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CHAIRPERSON'S REPORT

MARCH 2008

I have kept everyone abreast with the Exco's activities with the quarterly newsletters. This has been a challenging year as Chairperson, and I would like to thank the Exco for their participation and assistance. I anticipate that with the continued change to the temporary employment sector our future remains uncertain. ANASA is committed to keeping our members updated, fostering relevant association and membership as well as pursuing suitable expertise to assist with matters pertinent to all members.

CAPES

At the Gauteng Meeting held on the 6th February 2008, John Botha, Chief Operations Officer of CAPES (Confederation of Associations in the Private Employment Sector) delivered a very informative presentation to the members present. ANASA is a member of CAPES. CAPES represents various associations in the "temporary employment sector" including APSO, ANASA, CEA and ITA. Each agency that has ANASA membership has indirect representation at CAPES through the ANASA position on the CAPES Exco. CAPES is represented at BUSA (Business Unity SA). CAPES also holds a position on the Exco at NEDLAC. This provides a direct interaction with Cabinet, Government and Labour. As we are aware, the Unions, COSATU, FEDUSA and NACTU have called to abolish the temporary employment sector and the membership of CAPES gives our members a forum from which we can lobby in an effective and constructive way.

Government have indicated the probability of a Skills Development Levy increase to 2% as well as possible retirement funding of a further 2% as well as compulsory medical-aid contributions, which has very significant implications to an already meagre commission in our industry. Our representation through ANASA membership is critical to keep abreast of our ever-changing industry environment. John is prepared to assist ANASA in regard to the union strategy going forward in light of the required "Relationship Agreement" that has been requested by DENOSA, HOSPERSA and NEHAWU. This has come about with request of the Ministerial Determination.

All who attended enjoyed the presentation and our thanks are extended to John and to Françoise for her arrangements.

Françoise Jordaan has tendered her resignation from the position of ANASA representative at CAPES due to personal time constraints and we thank her sincerely for her valuable input and giving of her time so generously.

LIMITED DURATION CONTRACT

Due to the significance of this document the Exco felt that certain accountability and responsibility was a necessity in providing our members with a document that could be utilized with confidence. Denys Reitz has been contacted for a quotation and the issue will be finalized at the next General Meeting on the 12th March 2008.

ANASA OFFICE AND ADMINISTRATION MANAGER

Ms Marie Jacobs with 35 years of industry experience has been appointed to the position of ANASA Administration Manager. The current appointment expires on the 31st March 2008. The Exco has approved her appointment and her new term will commence from the 1st April 2008 until 31st March 2009.

The ANASA Office is open Mondays and Thursdays from 08h00-13h00. The contact details are:

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I wish Marie well in executing her ANASA duties.

ANASA SPRING BREAKFAST

Following the success of the September 2007 Spring Breakfast the Exco has decided that a similar event will be held this year on the 10th September 2008. Ms Snoekie Mabena will be responsible for the management and organization of the event.

POLICIES AND PROCEDURES

The essence and success of any organization is upheld through good corporate governance. The Exco has identified that ANASA needs policies and procedures to maintain uniformity and consistency in its operations. I hereby invite all members to participate in submitting any of their ideas to the improvement of ANASA as an organization that represents common interest.

INFORMATION PORTFOLIO AND OTHER DOCUMENTS

The Information Portfolio and other documents have been significant sources of revenue for ANASA. ANASA is in the process of reviewing and updating all the documentation that is currently on sale. Existing members will benefit by receiving revised documentation without cost on request.

NURSING 2008 CONFERENCE

This event is presented by the Forum for Professional Nurse Leaders. It is being held on the 13-15 May 2008 at Emperors Palace. The conference focus is "Envision how things would be if the voice and visibility of nursing were commensurate with the size and importance of the nursing profession."

SERVICES SETA

The news from the Services SETA is that the Skills Development Act will be changing and the number of SETA's will be reduced and which SETA's will be merged is unknown. The fees for the submission of Workplace Skills Plans and Training Reports will be reduced and fees increased for Discretionary Grants. The probability of Skills levies increasing to 2% has also been mentioned.

HOME CARE STANDARDS

Our thanks are extended to Gaye Weeks of The Careways Group who generously participated and provided ANASA with Home Care Standards. These are in the process of being modified to create a pro-forma document, which will be available to all ANASA members. I will keep you updated when this is available.

2008/2009 MEMBERSHIP FEES

The membership fee of R2750.00 for the main branch will be kept unchanged for the 2008/2009-membership year due on the 1st July 2008. The corporate fee for agency branches seems to be a contentious issue and clarity will be sought at the General Meeting.

BEE

SANAS (South African National Accreditation System) has still not accredited verification agencies for BEE. The Codes of Good Practice, and the Competition Commissioner have declared that the DTI does not require an agency to verify a

scorecard. The request for a verification certificate from any agency or company is going against DTI policy.

The process of how one gets a Verification Certificate:

1. Identify the scorecard to follow
EME turnover less than R5million
QSE turnover between R5-R35 million
Generic Company turnover above R35 million
2. Gain knowledge and information about your own scorecard
3. Identify what points you think you have earned and what points you can earn.
4. Define a company policy and strategy for your BEE activities. Set your goals as to what points, and what level you can achieve in the next year, and thereafter.
5. Keep documentation: Unless you keep documentary proof of your activities you cannot claim points. It is a huge waste to lose points because you cannot prove that you have earned them.
6. Calculate your final scorecard and ask a reputable company to confirm the score is correct.

CONCLUSION

The cost of healthcare could be driven upwards as a result of the prevailing and unmet demand for nursing skills, with various stakeholders chasing an ever-shrinking resource pool. According to the South African Nursing Council 18.4% of the nurses no longer practice their profession. The situation has been aggravated by the general decrease in the number of nurses qualifying between 1990 and 2000. ANASA needs to participate in an effective, sustainable solution to the nursing crisis in a united strategy with all healthcare organizations. Our strength is in our unity.

In light of the future of nursing and nursing agencies the General Meeting on the 12th March ANASA will be electing a new Exco. Should you render an apology for non-attendance please submit your proxy vote to the ANASA office.

Leslie Magee
National Chairperson 2007/2008