



# **ANNUAL REVIEW 2022**

Building a Better Framework  
for the Future





  
**SEIFSA**  
Steel and Engineering Industries  
Federation of Southern Africa

**VISION, MISSION  
AND VALUES**



## VISION

To promote sustainable Metals and Engineering industries to ensure that they are strategically positioned for innovation and growth in the interests of a prospering Southern Africa.

## MISSION

To be Southern Africa's most respected advocate for the Metals and Engineering industries in order to create innovative businesses positioned for growth and working in partnership with all stakeholders in the interests of Southern Africa.

To foster mutually beneficial relationships between employers and labour in the industries and to help members develop their human capital to realise their full potential.



### Integrity

Integrity is paramount to us. It informs everything that we do and how we do it.



### Stewardship

We take Responsibility for our actions and treat SEIFSA's assets with respect.



### Diversity

We embrace, value and leverage Diversity.



### Passion

We approach every task, however small it may appear to be, with Passion.



### Excellence

We seek to do everything right the first time, with Excellence.



### Innovation

We always strive to Improve our performance and to come up with new products and services.

A black and white line drawing of a building's steel framework under construction. A crane is positioned at the top, with cables and hooks suspending a large, solid red rectangular panel. The panel is being lowered into place between two levels of the building's structure. The background shows the intricate grid of steel beams and columns forming the building's skeleton.

**Building a Better  
Framework for the  
Future**



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# SEC. A

Chairpersons Report  
Elias Monage, SEIFSA President



The Metals and Engineering (M&E) sector remains a strategic sector of the general South African economy. It is crucial in its capital intensity and contribution to the country's investment prospects while also being a labour-intensive sector contributing to the employment prospects of the country.. It has important direct linkages with the primary sector, other key industries and the tertiary sector of the economy, with the level of interdependence increasing over time.

The Steel and Engineering Industries Federation of Southern Africa (SEIFSA), through its representation of 18 employers' associations in this sector, has advocated actively for these associations and lobbied for policies aimed at improving the business conditions in which its member companies operate.

The initiative is in line with SEIFSA's main focus, which is to continue to build strong employer associations reflecting the views of their respective membership and supporting the needs, interests and transformation objectives of responsible employers in the industry. SEIFSA is increasingly being relied upon to assist Government, labour and civil society in navigating the plethora of challenges facing our economy in the face of local and international shocks.

### **The Economic Landscape**

The M&E sector is a crucial supplier of inputs into major sectors such as construction, mining, automotive and other manufacturing sub-industries and remains an integral part of economic and industrial development in South Africa. During the period under review the M&E sector faced enormous challenges both domestically and globally, with supply chain disruptions, declining market demand and disruptions in trade. The South African industrial landscape was not spared from these challenges.

Even before the COVID-19 pandemic, the South African industrial economic landscape was dominated by shrinking domestic market size, declining production, low-capacity utilisation levels, weak sales, declining contribution to the overall total economy, declining employment numbers, in-

creasing labour costs impacting negatively on the cost base, increasing levels of imports, weak global trade, low investment levels and low product price increase in relation to input prices. This regrettably continues to be the case.

**Gross Domestic Product (GDP) data released by Statistics South Africa (Stats SA) for the first quarter of 2022 affirmed an uptick in economic growth. According to Statistics SA, real gross domestic product (measured by production) increased at an annualised rate of 1.9% in the first quarter, on the back of the 1.4% growth recorded in the fourth quarter of 2021.**

Encouragingly, the broader manufacturing sector, including the M&E sector, was among the positive contributors in the secondary sector, rising by 4.9% in the first quarter. Production in the metals and engineering sector also expanded by 3.6% in the same period.

This growth was primarily driven by the electrical machinery (14.5%), basic iron and steel (9.1%) and general-purpose machinery (7.4%) sub-sectors. In the same period, the sector recorded a positive trade balance of R4.1 billion, with exports amounting to R107.3 billion and imports at R103.3 billion. In the first quarter of 2022, total sales amounted to R220.3 billion, recording a 17.6% increase over the comparable period in 2021.

Manufacturing sector growth from

**14.5%** by Electrical Machinery

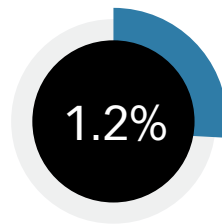
**9.1%** by iron and Steel

**7.4%** by Sub-sector.



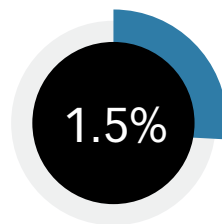


Following this strong start to the 2022 year, the global economic prospects have deteriorated significantly, with implications cascading to the metals and engineering sector. The themes dominating the global economy are the monetary policy tightening in the United States, China's strict management of the Covid-19 resurgence and the inflationary implication from the Russia-Ukraine war. All these events have adverse economic implication for the global economy. On the domestic front load-shedding and the rising cost of capital will taper domestic economic activity. The available calculations point to a 1.2% contraction in production for the metals and engineering sector in the second quarter of 2022. For the full year 2022, the expectation is for a 1.2%-1.5% growth in production.



#### Contraction in production

for the metals and engineering sector in the second quarter of 2022



Growth in production for the full year 2022 is expected to be between 1.2%-1.5%.

In the first quarter of 2022, the metals and engineering sector employed 374 007 people, according to the latest Quarterly Employment Survey (QES) released by Statistics South Africa. This is a marginal increase of 0.65% on the average employment of full year 2021. This again, is confirmation of the generally strong start to the 2022 year, however, the global and domestic risks to the 2022 outlooks need to be highlighted.

In the space of a year, the true cost of the COVID-19 pandemic and the ongoing lockdowns introduced by the government to help contain its spread have had a devastating effect on the economy.

shook South Africa and have contributed to severely impacting on the performance of the Metals and Engineering (M&E) Sector at a time when the economy was already in the doldrums.

The restrictions matched against a fragile economy, spiking unemployment, a three-week industry strike and the rioting and looting, that took place mainly in Kwa-Zulu Natal and parts of Gauteng,

Rocketing unemployment levels, the debilitating and on-going electricity crisis coupled with the Russian invasion of Ukraine continues to affect the world economy and people's livelihoods.

To this end, South Africa will need to aggressively start repositioning its trading position by leveraging its position geographically to expand its industrial trading footprint in Africa, taking advantage of the African Continental Free Trade Agreement.



As the Government rolls out its various, long awaited, infrastructure plans and incentive programmes, locally owned companies should be prioritised. The Steel and Metals Fabrication Master Plan with the focus on increasing demand and introducing a degree of much needed stability provides a glimmer of hope that the South African Government is finally dealing with the pressing challenges faced by the industry.

### **Advocacy and Lobbying**

As always, advocacy and lobbying constitute an important part of SEIFSA's work, in addition to stakeholder management and revenue generation. This work is done through participation in various fora involving a multiplicity of stakeholders, attendance of important stakeholder functions and events, through to the arranging of one-on-one meetings for SEIFSA and/or some of its member associations or companies. We also ensure that the Federation's voice is heard on important matters with the potential to affect the economy and/or the metals and engineering sector

Through regular public interviews, weekly issuing of press releases and the publishing of analyses and sundry opinion pieces in various media, SEIFSA continues to strengthen its profile as the authoritative voice in the M&E Sector.

A separate, consolidated Advocacy and Lobbying Report is provided by our Chief Operating Officer, Tafadzwa Chibanguza, in this Annual Review.



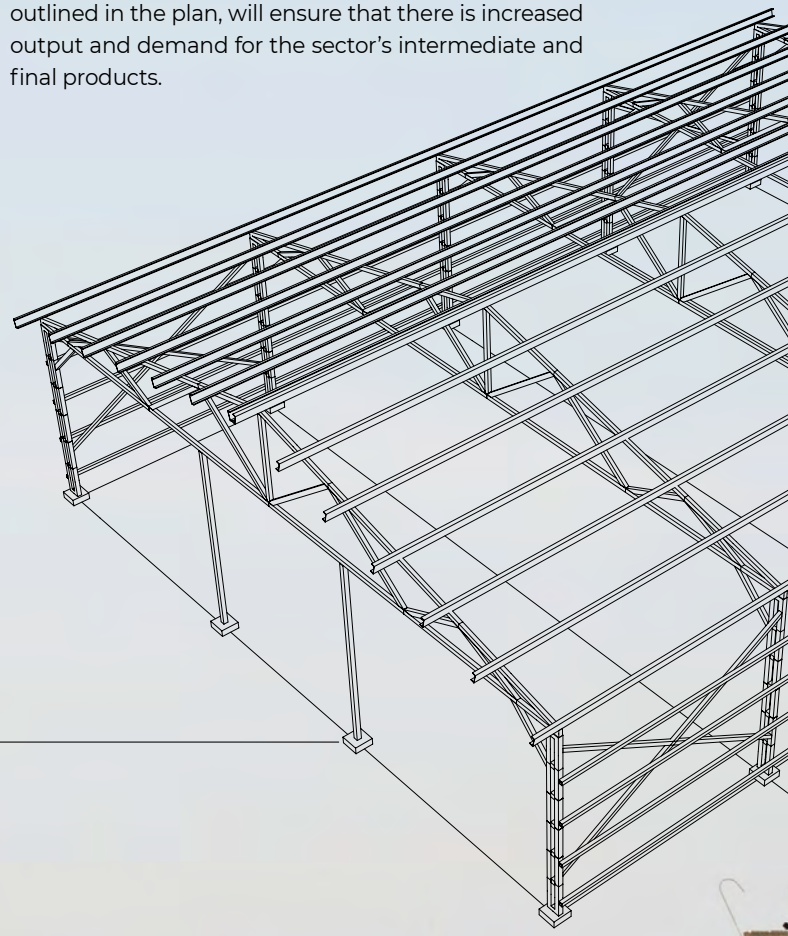
### The Steel Master Plan 1.0

The Steel Master Plan holds huge potential to trigger green-field investment and demand for manufactured goods from the M&E sector. Investment in the industry has been stagnant for many years, partly because of the lack of a long-term vision and sustainability challenges as profits dwindle partly due to lack of demand.

During the year under review the much awaited and anticipated Steel Master Plan was signed by Government, Business and Labour and in May 2022, SEIFSA hosted a successful Mainstreaming the Steel Master Plan Conference, in person, at Emperors Palace in Kempton Park where over 200 delegates together with senior government officials, business owners, captains of industry and union leaders were in attendance. The Minister of Trade Industry and Competition, Ebrahim Patel delivered the key note address thanking SEIFSA for convening the conference and stressing now, more than ever before, the importance of reigniting the steel sector and agreeing on concrete action plans to move the SMP agenda forward remains of utmost importance.

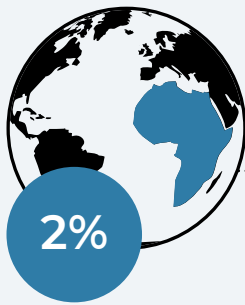
The Steel Master Plan aims to reverse negative perceptions regarding the steel industry. The Steel Master

Plan aims to address constraints to demand by prioritising designation and local procurement, localisation, public and private sector projects, transformation and competitiveness. These and other initiatives, as outlined in the plan, will ensure that there is increased output and demand for the sector's intermediate and final products.

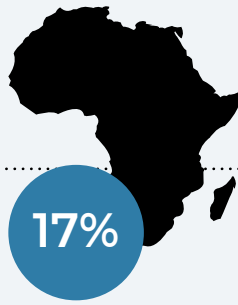


### The African Continental Free Trade Area (AfCFTA)

Launched on 1 January 2021, the AfCFTA is an exciting game changer. The start of trading under the AfCFTA marks a new era in Africa's development journey. The creation of a larger African middle class means more consumption, which should trigger more production and even higher incomes on both national and individual levels. Currently, Africa accounts for just 2% of global trade. And only 17% of African exports are intra-continental, compared with 59% for Asia and 68% for Europe.



Africa accounts for just 2% of global trade



17% of African exports are intra-continental

59%  
intra-continental  
exports in Asia



68%  
intra-continental  
exports in Europe



The potential for transformation across Africa is therefore significant. The pact will create the largest free trade area in the world measured by the number of countries participating. Connecting 1.3 billion people across 55 countries with a combined gross domestic product (GDP) valued at \$3.4 trillion, the pact comes at a time when much of the world is turning away from cooperation and free trade.



The agreement aims to reduce all trade costs and enable Africa to integrate further into global supply chains – it will eliminate 90% of tariffs, focus on outstanding non-tariff barriers, and create a single market with free movement of goods and services.

Cutting red tape and simplifying customs procedures will bring significant income gains. Beyond trade, the pact also addresses the movement of persons and labour, competition, investment and intellectual property. However, to overcome many current challenges, and to regain much of the ground lost in the wake of COVID-19, now is the time for more trade and greater cooperation.

When fully implemented, the benefits for the South African economy and the metals and engineering sector in particular could contribute to addressing many challenges currently facing our sector, including production growth, productivity growth and reduced transport costs.

SEIFSA on behalf of its affiliated Associations will ensure that the voice of our membership is indeed heard on this important platform.

### **Brazil, Russia, India, China and South Africa (BRICS)**

BRICs is an acronym for the developing nations of Brazil, Russia, India, China and South Africa. China and India will become the world's dominant suppliers of manufactured goods and services, respectively, while Brazil and Russia will become similarly dominant as suppliers of raw materials. South Africa joined the group in 2010.

In the eleven years since its first summit (2009) BRICS has become an institution of global economic governance and a platform for coordination and cooperation of its member states. The establishment of the BRICS Manufacturing Working Group subsequently gave birth to numerous priority projects identified across a number of the sub-clusters of the manufacturing sector. Included in the MWG's priority projects are, among others, Electromobility Solutions; Smart Cities, Light Passenger Aircraft

Manufacturing as well Exponential Manufacturing, Bio-Plastic Technologies and Project Thuthukisa.

2020 marked the seventh anniversary of the BRICS Business Council, which was established to promote and strengthen business, trade and investment ties among the business communities of the five BRICS countries and ensure that there is regular dialogue between the business communities and the Governments of the BRICS countries. SEIFSA through its then CEO was appointed, Chair of the Manufacturing Working Group of the SA Chapter of the BRICS Business Council.

It has been a decade since South Africa joined BRICS and while trade among BRICS nations has increased since the group was established in 2009, some have argued that South Africa's trade with BRICS nations has, for the most part, favoured the other four countries. The manufacturing industry's contribution to the economy has been declining for the past two decades as a result of cheap imports from Asian economies, lacklustre domestic demand and rising operational and input costs. It is therefore important for domestic manufacturers to look beyond our borders if the sector is to survive, grow and ultimately create jobs.

SEIFSA's role on BRICS and specifically on the Manufacturing Working Group is to assist South African manufacturers to take better advantage of the opportunities manufacturers can leverage and discuss, among others, monitor and report on progress on Manufacturing Working Group Projects and how they will advance the course of manufacturing in the country amidst the economic slump that the economy in general and domestic manufacturers in particular currently find themselves.

BRICS is a vast, strategic market for the metals and engineering industries products and services. SEIFSA will, through the BRICS Manufacturing Working Group, continue to play its part in identifying opportunities for the sector and strengthen dialogue and collaboration with like-minded parties in the BRIC countries.

## 2021 Negotiations on wages and conditions of employment

Given the unprecedented socio-economic challenges brought about by the COVID-19 pandemic and on the back of the unprecedented stand-still agreement which saw the retention of all existing Main Agreement terms and conditions of employment and the freezing of the 1 July 2020 wage rates until 30 June 2021 employers were apprehensive that the 2021 round of negotiations would not be that straight forward.

Nevertheless, on 21 October 2021, SEIFSA on behalf of the affiliated Employer Associations signed an agreement with NUMSA ending a three-week strike. This, after the deal had already been signed with Solidarity, UASA, MEWUSA and SAEWA. The Main Agreement covers terms and conditions of employment for a three-year period commencing 1 July 2021 and ending 30 June 2024.

This agreement followed a difficult negotiation and dispute-resolution process which comprised many formal, informal and bilateral meetings, commencing in May and ending with NUMSA signing the Settlement Agreement ending a three-week strike. The three-year deal guarantees industrial relations peace, certainty and stability for all member companies from now until 30 June 2024. The wage increases, calculated on the scheduled rates, and awarded as a rand and cents amount for the period of the agreement are clear and unambiguous – they are not dependent on further negotiations and strike action on the increases is not possible

Notwithstanding considerable pressure brought to bear by the unions, SEIFSA succeeded in securing a

key principle that wage increases will be calculated on the scheduled rates as contained in the agreement and awarded to employees as a rand and cents amount, a practice last observed 30 years ago.

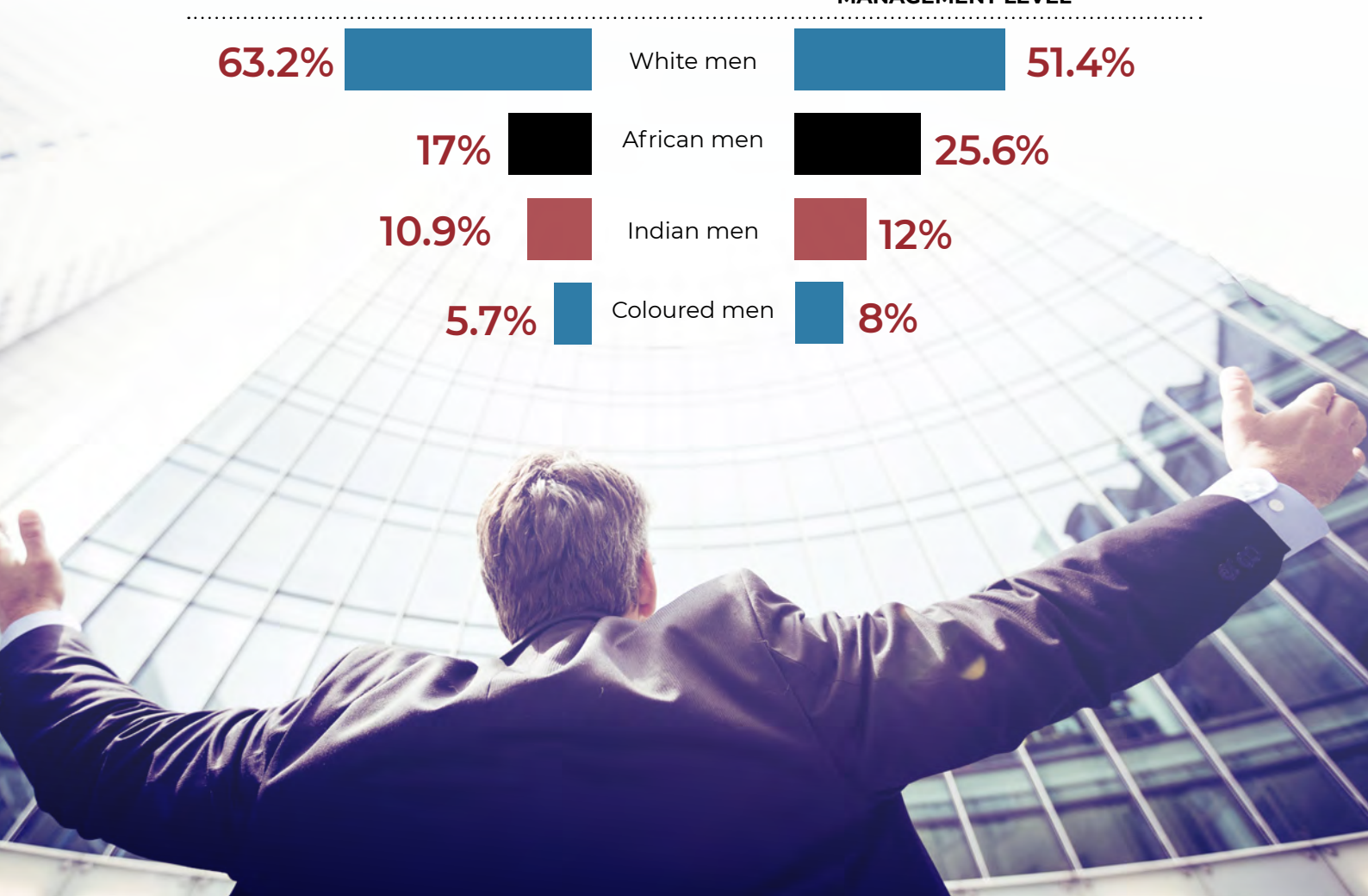
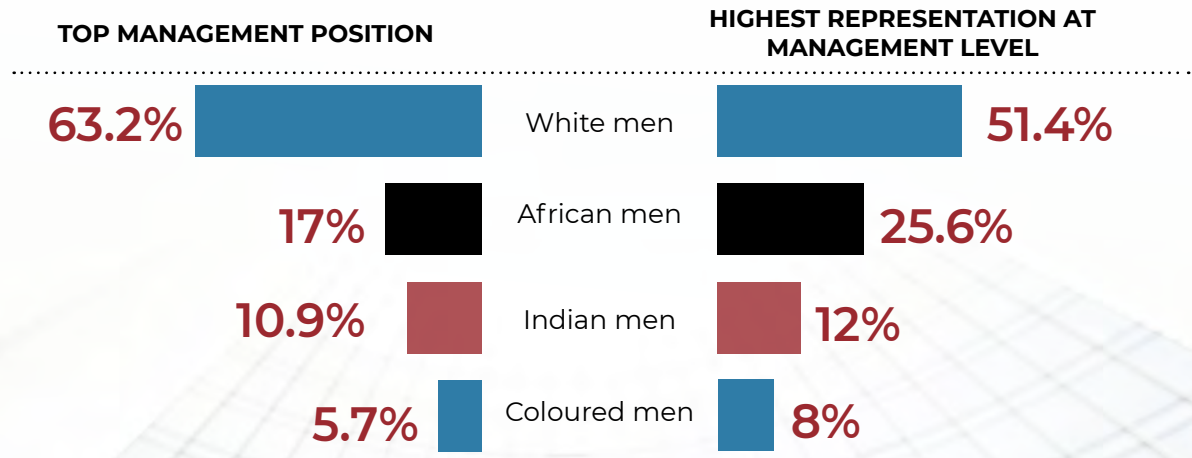
Finally, SEIFSA and all the trade unions have, as a fundamental element of the agreement, recommitted themselves to pursuing extension and gazettal of the agreement to all non-party employers and employees in the industry and as part of this commitment, have agreed to a special phase-in dispensation for employers, who have been operating outside of the main agreement collective bargaining arena. In pursuit of this goal, the Consolidated Employers Organisation (CEO) has opted to become a signatory to the Main Agreement, bringing into the net an additional 671 employers, employing 14 222 employees. With the PCA (SA) also supporting the extension of the Main Agreement, together with the SEIFSA affiliated membership numbers, gazettal and extension of the Main Agreement to non-party employers and employees may well be closer than ever before.

**Transformation**

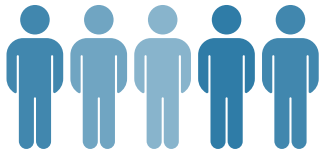
The slow pace of transformation in the country, including in the M&E sector, continues to be of great concern. The Employment Equity Act (EEA) and the Skills Development Act (SDA) provide the basis for addressing other indicators of inequality in the labour market. These two pieces of legislation complement each other in addressing inequalities and unfair discrimination in human capital development, thus helping the country to harness fully the potential of its diverse human capital. The manufacturing industry in general and the M&E sector in particular are very much in need of transformation. This is the case not only when it comes to general business ownership, but also with regards to occupation of senior leadership positions and the composition of Boards of Directors.

Government's latest workplace transformation report has found that more than a quarter of private sector employers are not investing in meaningful training and development and more than 20% do not have clear succession plans for the advancement of African, coloured and woman employees to top, senior

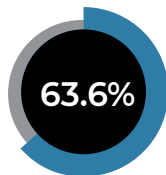
and middle management levels. According to the annual report of the Commission for Employment Equity (CEE) released in June 2022, many private sector employers have yet to clear away barriers to transformation at top management levels, 24 years after the enactment of the EEA and SDA.



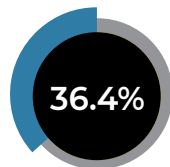
According to the report white men accounted for 63,2% in top management positions, down from 64,7% a year earlier; Africans occupied 17% compared with 15,8% in 2020; Indians accounted for 10,9% from 10,6% in 2020; and coloureds made up 5,9% from 5,7% in 2020. White people also had the highest representation at all management levels – 51,4% – while Africans were at 25,6%, Indians at 12% and coloureds at 8%. Men dominated senior management levels at 63,6% compared with woman at 36,4%. The CEE concluded that whites and Indians were overrepresented at top management level in relation to their economically active population (EAP) levels – a measure of people aged 15 to 64 who either have jobs or are unemployed but looking for work. Of further concern to the Commission was that 10,8% of employers reported disparities in pay, benefits, job classification and conditions of employment between races.



Men dominated senior management levels



Compared to 36.4% of women



Minister of Employment and Labour described the report as reflecting a sorry state of affairs. The Employment Equity Amendment Bill, currently before Parliament could well speed up meaningful transformation. Among other things the bill will require companies that do business with the state to comply with employment equity requirements and it envisages affording the Minister of Employment and Labour the authority to determine numerical targets for designated employers.

As a sector, we need to stand up and embrace change and advocate transformation. Not only is it in South Africa's interest for that to happen, but it is also fundamentally in business's own long-term interest. It is of critical importance that a concerted effort is made by the sector to create meaningful opportunities for all South Africans to play a crucial role in taking our industry to new heights.

### State of the nation

The year under review has been characterised by the wrapping-up of the hearings into State Capture chaired by Chief Justice Raymond Zondo and the presentation of the various volumes to the President. It remains our hope that the recommendations in the reports relating to investigations and prosecution of identified parties will be pursued with the urgency it deserves. We expect the criminal justice system to allocate the necessary resources to ensure a speedy investigation and prosecution of those alleged to have been involved in various acts of corruption, both in the public and the private sectors. We sincerely hope the means justify the ends in ensuring both that South Africans get to appreciate fully the extent to which their country was taken advantage of and that the country cleanses itself.

All of us have a collective duty to eradicate the terrible scourge of corruption and to place the country on an upward, growth trajectory. We dare not fail our country and future generations.

### Welcome Tafadzwa Chibanguza

A special word of welcome goes out to Tafadzwa Chibanguza who graciously agreed to return to SEIFSA as Chief Operating Officer.

I, and the membership are immensely pleased that he agreed to do so and I have no doubt that in his new role he will not only be a pillar of support to the Chief Executive Officer, but will undoubtedly play a valuable role to the work of the SEIFSA Board and indeed the industry.



## Appreciation

There is no doubt that a focused effort is required to navigate SEIFSA and member associations through increasingly challenging circumstances, socio-economic difficulties and political indecisiveness.

Last years' riots, floods in Kwa-Zulu Natal, persistent load-shedding and infrastructure failures have inflicted huge damage on our economy and it will take a herculean effort on the part of all stakeholders over the next couple of years to return the economy and indeed our country to pre-COVID levels of economic activity. We cannot stress enough the need for the Government to move swiftly beyond policy formulation to implementation and concrete actions. For SEIFSA to play its part will require well-informed, strong, respected leadership, a united and effective Board of Directors and Council and a presence and voice with all stakeholders.

I would like to express my thanks to the SEIFSA membership. This has been an eventful year and there have been many outstanding contributions by individuals to the successes that SEIFSA has achieved, negotiated and influenced.

My sincere thanks go to all SEIFSA Council Members for their support and active participation at our meetings. My thanks also go to fellow Directors on the SEIFSA Board and to the SEIFSA Executives.

I am grateful to the entire SEIFSA team for its collective and individual energy, enthusiasm and passion for the Federation. Your contribution, professionalism and dedication are greatly appreciated.

I wish the men and women who will be elected onto the Board of Directors at the Annual General Meeting in October the very best of luck in the year ahead.

Finally, I and the Board stand firmly behind the Chief Executive Officer, Lucio Trentini, as he continues his journey on behalf of all of us, with our support,

guidance and direction in positioning SEIFSA's strategic role in influencing policy and improving the business and regulatory framework for the sector, taking into account the interests of all players, small and big, in the M&E Sector and that, as much as possible, SEIFSA speaks for all of them.

To that end, and with our support, we wish him and his team good luck.

**Elias Monage**  
**President and Board Chairman**



# CHIEF EXECUTIVE OFFICER'S REPORT

Lucio Trentini



## ANOTHER TOUGH AND CHALLENGING YEAR

The year under review has been the most difficult, not just in SEIFSA's recent history, but also for the South African economy and, indeed, the global economy.

In the space of a year, the true cost of the COVID-19 pandemic and the ongoing lockdowns introduced by the government to help contain its spread have had a devastating effect on the economy. The restrictions matched against a fragile economy, spiking unemployment, a three-week industry strike and the rioting and looting, that took place mainly in Kwa-Zulu Natal and parts of Gauteng, shook South Africa and have contributed to severely impacting on the performance of the Metals and Engineering (M&E) Sector at a time when the economy was already in the doldrums. Rocketing unemployment levels, the debilitating and on-going electricity crisis coupled with the Russian invasion of Ukraine continues to affect the world economy and people's livelihoods.

### 34.5%

Easing of SA unemployment rate in the first quarter of 2022

Down from the record high of

### 35.3%

in the prior period



The COVID-19 pandemic has caused millions of workers to lose their jobs, while the number of discouraged workers has increased. Investment has been on a downward path already before the crisis, marred by policy uncertainty and a lack of essential infrastructure. Regulatory restrictions in many areas remain a threat to any meaningful recovery. Stronger growth is needed to place the government debt trajectory on a sustainable path and to finance large unmet needs in education, health and social spending.

After a relatively strong rebound in 2021, GDP is projected to grow by 2.3 and 1.4% in 2022 and 2023 respectively. Since the start of 2022 the baseline scenario has deteriorated as a combination of local and international factors caused a weaker rand, higher inflation, a faster increase in interest rates, slower economic growth and a continued rise in the unemployment rate. The economic outlook towards 2023 points to a pessimistic and difficult period due to several headwinds, including pressure from geopolitical risks on the exchange rate, the expiry of the fuel tax breaks, and no immediate to short-term improvement in the electricity load-shedding situation, amongst other challenges.

The overall pessimistic outlook demonstrates how much economic ground was lost during the period under review culminating in widespread business failures and huge job losses. South Africa's unemployment rate eased to 34,5% in the first quarter of 2022, the first decline in seven quarters, down from a record high of 35,3% in the prior period. The number of unemployed persons decreased by 60 000 to 7,9 million, employment rose by 370 000 to 14,9 million and the labour force went up by 310 000 to 22,8 million. Nevertheless, a rising number of people coming back into the labour market are more vulnerable than ever before. This reality reveals a lingering uncertainty in the economic outlook faced by the sector, brought about both from the global environment and domestic policy, which makes companies hesitant to add permanent workers to their books.

Notwithstanding the size of the economy having recovered to pre-COVID levels by the end of the first quarter of 2022, thanks mainly to rising commodity prices that lifted economic growth more than expected, the next two years' outlook remains uncertain due to increasing risks of a downturn in the advanced economies. Locally there is still far too much uncertainty. Unprotected strikes, intimidation and attacks on workers not participating in the strike continuous unchecked. Worse still, the vandalism on energy infrastructure during the period under review continued to take place with the law enforcement authorities seeming helpless to act in any meaningful manner.

**It is no exaggeration to say that the economy has been under siege. In the M&E Sector, as in other sectors of the economy, we have seen a growing number of companies embarking on short-time, layoff and retrenchments, being placed under business rescue or even being liquidated. Sadly, this is the kind of reality which is likely to remain with us over the next few months or years.**

Just as the rest of the economy felt the pain in FY2021/22, so, too, did SEIFSA. It is common cause that when companies hurt, among the first areas where they make cuts are training and consulting, the very areas in which SEIFSA offers services for all interested parties, members and non-members alike. On the cost side of the organisation, immediate steps were implemented to counter the reduced income received by SEIFSA. Office space was halved, employees who chose to exit the organisation were not replaced, benefits were reviewed and revised downwards, staff did not receive a salary adjustment, making this the second consecutive financial year where adjustments for staff were not awarded. The reality, looking back is that the situation would have been worse, had we not timeously taken steps to rein in costs.

With the benefit of hindsight and having survived our annus horribilis many businesses remain hesitant to build capacity back to pre-COVID levels. The economy continues to struggle, investment remains sluggish and confidence has been shaken. Last years' riots, floods in Kwa-Zulu Natal, persistent load-shedding and infrastructure failures have inflicted huge damage on our economy and it will take a herculean effort on the part of all stakeholders over the next couple of years to return the economy and indeed our country to pre-COVID levels of economic activity. We cannot stress enough the need for the Government to move swiftly beyond policy formulation to implementation and concrete actions.



## Advocacy and Lobbying

As always, advocacy and lobbying constitute an important part of our work, in addition to stakeholder management and revenue generation. This work is done through participation in various fora involving a multiplicity of stakeholders, attendance of important stakeholder functions and events, through to the arranging of one-on-one meetings for SEIFSA and/or some of its member associations or companies. We also ensure that the Federation's voice is heard on important matters with the potential to affect the economy and/or the metals and engineering sector.

Through regular public interviews, weekly issuing of press releases and the publishing of analyses and sundry opinion pieces in various media, SEIFSA continues to strengthen its profile as the authoritative voice in the M&E Sector.

Our various Divisional Executives continued to be active on various industry institutions and national business and tri-partite platforms.

**During the year under review the much awaited and anticipated Steel Master Plan was signed by Government, Business and Labour and in May 2022, SEIFSA hosted a successful Mainstreaming the Steel Master Plan Conference, in person, at Emperors Palace in Kempton Park where over 200 delegates together with senior government officials, business owners, captains of industry and union leaders were in attendance. The Minister of Trade Industry and Competition, Ebrahim Patel delivered the key note address thanking SEIFSA for convening the conference and stressing now, more**

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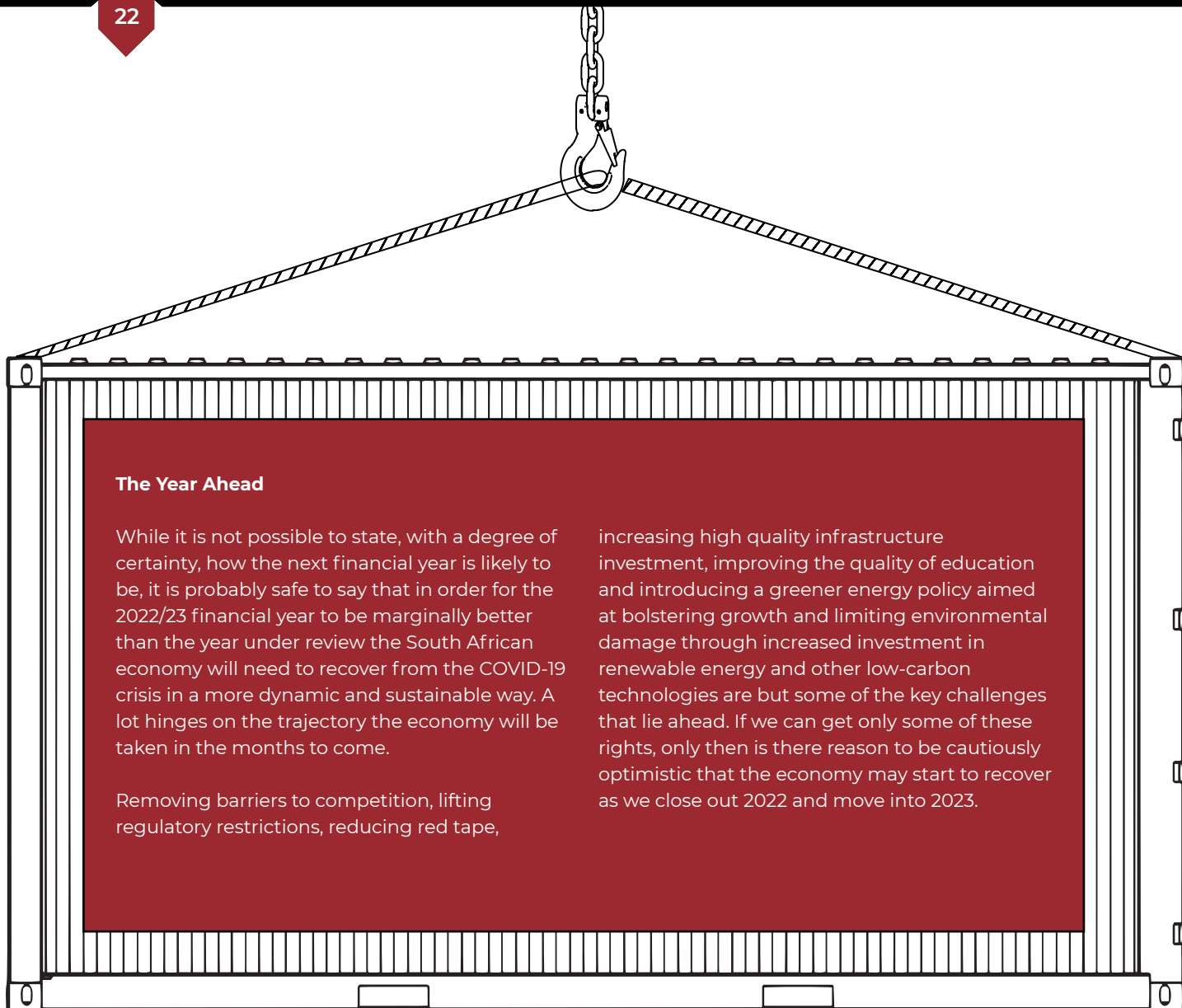
Regrettably, due to the COVID-19 pandemic and continued lockdown restrictions SEIFSA was unable to host the SEIFSA Awards for Excellence. However, the ever-popular SEIFSA Golf Day which once again was over-subscribed, with all holes sponsored was held. We are grateful to our affiliated members for continuing to support the SEIFSA Golf Day and the Reading Golf Club for hosting our golf day.

A separate, consolidated Advocacy and Lobbying Report is provided by our Chief Operating Officer, Tafadzwa Chibanguza, in this Annual Review.

## Stability At Industry Institutions

During the year under review, stability continued to exist at the two industry institutions, the Metal and Engineering Industries Bargaining Council (MEIBC) and the Metal Industries Bargaining Funds Administrators (MIBFA). MEIBC Chief Executive Officer Sicelo Nduna has settled in well, and MIBFA, under the watch of Jacques Calomiti, MIBFA Chief Executive Officer, continued to manage the Engineering Industries Pension, Provident and Sick Pay Fund.

A separate report on the MIBFA funds is provided by our Financial Executive, Mariaan de Jager, in this Annual Review.



### The Year Ahead

While it is not possible to state, with a degree of certainty, how the next financial year is likely to be, it is probably safe to say that in order for the 2022/23 financial year to be marginally better than the year under review the South African economy will need to recover from the COVID-19 crisis in a more dynamic and sustainable way. A lot hinges on the trajectory the economy will be taken in the months to come.

Removing barriers to competition, lifting regulatory restrictions, reducing red tape,

increasing high quality infrastructure investment, improving the quality of education and introducing a greener energy policy aimed at bolstering growth and limiting environmental damage through increased investment in renewable energy and other low-carbon technologies are but some of the key challenges that lie ahead. If we can get only some of these rights, only then is there reason to be cautiously optimistic that the economy may start to recover as we close out 2022 and move into 2023.

Key to the above will be whether we will indeed see meaningful progress on promised structural reforms. After five years of low growth, declining investment and rising unemployment, the country needs a bold implementation of reforms to face mounting challenges and restore the economy's growth potential.

## My thanks

The team with which I have the pleasure of working at SEIFSA is richly deserving of my gratitude and appreciation. Collectively, we have continued to work hard to ensure the Federation's success under the most challenging of circumstances.

I thank all staff members, from the Executive Committee Members to the most junior employee. A special word of thanks goes out to Tafadzwa Chibanguza who graciously agreed to return to SEIFSA as Chief Operating Officer. I, and the membership are immensely pleased that he agreed to do so and I have no doubt that in his new role he will be a great source of support to me and the membership.

**As always, colleagues and I are immensely grateful to all SEIFSA Associations and their membership for their continued support and loyalty to the Federation. We appreciate each one of them.**

Finally, my thanks and deep appreciation go to Elias Monage, SEIFSA President and Board Chair for his support and guidance to me and to the Board of Directors for its support and oversight of the Federation and the vote of confidence they have collectively invested in me to be the steward of the Federation over the next forward period.

Their collective skill, experience and wisdom and commitment to good corporate governance remain greatly appreciated.

**Lucio Trentini**  
**Chief Executive Officer**





# FINANCIAL REPORT

Mariaan de Jager  
Finance Executive



## OVERVIEW OF OPERATIONS

During the period under review the Federation continued to review its operations in-line with its revenue generating capability. The financial year commenced with the Section 189 process of the Labour Relations Act having been firmly bedded down. Cost savings initiatives presented to the Board during the approval of the budget for the year under review have been fully implemented and are slowly beginning to bear fruit. The Board together with the Executive undertook a strategic review of the Federation's strategic goals and objectives. This led to a revised strategic plan being formulated that seeks to steer the Federation in a direction where it better meets the needs of its members by taking on a greater lobby and advocacy role. Emphasis has also focused on building a SEIFSA team that is geared to meeting the interests of its affiliated membership.

The poor state of the economy continued to challenge the Federation in meeting its budgetary targets. A bleak economic growth outlook together with the recovery from the COVID-19 pandemic have seen many member companies operating in survival mode, although a handful of members reported relatively decent profits, albeit coming-off a low base. Unemployment grew (averaging around - 35%) to the highest levels ever recorded in the history of our country. The much-awaited government infrastructure spend is yet to materialize. The delay in the infrastructure spend presents a material constraint on the growth performance of the metals and engineering sector.

The lack of large-scale capital investment, the riots that ravaged KwaZulu Natal and Gauteng together with the floods that caused devastation in KwaZulu Natal have caused immense damage to an already struggling economy. To date, the country has not recovered from this devastation. To ease the pressure on wage costs, a watershed agreement was reached in July 2021. This saw increases being granted on minimum wage rates as per the wage tables on a sliding scale of between 5% to 6% calculated on the minimum rates.

The closedown of manufacturing facilities in China due to the resurgence of the COVID-19 virus severely impacted the supply of raw materials to the world. The war in Ukraine further exacerbated the supply of food, energy and raw materials to many markets. This has had a negative impact on the cost of inputs into various supply chains to the membership. The Federation has been hard hit by limited spending by its members, meaning that the uptake of the Federation's products and services have suffered. For the first time in many years the collection of membership fees has proved to be extremely challenging.

For the year under review the Federation continued to operate with a primary focus on collective bargaining, lobbying and advocacy, whilst simultaneously having a secondary focus on generating revenue from consultancy, training and the sale of publications such as the SEIFSA Price and Index Pages, Industrial Relations Advisors and The Main Agreement Handbook. The primary source of revenue was generated from fees levied to Associations, with the other revenue streams being generated from the sale of products, services and publications offered by the following Divisions:



Industrial Relations and Legal Services



Economic and Commercial



Human Capital and Skills Development



The Safety, Health, Environment and Quality service offerings have been outsourced.

SEIFSA has continued to offer accounting, administration and management services to its affiliated Associations.

The SEIFSA Training Centre (STC) continues to focus on developing high calibre artisans to meet the needs of employers in addressing the skills shortage in artisan development that faces the country. The STC underwent a major transformation during the year, with a significant portion of the cost being borne by the landlord. The STC is now in a position to elevate the performance of the Centre to the next level. In spite of the disruptions caused by the construction, the management of the STC were able to produce satisfactory results although not quite in-line with the forecast. With the relaunch of the STC, we anticipate a marked improvement in student numbers and a greater optimisation of our customer base. Working closely with our service provider, Thuthukisa Advisory & Consulting, we are forecasting better financial returns during the next financial year. The relaunched STC is now best placed to become an important catalyst in contributing to the upskilling of our population, uplifting communities and creating opportunities for young entrepreneurs.

During the year the Federation invested in creating awareness and publicity together with revamping of its digital platforms. This strategy has boded well for the Federation with publicity reaching high levels as measured by the Advertising Value Equivalent (AVE). Although there has been a relatively high turnover of staff both at a junior and senior levels, the Federation has been agile in filling these vacancies, without much disruption and ensuring that the Federation meets its objectives and budget.

### Overview of Financial Results

We are pleased to report that the Federation recorded a surplus against budget for the year under review after sustaining heavy deficits over the past two years. This is testament to the Federation's ability to be agile, to cope in a fast-changing environment and remain resilient in the aftermath of the devastation caused by the pandemic.

Regrettably income generated from membership fees has decreased by 12.6% from FY2020/21. This decrease was mainly due to the poor economic environment and trading conditions that caused many a business closure and a reduction in headcount recorded across our membership base.

The SEIFSA Training Centre (STC) has been under new management from 1 January 2021. Thuthukisa Advisory & Consulting (TAC) has taken over the management of the STC for the next five years. It is pleasing to note that the STC under TAC has recorded a profit in its 18 months of operation.

The revenue generated from the sale of products and services decreased by 1.6% when compared to FY2021/22. This deterioration is a function of the tough operating environment.

Total expenses for the current year decreased by 13.9% when compared to FY2020/21. Cost containment and the optimisation of costs continued to be implemented throughout the year and will remain the mantra into the next financial year.

## 13.9%

Decrease in total expenses



The year closed with a surplus which is a significant improvement from the previous two financial years.

### Internal Control

SEIFSA's system of internal control is designed to provide reasonable assurance that, inter alia, assets are safeguarded and that liabilities and working capital are managed efficiently.

### Risk strategy

SEIFSA has a risk management strategy in place and actively monitors and takes appropriate action against the risks identified and captured in the Risk Register.

### **Fraud and corruption**

SEIFSA has committed itself to actively combatting fraud and all other acts of dishonesty on a zero-tolerance basis.

### **Discontinued Activities/ Activities to be Discontinued**

SEIFSA has no discontinued activities or activities to be discontinued in the next 12 months.

### **New or Proposed Activities**

SEIFSA has no new or proposed activities for the next 12 months.

### **Gifts and Donations received In kind from Non-Related Parties**

No gifts and donations were received in kind from non-related parties. Employees are limited to receiving gifts totalling R500.00 per annum and are obliged to complete the Gift Register which is tabled at the Executive Committee meeting every quarter.

### **Events After Reporting Date**

No events took place after the reporting date that would materially impact on the financial position and/or performance of SEIFSA

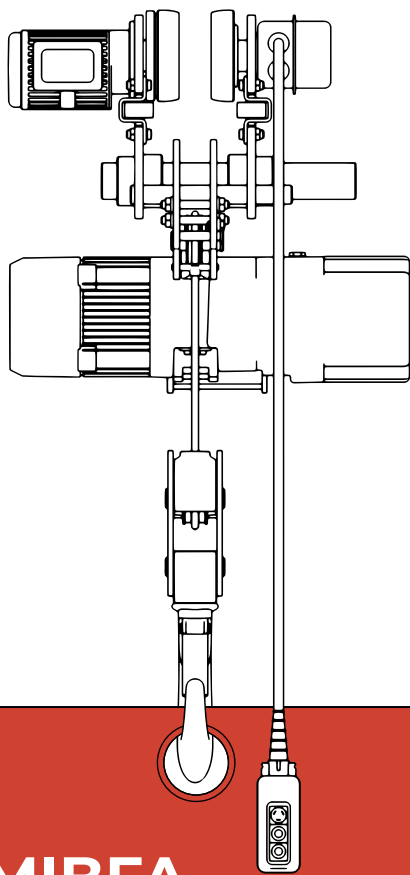
### **Future Plans**

SEIFSA will continue to focus on its revised and approved strategy and continue to focus on its primary mandate which is: collective bargaining, lobbying and advocacy. As a secondary focus the Federation will simultaneously seek to generate revenue from the rendering of services that are paramount to its members' and deliver products that add value. Continuous monitoring of the environment affecting the Federation will be maintained and the necessary corrective action will be implemented timeously in order to ensure that the Federation remains financially viable, relevant and on track to deliver on its mandate.

The year ahead remains a challenging one, with a bleak economic forecast, the war in Ukraine, high levels of unemployment, global supply issues and limited capital investment. This notwithstanding and with the continued support of a loyal membership, supportive Board and hard-working Executive and Staff the Federation remains firmly of the view that the wins achieved in FY2021/22 can be repeated in FY2022/23.

Mariaan De Jager  
**Finance Executive**





# MIBFA REPORT

Mariaan de Jager  
Finance Executive

## BACKGROUND

Retirement Funds in South Africa are governed by the Pension Funds Act No. 24 of 1956 (as amended), that came into operation on 1 January 1958. Since then, all retirement Funds (Pension, Provident and Retirement Annuity Funds) must be registered in terms of this Act.

### The main aims of the Pension Funds Act are to:

- Register and regulate all entities operating as Retirement Funds;
- Protect the rights of members;
- Maintain minimum solvency standards to ensure that employers do not renege on their commitments to employees and leave them destitute in their old age;
- Ensure that the Funds, as separate legal entities, have balanced ownership and accountability of the participating parties; and
- Dissolve Funds that are financially unsound or wilfully violate the Act.

In terms of the Pension Funds Act, members have the right to elect 50% of the Board Members. A Trustee acts in a fiduciary capacity and should be familiar with and understand the laws governing retirement funds.

The Board of Trustees has appointed as its agent the Metal Industries Benefit Fund Administrators (MIBFA) to administer the funds of Employers and Employees in the metals and engineering industries. The Board is nevertheless accountable and ultimately responsible to the Registrar and the Financial Sector Conduct. MIBFA provides administration services for the following Funds:

### A BRIEF HISTORY OF THE FUNDS THAT ARE ADMINISTERED BY MIBFA



Engineering Industries  
Pension Fund;



Metal and Engineering Industries  
Permanent Disability Scheme



Metal Industries  
Provident Fund;



Metal and Engineering Industries  
Bargaining Sick Pay Fund

### Engineering Industries Pension Fund

The Engineering Industries Pension Fund, being the continuation of the Metal Industries Group Life and Provident Fund with which the Metal Industries Group Pension Fund was merged with effect from 1 January 1995, was first established in 1957.

Until 31 March 2012 the Engineering Industries Pension Fund was a Defined Benefit Fund. This means that the benefits that were payable in terms of the Rules were guaranteed and fixed in nature. The Fund bore the risk and benefits payable on retirement had to be paid as a monthly income and were payable to the member for the rest of his or her life. The Board of Trustees agreed to convert the active member section of the Fund to a Defined Contribution Fund from 1 April 2012.

This was done in order to guarantee the long-term financial sustainability of the Fund.

In a Defined Contribution Fund, member benefits are based on the members' own contributions to the Fund, plus the employer's contributions, plus interest earned from investing these contributions.



### The Metal Industries Provident Fund

The Metal Industries Provident Fund, a Defined Contribution Fund, was established on 1 May 1991.

In this Fund, only the contributions are defined and benefits that are payable in terms of the Rules are payable as a lump sum. There is no monthly income on retirement. The member, therefore, carries the risk and is responsible for ensuring that s/he invests the lump sum wisely.

On starting employment, workers can thus choose to belong to either the Engineering Industries Pension Fund or the Metal Industries Provident Fund.

### The Metal and Engineering Industries Permanent Disability Scheme

The Permanent Disability Scheme was established in 1994 in order to provide a monthly income to members who become permanently disabled and unfit to carry out any occupation in the metal industries.

On joining either the Engineering Industries Pension Fund or the Metal Industries Provident Fund, members automatically assume membership of the Permanent Disability Scheme.

### Metal and Engineering Industries Bargaining Sick Pay Fund

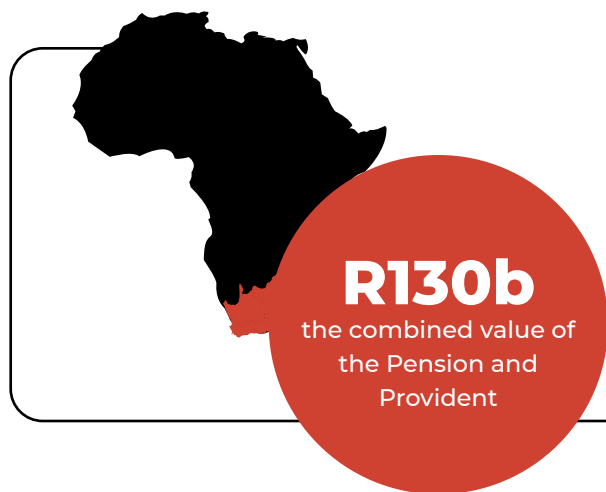
The Sick Pay Fund, a Benefit Fund governed by the Friendly Societies Act, was established in 1978.

These benefits are temporary in nature and are geared to assist employees in times when they have exhausted their sick leave and have no means of income while they are absent from work due to illness or confinement. The benefit also includes payment to employees who are on maternity leave for a period up to six months.

### Representation on the board of trustees

The Associations affiliated to SEIFSA have elected representatives from Industry, together with employees of SEIFSA, to serve as Trustees on the Boards of Trustees of the Pension and Provident Funds. The Board of Trustees comprises an equal split of representation from both Employers and Labour, who meet at least four times per annum. Based on the level of knowledge and expertise that the Trustees have, they also serve on various sub-committees of the Board of Trustees, namely:

- Governance Committee;
- Investment Committee;
- Death Claims & Communications Committee;
- Disability Committee;
- Actuarial and Benefits Committee (sub-committee of the Investment Committee); and
- Collaboration Forum.



The number of meetings held by the various sub-committees will vary, depending on the tasks at hand, and will normally precede a meeting of the Board of Trustees.

The Board of Trustees has adopted an Investment Policy Statement and has strict Governance measures in place.

## Investments

The combined value of the Pension and Provident Funds is in excess of R130 billion, making it one of the largest privately managed funds in the country. The performance of the Fund Managers is closely monitored and corrective action implemented immediately, where necessary.

Financial markets have been extremely volatile over the past three years due to the COVID-19 pandemic and more recently the war in Ukraine. As the vaccine rollout to counter the scourge of the virus gained momentum, markets recovered

as predicted following a V-shaped recovery curve. However sporadic outbreaks of the virus in China put a damper on global supply of production inputs due to a lockdown of the country to counter the spread of the virus. Compounding this is the war in Ukraine that further impacted negatively on the performance of local and global stocks. Notwithstanding these events, the local economy has been at a low with high levels of unemployment, the riots that ravaged KZN and Gauteng, poor economic growth followed poor performance of the local stock market.

Based on the investment returns, EIPF declared a final fund interest rate of 14% pa for the period 1 April 2021 to 31 March 2022 and an exit bonus on a sliding scale of between 1% - 27%. The MIPF declared a final fund interest rate of 14% pa for the period 1 April 2021 to 31 March 2022 and an exit bonus on a sliding scale of between 1% - 17%.

Based on the return, the pensioners were granted an increase of 7.5% to their monthly pensions and were awarded a once off lump sum bonus of 1.5 times their monthly pension.

Surplus apportionments have exceeded R26.8bn (R26.5bn prior year) to date, with 7.3% being added monthly for the employees' benefit from the Contribution Increase Programme Reserve Account (CIPRA), with no cost to the employer or employee. The South African Revenue Services has approved

**EIPF Fund  
interest rate  
14% pa**



**Pensioners  
increase  
7.5% pm**



**Surplus  
apportionments  
7.3% pm**



legislation to allow the transfer from a provident fund to a pension fund on retirement, this will enable pensioners to gain maximum pension for a longer period of time.

The Funds are managed in terms of the Strategic Asset Allocation (SAA) policy approved by the Boards of Trustees.

## SECTION 13 OF THE PENSION FUNDS ACT

Non-compliance with Section 13A of the Pension Funds Act 24 of 1956 (the “Act”) which deals with payment of contributions to the Fund is now a criminal offence in terms of the new sections [13(8) and (9)] that have been added to the Pension Funds Act with effect from 28 February 2014. If convicted, a fine of up to R10 million and/or imprisonment of up to 10 years may be imposed on the responsible party.

In addition to criminalising the non-payment of contributions, the person at the employer responsible for not paying the contributions over to the Fund is also held personally liable for the non-compliance. Every Director of a Company or every

Member of a Close Corporation, who is regularly involved in the management of the Company's or Close Corporation's overall financial affairs, or all the persons comprising the governing body of the employer, as the case may be, are personally liable for compliance with this Section of the Act. In terms of Section 13A (9) (a) of the Act, the Fund is compelled to request all participating employers to identify a “Responsible Person” that will be personally liable in the event of non-compliance with Section 13A.

During the year, MIBFA allocated part of its enforcement of arrear collection budget to the Metal Engineering Industries Bargaining Council (MEIBC) to roll out the new provisions of Section 13. This was a positive action that has yielded more than R989m (prior year R845m) in acknowledgment of debts (AOD) being secured by the Attorney. Payments totalling R653m (prior year R546m) of the signed AODs have been received, which equates to a 66% (prior year 65%) collection success rate.





## TAXATION LAWS AMENDMENT ACT, 2020

The Taxation Laws Amendment Act (TLAA) was enacted on 20 January 2021 and requires the annuitisation of provident fund retirement benefits paid after 1 March 2021. There are various “grandfathering” provisions, such as:

- All benefits accrued in provident funds (including preservation provident funds) as at 1 March 2021, including the further investment returns thereon, will be vested, i.e. they may be taken in cash on retirement, even if the member transfers to a different pension or provident fund;
- For provident fund members aged 55 or older on 1 March 2021, their further contributions (and investment return thereon) to the same provident fund may also be taken in cash on retirement;

- Where the total non-vested amount in a provident fund (or a pension fund) is less than the de minimis limit of R247 500, it may be taken in cash on retirement; and
- The de minimis limit applies to each fund where a person is a member of more than one retirement fund.

**The TLAA has major implications for the Metals Funds in that vested and non-vested amounts will have to be held and administered separately for each member from 1 March 2021 to ensure that the appropriate amount (vested amount) can be paid in cash and the balance (non-vested amount) is annuitised on retirement.**



## PROTECTION OF PERSONAL INFORMATION ACT, 2013

The Protection of Personal Information Act (POPIA) was enacted on 19 November 2013. Various sections of the Act come into effect on different dates.

**A retirement fund is responsible for the protection and confidentiality of all member information, either where the fund uses the data itself or where it provides the data to a third party (such as a commercial administrator, the fund's risk insurer, auditor, actuary, etc) for processing. Stiff penalties can be applied in respect of any breaches.**

The Funds' administrator is currently reviewing the Funds' data provision and administration practices, and those of its service providers, and will implement changes necessary to ensure compliance with the Act.



## MERGER OF THE PROVIDENT & PENSION FUNDS

This matter is being considered due to a change in legislation. Members will be kept abreast as this process unfolds. There is a list of matters that the Fund Actuary, Advisors, and Legal Experts are considering.

## STAKEHOLDER RELATIONSHIPS

MIBFA has set up a call centre to assist members with queries. In addition, SEIFSA continues to engage and provide feedback to all its member Associations and to the members of the affiliated Associations on MIBFA's various activities. When requested to do so, SEIFSA regularly engages with MIBFA to address and satisfactorily resolve various funds-related matters.

Mariaan de Jager  
**Finance Executive**



# COMPANY SECRETARY REPORT

Louwressè Specht

Industrial Relations Executive &  
Company Secretary

During the Federation's 78th Annual General Meeting (AGM) held on 8 October 2020, the following Non-Executive Directors were elected to the SEIFSA Board:

- Mervyn Naidoo;
- Malcolm McCulloch; and
- Arun Cadha.

The following Non-Executive Directors were re-elected to serve on the SEIFSA Board:

- Elias Monage; and
- Andrea Moz.

The following were elected President and Vice-Presidents from the elected Non-Executive Directors:

#### **SEIFSA President**

- Elias Monage

#### **SEIFSA Vice-Presidents**

- Nonhlanhla Ngwenya; and
- Andrea Moz.

#### **Board Meetings**

In the year under review, there were six Board Meetings held on the following dates:

- 2 August 2021
- 26 August 2021\*
- 20 September 2021\*
- 18 November 2021
- 8 February 2022
- 3 May 2022

*\*Special Board Meeting.*

#### **Board Committee Meetings**

In the year under review, there were the following Board Committee Meetings, held on the following dates:

#### **Audit and Risk Committee**

- 20 September 2021\*
- 20 April 2022

#### **Social and Ethics Committee**

- 13 July 2021
- 16 July 2021\*

#### **Nomination Committee**

- 26 August 2021

#### **Remuneration Committee**

- 26 August 2021

*\*Special Meetings*

#### **Governance Issues**

The following noteworthy governance events took place during the course of the year:

- Mr. Arun Chadha resigned from the Board due to time constraints. SEIFSA wishes him well and thanks him for his service to the Federation and his invaluable input in the design of the SEIFSA's new Advocacy and Lobbying Strategy.
- During July 2021, Dr. Kaizer Nyatsumba resigned from the Federation.
- On 2 August 2021 the SEIFSA Board unanimously resolved to appoint Mr. Lucio Trentini as Chief Executive Officer.
- During November 2021 the Board held a two-day strategy session in which it formulated SEIFSA's new Lobbying and Advocacy Strategy.

**Louwressè Specht**  
**Company Secretary**



# ADVOCACY AND LOBBYING REPORT

Tafadzwa Chibanguza  
Chief Operating Officer

### SEIFSA Strategic Review

The metals and engineering sector is important to the South African economy, constituting 26.3% of the manufacturing sector and a critical supplier of inputs into the mining, energy, construction, automotive sectors and other sub-industries of the manufacturing sector. SEIFSA as the principal advocate of this sector has an important role to play in the broader economic discourse. In the year under review, SEIFSA undertook a critical strategic review of the greater role that the organisation needs to play in representing its membership.

The strategic review identified that SEIFSA is a strong advocate for its members in the collective bargaining space given its long track record in this area. However, the organisation needs to play a much bigger role in advocating and lobbying for a

business-friendly environment that will ensure the sustainability of the sector. SEIFSA will be guided by the following broad objectives in delivering on this agenda:



#### SEIFSA becoming the recognised authority and voice of the metal and engineering industry

Ensure that SEIFSA becomes the recognised authority and voice of the metal and engineering industry in all relevant fields, particularly in labour relations, skills development, economics, manufacturing, trade relations and the commercial sector;



#### Promote the growth and wellbeing of the industry

Promote the growth and wellbeing of the industry by formulating and advocating for the implementation of policies and strategies that will promote and develop the metals and engineering industries;



#### Influence the business environment positively

Influence the business environment positively for the SEIFSA membership and promote the unity of the SEIFSA affiliated Associations, as well as encourage the formation of partnerships and joint ventures amongst SEIFSA members and with other business organisations and entities;



#### Dialogue and engagement with government Department

Initiate and maintain dialogue and engagement processes with all relevant government departments.

To this end, the strategic review produced 10 strategic objectives, which are accompanied by the desired outcomes in those intervention areas and a high-level implementation plan. The lobby and advocacy initiatives included in this section serve this agenda.

## SEIFSA – Eskom Engagement

In recognising the debilitating impact that the country's energy crisis is having on the metals and engineering sector's current and future economic prospects, SEIFSA reached out to the Eskom Group CEO for an engagement. The purpose of the meeting was to highlight the plight of the energy crisis on the sector, to open the channels of communication between Eskom and SEIFSA, and lastly to identify areas in which the sector can partner with Eskom in addressing the energy crisis. The meeting took place on the 25th of April 2022, with Eskom's Group CEO Mr Andre de Ruyter, Group Managing Director (Distribution) Mr Monde Bala and a delegation from SEIFSA which comprised of CEO's and Executives from SEIFSA member companies. Several areas of collaboration were identified including partnering on capacitating municipalities, co-development of direct supply and payment models and working together on developing technical specifications for some of the products that Eskom purchases from the sector. These engagements will be ongoing as different workstreams.

### SEIFSA Submission to the 2022 Draft Preferential Procurement Regulations

In March 2022, the National Treasury published draft preferential procurement regulations for public comment. The draft regulations were published on the back of the Supreme and Constitutional courts ruling that the 2017 preferential procurement regulations were inconsistent with the country's constitution. At issue was the provision in the 2017 regulations that provided for the use of a company's BBBEE status as prequalifying criterion to submitting a bid for a state tender. In response, in the 2022 draft regulations, National Treasury removed all forms of explicit preference. More importantly, it maintained the 80/20 (<R50 million) or 90/10 (>R50 million) (price/socio-economic) scoring mechanism, however, it provided that all state organs can pursue their own procurement plans under the socio-economic component.

SEIFSA prepared a submission on behalf of the metals and engineering sector, highlighting that the rule of law is supreme and that all regulations should align with the country's constitution. However, removing all forms of preference for domestic companies presents a missed opportunity to grow and transform the country's industrial base. Particularly removing the preference prior to addressing the country's punitive cost of doing business, which would be akin to placing the proverbial cart before the horse. The submission also highlighted that devolving the responsibility to each state organ to determine its own procurement plan under the socio-economic component of the scoring mechanism, will create an untenable business environment for local companies. Following these inputs, National Treasury is in the process of developing the 2022 Preferential Procurement Regulations, which have not yet been published at the time of preparing this report.

### 4th South African Investment Conference

In March 2022, the President of the Federation, Elias Monage, Chief Executive Officer, Lucio Trentini and Chief Operating Officer, Tafadzwa Chibanguza attended the 4th South African Investment Conference. SEIFSA's attendance at the conference was important because the event brings together most of the role players in the economy under one roof.

This platform provided an important opportunity for the SEIFSA officials to meet, exchange contact details and open lines of communication with a number of presidential and ministerial advisers, representatives of other organised business formations and government officials that share or serve the strategic interests of SEIFSA and its members. The platform provided an important foundation and contacts for the lobby and advocacy work that the federation is pursuing.



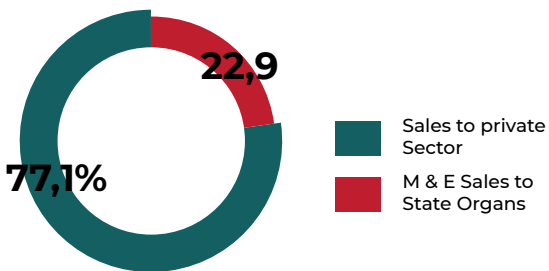
**R800b**  
per annum  
of state  
procurement

**SEIFSA's Participation in the NEDLAC Consultation on the Public Procurement Bill**

In April 2022, the National Treasury submitted the Public Procurement Bill for consultation and review through the NEDLAC process. The bill seeks to regulate all aspects of public procurement and for all matters connected therewith. It seeks to ensure the efficient, economic and effective use of public resources, while placing mechanisms for accountability and transparency in public procurement. This bill is very important given that state procurement amounts to R800 billion per annum. For the metals and engineering sector, sales to state organs account for 22.9% of domestic sales, however, for some of the sub-industries state

procurement accounts for as much as 52%, thereby highlighting the importance of the bill to the sector.

SEIFSA submitted a nomination to BUSA to participate as part of the business representatives at the NEDLAC process. The nomination was approved. The business delegation has representation from the banking sector, the civil engineering, and other bodies representing the manufacturing sector (including SEIFSA), which make up the bulk. The NEDLAC consultation process is set down for three to six months with meetings occurring every second week. Each NECLAC meeting sits to consider a theme of the procurement bill, which include general functions of the public procurement office, procurement principles, duties of the procuring institutions, preferential procurement, procurement integrity, codes of conduct, exclusions, politically exposed individuals, to name a few, with inputs from business, labour and government. At consultation process is estimated to end in December 2022.



### **SEIFSA engagements with the National Regulator for Compulsory Specifications (NRCS)**

The NRCS is an entity of the Department of Trade, Industry and Competition (DTIC), established to administer compulsory specifications and other technical regulations that local manufacturers must comply with. Its objective is to ensure fair trade and protect consumer safety with the products that the purchase. There has been high levels of dissatisfaction and frustration expressed by industry in relation to the general performance of the NRCS, the implementation of the NRCS Act (5 of 2008) and reservations related to the regulatory model of the NRCS Act.

Business Unity South Africa (BUSA) has developed a platform, with workstreams to engage with the NRCS in resolving the challenges experienced by

industry. The work seeks to avoid a continuation, or deterioration, of the current state of affairs and further compromise the efficacy of the mandatory regulations designed to protect manufacturer, consumers and the broader economy.

SEIFSA has been an active participation in this initiative, on behalf of its members in the electro-technical industry, who are most affected by the performance of the NRCS. Some associations within the SEIFSA fold have also provided technical expertise and financial resources to this initiative.



### Steel Master Plan (SMP) Conference

In May 2022, SEIFSA hosted a successful SMP conference under the banner Mainstreaming the Steel Master Plan. The purpose of hosting the conference was to place the plan back on the agenda of the industry, given the important one-year milestone post the signing of the plan by industry representatives. The conference sought to take stock of the progress to-date in the respective workstreams, and more importantly, to chart the road ahead for the next year.

A detailed report of the conference proceedings was prepared by the SEIFSA office, and more importantly, a 10-point to-do list of action items that were identified at the conference as necessary interventions to revive the sector. The success of the conference will be measured by delivering on

these action items. This detailed report is available on the SEIFSA website. The SEIFSA office will also prepare quarterly updates to communicate to industry progress on the respective workstreams.

In the year ahead, SEIFSA will continue to play a much greater role in representing its members and lobbying for a business-friendly environment and one conducive to the metals and engineering sector. The organisation has been capacitated to pursue this agenda, with the 10 strategic objectives having been placed as high priority for all the Executives in the organisation.

**Tafadzwa (Taffie) Chibanguza**  
Chief Operating Officer





# SOCIAL RESPONSIBILITY REPORT

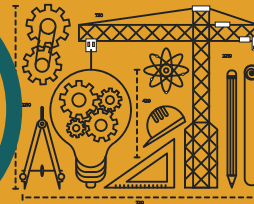
Zizile Lushaba

Human Capital & Skills Development Executive

SEIFSA prides itself on being responsive to the needs of not only its stakeholders, but communities in need of assistance. The Federation understands that it does not exist in a vacuum and, therefore, strives to be a corporate citizen that contributes to a healthy socio-economic environment. As such, SEIFSA believes that social responsibility is not only a moral imperative, but an integral part of its business model. SEIFSA uses the following blended approach to ensure that it is socially accountable and builds towards an enhanced future for our industry:

## Apprenticeships

25  
Apprentices



SEIFSA keeps a watchful eye on scarce skills and aligns its funding to contribute to a consistent flow of a skills pipeline for the future. In the year under review, R2.58-million funding was fully committed through a partnership with Rand Mutual Assurance (RMA) to fund the unemployed youth apprenticeships project.

### R2,58 million

funding was fully committed through a partnership with Rand Mutual Assurance (RMA) to fund the unemployed youth apprenticeships project

**SEIFSA awarded scholarships to 25 apprentices who were trained in various trades offered at the SEIFSA Training Centre (including:**

Boiler making, Electrical, Fitter and Millwright). The selection for the trades was based on demand and the list of scarce skills as identified by the merSETA. All 25 apprentices have been placed at various Macsteel branches to gain their practical work experience as Macsteel co-funded these apprentices.

### The highlights of this project include:

- Apprenticeship training in partnership with SEIFSA and Macsteel has ensured that apprentices recruited are not merely being used as cheap labour;
- Apprentices beyond the funding of RMA are currently receiving a monthly salary close to seven thousand rands per month, this is being funded by Macsteel beyond the RMA funding of 1 year;
- Macsteel has committed to ensure that all apprentices are funded to completion for the entire duration of their apprenticeship and;
- Macsteel intends to absorb most of the apprentices after they qualify as part of their talent and succession development strategy.

## SEIFSA Bursary

SEIFSA has a longstanding, reputable bursary fund in place and boasts numerous successful business leaders who benefited from this fund. The Federation has undertaken to support and facilitate the development, availability and retention of skilled human capital in the M&E Sector.

Through the scheme, SEIFSA promotes development for critical and scarce industry skills required. Diversity in the student body is prioritised by encouraging previously disadvantaged individuals to seek assistance.

While the scope of the SEIFSA bursaries relates primarily to employers and employees affiliated to associations federated to SEIFSA, the policy does not preclude applications from eligible persons falling outside this fold.

In the year under review, SEIFSA in partnership with RMA provided bursaries to 26 students at various universities. As part of our efforts to contribute towards building a skilled economy in accordance with the National Development Plan, all the bursary recipients are pursuing qualifications that will assist in addressing skills shortages within the M&E sector.

We are proud of the distinctive calibre of individuals who are recruited through the bursary process.



### Internship Programme

SEIFSA annually hosts learners from various Technical and Vocational Colleges to enable them to complete the practical work-based learning element needed for them to qualify.

Our intern development programme provides trainees with meaningful work under the guidance

of allocated mentors who are trained according to an individually-paced hierarchy of learning.

On rare occasions, we have in the past absorbed some interns where suitable positions became available.

### Phumula Gardens Primary School

SEIFSA adopted Phumula Gardens Primary School in Germiston, which has more than 2,000 learners. This school is home to children who live in RDP houses and some from some child-headed households. SEIFSA has a long-standing relationship with the school and has been assisting with its various needs as part of its corporate social investment.

SEIFSA believes learners need a clean, safe and happy environment in which to learn and thrive, and we were pleased to be able to contribute to creating such an environment at Phumula Gardens Primary School. Due to the pandemic, the school has been opened and closed on several occasions and learning at the school has been impacted by the school closures. We continue to engage with the school and provide support as required.



## INNOVATION HUB

SEIFSA has partnered with RMA to create an Innovation Hub based at the SEIFSA Training Centre situated Benoni. This programme in its inaugural year seeks to establish a facility where young unemployed entrepreneurs can be equipped with the necessary technical, practical and business skills to create and maintain successful businesses. A fund of R2.0m has been set aside to develop 10 beneficiaries. During the year good progress has been made in rolling out this innovative programme that will assist in creating employment and assisting the youth in assisting the communities they live in.

## SUPPLIER DEVELOPMENT

The economy has been struggling over the past years and with the devastating impact of the COVID-19 pandemic many businesses have closed their doors and many struggle to survive. The impact on small business has been even more devastating. SEIFSA has also partnered

with RMA to support the development of small business in these challenging times. A fund of R2.0million has been created to assist 10 beneficiaries of this programme, however due to the requirements of the applicants, the total number businesses supported dropped to 7. All 7 businesses have been registered to ensure legal compliance and have been supported and sound progress has been noted at year end.

All beneficiaries have found value by participating in this initiative and requests to further support this programme have been received from all the beneficiaries. We have taken a small, but important, step in uplifting these businesses, that has resulted in increased revenue and headcount, perhaps assisting these companies to grow to the next level, ideally with on-going support.

Zizile Lushaba

**Human Capital and Skills Development Executive**







# ABOUT SEIFSA

Theresa Crowley  
Association Manager



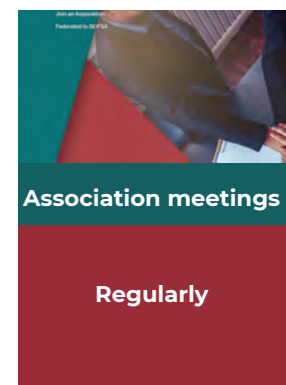
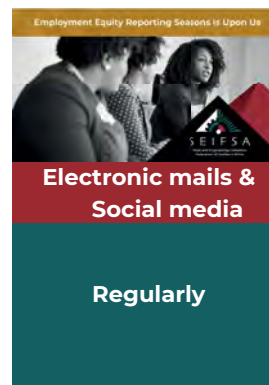
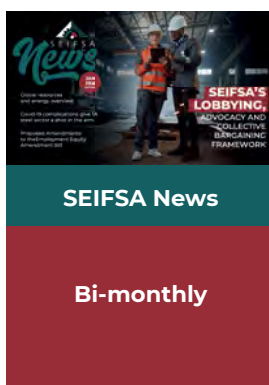
The Steel and Engineering Industries Federation of Southern Africa (SEIFSA) is a national employer federation representing the Metals and Engineering (M&E) industry. SEIFSA has, for the past 79 years, provided support to its members by lobbying for policies that have improved the business environment in which its members operate.

SEIFSA's management team represents employers on a number of organisations that are critical to the success of the industry as a whole, including Business Unity South Africa (BUSA), the National Economic Development and Labour Council (Nedlac) and the National Skills Authority (NSA). Over the years, the SEIFSA management team has positively influenced legislation and policy affecting labour relations, skills development, as well as economic and trade matters.

SEIFSA has a dual purpose: to operate at national level as the recognised voice of the M&E industry and at individual member company level by providing a comprehensive range of services and products to its members.

At industry level, SEIFSA negotiates collective agreements covering wages, conditions of employment and social security benefit arrangements with the trade unions. The Federation also represents employers on the boards of the Engineering Industries Pension Fund, the Metal Industries Provident Fund, the Metal and Engineering Industries Permanent Disability Scheme, the Metal and Engineering Industries Bargaining Council (MEIBC), the MEIBC Sick Pay Fund and the Manufacturing, Engineering and Related Services SETA.

**Communication is an important aspect of the Federation's relationship with its members. There are four main channels of communication:**



# ASSOCIATIONS FEDERATED TO SEIFSA

SEIFSA is the umbrella body for the following 18 registered independent employers' organisations representing all the diverse sectors which constitute the M&E industry:

## MANUFACTURING

- Hand Tool Manufacturers Association
- SA Valve and Actuator Manufacturers Association
- SA Pump Manufacturers Association
- Light Engineering Industries Association of SA
- Refrigeration and Air-Conditioning Manufacturers' and Suppliers' Association

## MATERIAL

- Iron and Steel Producers Association of South Africa
- Non-Ferrous Metal Industries Association
- South African Electro-Plating Industries Association

## REGIONAL

- Cape Engineers & Founders Association
- KwaZulu-Natal Engineering Industries Association
- Eastern Cape Engineering and Allied Industries Association

## CONSTRUCTION

- Constructional Engineering Association
- Gate and Fence Association
- Lift Engineering Association of South Africa
- South African Refrigeration and Air-Conditioning Contractors' Association

## ELECTRICAL

- Association of Electric Cable Manufacturers of South Africa
- Electrical Engineering and Allied Industries Association
- Electrical Manufacturers Association of South Africa

SEIFSA is a non-profit-making body. Its main source of income derives from annual per capita levies on member companies. The balance derives from income from services rendered and products sold to companies in the industry. SEIFSA's range of services and products includes consultancy (covering labour legislation, employment conditions, human capital and skill development, safety, health, environment and quality, broad-based black economic empowerment and contract price adjustment), publications, training courses, seminars and conferences.

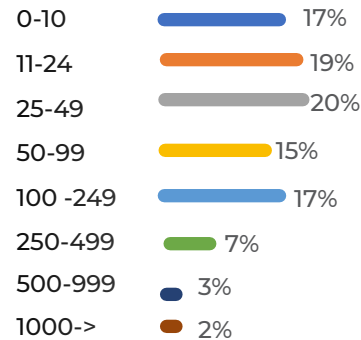
SEIFSA has, since its formation in 1943, helped promote a business environment in which its members can successfully run their operations. The past year has been no exception and SEIFSA has demonstrated that it plays a vital role in promoting and protecting the interests of employers in the industry.

For the 2021/2022 financial year, the associations had a combined membership of 1,137 companies employing a total of 148,179 employees. The SEIFSA membership employs almost 69% of the total industry's workforce represented by the employer organisations party to the MEIBC. Of these member companies, 56% employ fewer than 50 employees and 72% are located in Gauteng.

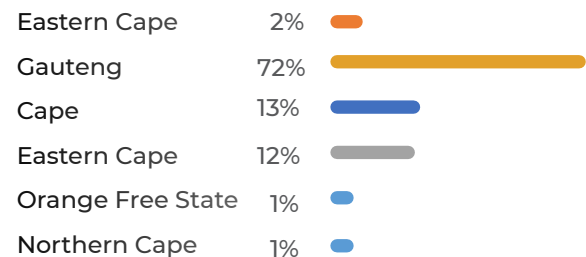
The composition of the SEIFSA membership of the associations federated to SEIFSA according to number of employees employed is illustrated on the following graphs:

#### SEIFSA associations' membership: June 2022

The regional location of the SEIFSA membership of the associations federated to SEIFSA is illustrated below:



#### SEIFSA associations' membership by regional location: June 2022



#### MEETINGS

The Federation experienced another very active year in terms of association meetings and meetings of the various interest groups within SEIFSA and joint meetings with other organisations.

The SEIFSA Council is the mandating body of the Federation on all matters requiring a mandate from member associations. It comprises elected representatives from the various associations and co-opted senior industrialists. During the year under review, the SEIFSA Council met on eleven occasions, including the Annual General Meeting and seven Special Extraordinary Council Meetings. All the meetings were held virtually, including the AGM due to COVID-19 regulations.

Theresa Crowley  
**Associations Manager**

# ADMINISTRATION SERVICES REPORT

Theresa Crowley  
Association Manager

## ASSOCIATIONS

The FY2021-2022 was an extremely challenging year not only for SEIFSA and its affiliated member companies, but also for the South African economy, primarily due to the unrelenting COVID-19 pandemic, the July unrest as well as the three-week strike in the metals and engineering sector.

Although the three-year Settlement Agreement that ended the three-week long strike on 21 October 2021 was not perfect, in the final analysis and insofar as the SEIFSA represented grouping of companies was concerned, it offered employers something that was of importance to them. For the affiliated membership, that was a return to the granting of wage increases on rand and cents, which was last observed 29 years ago.

Notwithstanding the above, the Association continue to function as going concerns – the Associa-

tions have an average longevity of 64 years which is a testament to their respective members' resilience to survive under such harsh conditions and we thank all the members for having stood by their association.

**Many of the associations, supported by SEIFSA, offered struggling companies' temporary financial relief.**

## ADMINISTRATION AND FINANCIAL SERVICES

### Secretarial and Accounting Services

In addition to the industry services offered by SEIFSA, the Federation also provides a secretarial and accounting service to some of the constituent employer associations.

These include the following specific services:



Accounting



Compliance



Administrative and Secretarial



Marketing (including membership retention and recruitment)



Communication and Liaison

## In keeping with SEIFSA's loyalty programme, the Feder

**470**

Standard member companies      1 - 9 years

For the 2021/2022 financial year, we have **470 companies** receiving standard membership

**374**

Bronze member companies      10 - 24 years

For the 2021/2022 financial year, we have **374 companies** receiving bronze membership

**235**

Silver member companies      25 - 40 years

For the 2021/2022 financial year, we have **235 companies** receiving silver membership



ation has the following membership recognition structure:

56

Gold member companies 50 - 69 years

For the 2021/2022 financial year, we have **56 companies** receiving platinum membership

2

Platinum member companies 70 + years

For the 2021/2022 financial year, the number of companies receiving platinum is **2 companies**

Theresa Crowley  
Associations Manager



# SEC. B

Marketing, Sales &  
Communication Report  
Nuraan Alli,  
MSC Executive



In line with the digital strategy SEIFSA has appointed a digital marketing agency to assist with the repositioning and rebranding of the SEIFSA brand.

WOW Concepts is a through-the-line agency that utilises human-centered design rooted in stringent strategic frameworks that produce outstanding creative work.

The agency prides itself as being a custodian of their consumer experience and co-create with them brands to produce products and services that are well positioned and relatable to the target market.

**As with SEIFSA the agency looked at our brand and made an adjustment that better positioned SEIFSA to their current and target market. Visually, SEIFSA's excellent track record with customers looks as good as their performance.**

WOW Concepts has successfully redesigned several aspects of SEIFSA's digital appearance. A new look has been implemented on the SEIFSA website alongside upgraded features to allow for an easier navigation experience and a more direct customer journey.

This has been extended to other areas of our online presence as well including social media for a more consistent look. Graphic artworks and animations have been utilised to create more of an impact on platform audiences.

WOW Concepts has also been instrumental in the filming and post-production for a number of SEIFSA held events in 2022.





### Media engagement

Angelfish PR & Events took over the SEIFSA PR in February this year and has taken the awareness and exposure of SEIFSA to a new level. Articles have been published in both national and regional papers and people have been reached across both South Africa and the rest of Southern Africa.

With media monitoring in place, we are able to allocate an advertising value equivalent to the articles (both online and print) as well as the interviews (both radio and TV) that have been set up during this time and the value so far is in excess of R5 million in publicity achieved.

Angelfish's media relations, in particular, are exceptionally strong, with many relationships having been built up over 20 years. Contact has been maintained with a broad spectrum of media, and these contacts are utilised to the client's advantage. This is complimented by Angelfish PR's strong publicity and eventing skills.

In terms of writing, the agency's strengths lie in quality work and a strategic focus on crafting stories that deliver on clients' objectives while maintaining the integrity of media platforms. The company prides itself on offering its clients completely personalised service and a proactive approach to their PR campaigns.

## INDUSTRY EVENTS

- **SEIFSA Awards for Excellence**

Due to COVID -19 restrictions SEIFSA decided to postpone the Awards.

- **The Steel Master Plan Conference**

The Steel and Engineering Federation of Southern Africa's (SEIFSA's) Mainstreaming the Steel Master Plan Conference was held at Emperor's Palace in Kempton Park on 19th and 20th May 2022.

This almost a year after signing of the Steel Master Plan (SMP) on 11th June 2021. The SMP,

which provides a road map for the industry to follow in order to re-energise itself and expand production of the sector, was under the microscope during the conference, which gave stakeholders the chance to express their concerns and expectations about the SMP.

The conference took place as the pandemic-battered world economy was beginning to open up, only to be dealt another blow in the form of Russia's invasion of Ukraine in March 2022. The ensuing war has led to shortages and sanctions, which have added to the supply chain issues and accelerating inflation.

## The Steel Master Plan Includes 6 Priority Areas or Workstreams



1. Demand-Side Measures
2. Supply-Side Measures
3. African Continental Free Trade Area Agreement
4. Transformation
5. Human Resources and Shared Vision
6. Resource Mobilisation and the Steel Fund

The Steel Master Plan Conference was a successful two-day event, with just over 200 participants leaving with a renewed appreciation of the plan and, importantly, the work that needs to be done.

In championing the Metals and Engineering Sector recovery and growth, SEIFSA will avail itself to working collaboratively with all like-minded employer bodies

- **The 71st SEIFSA Golf Day**

SEIFSA is proud to have once again hosted another successful day of networking, building relationships and sharing ideas on the greens. The 71ST annual Golf Day was held on 17 September 2021 at the Reading Golf Club in Alberton, Johannesburg.

The oversubscribed event was attended by a diverse group of SEIFSA stakeholders, including the senior leaderships and owners of some of SEIFSA member companies and was a resounding success. It was fun-filled day with a dose of healthy competition as the four-member golf teams competed for the highest score over 18 holes.

This year, the prestigious SL Hodgson Memorial Trophy went to Sanlam Investment Management, who were the first-prize winners of our golf tournament.

The second prize went to Momotheke OHS Training, with the third prize going to CBI Electric Telecom Cables.

This year we also invited the RMA enterprise Supplier Development Programme beneficiaries to showcase their products. These include BWI Technologies, The Danchi Group, MMJP Logistics, Alcutech and Majongozi Carriers.

We extend our gratitude to our sponsors for helping us host yet another exciting day of golfing fun!

- Sanlam
- RMA
- Meago
- Electrolux
- Mergence
- Marketing2theMax
- Allied Steelrode
- ESG Recruitment
- Unica
- Shereno Printers
- Interoll
- Harsco Metals and Mineral
- PRP Solutions



- **SEIFSA Presidential Breakfast**

In line with COVID-19 regulations, this year's Presidential Breakfast took place virtually on 8 October 2021. The keynote speaker was Mr Clem Sunter and featured an address by re-elected SEIFSA President Mr Elias Monage.

Welcoming new the board members, Mr Monage said the next coming period will be extremely challenging and will require robust leadership to tackle the policy, regulatory and legislation and socio-economic environment in order to entrench the position of SEIFSA as the leading voice of employers the M&E sector.

Speaking of the challenges currently besetting the sector, he said transformation in the M&E sector is moving too slowly, but that in order to address this, other challenges holding back the industry will need to be addressed in order to speed up transformation.

He stressed that with the country having emerged from a decade in which the moral fabric of society, government and business had been compromised, SEIFSA will need to continue to encourage businesses to conduct themselves ethically. He said SEIFSA will be following the local government elections with keen interest, with the hope that the newly elected leaders will root out corruption at local level and punish the perpetrators since the scourge negatively impacts on the companies that conduct businesses with municipalities.

Following the successful conclusion of the AGM, SEIFSA was honoured to host renowned futurologist and scenario planner Clem Sunter who emphasised the importance of scenario planning for businesses and organisations

**Nuraan Alli**

**Marketing, Sales and Communication Executive**



An aerial photograph of a city street during sunset. The sun is low on the horizon, creating a warm, golden glow and long shadows. The street is lined with multi-story buildings, and several cars are visible on the road. A teal-colored rectangular box is overlaid on the left side of the image, containing white text.

# INDUSTRIAL RELATIONS

Louwressè Specht  
Industrial Relations Executive  
and Company Secretary



The Federation provides a comprehensive and professional range of services to member companies. These include:

**Industrial Relations Division**

The Federation provides a comprehensive and professional range of services to member companies. These include:

**Conciliation, Arbitration And Legal Representation Services**

During the year under review, the Industrial Relations Division successfully represented member companies on dispute resolution fora such as the MEIBC, the CCMA and the Labour Court.

**Industry Job Grading**

SEIFSA, through the Industrial Relations Division and its subject matter expert Alliance Partners, offers a Main Agreement job-grading services and training that provide valuable assistance to member companies in relation to industry job grading in accordance with the provisions of the Main Agreement. These services and training have enjoyed favourable reviews from member companies that have subscribed thereto.

**Chairing Disciplinary Enquiries**

The Industrial Relations Division provides qualified and experienced persons to chair, manage

and conduct in-company grievance hearings, disciplinary inquiries and disciplinary appeal proceedings.






**Bargaining Council Assistance**

SEIFSA provides advice and assistance to member companies on the:

- Interpretation, application and implementation of the Bargaining Council's collective agreements;
- Formulation of all types of exemption applications and appeal applications; and
- Presentation and motivation of various exemption applications at the relevant Bargaining Council committees.

**General Industrial Relations Services**

SEIFSA provides advice and assistance to member companies on all industrial relations and selected labour law issues, including the following:

 Dispute resolution processes	 Job grading queries and disputes
 Application of employment conditions	 Dealing with strike action and related actions
 The interpretation and application of labour legislation	

## Industrial Relations And Legal Publications

A comprehensive range of industrial relations and legal publications are available to SEIFSA members. These publications include all the compulsory and recommended wall charts and our Advisors that are quick-reference booklets containing practical guidance.

### Main Agreement Publications

Following the successful conclusion of a historical and unprecedented standstill agreement for the period of 2020 to 2021, SEIFSA followed up with another historic agreement for the 2021 to 2024 cycle. The 2021/2024 Main Agreement ensures that increases are calculated on the schedule rates as opposed to increases being awarded on actual rates of pay – this has not been done since the 90's. Accordingly, SEIFSA has published the 2021/2024 Main Agreement Handbook for the Metals and Engineering Industries, which is an easy-to-read summary of the industry's Main Agreement, containing practical guidance on the application of the terms and conditions of employment of the industry.

As an added benefit to members, the Main Agreement Handbook was launched as an online subscription service, namely the online Main Agreement Portal, on the SEIFSA website. This online service contains the following key features:

- The Main Agreement Handbook in electronic format, including the Technical Schedules;
  - A quick and easy search facility;
  - Downloads of pro-forma letters and employment contracts;
  - Live updates of changes to the wording and content of the Main Agreement; and
- Access to SEIFSA's IR Division, which includes consultants and job grading experts.

### Industrial Relations and Legal Services Training

SEIFSA presents a comprehensive range of practical industrial relations and legal training courses and workshops for employees and different levels of management.

The Division also hosts bi-annual seminars that feature industry experts to provide updates on labour and employment law developments.

### Lobbying & Advocacy

The Industrial Relations Executive and the Managers lobby, on behalf of the membership, including the following:

- Representing members and the interests of the metals and engineering sector in various interactions with the leadership of the unions in the Metals and Engineering sector;
- Providing and/or co-ordinating legal advice to act on behalf of Associations in promoting, opposing and/or influencing legislative and other measures affecting the industry and/ or sectoral interests;
- Representing SEIFSA and its member Associations on statutory and other structures, including the MEIBC, MIBFA, BUSA and Nedlac;
- Providing a professional advisory, feedback and reporting service on matters of relevance to the various Associations; and
- Attending various Association meetings (and Annual General Meetings).

## Board Appointments

Staff from the Industrial Relations and Legal Services Division occupy the following Board positions on external Boards:

Louwresse Specht:

- **Unemployment Insurance Fund.**

Vuyiswa Miya:

- **Unemployment Insurance Fund;**
- **National Nuclear Regulator;**
- **MIBFA; and**
- **Compensation Fund.**

Louwresse Specht

Industrial Relations Executive



# ECONOMIC & COMMERCIAL REPORT

Tafadzwa Chibanguza  
Chief Operating Officer



The Economic and Commercial (EC) Division has continued to live by its objective to elevate the profile of SEIFSA on the national platform on economic, industrial and trade policies, with the objective of improving conditions for companies within the metals and engineering sector.

To achieve this, the EC Division continued to offer the following services:



**Sector-oriented economic research presentations**

including an overview of the domestic and international macro-economic environment, thus offering industry market intelligence to Associations, member companies, the Government as well as captains of industry;



**Continuous and intensified media commentary presence**

on selected economic variables data as released by various data agencies such as Statistics South Africa and other topics of industry importance



**Maintaining, updating and expanding the Price and Index Pages (PIPS)**

as the pre-eminent input cost inflation modelling tool. The range of indices continued to be expanded to broaden the coverage to more products and services, so as to serve the entire South African economy.



**Contract Price Adjustment (CPA) and technical webinars or online training**

where delegates are guided through the process of using the SEIFSA PIPS to substantiate costs and price adjustments and how to use model formulae for computation of applicable adjustments;

### The Price And Index Pages (PIPS)

The SEIFSA PIPS is a service offering by the EC Division and is currently in its 60th year of successful publication. SEIFSA through this service, tracks cost movements in over 260 products, which include steel, labour, transport, production prices, exchange rates, to name a few, on a monthly basis. This information is used by parties in contracts as a basis for which they negotiate price adjustments. Some of the sectors covered by this service include the entire manufacturing, engineering and steel sectors, the construction sector, transport and freight sector. The product is also used in the mining sector, by State Owned Entities and all tiers of government.

SEIFSA an independent party to the contract, is placed in the suitable position to provide an unbiased service that is mutually beneficial to both par-

ties to a contract. The SEIFA PIPS are audited bi-annually, by an independent party, to ensure robust and up to date technical methodology. The SEIFSA PIPS are solely available from SEIFSA on a subscription basis. The product has successfully managed to retain a subscription base of over 1000 clients in the 2021/22 financial year. The highly inflationary environment, globally and domestically, also contributed to the success of the product in the year under review. Periods of elevated inflation warrant an increased frequency of contract price adjustments to avoid input costs eroding margins. Inflationary pressures have continued to persist, particularly on the back of the Russia-Ukraine war and supply chain disruptions globally. We anticipate to continue to create a supportive environment for the PIPS product.

### **Contract Price Adjustment (CPA) Workshops**

The CPA workshop provides a systematic explanation of the full range of tools used in contract price adjustment, practical application of the tools, building inflation models and formulas. With the COVID-19 pandemic, SEIFSA adapted to the “new normal” and not only offer these training courses on a face-to-face or in-house basis, but also offer all its training sessions via webinars. The web-based training platform provide a safe means for prospective delegates to train comfortably without needing to worry about ongoing health challenges. SEIFSA also provided in-house training to three companies. In the 2021/22, the CPA workshops did exceptionally well and met and exceeded its budget.

### **Contract Price Adjustment (CPA) Consultancy**

The EC division noted considerable traction in this offering in the year under review. The offering entails our CPA experts assisting parties to a contract with the calculation of their contract price adjustment. This applies to both complex and simple CPA provisions. We have noted significant interest in this offering, even for those companies that have CPA expertise within their organisations, because the calculation is compiled by an external party and submitted on a SEIFSA letterhead, which can be used as motivation for the price adjustment.

Tafadzwa Chibanguza  
**Chief Operating Officer**







# HUMAN CAPITAL & SKILLS DEVELOPMENT REPORT

Zizile Lushaba  
HC and SD Executive



SEIFSA, acting through direct representation on the Business Unity South Africa (BUSA) Standing Committee on Education and Training (SUB-CET), plays a major role in co-ordinating the views of business and lobbying for employer-friendly skills development policies and approaches at national level.

The HC&SD Division is represented on and engages in the following platforms:

- merSETA Board;
- merSETA Metal Chamber;
- merSETA Regional Committees;
- BUSA Social & Policy Transformation Committee;
- BUSA Sub-Committee on Education & Training; & the Sub-Committee for Skills Strategy in ERRP;
- National Artisan Development Advisory Body (NAMB);
- Quality Council for Trades and Occupations (QCTO) and;
- Steel Master Plan – Human Resources and Transformation Workstreams;

In order to effectively represent the interests of the membership and to advance the HC&SD agenda in the sector, it is critical that SEIFSA continues to play an active role in these various platforms.

The after-effects of the COVID-19 pandemic is just one example of a collision point of the myriad technological, political, economic and social challenges that the sector faces. This creates a high degree of uncertainty about how the after-effects of the COVID-19 will impact on the future of education and training (supply) and the nature of the job market (demand).

The Department of Higher Education and Training (DHET) has tabled the Skills Strategy for Economic Reconstruction and Recovery Plan which aims to make sure that the Economic Reconstruction and Recovery Plan (ERRP) is supported, and that no aspect of it is compromised by skills shortages. It is born out of the urgency for a well-coordinated strategy of skills development to support both the management of COVID-19 and economic and social recovery.

Short-term in nature, the Economic Reconstruction and Recovery Skills strategy is designed to create

a balance between the short- and long-term skills needs of the country and ensure that the skills system is strengthened with its implementation. As stated in the ERRP, South Africa is now on the threshold of an important opportunity to imaginatively, and with a unity of purpose, reshape its economic landscape.

Skills development is one of the identified enablers to ensure the successful implementation of the plan. The focus on skills is wide-ranging and entails optimising the regulatory environment, structural reforms to boost education and skills development and a concerted effort to build the skills base required by our changing economy ahead of global technology advances, to ease and cost of doing business and to create greater levels of inclusion for young people, women, and persons with disability.

The lists of critical skills, occupations in high demand and priority occupations are some of the critical enablers of the economic recovery and reconstruction effort as they identify skills needs across the economy and assist to align skills planning with economic planning, ensure that skills are not a constraint on economic growth and promote the use of labour market intelligence for skills provisioning.

The Economic Reconstruction and Recovery Skills Strategy is located within the broader skills planning arsenal while making sure that the emergency responses are sustainable for the skills system in the long-term. This strategy specifically addresses the interventions that are required to ensure the successful implementation of the ERRP.

It assigns specific roles to key institutions within the skills sub-system including SETA's, to concentrate on supporting skills planning, industry engagement, funding and workplace-based learning, the National Skills Fund to identify critical areas for funding support, targeting unemployed youth and vulnerable groups, particularly in rural parts of the country, and QCTO tasked with ensuring that qualifications are developed in response to demand.

Though the strategy puts focus on the skills sub-system playing an enabling role, the entire post-school education and training (PSET) system, which includes universities and colleges will contribute to delivering the plan. Additionally, the strategy seeks to rally the support of government departments such as Trade Industry and Competition, Employment and Labour, Public Works and Infrastructure, Agriculture and Rural Development, Small Business Development, Telecommunications, and the private sector to respond to, support and ensure there are no skills constraints in the implementation of the ERRP.

Economic growth needs to accelerate in a more inclusive manner to create jobs. Job creation is severely affected by the current economic state and focus will therefore need to be on retaining jobs and re-skilling the current workforce to support an economic recovery in a new reality.

**Skills development and job creation are key drivers of equality and therefore remain elements of measure for transformation. SEIFSA member companies invest in transformation and the Broad-based black economic empowerment (B-BBEE) skills development element, by spending on training and development in a number of interventions that include learnerships, bursaries, apprenticeships, internships and adult education. The industry also supports training and skills development in the communities where operations are located, helping to make socio-economic growth possible.**

It is now even more imperative that the views of the membership are presented and heard to influence the transformation, human capital and skills development, regulatory environment in a way that does not negatively impact on the sector's business viability and sustainability.

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### **HC&SD Training Public Workshops**

The division provides a range of development opportunities for both member and non-member companies on a range of pertinent and related topics in the field:

- Human Resources Strategy & Alignment;
- Employee Value Propositioning;
- Compliance related training in Employment Equity & Skills Development;
- Human Resources Management & Development;
- Transformation and B-BBEE Scorecard Management and;
- HR Policy Development & Management.

### **+In-House Workshops**

Customised in-house training can be delivered at members workplaces as face-to-face training as well as, on-line as webinars.

#### **Benefits include:**

- Lower cost of training delivery;
- Customised training;
- Team building opportunities and;
- Increased convenience – less travel time and costs.

### **Consultancy**

SEIFSA offers a comprehensive and professional consultancy service as specialists in advisory, consulting and projects management in the fields of Skills Development, B-BBEE and Human Capital, to our members. We customise a range of fit for purpose & success development programmes and solutions that meet the unique needs of our various clients, their employees and stakeholders.



### SEIFSA Training Centre (STC)

The STC is an accredited provider of apprenticeships, recognition of prior learning, trade testing, accredited learnerships, skills programmes and short courses in engineering, safety, artisan development, technical, production, management, services and related non-technical disciplines, across a number of sectors. The new, improved SEIFSA Training Centre, launched on the 22nd of July 2022, also offers 4IR-related skills such as robotics and 3D printing to meet industry demands. These skills will be taught using e-learning, virtual reality and e-assessments. While apprenticeships and artisan training will remain core offerings, the big leap is around going into business incubation. The STC is poised to become a centre of excellence for training within the M&E industry and is re-positioned to become a premier comprehensive, high-quality skills development solutions centre, with offerings starting from entry-level artisan training to advanced skills-based post apprenticeship artisan development programmes.

In addition to this, the STC will offer accredited and non-accredited courses and other training to equip students with the non-technical skills needed for career progression.

### Human Resource oversight statistics

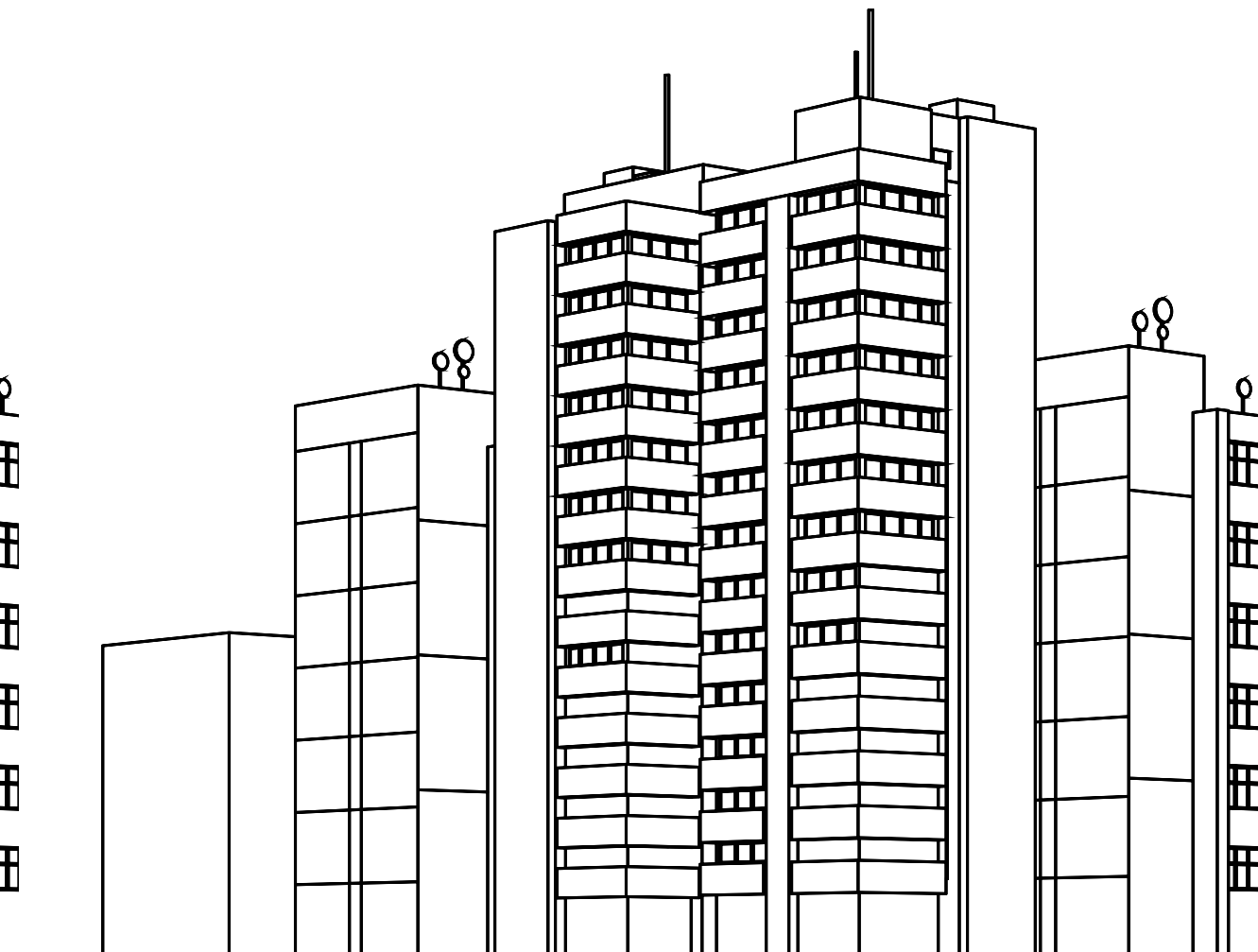
Competence, expertise and agility of our team are critical to the success of the organisation. High performance, staff connectivity, safety, trust and confidence are key drivers for effective delivery of our mandate and objectives.

### Our workforce

Our staff complement was 23 as at 30 June 2022. The recruitment processes focused extensively on job culture fit to ensure retention in line with our recruitment and selection policy.

### Training costs

SEIFSA encourages continuous training and development for employees and funds training or studies relevant to its core business.



### **Employment and vacancies**

In view of optimising the internal functioning of SEIFSA a new organogram was approved, the new SEIFSA Organogram reflects a revised budgeted headcount, revised positions, reporting lines and scope of responsibility of the SEIFSA employees. During the year under review, SEIFSA has had four resignations. Two of the positions were filled through internal promotions in line with our succession planning process and availability of required skills sets and organisational fit. Two positions have been filled by external candidates.

### **Employee wellness programmes**

Monthly communication sessions on wellness were held to assist employees during the pandemic. SEIFSA successfully implemented all COVID-19 precautionary measures to mitigate the spread of the virus at the SEIFSA office. Compulsory checks and social distancing were enforced at the SEIFSA offices, and these remain in force. On a voluntary basis employees are afforded time off for the vaccination roll-out process.

**Wellness initiatives provide employees with access to services that promote individual health and well-being. Key initiatives include an annual wellness day where employees are encouraged throughout and monitored.**

### **Policy development**

During the period under review, Human Resource policies were updated, approved, implemented and rolled out through staff communication session to ensure that employees have a better understanding of these approved policies and procedures.

### **Future human resources objectives**

SEIFSA envisions itself as a professional and capable organisation grounded in ethical leadership, best practice, governance and management, appropriate competencies, good employee experience supported by policies, systems, processes and fair remuneration, performance-based delivery of products and services and best practice consequence management.

### **Transformation**

We as SEIFSA are proud to announce that we are a Level 1 contributor as a Qualifying Small Enterprise for B-BBEE. Accordingly, we plan on maintaining this B-BBEE level thus maintaining our transformation goals.

SEIFSA continues to comply with all relevant South African labour legislation and there has been significant changes to South African employment legislation during the past year.

Zizile Lushaba

**Human Capital & Skills Development Executive**





## SHEQ REPORT

Nuraan Alli  
MSC Executive

SEIFSA SHEQ services is meant to serve as a partner-in-advice for employers or organisations in order to implement effective health and safety procedures and structures within their workplace.

The Occupational Health and Safety (OHS) Act 85 of 1993 is one of the legislative drivers responsible for enforcing and creating a healthy, safe, and prepared working environment for all employees, visitors, and suppliers within the workplace.

Using the OHS Act as a catalyst, SEIFSA provides comprehensive and professional safety, health, environment and quality (SHEQ) consultancy services to member companies, offering practical advice, guidance, training on all issues, including implementation of legal requirements.

### ISHEQ Consulting

SEIFSA's SHEQ Alliance Partners offerings throughout the industry and across the country include:

The full spectrum of health and safety training as well as management services, including health and safety equipment supply and servicing throughout South Africa; and

Implementation of ISO 9001, 45001, 14001, 31000 and 383-2 certification and maintenance of the SHEQ Management System, training on implemented systems and internal ISO audits.

SEIFSA has outsourced its SHEQ Services to iSHEQ Consulting and Services, which is a 100% Female, Black Owned organisation B-BBEE Level 1 Contributor, with 135% Procurement Recognition. iSHEQ has direct access to resources with more than 175 years of experience in SHEQ Service delivery in various industries worldwide.

iSHEQ develops, implements, maintains and monitors Safety, Health, Environment and Quality Management Systems for clients across Africa and in multiple industry sectors. Their services include the formulation of OHS policies, hazard identification, risk assessment among other management system protocols. Their team has the experience and expertise to assist clients in implementing all of the above components into their OHS management system.



iSHEQ offers classroom-based, online-based, distance based accredited and customised SHEQ Training. They have in-depth knowledge on SHEQ services from 12 collective years of experience in providing SHEQ training solutions.

Their public training courses offer in-depth learning material across an extensive range of relevant, focused topics, helping to ensure that our clients' employees are knowledgeable and equipped for all relevant aspects of workplace safety. This helps to reduce risk and create safer, happier and healthier working environments.

**They offer the following services:**

- Covid -19 SHEQ Management Risk Services
- Covid GAP Analysis
- Conducting COVID-19 Risk Assessments developing, implementing, and maintaining COVID-19 Management Plans
- Developing Engineering, Administrative, and Personal Protective Controls
- Employee Consultations on Control Measures
- Vaccination Counselling and Support
- Accredited SHEQ Training:
  - HIRA
  - SHE representative
  - Fire Fighting and many more

# SEC. C

SEIFSA Representation

Report

Lucio Trentini, CEO



## SEIFSA IS REPRESENTED ON THE FOLLOWING BODIES:

- Business Unity South Africa (BUSA)
- Energy Task Team of BUSA
- SEIFSA Training Centre Governing Body
- Manufacturing, Engineering and Related Services Seta (merSETA)
- Metal and Engineering Industries Bargaining Council (MEIBC)
- Metal Industries Benefit Funds Administrators (MIBFA)
- Rand Mutual Assurance (RMA)
- Unemployment Insurance Fund
- Compensation Fund
- National Nuclear Regulator
- National Economic, Development and Labour Council (Nedlac)
- BRICS Manufacturing Working Group
- South African Reserve Bank Economists Round Table
- Statistics South Africa Contract Price Adjustment Provisions Committee
- Steel Mater Plan (SMP) Workstreams

SEIFSA, through its membership of these bodies, is able to influence business and policy makers at the highest level and to represent the interests of members. This is aligned to the Federation's vision: to represent and promote the interests of business in Southern Africa, in particular the Metals and Engineering Industry, through lobbying and capacity building, provision of related services and building of good relations with key stakeholders.

### **Business Unity South Africa (BUSA)**

BUSA participates in a wide range of forums and structures that shape the nature of our regulatory environment. In particular, BUSA plays an active role in Nedlac.

Internationally, it is a member of the International Organisation of Employers, the Pan-African Employers' Confederation, and the Southern

African Development Community Employers' Group. BUSA is also the official representative of business at the International Labour Organisation, African Union Social Affairs Commission and the World Trade Organisation.

Various SEIFSA members of staff participate in a number of BUSA's Sub-Committees, including the following:

### **Standing Committee on Economic Policy**

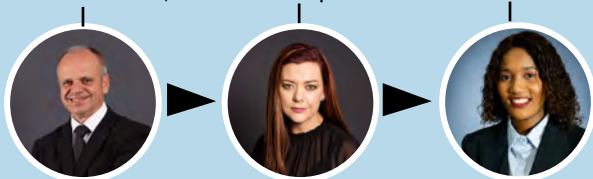
SEIFSA is represented on the BUSA Standing Committee on Economic Policy by Tafadzwa Chibanguza, SEIFSA's Chief Operating Officer. The committee serves mainly as the employer caucus for Nedlac's Trade and Industry Chamber, Public Finance and Monetary Policy Chamber and the Development Chamber.

### BUSA Sub-committee on Education and Training

SEIFSA is represented on this committee by Zizile Lushaba, SEIFSA's Human Capital and Skills Development Executive. The committee acts as a joint employer body to examine and make recommendations on policy matters in the field of skills development.

### BUSA Standing Committee on Social and Transformation Policy

Lucio Trentini, Louwresse Specht and Zizile Lushaba serve as members of this committee.



### merSETA Governing Board

SEIFSA is represented on the Governing Board by Sumaya Hoosen.

### Metal Chamber

SEIFSA is represented in the Metal Chamber by Zizile Lushaba and Sumaya Hoosen.

### MEIBC

The MEIBC is the forum created by employers and industry trade unions to facilitate the industry wage and employment condition negotiations and to administer and enforce the various collective agreements arising from this process.

*SEIFSA serves the membership's interests on the following structures and committees:*

#### **THE MANAGEMENT COMMITTEE**

This committee controls the activities of the bargaining council and determines its strategic direction and focus.

#### **THE NATIONAL FINANCE AND ADMINISTRATION COMMITTEE**

This committee controls the council's administrative and financial functions and responsibilities.

#### **THE NATIONAL STANDING COMMITTEE**

This committee is responsible for negotiating various issues arising from the industry's Settlement Agreement and other technical issues which arise relating to the industry's Main Agreement.

#### **THE REGIONAL COUNCILS**

SEIFSA staff and appointed employer representatives serve on the council's regional structures. These regional councils are responsible for the administration of the MEIBC's functions in the various regions falling under the scope of jurisdiction of the bargaining council.

#### **MIBFA**

SEIFSA is represented on MIBFA's Board of Directors and on the Boards of Management of the four industry benefit funds, namely:

- Engineering Industries Pension Fund
- Metal Industries Provident Fund
- Metal and Engineering Industries Permanent Disability Scheme
- Metal and Engineering Industries Bargaining Council Sick Pay Fund

**SEIFSA represents 50% of the membership of each of these bodies, with the industry's trade unions making up the balance.**

#### **NEDLAC**

Nedlac provides a forum for Government, together with organised business, labour and community groups, to meet at national level to engage on issues of social and economic policy. Nedlac's aim is to make economic decision-making more inclusive and promote the goals of economic growth and social equity. Organised business is represented by BUSA, of which SEIFSA is a member.

SEIFSA serves the business and membership's interests on the following Nedlac committees:

#### **NATIONAL DEMARCATION COMMITTEE**

Lucio Trentini is a business representative on Nedlac's Demarcation Standing Committee. This committee provides a forum where all formal applications for demarcation between bargaining councils and various demarcation issues and disputes between sectors and bargaining councils are considered and determined.

#### **LABOUR MARKET CHAMBER**

Lucio Trentini is a business representative on Nedlac's Labour Market Chamber. The chamber provides a forum where the social partners are able to engage in meaningful debate around proposed amendments to labour legislation and planned changes to the country's labour market policy.

#### **TRADE AND INDUSTRY CHAMBER**

Tafadzwa Chibanguza is a business representative on the Trade and Industry Chamber of Nedlac. The chamber debated various industrial policy options and alternatives during the year under review.

### UNEMPLOYMENT INSURANCE FUND

Louwresse Specht and Vuyiswa Miya serve on the Unemployment Insurance Fund (UIF).



### COMPENSATION FUND

Vuyiswa Miya serves on the Compensation Fund.

### NATIONAL NUCLEAR REGULATOR



Vuyiswa Miya serves on the National Nuclear Regulator (NNR)

### RAND MUTUAL ASSURANCE (RMA)



Rajendra Rajcoomar, serves as one of the Directors on the Board of RMA.

### BRICS BUSINESS COUNCIL MANUFACTURING WORKING GROUP

SEIFSA serves as a member of the Manufacturing Working Group of the South African Chapter of the BRICS Business Council for the period under review.



### SOUTH AFRICAN RESERVE BANK ECONOMISTS ROUND TABLE

Tafadzwa Chibanguza represents SEIFSA on this committee. The committee is a platform for information sharing and exchange between all sectors of the economy and the South African Reserve Bank (SARB) to assist in the SARB's monetary policy formulation

## STATISTICS SOUTH AFRICA CONTRACT PRICE ADJUSTMENT PROVISIONS COMMITTEE

SEIFSA, through its Price and Index Publication (PIPS) is a dominant authority in matters of contract price adjustment. This committee is tasked with setting the contract price best practices and non-binding regulations. Tafadzwa Chibanguza represents SEIFSA on this committee.

**Lucio Trentini**  
**Chief Executive Officer**

## SEIFSA Board of Directors



**Elias Monage**  
President and Board Chair-  
man



**Nonhlanhla Ngwenya**  
Vice President



**Andrea Moz**  
Vice President



**Tumi Tsehlo**  
Non-Executive Director



**Ernst Volschenk**  
Non-Executive Director



**Honey Mamabolo**  
Non-Executive Director



**Ryan Haynes**  
Non-Executive Director



**Lucio Trentini**  
Executive Director



## SEIFSA Executives - as of 2022



**Nuraan Alli**  
SEIFSA Market-  
ing, Sales and  
Communications  
Executive

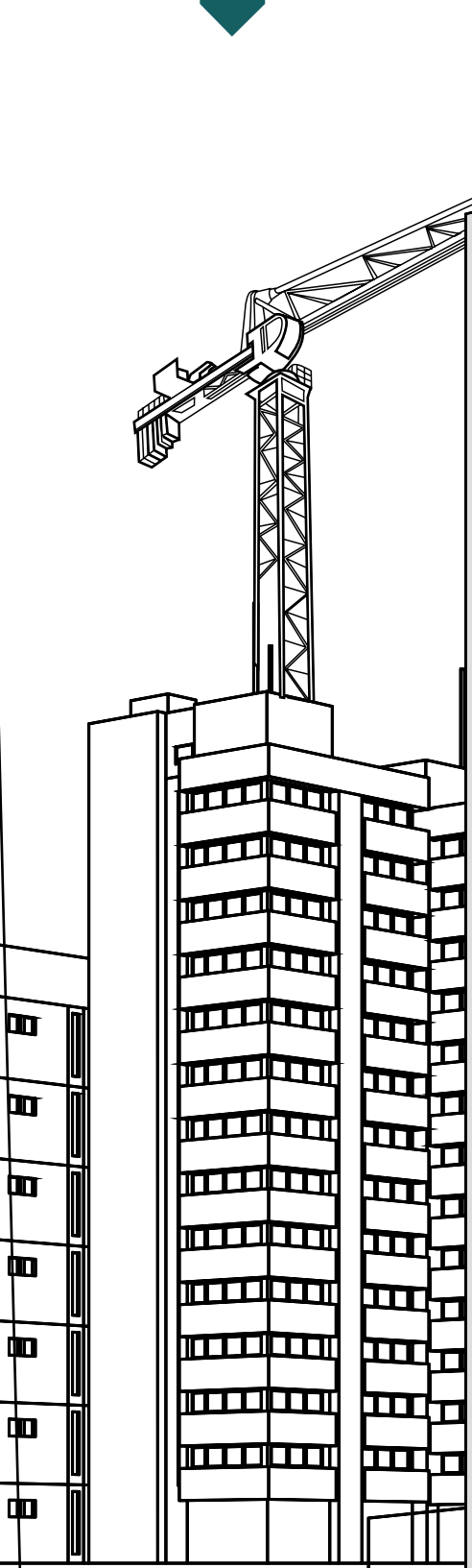
**Lucio Trentini**  
SEIFSA Chief  
Executive Officer

**Zizile Lushaba**  
SEIFSA Human  
Capital and Skills  
Development  
Executive

**Vyiiswa Miya**  
SEIFSA Industrial  
Relations  
Executive

**Mariaan de  
Jager**  
SEIFSA Finance  
Executive

**Tafadzwa  
Chibanguza**  
SEIFSA Chief  
Operating Officer



### SEIFSA Management - as of 2021-2022



Vuyiswa Miya  
Industrial Relations  
Manager



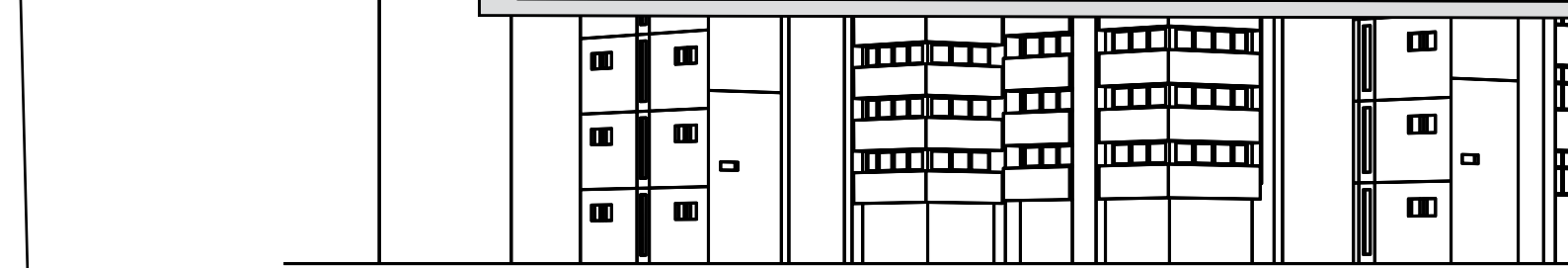
Palisa Molise  
Economist



Michael Lavendar  
Industrial Relations  
Manager



Theresa Crowley  
Association Manager



## SEIFSA Staff - as of 2021-2022



Violet Phiri  
Receptionist



Monica Pillay - PA to  
the CEO



Tshidi Mokoena  
Receptionist



Lindiwe Modise  
Officer Assistant



Neo Mkhwanazi  
Marketing Officer



July Malakoane  
Invoicing Clerk



Khumo Kodisang  
Associations  
Administrator



Eleen Shyman  
Economics and  
Commercial Advisor



Tshimangadzo  
Netshituni - Credit  
Controller



Denelle Chetty  
Credit Controller



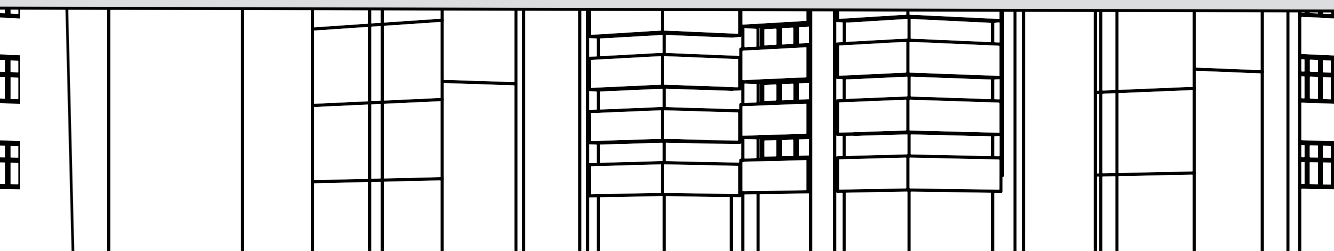
Zandile Ngubeni  
Creative Designer



Penny Seitz  
Credit Controller



Mishack Ngobeni  
Human Capital & Skill  
Development Clerk





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