



FOODBEV SETA ANNUAL CONFERENCE – 28-30 OCTOBER 2009

Time to register for this year's conference is in short supply! The 2009 conference promises value for each company in attendance, with networking opportunities, an interactive panel discussion where audience questions will be answered by SETA managers, speaker sessions by esteemed industry experts, the launch of the brand new Skills Forecasting Tool and much more.

We welcome our first two official conference sponsors, Clover and PMI-SA, and encourage other interested parties to make contact ASAP in order to avoid missing out on valuable branding opportunities.

For more information, or to register, please visit www.foodbev.co.za or contact Juanita Vorster on juanitav@foodbev.co.za or 011 253 7300.

FOODBEV SETA ANNUAL GOLF DAY – 28 OCTOBER 2009 – SUN CITY

FoodBev SETA has managed to secure a number of four-balls on the prestigious Gary Player golf course, in addition to the four-balls available on the Lost City golf course for this year's annual golf day.

Continually ranked the best golf course in South Africa, the Gary Player Golf course sets the standard. The tree lined Gary Player Country Club course is acknowledged as a challenging and demanding course - to be enjoyed by both novices and professionals alike. The course is home to the annual Nedbank Million Dollar Golf Challenge and was designed by Gary Player himself.

The Lost City Golf Course is a unique experience and offers spectacular views across the bushveld. With its desert style design and the contrast between green fairways and the surrounding bush this is a course with great appeal. Also to be noted are the use of bunkers and extensive water-features – and at the 13th hole 38 crocodiles await!

All interested parties are invited to reserve four-balls ASAP to avoid disappointment.

To reserve a four-ball, or obtain more information about the various sponsorship and branding opportunities available, please e-mail Krappie Eloff on krappie@foodbev.co.za or Raj Rajcoomar on rajendrar@foodbev.co.za, or contact 011 253 7300

FOODBEV SETA PLANNING FOR TRAINING LAYOFF SCHEME

President Zuma announced a new government training scheme in which R2.5 billion has been made available to companies to train staff, instead of laying them off. While it is voluntary, the social parties are strongly encouraged to participate in the training layoff as an alternative to retrenchment.

A training layoff scheme has not been implemented before in South Africa in the current form. The key design elements of the scheme that have been agreed to by the social partners and as announced by the President on 5 August 2009, are as follows:

WHAT IS THE TRAINING LAYOFF SCHEME?

- A temporary suspension of work used for training;
- Retention of the employment contract;
- Training to be flexible, but linked to the skills needs of the employer;
- A training allowance paid to the worker for a guaranteed 3 months;
- Employer only carries cost of social benefits e.g. pension/provident fund etc.
- An award in this respect is made by the CCMA.

WHO QUALIFIES FOR THE TRAINING LAYOFF SCHEME?

- Any employer that is registered with FoodBev SETA and under threat of closure due to the economic recession that is contemplating retrenchment of workers, but that may be sustainable through short-term relief;
- Any employer and worker(s) who reach an agreement on a training layoff scheme;
- Any worker earning below R180 000 per annum, who may be at risk of retrenchment due to the operational requirements of the company.
- Employers, after consultation with a trade union or affected workers, may combine the training layoff with short-time work arrangements.

WHAT IS AVAILABLE FROM FOODBEV SETA?

FoodBev SETA will set aside funding for 300 skills programmes for the training layoff scheme and will undertake:

- Payment of the cost of training
- Payment of an agreed training allowance following application for funds to the National Skills Fund

For more information please visit www.foodbev.co.za to download the draft guide.

SKILLS FORECASTING TOOL

FoodBev SETA has responded to the need for more accurate scarce skills research in the sector by developing a specialised Skills Forecasting Tool. The tool is aimed at assisting senior HR staff in making calculated forecasts regarding staff and skills needs on an ongoing basis. It will also assist in facilitating the disjuncture between HR and skills- or training officers by providing trusted data which can be used for both workforce planning and skills planning (WSP/ATR) needs.

The FoodBev SETA Skills Forecasting Tool will officially be launched at the Annual Conference to be held at Sun City, 28-30 October 2009. Companies based in Gauteng are invited to indicate their interest in taking part in a dry run workshop at the FoodBev SETA offices mid-October. This workshop will enable participants to start using the tool in their companies. It is recommended that SDF's as well as senior HR staff, responsible for HR forecasting attend this workshop.

To participate in the workshop please contact Blanche Engelbrecht by 4 October 2009 on blancheE@foodbev.co.za or 011 253 7300

