



**NATIONAL EXECUTIVE COMMITTEE:** *Chairman: Sanjeev Singh; Dep/Chair: Rodney Coetzee ; Treasurer: David Klein-hans; Secretary: Ms Bonnie Peden; Exco: Willem du Toit; Bruno Isler; Filipe Vinagre; Brendan Trower; Clifford Klein-hans; Mickey Martin;*

**DOYENS OF THE LIFT INDUSTRY:** *Buddie Ceronie (2004)†; Schalk v/d Merwe (2005)†; Dr Theo Klein-hans (2006 & 2011); Willem du Toit ((2008); Bruno Isler (2009); Alfie da Silva (2010); Manny Perreira (2010); Peter Murray (2012)*

**CURRENT & PAST CHAIRMEN:** *Steve Le Roux (†); Dr Theo Klein-hans; Ben Peyper (†); Sanjeev Singh;*

## LIASA AGM - 9th OCTOBER 2013 ELECTION OF NEW EXCOM

On 9th October 2013 LIASA's AGM will be held at the Jeppe Quandang Conference room at 9 a.m. Please diarise your attendance. Nominations for new executive committee members need to be submitted by latest Monday 9th September (30 days prior to the election date as per the LIASA Articles of Association).

Incumbent Chairman Sanjeev Singh, who will be completing his second 3-year term of office, has given notice that he will prefer to stand down in order for new blood to take over. It is therefore vital to caucus for and nominate a successor to lead in his stead. Very careful selection criteria have to be applied, since the person so nominated and elected, must stand at least for the suggested next 3-year term.

Your nominee must exhibit the innate abilities of dedication and innovation, for although Sanjeev has laid the foundation stone with the new ECSA CPD educational requirements, these now have to be converted into practical hands-on courses for our members around the country. He will therefore need to spend sufficient time on these manifold requirements of stewardship on our national behalf.

A Deputy Chairman likewise needs to be nominated and elected, with the same innate qualities as the chairman, since he is expected to help drive the achievement of our LIASA objectives in serving our members.

Equally important is the nomination of executive committee members. Although many eminent members have been nominated and elected over the past decade, very few have to date demonstrated a willingness to really get involved and go the extra mile, resulting in the lion-share of LIASA's objectives being carried by Sanjeev, assisted by Bonnie Peden.



Sanjeev Singh

Sanjeev Singh's drive and innovation has seen him being elected and appointed earlier this year as the new Chairman of ECSA's LIRC (Lift Inspectors Registration Committee); which immediately mandated his ex officio membership of the ECSA Professional Registration Committee. He has now been appointed to the ECSA Presidents' Forum.

These ECSA terms of office are for 4-year periods, requiring the recognition and sanction of the Hon. Minister of Trade & Industry. We will no doubt see Sanjeev continue to strive for the improvement of our RLI status within the continued recognition of LIASA by ECSA as an **ECSA Recognized Voluntary Association**, with all the privileges attached thereto.

It is therefore in LIASA's own best interests to elect Sanjeev at least for the ensuing two years, ably assisted by a motivated deputy-chair, together driving the fulfilments of our LIASA registration and accreditation requirements.

*"He who smiles at adversity rather than rages, is ALWAYS the stronger to succeed"*

*Old Japanese saying*

*"The most evident token and apparent sign of true wisdom, is a constant and unconstrained rejoicing at success. 'Eureka' said it all in one word, but we know exactly what Archimedes had achieved"*

*Michel de Montaigne*

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# CPD QUESTIONNAIRES - SEPTEMBER 2013

## *Auditor & Marker - Willem du Toit*

The first two rounds of Questionnaires appeared in previous EDUCOMS. I publicly stated that I am not going to continue with these questionnaires. I also stated it twice in LIASA meetings, but because Alfie Da Silva pleaded with me, I decided to give it one more chance. If I do not get at least 10 replies on these and the previous questionnaires, it will definitely be the last questionnaires from me ... **over to you!**

Yes, anybody can present the questionnaires - there is no Act, Regulation or Standard which specifies that Willem du Toit must do it. I feel sorry for my fellow RLP's out in the sticks who did partake and who have no other means of acquiring CPD points in category 1, but there are the others who do not partake. The saying goes **“you can take the donkeys to the water, but you cannot make them drink”**.

Our members were spoilt by the leniency of ECSA on CPD points for the special scope categories in the past, but those days are also over now. For those of us who are not in the sticks and can find category 1 CPD points for ECSA easily, I just want to inform you that **for your SANAS accreditation you also need proof of “training and development”**.

*See ISO/IEC 17020:2012(E) section 6.1.5.*

During my management system review on 08 July 2013 this was a major finding. After this not-so-wanted speech/preach, here are the next two questionnaires ...

## CPD Questionnaire - No.5

- 5a. What, according to the OHS Act is a **“modification”**?
- 5b. What, according to SANS 50081-1 is an **“important modification”**?
- 5c. What examination and/or test, according to SANS 50081-1, must be done after an important modification?

## CPD Questionnaire - No.6

- 6a. What precautions must be taken on glass doors to avoid the dragging of children's hands?
- 6b. What are the purposes of the two safety circuits on swing landing doors?
- 6c. What are the requirements for power operated vertically sliding doors?

Kindly fax or e-mail your replies directly to me at ...

- 086 632 6811
- [du\\_toit@mweb.co.za](mailto:du_toit@mweb.co.za)

**“Knowledge is a process of piling up facts ...  
Wisdom lies in the simplification of those facts ...  
Experience is applying it all in practice ...”**

*Martin Fischer*

So by ignoring the above CPD questionnaire, you will *inter alia* ... never obtain the requisite knowledge & experience.

## STRATEGIC PLANNING FOR SUSTAINABLE GROWTH

Googling on *business longevity*, brings many catch-phrases into the equation. Two of the most prolific are considered to be *strategic planning* and *sustainable growth*. Long-term planning is not something that happens overnight - It takes plenty of on-going planning and strategy. SAIM CEO Dr Norris Dalton believes that the most successful companies are those that send their top and middle management on on-going developmental short courses. These courses tend to be affordable and do not take the incumbents away from their posts for too long. Dalton claims that the average team leader requires a sound knowledge on HOW to strategise for growth. The risk of failing for any team leader is far greater because they simply do not know HOW to initiate growth.

We had the opportunity to discuss this scenario with Schindler CEO, Mr Pankaj Sinha earlier in the year. Having been there and done that, Pankaj had an easy flowing way to express his sentiments on company strategic planning for sustainable growth. Pankaj stated that new lift technical developments, especially on drives and controls, happen so quickly, that *if you do not keep your finger on the pulse of the Lift Industry, you run the risk of not only falling behind, but more so in losing your competitive edge in new and upgrade sales.*

Pankaj was of the opinion that an order book with ‘more work’ than they could safely handle was not the objective ... rather that the new work creates more resources which allows the hiring of more quality staff through natural market development. Signing on the best of the best managers and technicians in the industry must not outweigh the rewards of that growth.

These identical sentiments were echoed by new Kone regional director Western Cape, Mr Kevin Fruin, whom we had the pleasure of meeting last week. A qualified electro-mechanical engineer, he was imported from outside the Lift Industry, albeit from the metal industry where he was honed in technical management and development. It was refreshing to speak to a person who is not negatively biased in any way, and sees all criticism as constructive as opposed to degrading finger-pointing. The proverbial buck will certainly stop by him. He had already instituted a whole program of upper and higher level training, being a proponent of Clem Sunter's ‘*High Road & Low Road*’ theoretical prognosis. Which ever way one wants to look at it, both Pankaj and Kevin subscribe to *strategic planning* as a critical survival strategy for their company's growth, and in fact for their very survival.

**“The best job goes to the person who can get it done, without passing the buck or coming back with excuses.”**

*Napoleon Hill Ph.D*

## LIFT SPECIALIST BRAIN-DRAIN FROM SOUTH AFRICA

The recent loss of Lift Guru Buddie Ceronie, coupled with such former tragic losses as Jannie Francis and Ben Peyper, only makes their contributions to the Lift industry felt when that sponsorship of knowledge and experience suddenly falls away. This lift *knowledge and experience* was gleaned over several decades, where they exhibited an innate ability to work within a spectrum of mentor training, ever-assisting through serving on industry committees and helping where necessary.

A new insight into this *mentorship continuum*, comes from South African Institute of Management (SAIM) CEO, Dr Norris Dalton. His research discovered that of currently enrolled college and university students, many were more suited to artisan trade development than educative 'blue-collar' courses, one of the main contributors to early college and university drop-outs because of poor student pre-selection.

People are generally more suited to work with their hands, studying a trade at the same time, than a profession with only subjective theory studies. Provided of course that students have acceptable school symbols in mathematics and physical science, engineering is the only exception to the rule as after all, engineers are just the upper echelons of tradesmen.

These findings gave Dr Dalton a new insight into student counselling, for he realised that before someone can manage others, they need to know *how to manage themselves*. This salient factor splits the *leaders* from the *followers*. Dr Dalton took his theory further by stating the weighting (importance) of a person's make-up to study and succeed ...

***Belief-power in yourself ... 15%***

***Mind-power to be able to study ... 15%***

***Work-power to be self-driven ... 30%***

***Will-power to hang in and see it through ... 40%***

With all the above rhetoric in mind, other than colleagues the likes of Willem du Toit, Peter Murray, Bruno Isler and one or two other doyens of the Industry, nobody stands out in our industry as a veritable *Lift Guru*. The sad part is that of the half dozen lift and escalator doyens that one may readily name in a Top-Ten list, none will on average be available to serve the industry for more than 3 to 5 years at the utmost, perhaps even 8 years in certain cases ... **But what then ... Quo vadis?**

Having spoken very recently with executives from four of the multi-national lift companies, our major concerns were the lack of on-going technical training for field staff, and career developmental training for middle to senior technical management. Travelling around the country regularly on inspections, the lack of really quality technical staff becomes overtly evident. Glaring shortcomings are perceived to be the categories of *supervisors* and higher-level *service technicians* as opposed to standard servicemen.

Psychologists measure a generation in 22 years, as this is the average period for youngsters to grow up and have their own children. In technical evaluative psychometrics, 5 years becomes a generation, in time frames with the period of apprentice training. It can therefore be said that technicians 20 years our junior, are four generations younger in technical development on a spatial, knowledge and experiential level.

***Again we ask ... and what now? - Quo vadis?***

### WORDS OF WISDOM

Having just read through Brian Joffe's book on success and motivation for the second time in recent months, I was again touched by the persuasive metaphors that he applies to illustrate a focal point unequivocally. You know **exactly** what he wants you to absorb and understand. Secondly, the golden thread that runs throughout his dictum is that irrespective of the qualifications you portend to have ... ***can YOU do the job?***

He collates this all in 6 words of wisdom ... ***"There is NO substitute for EXPERIENCE"***

## NEXT LIFT INSPECTORS REGULATIONS' COURSE 2013

*The next course is set for:*

**(i) 11 to 15 November 2013**

Kindly contact Lerato well in advance to get your contact details on the pro forma list. Remember that with insufficient students, the course will get cancelled, so contact her directly at ...

***Student Assistant; Mechanical Engineering***

- Telephone - +27 12 382 4730
- Telefax - +27 12 382 5602

- E-Mail - [tshabalalal@tut.ac.za](mailto:tshabalalal@tut.ac.za)

- Website - [www.tut.ac.za](http://www.tut.ac.za)

For our coastal colleagues who require accommodation ... ***Accommodation is available on site*** - contact [kosmos@tut.ac.za](mailto:kosmos@tut.ac.za) or (012) 341-0890 for cost and booking.

***Off-site accommodation*** (walking distance) - Figa Lapa Guesthouse at [info@figalapa.co.za](mailto:info@figalapa.co.za) or (012) 335-4230.

“  
*Isn't it funny how patience and perseverance seem to carry you through in any major issue, where difficulties seem to disappear and the obstacles that you thought were insurmountable, simply vanish as well”.*

# COMMUNICATIONS & TV WHITE SPACE

## Microwave Transmission

Approximately 43 years ago, TELKOM took an astro-nomic leap forward in South Africa in *communications technology* by introducing *Micro-Wave Transmission* as opposed to the ancient copper wire-carried *farm-lines* seen along our main roads in those days. Concrete towers were designed that would carry the 3m+ dishes required for transmission. The height and weight of equipment to be installed however necessitated lifts be installed to assist with vertical transport.

Schindler won the contract for installing the requisite MWT (micro-wave towers). With proposed top erector (the late) Peter Schoombie, Schindler had just completed the power station lifts installations at Camden, Hendrina, Balfour and Arnot. Peter was hastily motivated to take over the Telkom MWT installation contract, ably assisted by highly trained Category 3 operators Petrus and Jack. Schindler supplied Peter with a new Discovery 4x4 and a caravan so that all three could stay in close proximity of every individual installation, if not on each site as most MWT's were built on private farm land, specifically on the crests of high hills.

Starting at Klerksdorp, the first MWT lift installation, took just on 5 weeks to complete. By the time Peter reached Orania (Bakenskop MWT), they were down to approximately 3 weeks per installation. Peter continued installing lifts in each MWT, approximately 75 km apart, with the last one being Kanonkop, in the vineyards above Koeberg, overlooking Robbin Island.

Each MWT has an own character, but the most profound are the Matjiesfontein and Du Toit's Kloof (Hawerkwas) installations. These pinnacles are so high that the wind never abates below storm-level, and both become snow-covered every winter. I remember Peter having a 25 litre (4-gallon paraffin) tin on a primus (we still didn't have LP gas stoves in 1972) with what looked to be soup. "Not soup" was the reply ... "it's to keep the spanners warm so that our hands don't freeze" was Petrus' curt reply.

## Fibre-optics Technology

Now 41 years later these MWT's are about to be eclipsed with new *fibre-optic* technology, where a 'cable' the thickness of your forearm will replace the might of the aging MWT's. You may have noticed the PVC piping being laid along the national highways and other provincial roads. This will house the fibre-optic cables or strands of cables that will transmit the required telephonic frequencies.

We heard that M-Net was interested in taking over the MWT's in order to enlarge their national DSTV communications footprint. This brings to mind the absolute latest technology on *TV Communication*. Perhaps you have recently heard of 'white space'?

## TV White Space (TVWS)

TVWS refers to that portion of the UHF frequency spectrum (covering 480 to 690 MHz) that is currently transmitting the TV station signals that you tune into. With the proposed advent of new-technology *digital broadcasts*, these bands will become available for dated *analog broadcasts*, which the Department of Education wish to utilise for *broadbanded internet access* for schools as an education medium. As it is a licensed spectrum, we cannot say too much about it. Suffice it to say however, that it will bring a total new dimension into *distance learning*.

We understand that led by Google and enabled by equipment vendor Carlson Wireless (plus a few other project partners whom we may not name), a trial is currently underway with 10 Western Cape schools to prove that *broadband* can be offered over *white space channels* without interfering with licensed spectrum holders. To prevent interference with other channels, the network already utilises Google's spectrum database to determine *white space* availability over the separate yet conjoint areas where the schools are positioned.

The fact that TVWS's lower frequencies can travel longer distances, will ultimately allow it to reach rural community schools where it can revolutionise education. This new technology can therefore be best suited to provide low-cost connectivity that will drive the education in these areas where poor telecommunications infrastructure exists.

*... the sky appears to be the limit!*

(We will keep you posted on results)



Schindler CEO Mr Pankaj Sinha advises that with technical developments happening so quickly nowadays, that ...

***'If you do not keep your finger on the pulse of the Lift Industry, you not only run the risk of falling behind, but more so of losing your competitive edge'.***

## SOUTH AFRICA vs THE WORLD ... in HEADCOUNT

We received the below information from an engineering associate who has just returned from an extensive business trip overseas. His first reaction on landing at OR Tambo, was a feeling of relief to be 'home'. He then explains why ...



Commuting on the above Freeway is enough to make any South African happy with our local peak traffic pressure. Whereas this photo was taken in 'Asia', no further information was supplied of the Freeway.



His Sunday diary was kept clear so as to do some sightseeing and relaxing from a very busy (and stressful) business schedule. After arriving at the above beaches, he promised himself never again to complain when he visits the 'over-crowded' beaches of Durban, PE or Cape Town.



Being aware of our association with the Lift Industry, he submitted a few photographs of tenement buildings, inferring that we as South Africans who are used to open spaces, would lose our identity in places like this above (in China). It however is a Mecca for lift companies as they have more lifts in one region than we have in the whole of South Africa, and multi-floored to boot, as these buildings of well over 25 floors tend to demonstrate.

When one Googles the largest cities in the world, you very quickly realize that we are not only third-world, but that our populace falls far short from the developed countries. How can we even hope to compare, with our largest city Johannesburg, having a suggested headcount of 4,8M ... to these cities below. Even the old Witwatersrand PWV, now called Gauteng, is believed to be  $\pm$  6,2M. Regrettably the recent census cannot be considered more than just a guide, so we could not determine more accurate figures.

- 20th is Beijing in China with 12M
- 15th is Karachi (Pakistan) with 14,124M
- 10th is Jakarta (Indonesia) with 17,15M
- 5th is Sao Paulo (Brazil) with 20,2M
- 4th is New York City with 22M
- 3rd is Mexico City with 22,65M
- 2nd is Seoul City with 25M
- 1st is Tokyo (Japan) with over 34M people, two thirds of our total population in ONE city.

## CALLIBRATION OF LIFT INSPECTION TOOLS

If the shock of your SANAS accreditation invoice of well over R50 000 was not enough, be prepared for another similar shock when you take your suggested inspection tools for calibration in order to obtain the requisite certificates required by SANAS. To this end, LIASA has put the wheels in motion to challenge the originally proposed Lift Industry list, with the view to reducing it down to what is actually required in carrying out the regulated annexure 'B' comprehensive inspection.

Just the minimum requirement that Bonnie has supplied for calibration quotations, amass to an unwelcome R10 000.

Immediately we also need to revise the calibration requirement from annual to perhaps 3-yearly or 5-yearly. Remember that the original committee under the Chairmanship of DoL Deputy Director Hlaks Monyaki was to establish a best-practice tool list. Although a nice-to-have, the cost to maintain RLI registration will now really become abortive if we do not curb these accreditation costs.

Added to the initial annual recalibration cost of R10 000, the suggested annual SANAS fee of R15 000 for individual RLI's and you end with a recipe for mass RLI withdrawals, for this implies a total accreditation cost of R80 000.

# COMPANY LONGEVITY - A CONTRIBUTION to SUCCESS

Researching articles of interest for Educom always results in the achievement of peripheral information not linked directly to lifts, but most certainly adding value to one's innate knowledge of the Lift Industry. This includes an article on 3 of the oldest businesses in South Africa, who have toasted at least one and a half centuries of existence in South Africa.

These three CEO's in sharing the secrets of their success in managerial journals, universally linked the *longevity* of their individual businesses as their greatest asset. They are **Gavin Came** from the 'Pig & Whistle'; **Jean Naude** from 'Groot Constantia'; and **Louis Rood** from 'Fairbridges Attorneys'.

## Gavin Came - Pig & Whistle

Situated in KZN on the main route to Port Alfred, was established just on 180 years ago. Gavin states the 'Pig' to have withstood the test of time because of its **consistent quality of food and customer service**, and the fact that its 'look' has not changed.



## Jean Naude - Groot Constantia

Jean states that the 'history' of the estate **where its name is a guarantee of quality product and service**, has likewise allowed them to withstand the test of time. "*Consistency allows one to build your brand based on solid values that people can trust*".

## Louis Rood - Fairbridges Attorneys

Louis again advises that a critical tenet is the ability to *adapt to change* as the requirements of your customers changes, mostly due to technology, **and then rendering the quality of service that the customers require**. Several of their customers such as Standard Bank, have been with them for over 150 years, cementing the foundation of their two centuries of existence.

All three CEO's have several common golden threads running through their historic success, but name the two most important ...

- (i) The major common denominator between the three businesses being *innovation ... that drives efficiency and diluting risk*.
- (ii) The second golden thread is *strong relationships with customers, employees and suppliers*.

Not surprisingly, approximately a third of each company's employees have 25 years of service or more, claiming some as

high as 40 to 50 years of their most faithful employees. All three subscribe to Brian Joffe's claim that ... *there is no substitute for experience ... so staff are not replaced willy-nilly!*

All three CEO's summed up their business' longevity success as remaining *'true to the values of their respective businesses, while being able to adapt to the changing requirements of their customers'*.

**The Pig & Whistle** was formed in 1832 - then known as *The Bathurst Inn*. The name was changed during World War II by visiting pilots from the UK.



**Groot Constantia** was started by Dutch settler Simon van der Stel in 1685, needing no further introduction.

**Fairbridges Attorneys** was started by John S Merrington on 6<sup>th</sup> November 1812. It is today still recognised as the oldest law firm on the African continent. It was named after the 1<sup>st</sup> president of the Cape Law Society.

## Editor's Note:

In Googling more information on the subject of *longevity*, we discovered that *more than half* of the suggested 5600 companies world wide older than 200 years, are Japanese. Germany is second, followed by the Netherlands, France and Spain. Not surprisingly, many of these companies in Europe are distilleries, formed two, three and more centuries ago.

In spite of being a newer technology, lifts have at least two multinational representatives laying claim to the *150-year* category, namely Otis and Schindler.

## South African Lift Multinationals

Several years ago Educom featured articles on the oldest known lift companies in the world and the affect of these multi-nationals on the South African Lift Industry. Essentially these were **Otis Elevators** started by Elijah Otis in the USA circa 1863, and **Schindler Lifts** started by Alfred Schindler in Switzerland in 1874.

*Perhaps Educom can prevail on the South African CEO's of these two stalwarts to give us some feedback from their archives. We would also most certainly appreciate the 'golden threads' running through their successful historic longevity.*

Not to be left out of the equation, we would equally appreciate similar communications from **Kone, Melco (Mitsubishi) and ThyssenKruppe**.

# ECSA PRESIDENT'S FORUM - 19TH AUGUST 2013

## ECSA PRESIDENT'S FORUM

On Monday 19th August LIASA Chairman Sanjeev Singh and Dr Theo Kleinhans attended a marathon meeting at ECSA, representing LIASA as the recognized Voluntary Association. Sanjeev has now been appointed as the formal LIASA representative for the ensuing 4 years. We had the opportunity to have quite an extensive discussion with Phill Erasmus, chairman of the ECSA 'Defined-Scope' sub-committee, on which Sanjeev has also been co-opted. We previously used the collective adjective of *limited-scope*, but this was dropped in favour of the more positive *specified-scope*. As regards the major agenda points that concern us, we report as follows ...

### Latest Position on Identification of Engineering Work

Dr Faroon Goolam explained the critical ECSA requirement for a 1st registration to get a foot in the door. This registration allows the person to *legally carry out* the specified work within the OHSAct requirements, making the registered incumbent *responsible* under the Act for his practices. This in a nutshell is then defined as *Reservation of Engineering Work*, which requires to be protected legally. There are several sub-committees, with Phill Erasmus chairing the requirements for *Specified Scope Categories*.

This can perhaps best be explained by the analogy of the requirements to get through the first registration door at ECSA. This applies *inter alia* to ... **RLP's, LMP's, Fire Inspectors, building Inspectors, etc.** Phill, Sanjeev and the rest of the sub-committee, will come up with a set of generic '*Works Definition*' on which to base the 1st registration requirements to get into the first cadre level at ECSA for aspirant future candidates. Once there, the individual doors lead off to the specific *specified-scope cadres*, each with its own more specific educative and training requirements for full registration in that category. A very important requirement will then be the *experiential practice component* for that cadre.

We will keep you posted.

### Candidate Phased Training & Funding

Dr Allyson Lawless and Liesel Kirsten then gave us an overview of the progress in determining the minimum *competency levels* required to convert raw candidates to a level of 1st registration, advancing to ultimate professional registration. These will be the candidate *evaluation, recognition and training* phases.

From here the candidate progresses through *learnership or internship*, which require the development of national training policies, with guidance from their specific professional bodies, in our case LIASA - But also such cadres as the Institute of Electrical Engineers. So you can see how important Sanjeev's input is going to be with this project to entice future Lift Inspectors for registration.

The Chairman indicated to the VA's to bear in mind that if the various engineering professions are not pro-active in dealing with these issues of training and funding within '*transformation*' parameters, that opportunities are created for other agendas to come under the guise of transformation.

## Specialist Occupational Teams

Ms Adrienne Bird, Deputy Director General from the Department for Higher Education and Training, explained Government's first priority to determine what tertiary education was available against what was needed for these dynamic programs, since the curricula form a critical integration into the registration requirements. Secondly, to determine what training facilities were available that could be dove-tailed into training programs without much delay. It was anticipated that the various industries already have training leaders in that industry, which we know to be true, such as Otis, Schindler and Kone in the Lift Industry.

### Progress with New Registration System

Under Prof Hugh Hanrahan's chairmanship, his works-committee is changing the ECSA registration system, moving away from a *training specification* to a *competency standard*.

There is a new ECSA objective policy statement ... **Document R01P**, which applies to all professional categories across all disciplines. ECSA Council requires *One Standard, One Process* and only *One set of Documentation* for everybody, implying that ECSA is changing over to a *single application format* and assessment process. Applications will become on-line, with initial paper options available to end 2014, but the system will most certainly be fully operative by March 2015.

### New CPD Recording System

The Engineering Professions Act requires that EVERY person registered with ECSA **renews their registration every 5 years**. The renewal conditions include the meeting of ongoing CPD requirements. Phase 2 of the New Registration System provides support for renewal applications and CPD management. There are potentially 5000 registered persons whom according to their specific ECSA roll-over dates, need to re-register every year in order to achieve the 25 000 re-registration objective every 5 years.

The system will allow on-line updating in renewal of each person's CPD record, since IT is the future of managing data capturing. So be forewarned that you **MUST** keep up your CPD in order to be able to log it on-line in an acceptable manner under categories of CPD for your registration cadre, acceptable to ECSA. Sanjeev Singh and Willem du Toit have been warning you for the past two years that the laxness perceived by ECSA will be replaced by a strict factual recording system. **To record your personal CPD ... you need to have acceptable proof!**

## DEPARTMENT of LABOUR SUPPORT and ATTENDANCE

The same question has been asked at the most recent meetings of LIASA and ECSA LIRC. Why is DoL so consistently conspicuous by their absence. They tentatively ripped the carpet from under our RLI feet with their mandatory SANAS accreditation and DoL exemptions defined in the OHSAct amendments of 17 September 2010 Gov. Gazette No.9380.

Even the most senior amongst us are seriously perturbed over the costs that have been hung around our necks with the initial SANAS accreditation fee, suggested annual fee, and now the very noticeable *'tool calibration'* fees. How well we remember our query to DoL as to whom would foot these bills? *'Pass it on to the customers'* ... was the curt

reply. This has placed a new requirement on RLI's who now have to explain to customers WHY the inspections fees have all but doubled.

Our recent LIASA meeting at Jeppe Quadam elicited the fact that every individual RLI is feeling the crunch of the SANAS accreditation costs of membership and compliance. Add to this the cost of vehicle running expenses (especially fuel) which are now the third highest monthly survival cost after salaries and rent. *So where to?*

If DoL were present at these obligatory meetings, they would at least have first-hand experience of the handicap that they have placed on the Lift Industry inspection process in their quest to regulate the inspection system.

## ECSA WEB PUBLISHED TARIFF FEES

ECSA's legal council, Adv Fourie, recently reported that ECSA had been cautioned by the Competition Commission that the publication of Fee Guidelines, may be anti-competitive. In a meeting with this Commission, ECSA was advised to consider *'an innovative model'* in order to steer clear from anti-competition requirements. For example: These fees will only be available to ECSA registered persons, which will require prior confirmation of current registration in order to extract the relevant information on-line.

The *Fees Committee* has therefore worked on a proposal that was accepted by ECSA Council and published (regretfully, we could not as yet extract a copy - Editor)

Consensus was reached at Council that the ECSA CBE will apply for an exemption on behalf of the Built Environment Councils, but that individual motivations would be required in order to supplement the individual applications. ECSA's Fees Committee therefore immediately developed a motivation that it is in the general public's interest to know the guideline fees for specific engineering cadres, especially

since these fees have to be paid for by the industry.

An immediate response would appear to be for LIASA to develop a motivation to ECSA (and DoL if that would help) to publish a suggested inspection fee based on the new basic registration, accreditation, calibration and vehicle running costs. Don't forget the Gauteng Toll-fee *Sword of Damocles* still hanging over our heads, that would add R48 to a round-trip inspection fee between Johannesburg and Pretoria.

Also entering the *basic cost equation* is ... **annual professional and public liability insurances; VAT and PAYE taxes payable on income generated; annual SDL, UIF and Workman's Compensation fees; monthly Rental, Water & Light; Telephone (cellular and land-line) and 3G wireless broad-band; and ISP (Internet Service Provider)** . RLI's now have to pray that the expected increased inspection mandates roll in, failing which even more RLI's will throw in the towel.

## WORDS of WISDOM - BRIAN JOFFE

***"Consistency creates a following - People buy multinational brand names because they know that the NAME stands for quality of product and service ... both going hand in glove. Many service providers have a wonderful product, but forgot to train their staff up on delivering and maintaining that product ... the result is that when you do not live up to your customer's expectations, they will not repeat the purchase in future".***

## OHSACT : LER vs DRIVEN MACHINERY SECT. 17

The Lift Industry is well aware that the latest **OHSAct amendments** which came into power **effective 17.09.2010**, focused on the **SANS 1545 Part 5 access-only goods lifts**, whilst the old **Section 17 DM** for 'hoists' should have been repealed, but was NOT! DoL in their wisdom somehow neglected to remove Section 17 from the statute, causing immense consternation, as legally ... **two standards now exist**. The majority of independent lift service providers have naturally opted to stay with their rendition of 'hoists', whilst Owners-Users have displayed an equally natural rejection for the compliance of their long-established hoists into the new **Part 5** requirements.

We in one week carried out inspections on 3 divergent installations in Gauteng where ... a 'hoist' had already been upgraded by Shorts Lifts to full Part 5 requirements, right down to safety-gear on the car & over-speed governor; new shaft lights; stop-switches; positive-drive buffer on top of the car crown-bar; safety barriers & all moving parts painted caution yellow; signage's etc. What a pleasure to inspect such an installation after all previously experienced negativity, so we phoned Shorts' CEO John Walls Pr Eng, to thank him.

On the converse, we inspected a similar Part 5 installation, running approximately for 5 years, with all the pre-amendment requirements of safety-gear etc, but apparently **never registered**. The Owners claim innocence of the regulations and that the service provider never informed them at concept of these requirements. We will now 5 years down the line have to register this unit and endeavour to get it *fully compliant* as well as extract an annexure 'A' commissioning report form the manufacturer, who is still in business. In the interim they are checking their records for proof of registration.

Then the caveat emptor, where a Part 5 access-only goods lift is serviced by an LMI company. The LMI in fact the week before our inspection, carried out a full annual load test as required for **lifting machinery**. The LMI had been servicing the lift for the past year or two, but claims not to have realized

that it was a registered lift. We obtained the relevant Annex 'K' from the original manufacturer and service provider, with the annexure signed off by a known RLI. LIASA is now communicating with DoL to step up withdrawal of the **DM Section 17** ASAP. Meanwhile, the Owner-User must change his LMI service provider to a competent service provider as required by the OHSAct LER regulations.

LIASA PE Regional Chairman, Graham Mould managed to extract these pictures of the old Edward Hotel in PE from his old CD records The hotel was completed in June 1927 with this ancient (by today's standards) lift from 'Express Lifts' of Northampton. It is a 3-persons 3-stop lift travelling at 0,5m/s. Other than for Burgess buttons in the car (shame), the lift is totally original.  
- 86 years old.



The EDWARD HOTEL in all its glory - Port Elizabeth



*"In any formal situation amongst other persons, rather shut up, keep silent unless you have a positive contribution to make ... and listen ... perhaps you will learn something new."*

Brian Joffe

### TOEKOMSTIGE EDUCOM UITGAWES

Te wyte aan oorlede Budie Ceronie se vertoë dae voor sy ontydige heengaan, het die Julie/Augustus uitgawe wel die lig gesien. Hierdie vertoë is verder ge-eggo deur Peter Murray en Sanjeev Singh, oor die absolute noodsaaklikheid van 'n LIASA kommunikasie joernaal.

Hulle beklemtoon dat die tegniese hyser-kennis, skerp meertalige vaardigheid, self dissipline en 'n neus om nuuswaardighede uit te sniffel onmisbaar is en nie huidig vervang kan word nie. Dus sal ons aanhou, te wagte aan die nuwe inkomende LIASA uitvoerende Komitee.

## NEW COMPLEX REGULATION DEPARTMENT of TRADE & INDUSTRY

The Department of Trade and Industry has done it again, introducing a business licensing bill required for all businesses to register at municipal level. Not much different than the 'accreditation' requirement for RLP's. Practice is now showing that instead of helping the business industry, it is actually causing a number of complex problems, both for government and for business. The capacity of government officials at regional and municipal level is just not adequate to deal with all the matters arising from this regulation.

An immediate concern is the power handed down to officials, creating more potential for corruption. Neren Rau, CEO of the SA Chamber of Commerce and Industry (SACCI), states that businesses now wanting to stay on the right side of the Law, are facing greater pressure and cost to comply than those that do not register ... **Somehow sounds familiar!**

Christo Botes, executive director of *Business Partners*, suggests that for the moment, the best option is to use service providers who have the contacts and experience you do not, to fulfil your business requirements. Yes, it IS MORE EXPENSIVE, but in the long run will work out cheaper and with less agro. Government just continue to display this selfish propensity to complexify everything, as opposed to keeping it simple. Perhaps somebody should advise them of the 'KISS' principle that we were taught in our introduction to business principles so many decades ago.

### Humble Beginnings to Multi-Billionaire

Sir Richard Branson is a world-listed billionaire, ranked in the Top 250. He founded the *Virgin Group* on his own, yet today employing over 50 000 people. Sir Richard emphatically claims that it is not his accomplishments that made him, *but the way in which he deals with the employees who run his companies*. Like most successful businessmen, he echoes the role that *passion for his work* plays in his every-day dealings.

*"No matter what your stock in trade is, there are myriads of people out there that will surpass you in doing any particular job. The secret is to find and employ them and then not interfere too much other than give direction ..."*

### LIFT INDUSTRY LONGEVITY RECORD

*We phoned the Metal Industries (SEIFSA) to check on the late Rene Hassler's record. He was a former CEO of Schindler Lifts Southern Africa. His record still stands as the longest serving MD in South Africa ... 42 years. The SEIFSA secretary's opinion was that there was and is nobody near this figure.*

We are on the Web - go to ...

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

The web is maintained by LIASA Chairman Sanjeev Singh for the members' benefit

*LIASA in 1995, to qualify for ECSA (Engineering Council) recognition as a 'Voluntary Association' (VA - Article 21 Association), formal Articles of Association were required, along with a formalized membership structure. These were drawn up by founder members Dr Theo Kleinbans and Steve le Roux. Steve was elected as Chairman of the National Executive Committee in Gauteng, with Theo as Executive Secretary-Treasurer; Mike Russell as Regional Chairman Western Cape and Graham Mould as Regional Chairman Eastern Cape. Natal and the Free State were vacant at that time. The current LIASA membership stands at 172 paid-up members, thanks to the sterling work of Secretary Bonnie Peden.*

*To better serve its members, LIASA has registered several training courses with ECSA, since these require prior ECSA recognition in order to count for the regular CPD training requirements. A further major determinant was the LIASA National Conference held in September 2012 at the ShaMani conference centre in Alberton.*

*LIASA membership cards were issued to all present who had paid their subs. This would normally have been done in April 2013, when all subscriptions become due with ECSA and LIASA, inclusive of the relevant CPD advice forms. Remember that proof has to be retained in case you are called on to present them to ECSA. Membership of LIASA ensures an ECSA subscription rebate more than equal to the LIASA subscription, being a motivator to engender or retain LIASA membership.*

### EDUCOM COMMUNICATIONS

**LIASA's contact logistics where you speak to the Editor Dr Theo Kleinbans or National Executive Secretary Bonnie Peden is:**

**Office:** (011) 613-7552

**Telefax:** (011) 613-4248

**E-mail:** [iliasa@zmail.co.za](mailto:iliasa@zmail.co.za)

**PO Box 899, Southdale, 2135**

**PO Box 38708, Booyens, 2016**

**Please forward us your newsworthy articles and photos for dissemination to all our colleagues around the RSA.**

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*« Ignorance of FACT is no excuse for any stated non-compliance »*

*« Liberty means responsibility - That is why most men dread it »*

*George Bernard Shaw*