

NATIONAL FEDERATION OF MEAT TRADERS

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BUSINESS PLAN FOR THE UTILIZATION OF LEVY FUNDING BY THE NATIONAL FEDERATION OF MEAT TRADERS

FOR THE TWO YEAR LEVY PERIOD

5 NOVEMBER 2018 TO 4 NOVEMBER 2020

1. **INTRODUCTION**

The Business Plan contained hereunder is submitted in line with the previous business plan which was approved and implemented by the Red Meat Industry Forum.

2. **APPLICATION TO THE MEAT INDUSTRY FORUM TO RECEIVE FUNDING TO SERVICE SPECIFIC FUNCTIONS FOR MEAT TRADERS**

2.1 **Liaison**

The Federation is a nationally organized body of meat traders in South Africa. As a Federation, it has regional organizations which are affiliated to the Federation. These affiliated organizations vary in size and effectiveness and the major challenge facing the Federation is to communicate and disseminate information to members. Liaison is done through written format, electronic format and communication at regional and local meetings. Membership of affiliated organizations is open to all meat traders and a large percentage of the membership, are members from the previously disadvantaged sector. The Federation intends to utilize levy funding to supplement the cost of this function.

2.2 **Assistance to Regional Organisations affiliated to the National Federation of Meat Traders**

The bulk of the affiliated organizations are small and even micro business undertakings which undertakings lack the resources to arrange and facilitate meetings and communication with these members. The Federation will utilize certain of the funding to improve the capacity and to assist regional organizations in fulfilling this service to members.

2.3 **Travel Assistance**

Due to the high cost of travel, certain of the office bearers at regional organizations and the Federation find it difficult to attend meetings and it is proposed that where necessary, these members and office bearers be assisted financially in this regard.

2.4 **Training of Labour**

Prior to the promulgation of the Skills Development Act, the Meat Industry had a training scheme which facilitated in the training of labour in the handling and preparation of retail meat cuts. The Meat Trade has been unable to consolidate and introduce any form of training since the introduction of the Skills Development Act for reasons that are not germane to this business plan and as such, a critical shortage of skilled labour exists in the trade. It is the intention of the NFMT to re-introduce training outside the purview of the Skills Development Act and certain of the levy funding will be used to facilitate this section for the benefit of all role-players and with particular reference to the advancement of skills of employees from the previously disadvantaged sector.

It is clear that the funds required for the effective training of staff at the distributive level of the Meat Trade would be considerable and employers who wish to have staff trained, would have to contribute financially to this cost. Levy funding would be used to facilitate the setup and monitoring of the training facility which would be funded on a user pay basis and it is hoped that one day, the Trade will be able to benefit from funds that it has contributed to the Skills Development Act to fund this function.

As a result of the Forum allocating funds to the Federation to implement effective basic training of staff at the distributive level of the Meat Trade, we are pleased to report that a training facility has been established and has trained personnel to a level of a Grade II, Meat Cutting Technician.

The cost of implementation of the training scheme has been covered by the contribution from levy funding as well as by contributions by employers who are members of the affiliated Associations who pay a contribution on behalf of the employee being trained. The NAMC has received a detailed report on the Federation's training facility and have indicated their satisfaction that the levy funds have been effectively expended. This was confirmed after a visit to the training facility by Mr Zama Xalisa who expressed his appreciation and satisfaction with the training given to future entrepreneurs and hence transformation is included in the training facilitators' budget.

3. **BUDGETING**

Ideally a minimum of R1 123 600.00 over the two year budget period will be required from the levy administration for the implementation of the services detailed above. However, it is understood that receipts are limited to R939,088.00 for the period ending 2019 and R995,433 as at period ending 4 November 2020, which will be expended as follows:-

3.1 **Period 5 November 2018 to 4 November 2019 Total R939,088.00:**

3.1.1 **Training**

Training Facilitators	R441 371.00
Rental of Facilities and Material	R169 036.00
	<u>R610 407.00</u>

3.1.2 **Liaison**

Dissemination of Information and related matters to Members	<u>R103 300.00</u>
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3.1.3 **Assistance to Affiliated Associations**

Meeting expenses and Administrative Back-up	<u>R103 300.00</u>
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3.1.4 **S.T. for Attendance at Meetings**

	<u>R122 081.00</u>
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3.2 Period 5 November 2019 to 4 November 2020 Total R995,433.00:

3.2.1 Training

Training Facilitators	R467 853.00
Rental of Facilities and Material	R179 178.00
	<u>R647 031.00</u>

3.2.2 Liaison

Dissemination of Information and related matters to Members	<u>R109 498.00</u>
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3.2.3 Assistance to Affiliated Associations

Meeting expenses and Administrative Back-up	<u>R109 498.00</u>
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3.2.4 S.T. for Attendance at Meetings **R129 406.00**

4. Conclusion

The Federation undertakes that all funds received with respect to the above applications, will be held in separate accounts and that all funds will be expended in terms of this application. Every effort will be made to equip personnel with the basic knowledge, to one day, with the necessary experience, be able to open their own stores/abattoirs and to operate on a profitable basis.

Not only did we make contact with The Harambee Youth Employment Accelerator Group, who support our Training by sending personnel interested in the Meat Trade for training, and with our assistance, place these personnel in businesses where they can obtain the necessary experience to enable them to one day open their own businesses, but have added the Roots Group to our contacts. They operate predominantly in areas such as Soweto, Tsakane, Daveyton, Diepsloot etc. They provide opportunities for transformation on a major scale and have, since October 2016, sent more than 30 people for training with the idea of promoting the trainees, both male and female, to Management positions.

Other companies who support our training initiative are Pick 'n Pay, both Corporate and Family owned stores, and the Spar Group. A large number of privately owned businesses have also come on board by sending staff for training. We are now doing Trade Testing in the workplace and have conducted tests in Pick 'n Pay, Spar and Privately owned Stores, all the successful candidates have been afforded the opportunity to advance themselves as qualified personnel.

The NAMC Transformation Review Committee received a detailed report on the Federation's training and has indicated its satisfaction that the levy funds have been effectively expended after the NAMC Transformation Review Committee visited the training facility and expressed appreciation and satisfaction to the training provided to future entrepreneurs, hence including transformation in the training facilitators' budget.

Yours faithfully



EMP BIELOVICH
Chairperson