

June 2009
Staff Newsletter



PROFESSIONAL RISK & ASSET MANAGEMENT



I regret that there has not been a newsletter since February.

The world financial crisis is biting deeper. General Motors USA announced that they were unable to continue with business unless they received a massive injection of capital which the USA Government now intend to give them (some R 300 billion).

We are very fortunate that our business is concentrated on fast moving consumer goods, mainly food items, as well as air cargo security. Food could probably be one of the last areas to be negatively affected by the economy and air cargo security is absolutely essential and therefore unlikely to be as dramatically effected as other industries.

I am pleased to say that we are increasing our labour force, which now numbers around 300, to accommodate new sites that have been awarded to us. We are also looking at the possibility of an additional new site which will increase our labour force by a further 50 to 100 persons.

The staff benefit scheme, mentioned in the February newsletter, continues to be an important item on our horizon. Gerhard van Zyl is in charge of doing the ground work to devise and introduce the scheme.

Driving from a client this morning I was offended, as I often am, by papers, bottles and other rubbish accumulating on the sides of our roads and highways. Please bear in mind if you are thinking of throwing rubbish out of a car, or as you walk along the road, that what you are doing is giving the impression to all those that see this rubbish that we are an uncaring, disorganised and untidy nation. Tourists visiting our country can also only be expected to be offended by these filthy sites. Tourism is vital to our economy so please remember that, if you contribute to the rubbish along our roads, you are affecting negatively not only yourself but your family, friends and indeed the entire community.

The last newsletter was translated into Tswana by William Modiroa. It is very unfortunate that we received negative comment from non Tswana speaking people who took offence that the newsletter had not been translated into their home language. We are one nation, one people who have cultural and language differences but should deeply respect every cultural or language group in our country. Let us all be South Africans together respecting our differences. We will, for the time being, keep the newsletter in English only.

“The philosophy of our business is to strive for the highest standard of service and in all respects to act with integrity, kindness and professionalism”



“Motlhoditseo wa kgwebo ya rona ke go kgotlelelela tiro ya maemo a a kwagodimo ka ditsela tsothle, go diragatsa ka seriti, bopelonolo le boitseanape”

Staffing News

We are pleased that Doug Smit joined us from the 14th April. Doug has over thirty five years' experience in cargo generally and air cargo in particular.



We are also pleased that Deon Etchell joined us in June.

Long service awards

We will be presenting long service certificates in June. There are five staff that have been with the group, and its associated companies, for over ten years and forty five for over five years. In addition to the certificates, the names of each employee will be displayed on a brass plaque in the company boardroom.

Cape Town office opens

We are very pleased to announce that we have opened a Cape Town office under the management of Chris van Wijk. Chris will be responsible for the Cape, East London and Port Elizabeth areas concentrating mainly on Part 108 Air Cargo Security.

Air Cargo Security Part 108

The implementation of the Regulations will not be extended beyond 1st July 2009.

We are pleased to say that we now have been appointed by some of the largest air freight forwarding and courier organisations in South Africa and are signing up new clients almost on a daily basis.

We continue to expand our Part 108 client base.

Bob Garbett, as mentioned in the last newsletter, serves on the SACAA Industry Liaison Forum subcommittee which deals with the implementation of Part 108. There have been a number of meetings of the committee since February.

During the next few months, and probably longer, the pressure from Part 108 will be enormous. We have, for example, over eight hundred consignors (senders of cargo) to service in order that they become compliant with Part 108.

The *attached* news bulletin to Part 108 clients is self-explanatory.

We can all be truly proud of the contribution that has been made by the management of our company towards making the skies a much safer place for our friends, family and society in general.

Extending into Africa

We have concluded an agreement with Omega International Associates LP of the UK a large group who have branches in many countries in Africa and the Middle East. We have formed a joint venture through which we will have representation in many countries in Africa.

Professional Aviation Training

William Modiroa is now fully qualified and ready to lecture both in Dangerous Goods and Standard Air Cargo Security Training. William completed a five day IATA (International Air Transport Association) training course.



Bob Garbett, Sean Reynolds, Doug Smit, Denver Wright from Durban and Chris van Wijk from Cape Town have completed a Category 6 (the highest category obtainable) Dangerous Goods course in March. They will soon be completing the ICAO Standard Air Cargo Security course which will be given by William Modiroa. Sean has completed his PSIRA grading up to Grade A.

We are looking to present training opportunities to underprivileged persons in certain basic skills as we believe strongly that uplifting the underprivileged is a responsibility of all.

The South African Association of Freight Forwarders Congress

We were bronze sponsors of this congress which took place on the 10th and 11th June. The congress was addressed by the Commissioner for Civil Aviation, Mr. Colin Jordaan, as well as various other local and international speakers.

State Presidents Air Race

Gerhard van Zyl entered his aircraft, Cessna 210, in the State President's Air Race which took place on the 27th May. There were 100 entries. Gerhard and his navigator, who happened to be the Commissioner for Civil Aviation Mr. Colin Jordaan, came thirteenth. Congratulations to Gerhard and Colin, what an achievement. The aircraft was, of course, branded Professional Risk & Asset Management.

The Professional Group donated a trophy to this Air Race back in 1998. The trophy is for the best achievement on handicap on the second day. It was won by Mr. Neels van Deventer.



Mrs Pless – Our Oldest Employee

Displayed at the South African Association of Freight Forwarders Congress.

An exact replica of a fossil skull found at the Sterkfontein Caves in 1947.

The brass plaque reads:

Professional Risk & Asset Management

You'll have to do a lot of digging before you find a more Professional Team!

Ples to be of service



Part 108 workshop – forwarding agents

Gerhard van Zyl conducted a workshop on 22nd and 23rd June for a number of forwarding agents.

Temptation

We are all faced at various times in our lives by the evil temptation of theft. We are placed in a position of trust with our clients and our very reason for being there is to prevent the theft of their goods.

If an incident occurs we employ the services of a polygraph examiner. It should be noted that certain of our clients have a policy under which if one of our staff fail a polygraph test, or if they have other good reason, they may choose to advise us that these persons will not be given access to their site.

In these circumstances we have no choice but to suspend the persons concerned without pay, as is provided in our employment contracts, until we are able to find another position for the employee concerned. This practice has recently been upheld by the CCMA in an arbitration award dated March 2009.

We do not want anybody to lose their jobs particularly in these very difficult times – do not be tempted. Remember that your family depends on you to put food on the table.

Incentive schemes

We have launched a monetary incentive scheme at Super Group. Employee of the week, based on measurable standards or criteria as well as employee of the month, receives a monetary award.

We are thinking of extending a similar scheme to other sites under which a substantial amount, probably in the region of between R 2 500 and R 5 000, will be given to an employee whose name will be drawn at random once a month. In other words, all the names will be put into a box, one name will be drawn and that person will take the award.

However, if there have been any thefts or shortages of product on the site, the draw would be cancelled.

The amount of the draw will also be influenced by absenteeism on site and possibly other factors. You will be fully informed shortly.

End of year bonuses

We remind you that the payment of end of year bonus is entirely at the discretion of the directors and management, and based on the financial success of the company in that year. These bonuses, if paid, will be affected by whether an employee has a written warning or final written warning on their files. We strive to be fair and understanding, these warnings are only issued when it is absolutely necessary.

We stress that there is no guarantee, or promise, of an end of year bonus.

It is unfortunate that we need also to mention that one of our clients went into liquidation (i.e. bankruptcy) owing us over R 300 000 which is a terrible blow and has set us back considerably. There is a chance that we may be able to claim a portion of this amount from the liquidators of the company concerned. This write off may also effect the payment of Christmas bonuses.

