Mpungose  
Accounting  
University of Johannesburg



Philani Ndumiso Mvula  
Industrial Engineering  
University of Johannesburg

Terrence Mogomotsi Pheko  
Industrial Engineering  
University of Johannesburg

Pearl Keneiloe Shavhani  
Chemical Engineering  
University of Johannesburg

Promise Sethembiso Ngema  
Chemical Engineering  
University of Johannesburg

Thembelihle Elizabeth Nkonyane  
Chemical Engineering  
University of Johannesburg

Tsakani Radebe  
Mechanical Engineering  
University of Johannesburg

Lloyd Matthew Blackbeard  
Electrical Engineering  
University of Kwa-Zulu Natal

Nthulane Obbakeng Titus Makgato  
Industrial Engineering  
University of Pretoria

Nonhlanhla Manana  
Industrial Engineering  
University of Pretoria

Fulufhelo Nomraid Mariba  
Mechanical Engineering  
University of Pretoria

Katlego Micheal Ntlhoro  
Mechanical Engineering  
University of Pretoria

Khumbudzo Netshivhangoni  
Industrial Engineering  
Vaal University of Technology

Nkhetheni Mabuda  
Mechanical Engineering  
Vaal University of Technology

Tshilidzi Emmanuel Mamedzi  
Chemical Engineering  
Vaal University of Technology

Edwin Maome  
Electrical Engineering  
Vaal University of Technology

Cole Douglas Noble  
Electrical Engineering  
University of the Witwatersrand



# NATIONAL ARTISAN DEVELOPMENT CONFERENCE

As the national leader in the development of qualified artisans to support and grow the economy of South Africa, the Minister of Higher Education and Training, Dr Blade Nzimande has agreed to host a National Artisan Development Conference on 4<sup>th</sup> and 5<sup>th</sup> July 2012. The purpose of the conference is to establish a formal, national platform under the auspices of the Minister of Higher Education & Training that annually reviews the state of artisan development in South Africa and allows for discussion and consultation on how to continually improve the National Programme for Artisan Development : **7-Steps to Becoming a Qualified Artisan by clearly identifying blockages to implementing the national programme and developing solutions to removing the blockages. The conference outcomes are:**

- **The process for improving the status and profile of an Artisan as an inspirational career pathway for South Africans but in particular the Youth is developed and agreed upon.**
- **Social Partners commit to national artisan development in support of the National Skills Accord, NSDS III and all other national strategies that relate to artisan development;**
- **All role players in the country participate in national artisan development through submission of written questions and comments and receive a response through a formal post conference report.**

.....

All Members of the public are invited to submit to the Minister any questions, suggestions, proposals on national artisan development for discussion at the conference. Post the conference the Minister will issue an official publication in the form of a report back to the nation on the outcomes of the conference. All Submissions must be submitted to [nadconference@dhet.gov.za](mailto:nadconference@dhet.gov.za) by 27th June 2012.



# THE merSETA JOINS IN THE HOSTING OF **SOUTH AFRICAN AUTOMOTIVE WEEK**

By Independent correspondent

The merSETA is joining hands with industry in the hosting of the 23rd edition of South African Automotive Week (SAAW) - the intellectual gathering and market place for automotive manufacturing and related role players on the continent.







SAAW takes place from 10 to 13 October in Port Elizabeth under the endorsement of The National Association of Component and Allied Manufacturers (NAACAM), National Association of Automobile Manufacturers of South Africa (NAAMSA) and the Retail Motor Industry Organisation (RMI).

Skills development, job creation and auto manufacturing growth in South Africa underpin the purpose of the week which includes an international trade show, several conferences, site tours and networking functions. The merSETA has also confirmed that its Eastern Cape Regional Breakfast AGM will take place as part of the activities of SAAW, within the trade show area on Friday, October 12 at 08H30.

**Objectives of the AGM include:**

- Consideration and adoption of the Annual Report with the Annual Financial Statements for the Financial Year; and
- Discussion of any issues raised;

The merSETA AGM will be hosted by the merSETA CEO Dr Patel, accompanied by his senior management and

Governing Board members, including chairperson Ms Phindile Nzimande.

NAACAM AGM is also scheduled to take place at SAAW on 11 October. The merSETA will also have a strong presence within the week, having reserved an exhibition stand at the trade show to engage industry and communicate its programmes and activities to the manufacturing sector.

The SAAW project director Andrew Binning said that there is unprecedented local and international interest in the third SAAW.

Feedback and the level of interest shown to date point to SAAW 2012 being “twice as big and twice as influential as SAAW 2009”. The initiative is generally held every two years.

“We have commitment that the national and international presence will be bigger than the previous SAAW. Africa is seen as a growth market.” The recent announcement by the Chinese truck manufacturer FAW to establish a manufacturing plant at Coega was proof of this, Binning said. There has also been interest from trade groups in Britain where the



Department of Trade and Industry (dti) is arranging an in-bound mission to SAAW.

“There is already much interest in a breakfast conference hosted by the original equipment manufacturers (OEMs) to share trends and perspectives with the suppliers. One of the breakthroughs of SAAW 2009 was the first-ever informal meeting of key suppliers to all South African based OEMs and the OEM procurement directors. The SAAW 2009 was one of the first industry events in South Africa to introduce a formal match-making meeting programme.

“We helped organise over 300 meetings, and over 11 percent of exhibitors closed deals worth more than half a million rand each,” Binning said.

Recognising the value of SAAW, the industry is supporting the event in the form of sponsorships of a number of activities and events for SAAW 2012. The main event is supported by the Eastern Cape Development Corporation, the Coega Development Corporation and the Nelson Mandela Bay Municipality. Comprehensive information and booking details are available online at [www.saaw.co.za](http://www.saaw.co.za)

“We have commitment that the national and international presence will be bigger than the previous SAAW. Africa is seen as a growth market.”



# Events of the Quarter

The month of June is a significant month in that as a country we celebrate the youth of 1976. The youth of 1976 took it upon themselves to throw stones at the oppressor in protest against the use of Afrikaans as a medium of instruction. Fast forward, the youth of 2012 is gathering the stones to build and develop the new South Africa and the merSETA was in the forefront of this revolution. The merSETA joined in the celebrations by participating in a number of career exhibitions. The aim of the exhibitions was to sensitise learners about the critical and scarce skills in the manufacturing and engineering sector.



Anti-clockwise from top: The merSETA celebrated youth month in East London and Soweto career expos; Orion College career exhibition; Sekhukhune career expo in Limpopo; Botshabelo career expo; Soshanguve career fair and Beaufort West career exhibition



# DIARISE INDUSTRY GATHERING

SOUTH AFRICAN AUTOMOTIVE WEEK

Nelson Mandela Bay • South Africa

10 - 13 OCTOBER 2012



MERSETA encourages all stakeholders to attend and participate in the South African Automotive Week.

- TRADE SHOW
- MATCH MAKING MEETINGS
- CONFERENCES
- SITE TOURS
- NETWORKING
- GOLF DAY



**merSETA**  
MANUFACTURING, ENGINEERING  
AND RELATED SERVICES SETA

REGISTER NOW ON [WWW.SAAW](http://WWW.SAAW) TO PARTICIPATE!



# leaders in closing the skills gap.

The merSETA is one of the 21 Sector Education and Training Authorities (SETAs) established to promote skills development in terms of the Skills Development Act of 1998 (as amended). The 21 SETAs broadly reflect different sectors of the South African economy. The merSETA encompasses Manufacturing, Engineering and Related Services.

The various industry sectors are covered by five chambers within the merSETA: Metal and Engineering, Auto Manufacturing, Motor Retail and Components Manufacturing, New Tyre Manufacturing and Plastic industries.

[www.merseta.org.za](http://www.merseta.org.za)



**merSETA**

MANUFACTURING, ENGINEERING  
AND RELATED SERVICES SETA

ISO 9001:2008

## Mission

To increase access to high quality and relevant skills development and training opportunities to support economic growth in order to reduce inequalities and unemployment and to promote employability and participation in the economy.



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