

# THE TUBULAR BELL



2024 FIRST EDITION



Welcome to our first edition in 2024; we trust that everything is working out the way you the reader has planned thus far. If not, reflect on the below:

## MESSAGE FROM THE EXECUTIVE

The 2023/24 financial year did not quite live up to expectations but we are reasonably optimistic that the ensuing financial period will yield a better success.

Trading conditions have dampened through some tumultuous world and local developments in a national economic downturn; however, pessimism does not spell doom - we are a resilient and innovative team whose enthusiasm, commitment and will to succeed supersedes any and all barriers that may come our way.

We are equally confident that we will be ably assisted by our employees, customers and suppliers to make 2024 a prosperous year for all stakeholders.

We wish to thank all stakeholders who have assisted us in the past financial year to bring us to where we are today. Thank you and regards to all!

# TEAMWORK

LIFE IS LIKE  
*a camera*  
JUST FOCUS  
ON WHAT IS IMPORTANT  
CAPTURE  
THE GOOD TIMES  
DEVELOP  
FROM THE NEGATIVES  
IF THINGS DON'T WORK OUT  
*take another shot!*

## Copper as a Plumbing Material

(by Werner Gerbach)

For many years Copper has been part of our daily lives. The red metal is used, among many other applications, e.g. cold and warm water pipes systems, heating systems, and to transport various media such as gasses. Copper does not occur naturally in the form of pure metal, but in the form of ores, and it has to be recovered by metallurgical operations. These steps include extraction via mining, concentration via separation of the metal or metal complex, then reduction via melting.

According to the theories about the formation of the earth, the primary copper ores were formed mainly during the cooling period of the still molten earth globe. As in the case of other heavy metal compounds, they were concentrated inside the earth, but through volcanic eruptions it lifted to the surface where they formed underground and surface deposits.

Copper as an industrial material has proved its value and it has been used for thousands of years. It is an excellent conductor of electricity, it has a good corrosion resistance, and it's easy to work with. No other metal has played such an important role in the history of civilization as copper. An era has even been named after a copper alloy – The Bronze Age. These favorable properties lead to the multitude applications of copper especially the positive development in sanitation and heating.

### WHY USE COPPER TUBE?

#### **Quality**

Copper is **DURABLE** and it proved its value for thousands of years. Good workmanship and quality products are factors that will contribute to durable copper tube installations.

***“If I were a metal, I would be a Copper”***  
**Nilesh Saha**

#### **Performance**

The internal diameter of copper tube is larger than any other piping system with the same outside diameter. With the fittings being connected on the outside of the tube it allows no restrictions to the **FLOW RATE**, which no other piping system can match. With the melting temperature of copper being over 1000 °C it can withstand temperatures and pressures several times greater than the alternative systems.

#### **Ease of Use**

Fittings and tube are universally **COMPATIBLE**. Installations are **NEAT** and copper tube do not sag like other installations – less support brackets over long runs.

#### **Disease Control**

If any of the reasons to use copper tube as a plumbing material do not attract you, then this should. Copper have **ANTI-MICROBIAL PROPERTIES**. Water connect life! ..... and what is life without safe drinking water? Copper does not absorb organic materials and is **UV RESISTANT**. Possible contaminants cannot penetrate copper and its biostatic properties **INHIBITS BACTERIAL GROWTH**.

#### **Environmental Benefits**

Copper is 100% **RECYCLABLE** and it contains most of its value when recycled. Recycled copper supply approximately 40% of the global demand. Copper scrap have **ECONOMIC VALUE** due to its growing recycling value.

#### **Safety**

Due to the high melting point of copper, it is very **FIRE RESISTANT** and give off **NO TOXIC FUMES** or gasses when exposed to fire. It **MAINTAINS WATER PRESSURE** even when subjected to flames.



## A fond farewell to Savelle Carelse

My name is Savelle Carelse, I was born in Protea Township in Soweto. I later moved to Ennerdale till now. I was blessed with two beautiful kids and one grandson.

I started in CTA October 1998 in fitting stores where I was assembling in house manufactured fittings as well as picking & packing fittings for Federated Timber/ Cash Build.

I learnt a lot of things in CTA from Fittings and Tubes, plumbing, stock counts and recounts as well as Copper products; their uses and benefits.

When I arrived at CTA I didn't have any forklift experience, but the company offered me an opportunity to do forklift training and receive my forklift license.

I worked in different departments;

Loaded bakkies and trucks for local and long-distance vehicles. Also did some deliveries with Gary Laing. I was then brought back into warehouse to do loading and stock count. I worked under four different managers in stores and dispatch, they left the company and I started in operations with Mr. Gary Laing. I Worked in Stores and Dispatch, arranging trips and dispatching drivers.

I learnt a lot about different cultures and languages from my colleagues.

I was once hospitalized due to certain health complications for about 2/3 months and while I was in hospital I received a lot of support from my colleagues as well as management.

Today I am a professional and licensed forklift operator through CTA and I now have the knowledge of Warehouse, Distributions-Logistics as well as Operation management because of CTA.

I have served my time at CTA; I grew with the company and unfortunately my age doesn't allow me anymore and I have considered retirement. It was a fruitful journey and it has come to an end. I wish well for the company and I would advise the youngsters joining the company that they should grab the opportunity with both hands and they will also make it in life like I did.



A farewell function was held for Savelle in the Boardroom on Thursday 09 May 2024. Joining him were friends made over the years, colleagues and management representatives. The Operations Executive, Andrew Frank made a short speech thanking Savelle for his loyalty and commitment over the 27 years that he worked at CTA. Savelle is in front holding his commemorative service certificate.



## **Six Ombuds you can turn to for help**

Some ombuds and complaints mechanisms have been established by law and apply to specific Acts of Parliament. Examples are the Ombud for Financial Services Providers, the Consumer Goods and Services Ombud, the Tax Ombud and the Pension Funds Adjudicator. These are known as statutory ombuds.

But there are also ombuds established by the financial services industry, as a way of the industry governing itself. These include the Insurance Ombud (a single ombud now controls two offices, that for short-term insurance and that for long-term insurance) and the Ombudsman for Banking Services.

Both statutory and industry ombuds fall under the recently established Ombud Council, overseen by the Chief Ombud. This council was established because, according to National Treasury, the low number of complaints received by both statutory and voluntary schemes relative to the number of financial transactions pointed to poor consumer awareness and possibly poor accessibility. There was also concern about gaps in what the ombuds covered and differences in approach.

The Ombud Council operates as the regulator of both statutory and voluntary schemes, with the authority to standardize best practices and promote and coordinate cooperation.

Complaint-resolution services provided by the ombuds are free of charge to the consumer, but the ombuds do have limits regarding the value of the claim. Note that you should only go to the ombud after trying to resolve the complaint with the provider.

Below are six ombuds you need to know about, to whom you can complain about a financial service or product. The contact details of all ombuds (including those not mentioned here) are on page 16.

### **1. Ombud for Financial Services Providers**

Commonly referred to as the FAIS Ombud, because of its association with the Financial Advisory and Intermediary Services Act, this active and well-resourced office deals mainly with complaints against financial advisers, be they independent or tied to a big financial institution. “Advice” in this context refers to advice around the sale of financial products: these may be investment or insurance products or even cryptocurrencies. Note that the ombud deals with whether or not the advice you received when buying the product took your personal circumstances into account and whether the product was suitable for you.

### **2. Insurance Ombud**

As mentioned above, there are two offices under this ombud: one deals with short-term insurance (the insurance of things) and the other with long-term insurance (life and disability cover, as well as other products life insurers offer, such as certain types of investment policies). Most complaints concern the rejection of claims by the insurer, and the ombud makes determinations on what is fair and equitable, not necessarily according to the letter of the law. In other words, if the ombud believes the small print in a policy has disadvantaged you unfairly, the decision may go in your favour.

### **3. Tax Ombud**

This ombud, which is independent of the South African Revenue Service (SARS), protects the rights of taxpayers against possible abuses by SARS and has made a significant impact in promoting consumer awareness about those rights. The mandate of the ombud is to review and address any complaint by a taxpayer regarding a service matter or a procedural or administrative matter arising from the application of the tax laws by SARS, and to bring to the government’s attention any systemic and emerging issues related to tax collection.

### **4. Pension Funds Adjudicator**

The office of the Pension Funds Adjudicator was established through amendments to the Pension Funds Act. The office deals with complaints related to pension funds, such as problems with the distribution of pension fund payouts, the collection and investment of pension fund contributions, and the governance of pension funds. The types of funds governed by the Act are: stand-alone pension and provident funds, umbrella funds, preservation funds and retirement annuity funds.

### **5. Ombudsman for Banking Services**

This body was established by the banking industry and governs members of the Banking Association of South Africa (in other words, all South Africa’s major banks). The ombud ensures that banks comply with the association’s code of conduct, and deals with complaints relating to products and services provided by your bank. It won’t, however, deal with your bank’s commercial decisions on lending or credit, interest rates or bank charges, unless there has been maladministration on the part of the bank. The ombud has been active in promoting awareness of security issues, especially regarding online transactions.

### **6. Consumer Goods and Services Ombud**

Established under the Consumer Protection Act (CPA), the mission of this ombud is to maintain fair play in the consumer industry by guiding and improving compliance with the CPA and promoting fair business practices, educating consumers as to their rights and redress available to them should a company breach the Act or the code of conduct, and provide for a scheme of alternative dispute resolution as described in the Act. All participants and entities involved in supply chains that market and supply goods and services to consumers must register with the ombud and abide by the code of conduct.

"I've never scored a goal in my life without getting a pass from someone else." –

**Abby Wambach**

"I can do things you cannot, you can do things I cannot: together we can do great things." –

**Mother Teresa**

"Talent wins games, but teamwork and intelligence win championships."

**Michael Jordan**



Never give up, we keep pushing on...!!!

### **From the Finance desk: Peggie Nair, CFO**

We are seeing the effects of interest rate increases taking its toll on our economy together with increased food, fuel and electricity prices. This just makes it a bit more difficult for the consumer to be making any discretionary spending apart from servicing debt such as personal loans, mortgage bonds and vehicle finance. However, we continue to remain positive despite the continued load shedding which has also taken its toll on productivity.

Our debtor's team have done very well and finished the year with a clean debtor's book with maintaining a good track record in ensuring that our customer pay us on time and our creditor's team are keeping up with prompt payments.

Investment in solar panels to reduce electricity consumption is welcomed for the future cost savings it will bring to the company.

### **Future plans IT:**

- Upgrading and updating the current website:
- Upgrade fibre line from 30mbps to 100mbps
  - Busy upgrading Cape Town to new supplier. If service is acceptable, we will move from our current supplier to new supplier and increase our line speed. Should also save on our current monthly fee.
- Moving our backup system to the Cloud.
  - Recovery will be quicker, more stable and less risk of data loss
  - Maintenance of infrastructure will be handled by the supplier
- Implement backup power for our Server
  - Number of times our server has lost power and shutdown incorrectly. This has a negative effect on server software and can cause the server to crash.

### **The year ahead:**

Nothing ventured, nothing gained. What you put in is what you will get out.

Interest rates remain at all-time highs so the consumer remains under immense pressure. A stressed consumer will put CTA under pressure in the coming months and we believe that the situation will improve towards the latter part of 2024. The US treasury is expected to make a few rates cuts this year which will improve the Rand/\$ exchange rate.

The key to overcoming this hurdle will lie in strategic pricing with goods and services striking the perfect balance between remaining competitive in the market and maintaining a healthy level of profitability. Pricing to ensure that your product or service can withstand the prevailing cost pressures is of paramount importance.

Cost control must be a priority in all departments in order for profits to be seen.

Be positive and stay positive, half your battle is won by having a positive mindset.  
Thank you all, for your efforts. It is greatly appreciated.





## REFLECTION OF THE PAST YEAR - CTA DURBAN: HASSEEN GOOLAM, BRANCH MANAGER

Our year had started off steady. We had set our eyes on new developments and sort out how we can attain a better scorecard. Our first initial investment was to attain a new sales representative for KZN. We were in desperate need of representation for the clients that require a physical touch. Luckily, we had a current team member that was up for the challenge. Thus far Fuzail Abubakir has gained momentum and started regaining the trust of our existing and new client base. We have also employed a second store man to assist with the daily packaging as well as assisting drivers with deliveries when needed. This resulted in a fast track in getting our orders processed at a much more efficient rate.

We also required another driver as 2 drivers were battling to meet the demands of our client base. Especially for our outlying deliveries where at least one driver is on the road workforce was needed. After engaging the third driver, deliveries and the workload has been extremely efficient. We have a solid staff structure with excellent morals, values and most of all honesty. We have also initialized the new segment of selling the "full basket" as an introduction to new and existing client base. We focusing more on the trade groups and most importantly the bigger chain groups. We have added on a good number of new clients on our systems and sales has seen an increase especially to independent owned

stores. By this action we should attain much more revenue. As for our future we have come to a realization that our current company space is limited to the stock capacity we can handle therefore in the near future we have set our sights on a new premises. We are hopeful that if we can cater for more of the scope of our client's needs, we will be able to increase our branch turnover significantly. Currently we are on the lookout for a bigger and better premises and have a few great potential places which would definitely suit our needs. The future for CTA DURBAN looks promising and we have faith that we will be able to polish the blemishes that we currently are working on. Hassen Goolam



Further on in the newsletter, we introduce our readers to the South African Industrial Group, of which CTA is a member. We hope that by doing this, employees will see they are part of a greater business vision with a bright future.

## MAY 2024 CHAIRMANS LETTER – ROBERT SPOON

The world remains in a state of unprecedented variability of economic performance and political tension and SA is not faring any better on all fronts. An interesting climate to do business in and not for the faint hearted.

During the 2024 year, the company has seen customer demand revert to the 2022-23 levels. Despite the improved market performance, this has been a year of many challenges for CTA.

To summarize some of the negative challenges in CTA for the past year have been significant levels of load shedding at more than twice the number of hours than the previous year; price escalation of 18% on electricity and 10% on wages amongst other higher than CPI rates; steadily rising local raw material copper price, transport costs, fraud/theft in the business, failure of the new generator and some delays in our USA branch.

In every situation there is a tendency to only focus on the negatives, however there were some real positives that have emerged including; Operations have completely revamped the whole dispatch system, new SHEQ regime, new security measures, new packing operations, Syspro system overhaul, new initiatives on the upcast design, completely upgraded generator management, a completely new annealing oven control and stock in the USA.

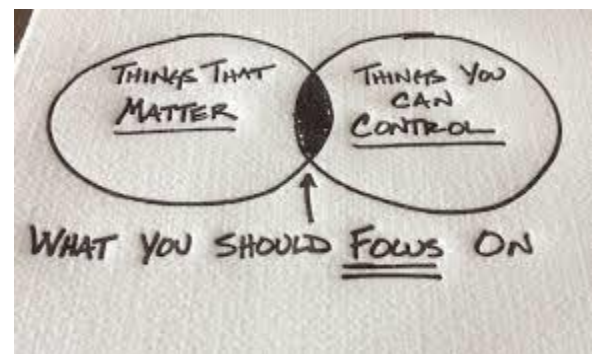
In terms of the business management, Gary Laing has taken over Sales Management and new accounts, basket sales, revised pricing, recruitment for Pretoria, CRM tracking of reps and a new commission structure are all part of the mix. Sales will concentrate on basket sales.

With regards to Operations, which is the converting of orders into delivered, invoiced and collected sales, a substantial amount has been done to day this year under the guidance of Andrew Frank. New security protocols, new goods receiving, holding and dispatch area, new inventory management processes, delivery mapping and performance management are all contributing to a more streamlined business.

Manufacturing under William Harris has been a continued struggle against an environment which is impossibly unstable. Overall, the metrics of manufacturing are trending in the right direction. Some additional redundancy is being implemented in water supply for staff toilets as well as a diesel engine driven pump for backup UCC cooling. A new Upcast design is being implemented and a full factory SCADA monitoring system is in progress.

Overall, the CTA business has worked hard at many initiatives and most of the team has performed well despite the many challenges. Some changes to the structure have been made and some are still in progress. We are placing a lot of emphasis on the relationship between the leadership of the company and you, our partner employees. Improved communication, toolbox talks, workplace forums, 5S continuous improvement and an employee assistance program from KAELO which provides free Counselling, Coaching, Care and Support.

In conclusion, I have included a drawing that indicates that there are many things that matter and that we can control. Between these, there are things outside of our control, there are also things that do not matter. The important take away is to ***Focus on what you can change and what matters***. Then we will all succeed. I believe that we can do anything with the help of you, our staff, our suppliers, our shareholders, and partners.



See the following page for a new exciting initiative going to the market soon.

## INNOVATION



# INDUSTRIAL WATER SUPPLIERS

## ABOUT US

We are manufacturers and installers of modular water backup systems, this could be municipal backups or borehole

Our systems are at the forefront of technical and scientific innovation

We have diligently incorporated the internet of things (IOT) into all of our products and services, allowing for seamless wireless connectivity and control over the utilities that work for your business

## WHY CHOOSE US?

We have over 40 years experience in design and manufacture of critical water supply systems

- Short installation time, installations are done within 1 to 2 days
- Seamless control of the system from your phone using our application
- Our competitor prices are the best in the market
- 2 year guarantee on installations

## OUR SERVICES

- Manufacturing of backup water systems
- Installations of water backup systems
- Maintenance of water backup systems

## CONTACT US

36 Hospital St, Cleveland,  
Johannesburg, 2094



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The concept was developed by our Manufacturing Executive, William Harris, (idea and design) and fabricated by his trusty expertise in the Technical Support Services Department. The Manager, Lewis Herbst was assisted by the Foreman, Louis Van Zyl and electrician Zama Mlangeni.

Marketing and production will commence shortly.



## **Sales – GARY LAING, SALES AND MARKETING EXECUTIVE**

Since our strategy meeting earlier this year the team have renewed vigour to “go out there” and give it our- best shot. New sales reps have been added to the team in Cape Town, Pretoria / Mpumalanga, Durban and Gqeberha (PE) in recent times. The introduction of ‘Skynamo’ will add to their repertoire – Skynamo is an app used by reps to manage their work life more efficiently and that is what we are all about - Innovation, efficiency, customer centric. It is cloud based, utilizes GPS technology and can operate offline; the data gathered is safe, centralized and accurate.

During the past financial year, we noted that some of our customers did well, even growing and expanding, while others battled with the sluggish economy. It remains everyone’s hope that the 2024/25 financial year will be kinder.

There are four main strategic thrusts to focus on:

1. The main initiative is to grow the full basket sales
2. Push MLP
3. Increase Coplon sales
4. Attract new customers
5. Service, service, service



## **Introducing Distribution Division’s new General Manager**

Mike Stevens joined the team at CTA on 02 May based at Cleveland in the newly created Distribution Division. He will be leading the Sales, Warehousing, Inventory, Procurement, Site facilities and Security functions. His responsibilities include sister company PBES Distribution (PVC piping). See Mike’s inspiring vision below.

### **It’s Time - By Michael Stevens**

For too long we blame others for the predicament we are in or, find reasons not to challenge ourselves, as this is so much easier than to reflect on what we can do to change for the greater good to society, family, colleagues and most import, yourself wellness and worth. There is a saying “change is as good as a holiday”, but that decision starts with you, yes, it is easy to become despondent when challenged, but if we all stay committed to creating legacy for yourself, family and colleagues, must surely influence others to step up and become beacons of light. Someone just needs to make that decision, to be brave enough to stand by their convictions and to become that beacon of hope through leadership.

I made that decision many times in my life saying, “I will not be collateral damage” due to the situation at that time, as it too shall pass. It will only do so sooner if I create or find the positive in every situation I am made to face at that moment in time. I am glad to say, I have made that decision again in joining the team of CTA, knowing I can positively contribute if you are willing to ...

With my extensive experience in the industry, I am confident that I will be an immediate asset to the team. In my previous role as General Manager, I had successfully managed a team of well over 100 employees over multiple facilities while overseeing all aspects of the organization. I have over 24 years’ experience in the plumbing industry of which 20 years of that is in a senior managerial position. My management style is based on creating success by way of inclusion of all those who choose to be on the team. I am a coach, captain and loyal team player always willing to impart my expertise. I am very persistent and ambitious always looking to learn so I can improve myself.

My understanding of what leadership is about: it is the awesome responsibility to see those around me rise due to my empowerment. It’s the choice to be the leader we wish we had. It is the ability to have a vision and conviction willing to carry it forward with courage. It’s the ability to take risks on people and believe in them. Lastly but not least, it’s the ability to speak the truth with integrity.

I will be committed to forming the correct team willing to focus on the outcome of success.

## New staff employees in support roles in 2024



Claudine Kapya Industrial engineer

DOE 15/04/2024



Lynton Rodloff PE Branch Controller

DOE 02/05/2024



Rhonda Fisch Inventory Supervisor

DOE 02/05/2024



Candice Jenkins Receiving clerk

DOE 15/04/2024



Charlene Henderson Sales Rep

DOE 01/04/2024



Michael Stevens General Manager Distribution

DOE 02/05/2024

We welcome all new team members and wish them long, happy and successful careers with us.



## UNDERSTANDING THE KEY FACTORS OF EMPLOYEE SATISFACTION BY ANDREW FRANK, OPERATIONS EXEC

Employee satisfaction plays a crucial role in the success and growth of any organisation. A content and motivated workforce not only delivers better results but also contributes significantly to a positive work environment. In this article, we will delve into the key factors that influence employee satisfaction and how organizations can foster a culture that prioritizes the well-being of their employees.

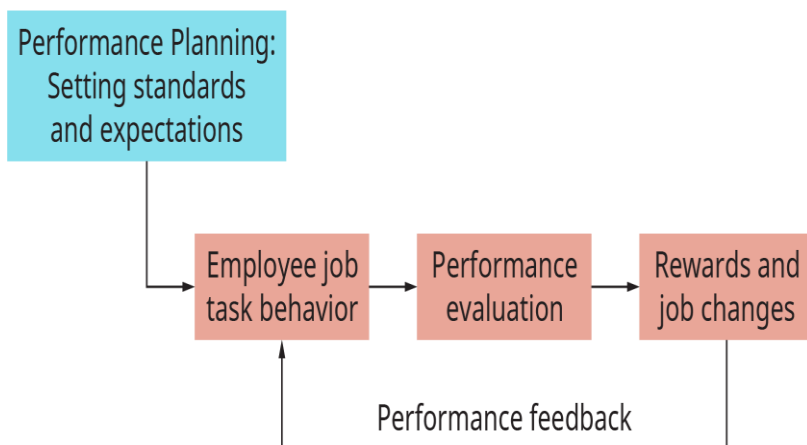
First and foremost, communication is essential in ensuring employee satisfaction. Open and transparent communication channels foster trust and enable employees to feel heard and valued. Regular feedback, both given and received, promotes a culture of continuous improvement and allows employees to have a voice in shaping the direction of the organisation. Furthermore, providing clear goals and expectations helps employees understand their roles and responsibilities, leading to increased job satisfaction and confidence in their work.

Recognition and appreciation are also critical in boosting employee satisfaction. Acknowledging and rewarding employees for their hard work and achievements not only motivates them to perform at their best but also reinforces a sense of belonging and loyalty to the organisation. This can be done through formal recognition programs, as well as simple gestures of appreciation such as thank-you notes/ emails or public shoutouts.

Work-life balance is another key factor that significantly impacts employee satisfaction. Organisations that prioritize the well-being of their employees by offering flexible work arrangements, promoting wellness programs, and encouraging a healthy work-life balance are more likely to have satisfied and engaged employees. Supporting employees in managing their personal and professional lives demonstrates a commitment to their overall happiness and productivity.

Lastly, career development and growth opportunities are essential for employee satisfaction. Employees want to feel challenged, engaged, and that they are continuously learning and growing in their roles. Providing opportunities for training, advancement, and skill development not only increases employee satisfaction but also helps retain top talent within the organisation.

In conclusion, employee satisfaction is a vital component of a successful organisation. By prioritising communication, recognition, work-life balance, and career development, organizations can create a positive and fulfilling work environment that fosters employee satisfaction and ultimately leads to increased productivity, retention, and overall success. Investing in the well-being and satisfaction of employees is a win-win situation for both the organisation and its workforce.





Website: [www.wekaba.com](http://www.wekaba.com)

### **By Neil Sewnarain – Business Development Manager**



Wekaba Engineering is a leading manufacturer of CNC machined components, specializing in various sectors. Our focus is on consistent innovation to improve our customers' competitive edge. We manufacture CNC-turned and milled components for various industries, including mining, automotive, rail, automation, and construction. We pride ourselves on providing high-quality, on-time service delivery, and optimized product cost. Additionally, we offer an open partnership business model with suppliers and customers, enabling optimization through the entire supply chain and a focused approach to the continual innovation of products and manufacturing processes, quality, and commitment.

Some of our highlights for 2023 include the official opening of our state-of-the-art automotive plant, which is fully equipped with new technology and a temperature-controlled room. We have also concluded a deal with Toyota SA to supply the control arm bushes for the new Hilux, with SOP in September 2024. In addition, we have gained a new customer for gate motor components, negotiated training on our premises for the Automotive division with the DTI and AIDC, and worked on various mining projects that will set us above our competitors with the launch of a new product in 2024.

We are currently in progress with our IATF16949 certification, which commenced in 2023 and will be completed in June 2024. The ITAF certification will open more doors for us in the Automotive sectors, which can include BMW and Mercedes Benz. Wekaba successfully passed the ISO audit this year to retain our ISO 9001:2015 certification, and we continue to prioritize teamwork and continuous improvement on the factory floor and management systems, encompassing the 5s methodology.

Finally, we are proud to have been selected from hundreds of companies to exhibit at the BLACK INDUSTRIALIST EXHIBITION 2024 at the Sandton Convention Center. The event will be attended by the President of South Africa and the Minister of Trade, Industry, and Competition, Minister Ebrahim Patel.

The Wekaba team is dedicated to achieving excellence and meeting the needs of our customers.



**“When you reach the end of your rope, tie a knot and hang on.”**

Abraham Lincoln





PBES was established in 1983, is a service orientated manufacturer / wholesaler of a variety of products in the following markets.

Plumbing, Building / Construction, Civil industry / Engineering Projects, Water reticulation and infrastructure, Irrigation and Agricultural, Mining, Rural / Upliftment (RDP).

We service the following areas, Gauteng, Tshwane, Mpumalanga, Limpopo, Northern Cape, Free State, North West, Namibia & Swaziland

B-BBEE – Level 4 contributor

PHONE:  
011 699 6400

ADDRESS:  
Cnr Aintree and Kenilworth roads  
Northriding

WEBSITE:  
[WWW.PBES.CO.ZA](http://WWW.PBES.CO.ZA)

EMAIL:  
[orders@pbes.co.za](mailto:orders@pbes.co.za)



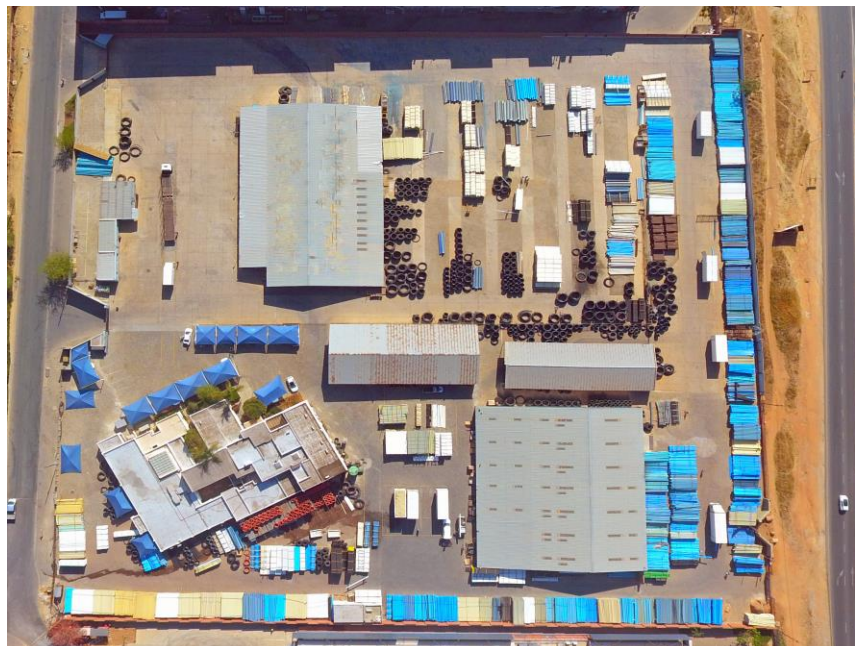
### *Our range*

UPVC & MPVC pipe, Sewer and Drainage pipe, Slotted drain and Kable pipe, Flood pipe, Plumbing fittings UG & SV, Fabricated fittings, HDPE & LPDE pipe, Poly-cop pipe, Compression Fittings, Ball valves, Nylon fittings, Masterbats, Bidem cloth, Water meters, Valve boxes, Rubber traps, Brassware, Vent valves, Holderbats, Wax rings, Glues, Soft-soap, Sanitary ware, Cascade clamps, Conduit, Cast iron fittings and valves, Manhole and covers, Valves, Pumps, Irrigation, steel pipes and fittings and many more.

### *Future*

PBES are excited that we are in the process of growing our footprint in the country within the next 6 months. Details will be shared in due course.

### *Yard*





## The Vision of SARCO

SARCO is to be recognized as the preferred global supplier to first-tier steel mills, through innovation, quality and service, and as an employer of choice.

### Our Core Values

We manufacture and supply innovative and reliable mill rolls and rings. We are accountable for our business' sustainability, which includes being financially accountable, environmentally responsible and safety conscious.

We are customer centric and embrace traditional values such as respect, integrity, honesty, loyalty and trust with all stakeholders.

### Our Quality Policy

The Directors, management and staff of SARCO, fully recognize that the future stability and profitability of SARCO is dependent upon the supply to our customers of products which consistently meet agreed requirements and this is achieved through the ISO 9001:2015, ISO 14001:2015 and OSHAS 18001:2007 Quality Management system which has been developed, communicated, understood, implemented and maintained throughout all levels of the organization.

### Our history

- **1947** Founded as Vanderbijlpark Engineering Corporation - VECOR
- **1974** Dorbyl Group established from VECOR – Dorbyl Heavy Engineering Rollworks
- **1998**  
International acquisition – United Foundries USA acquires Rollworks from Dorbyl Group and company name changed to THE SOUTH AFRICAN ROLL COMPANY (PTY) LTD or SARCO
- **2008**  
United Foundries sold SARCO to a Shareholding Group comprising Nedbank Capital Private Equity and MEDU Capital & Management.
- **2020**  
SARCO buys out Nedbank Capital, retain MEDU and keeps its name SARCO

### Key Products

SARCO's product offering can be divided into two main categories:

1. Rolls for structural mills (i.e. mills producing H-beams, rails, I-beams utilised mainly in infrastructure projects)
2. Rolls for flat steel product mills (i.e. utilised in several industries and involves rolling the steel at a high temperature where recrystallization occurs)



## General Engineering Products

In addition to growing the existing roll business, SARCO is seeking to diversify its products into the general engineering market and reduce reliance on the global steel industry.

<u>Product</u>	<u>Description</u>	<u>Industry</u>
Chrome Grinding balls	Metal balls used to crush or grind coal in power station coal mills	Power
Mill heads	Support structure of the grinding mill and acts as a feed and discharge ends of the mill	Mining
Adaptor ring	Connects the body of the generator to the shaft	Renewable energy
Slag pots	Vessel for byproducts (slag) from smelters	Steel industry
Crusher parts	Bottom shell and spiders used in gyratory crushers	Mining
Valve bodies	Industrial valves utilised for water and gas	Industrial engineering

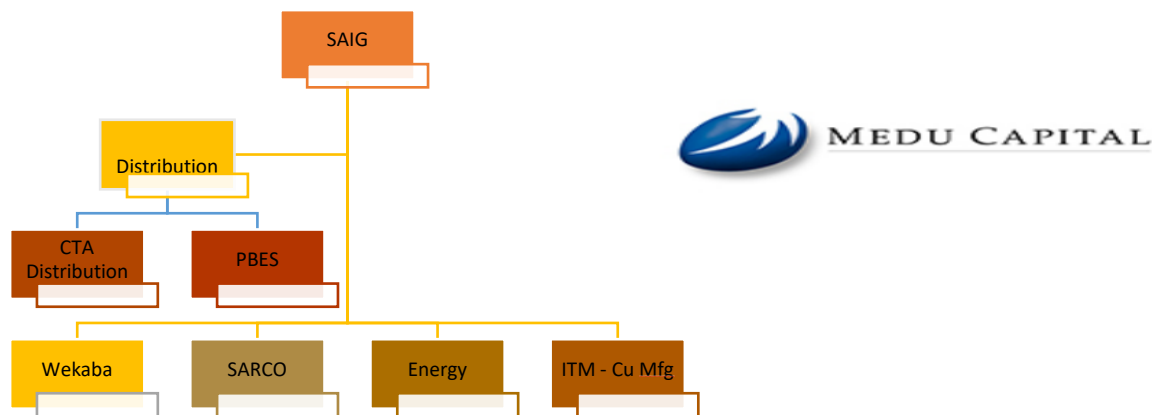


## MEDU CAPITAL

CTA, WEKABA, PBES, SARCO and the recently formed company SAIG ENERGY all fall within the South African Industrial Group [SAIG], set up in 2020 as a cluster under the ownership of a wholly owned black Equity Capital company Medu Industrial Partnership.

Established in 2003, Medu Capital is a professional investment management company with a focus on private equity. By providing long term capital and significant management skills, we partner with entrepreneurs to grow and develop privately owned businesses. Medu Capital is wholly owned by its management team.

Medu Capital has a proud record of investing in businesses across diverse sectors including retail, general industrials, transport, construction, mining, healthcare, technology, financial services, food and education



SAIG ENERGY was established in 2023 to service the commercial market. It has passed through all the legal hoops and is now an accredited solar panel installer. The company is currently headed up by an ex-CTA employee who has also been certified as an installer. This fledgling in the Group has a more than reasonable chance of success given the country's energy crisis. We wish them well in all their endeavours to create a company with a sustainable future.

CTA South Africa has also set up a company in the USA to distribute medical grade copper tubing into the Texan market, with plans to expand operations into selected other states in the foreseeable future. There may be opportunities to sell our products on the European continent as well as in Africa beyond the immediate countries bordering our Republic.



## Copper Tubing America Inc.

Johan Coetzee heads up the USA operation.



By Ernest Masupye, Senior Collective Bargaining Co-Ordinator at Consolidated Employers Organisation (CEO SA)



**ERNEST MASUPYE**

**SENIOR COLLECTIVE BARGAINING CO-ORDINATOR AT CEO SA**



Furthermore, recognising the historical oversight that left SMMEs at a disadvantage, the COVID-19 pandemic was a further challenge as many businesses were closed. However, the newly minted MEIBC Main Agreement introduced a groundbreaking provision – the “special phase-in exemption”. Prior to 2022, SMMEs faced the stark reality of operating without a small-employer dispensation, a predicament that proved economically burdensome for fledgling businesses. In a strategic move to rectify this longstanding disparity, parties to the MEIBC concluded a mechanism in the main collective agreement: The “special phase-in exemption”. This innovative provision allows SMMEs to incrementally phase in their wage obligations in a financially tenable manner for small and emerging enterprises. As the inaugural phase of this exemption draws to a close, and with the Main Collective Agreement coming to an end on 30 June 2024, it symbolises a crucial stride towards fostering a more inclusive and supportive environment for the growth and sustainability of SMMEs within the Metal and Engineering Industry.

It is imperative for employers to be mindful of the challenging landscape that accompanied the implementation of the new “special phase-in exemption” in the MEIBC Main Agreement. While most metal and engineering members have rallied in support of the “special phase-in exemption” agreement, it remains essential to acknowledge small businesses facing financial constraints while embracing the small-employer dispensations.

Despite the phased-in dispensation, employers are still grappling with affordability concerns. In response to these challenges, the Main Agreement incorporated a flexible exemptions policy, recognising the unique circumstances of such businesses. For those who have availed themselves of the first phase of the “special phase-in exemption”, heightened awareness is crucial, and you will need to stay tuned to our social media platforms for timely updates on the unfolding developments related to the MEIBC national wage negotiations set to commence in early 2024.

Furthermore, for members falling within the Bargaining Council for the Civil Engineering Industry (BCCEI), these employers must note that the national wage negotiations for the sector are also scheduled to commence in early 2024, as the Main Collective Agreement will be coming to an end on 30 August 2024. The construction and mining sector, already grappling with numerous challenges predating the COVID-19 era, faces hurdles such as the presence of the construction mafia, a shortage of construction projects, job losses, and the protracted recovery from the pandemic’s aftermath. In light of these circumstances, we urge CEO members to be vigilant for forthcoming communications from our offices regarding the acquisition of mandates. Furthermore, non-CEO members are encouraged to stay updated on the latest developments related to wage negotiations by visiting our social media platforms for timely and pertinent information. This proactive engagement will be instrumental in navigating the complexities of the negotiation process and ensuring the representation of diverse perspectives within the BCCEI sector.

In conclusion, the seemingly prevailing trend in South Africa points towards centralised bargaining as the most preferred method among trade unions for negotiations. This approach, where employers within a specific sector engage in collective bargaining with one or more trade unions representing their employees, has numerous advantages. As we anticipate negotiations in the upcoming year, it is crucial for all parties involved to carefully consider the current economic landscape, particularly the alarming levels of unemployment in South Africa. Acknowledging and addressing these challenges during the bargaining process will be essential for fostering sustainable and equitable agreements that contribute to peace and labour stability.

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#### Footnote

History was made on 13 May 2024 when a new agreement was signed before the expiry of the current agreement. The majority employer organization SEIFSA & major trade union NUMSA signed. The new agreement comes into effect on 01 July 2024 and will in all likelihood be extended to non-parties. Gazettal is expected between now and end July with extension formalities to be concluded shortly thereafter.



