

FROM THE DESK OF THE CEO (07/16)

Justin Chadwick 4 March 2016

"Money doesn't always bring happiness. People with ten million dollars are no happier than people with 9 million dollars" Hobart Brown

CCMA ANNOUNCES LAUNCH OF A PILOT WORKPLACE MEDIATION SERVICE

The CCMA is proud to announce the launch of a pilot workplace mediation service in the **Western Cape Fruit Sector**. Workplace Mediation is a process to resolve conflict in the workplace that may arise between the employer and employee(s) or between employees. It is aimed at resolving workplaces problems at an early stage prior to disciplinary action being taken or grievances being lodged. The overriding aim of the process is to restore and maintain employment relationships wherever possible by focusing on helping parties to work together to go forward; not determining who was right or wrong in the past. It provides employers and employees an opportunity to resolve workplace problems in a less adversarial manner without compromising existing workplace disciplinary and grievance procedures or the right of parties to refer disputes to the CCMA.

This initiative is being embarked upon in collaboration with the **Fruit Industry Value Chain Round Table**, a partnership between government and the fruit industry (incorporating trade organisations, business and labor) sponsored by the Department of Agriculture, Forestry and Fisheries and **Fruit SA** with the aim to foster collaborative industry - government actions that help to secure an enduring competitive advantage of the fruit sector

The purpose of the pilot, which will run for a period of six months from March to August 2016, is to test the appropriateness of Workplace Mediation as a means to manage conflict in the workplace. The pilot will be limited to the Fruit Sector in the Western Cape, including agriculture and packing with an envisaged phased roll to other fruit producing provinces depending on the evaluation of the pilot.

CCMA Acting Director, Cameron Morejane, emphasised the importance of the initiative as, "A significant measure contributing to the CCMA's strategic imperative in advancing good practices at work and transforming workplace relations". He added that, "A **key focus area** of the CCMA's new strategic plan *Senz'umehluko-making a difference, 2015/2016-2019/2020* is **reducing conflict in the workplace** which contributes to industry sustainability resulting in employment security, labor market stability and economic growth."

For more information contact CCMA, L Mseme LauraM@ccma.org.za , 082 787 7135

CGA LOGISTICS AND SUPPLY CHAIN FOCUS AREAS 2016/17

During the past two weeks roadshows Mitchell Brooke has presented his focus areas for the next year. **Rail Strategies:** Pursue the FSA Fruit Rail Strategy. The development of rail infrastructure and capacity in the Gauteng/Limpopo region for the purpose of transporting containerized fruit for export between Limpopo and the Cape Town and Durban ports.

Port Container Terminal Interface: Interface with TPT Container terminals in Durban, Port Elizabeth and Cape Town to achieve operational efficiency, development of adequate capacity and proper management of reefer container temperature control (Management of Time and Temperature Tolerances). **Macro Assessment of Logistics, Infrastructure and Capacity:** Undertake National and Regional Macro assessments of logistics networks,

infrastructure and cold storage capacity to determine shortcomings in the ability to effectively manage production throughput. **Assessment of Containerized Cold Sterilization Shipments i.e. China:** Due to a vast number circumstances whereby containerized cold treatment shipments fail to achieve set protocols prior to export or fail the set protocol upon export, a forensic audit on containerized cold treatment shipments is required to be undertaken. The importance of this assessment is to identify critical failure points in lieu of the potential for EU cold sterilization shipments. **Evaluation of PPECB Cold Chain Legislation iro PPECB Cold Chain Functions and Responsibilities:**

To evaluate the various forms of legislation governing the PPECB cold chain mandate. This is proposed to ensure PPECB are fulfilling the role in the management of the cold chain. **SOLAS, IMO Requirement for the Verification of Gross Container Mass (FSA):** SOLAS Chapter VI, Part A, Regulation 2: Shippers Mandatory Verification of the Gross Mass of a Packed Container. Implement the requirement as laid out by SAMSA to permit the verification of the gross mass of a container for export. Facilitate a process amongst role players in adherence to the SAMSA requirements.

Assessment of Logistics Costs: Logistics costs for the exporting of citrus from Southern Africa are on an incline. It is therefore necessary to scrutinize costs to determine where and how to save costs in the chain.

For more detail please contact Mitchell@cga.co.za

NOTICE OF CMF MEETING

The CMF meeting is scheduled for 17 March 2016 at Birchwood Hotel at 10h00.