



October 2011

AFTERALL Newsletter

What is the Chamber worth to me?



10 Rules for Building a Successful Business

When Walton died in 1992, the family's net worth approached \$25 billion. Today, Wal-Mart is the world's #1 retailer, with more than 4,150 stores, including discount stores, combination discount and grocery stores, and membership-only warehouse stores (Sam's Club).

Read Sam Walton's 10 Rules for Building a Successful Business:

Rule 1: Commit to your business. Believe in it more than anybody else. If you love your work, you'll be out there every day trying to do the best you can, and pretty soon everybody around will catch the passion from you - like a fever.

Rule 2: Share your profits with all your associates, and treat them as partners. In turn, they will treat you as a partner, and together you will all perform beyond your wildest expectations.

Rule 3: Motivate your partners. Money and ownership aren't enough. Set high goals, encourage competition and then keep score. Make bets with outrageous pay offs.

Rule 4: Communicate everything you possibly can to your partners. The more they know, the more they'll understand. The more they understand, the more they'll care. Once they care, there's no stopping them. Information is power, and the gain you get from empowering your associates more than offsets the risk of informing your competitors.

Rule 5: Appreciate everything your associates do for the business. A pay cheque and a stock option will buy one kind of loyalty. But all of us like to be told how much somebody appreciates what we do for them. We like to hear it often and especially when we have done something we're really proud of. Nothing else can quite substitute for a well-chosen, well-timed, sincere words of praise. They're absolutely free - and worth a fortune.

Rule 6: Celebrate your success. Find some humour in your failures. Don't take yourself so seriously. Loosen up and everyone around you will loosen up. Have fun and always show enthusiasm. When all else fails, put on a costume and sing a silly song. Then make everybody else sing with you.

Rule 7: Listen to everyone in your company and figure out ways to get them talking. The folks on the front line - the ones who actually talk to the customer - are the ones who really know what's going on out there. You'd better find out what they know.

To be able to push responsibility down in your organisation, and force good ideas to bubble up within it, you must listen to what your associates are trying to tell you.

Rule 8: Exceed your customer's expectations. If you do they'll come back over and over. Give them what they want - and a little more. Let them know you appreciate them. Make good on all your mistakes - and don't make excuses - apologise. Stand behind everything you do. "Satisfaction Guaranteed" will make all the difference.

Rule 9: Control your expenses better than your competition. This is where you can always find the competitive advantage. You can make a lot of different mistakes and still recover if you run an efficient operation. Or you can be brilliant and still go out of business if you are too inefficient.

Rule 10: Swim upstream. Go the other way. Ignore the conventional wisdom. If everybody is doing it one way, there's a good chance you can find your niche by going in exactly the opposite direction.

Courtesy of freshthinkingbusiness.com

Ken die Wet...

Werkloosheidsversekeringsfonds

Dit is noodsaaklik om kennis te neem dat werknemers nie van die werkloosheidsversekeringsfonds (WVF) kan eis wanneer hulle vrywillig bedank nie. Eise kan alleenlik ingedien word wanneer die werkgewer insolvent verklaar is, die kontrak deur die werkgewer beëindig word as gevolg van operasionele vereistes, swak prestasie en wangedrag. Die WVF maak voorsiening vir 5 tipes voordele naamlik: werkloosheidsvoordele, siektevoordele, kraamvoordele, aannemingsvoordele en doodsvoordele. Geregistreeerde werknemers wat maandeliks bydraes maak is geregtig om van die fonds te eis vir enige periode van werkloosheid van meer as 14 dae.

Die volgende persone kan nie eis van die werkloosheidsversekeringsfonds nie:

Werknemers wat in enige van die Staats Departemente werksaam is. Die rede hiervoor is dat hierdie werkers reeds aan 'n pensioenfonds (GEPF) behoort wat deur die Staat gesubsidieer word;

Werknemers wat minder as 24 ure per maand werk;

Immigrante wat op kontrak basis werk;

Werknemers wat reeds 'n Staats (ouderdoms) pensioen ontvang

Werknemers wat slegs op kommissie werk.

Dit is belangrik dat werknemers aansoek vorms moet voltooi en inhandig binne 6 maande vanaf die datum waarop sy/haar dienste beëindig is.

Afhangende van die tipe voordele wat geëis word, is verskillende dokumente noodsaaklik.

'n Afskrif van die aansoeker se 13-syfer identiteitsdokument staafkode;

Afskrifte van die aansoeker se laaste ses salarisstrokie (oorledene se salarisstrokie in geval van dood);

Inligting wat die werkgewer moet voorsien deur middel van vorm (UI 19);

Diens sertifikaat van werkgewer ens.

Ten opsigte van kraam -, aannemings-, doods- en siekte voordele is die volgende dokumentasie ook 'n vereiste: bewys van bankbesonderhede, 'n staat van die bedrag wat gedurende kraamverlof ontvang gaan word, huweliksertifikaat sowel as geboorte sertifikaat van afhanklikes en gesertifiseerde afskrif van sterftesertifikaat (in geval van dood), staat ten opsigte van betaling wat tydens aannemingsverlof ontvang gaan word ens.

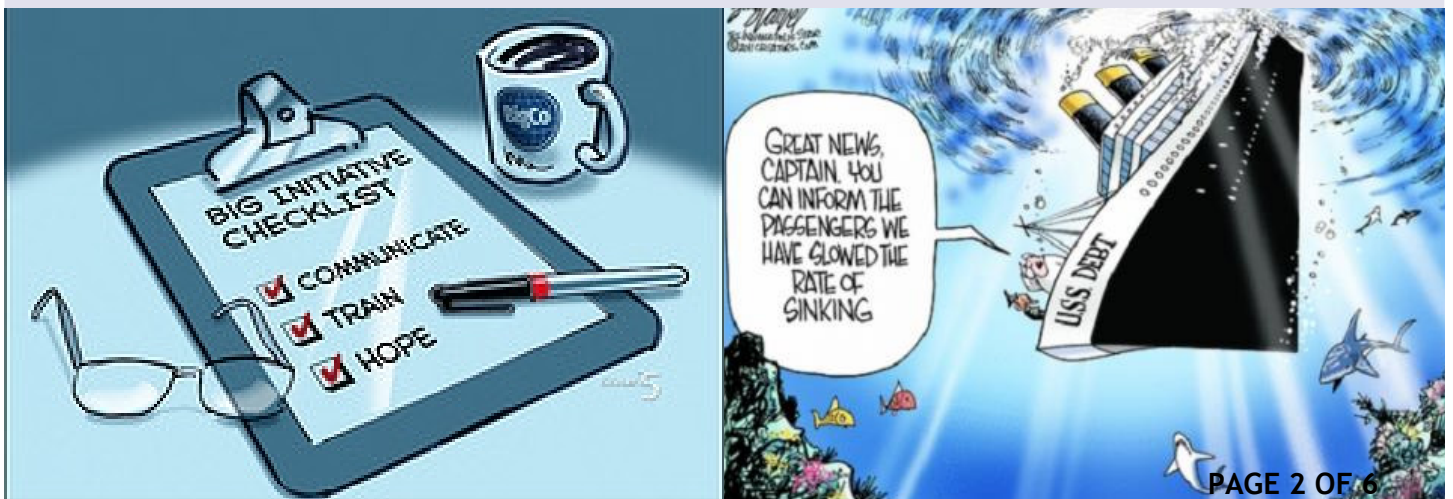
Enige navrae ten opsigte van die werkloosheidsversekeringsfonds kan gerig word aan jou naaste kantoor van die Departement van Arbeid of epos enquires@uif.gov.za. Die wet op Basiese Diensvoorwaardes maak voorsiening vir verwagende vrouens om 4 maande kraamverlof te neem. Betaling vir hierdie tydperk moet van die werkloosheidsversekeringsfonds geëis word. Indien die werkgewer egter in die werkskontrak aangedui het dat die tydperk met volle betaling moet geskied of 'n sekere persentasie van die salaris sal betaal moet die kontrak eerbiedig word.

In terme van Artikel 25 van die Werkloosheidsversekeringswet moet die werknemer die relevante kantoor van die Departement van Arbeid ten minste 8 weke voor die verwagte datum van geboorte kontak en kan hulle in terme van artikel 24 eis vir 'n periode van tot 17, 32 weke. Indien die aansoek aan die vereistes voldoen sal die administrateur die aansoek goedkeur in terme van artikel 13 (3) van die Werkloosheidsversekeringswet en die berekening maak in terme van artikel 13 (4).

Werknemers wat 'n miskraam het in die laaste trimester van swangerskap of 'n doodgebore baba het kan eis vir 'n periode van 6 weke. Hou asseblief in gedagte dat die werkgewer ten minste 4 weke voordat daar beoog word om op kraamverlof te gaan in kennis gestel moet stel. Die administrateur by die Departement van Arbeid sal stipuleer hoe en moontlik wanneer die betalings gemaak sal word.

Vir meer inligting kontak jou naaste kantoor van die Departement van Arbeid of besoek www.labour.gov.za.

André Claassen www.labourguide.co.za





Excerpt from the Management Meeting held 22 September 2011

ECONOMIC DEVELOPMENT

-CBD Development- upgrade and new developments

Geoff Wilck had conducted discussions with Corrie Greef regarding the upgrade and he endeavoured to concentrate on the lighting in the CBD areas. Hennie Davel would be assisting Mr. Wilck with this portfolio and other role players would also be contacted regarding this.

-Airport project

Jacobus Maloney referred to an email received from TFASA and the positive feedback received about the connection of the electricity.

-Analysis of all sources of funding available

The workshop that had taken place at the Municipality was discussed as well as the agency that would be formed.

-Water analysis of the area for future development

Piet Lodder discussed the water scheme and the Raubenheimer Dam.

-Golf Estate

No further information or developments to report.

-Car Guards

The current system is not working and this should form part of the discussions with the Municipality. It was suggested that the situation is discussed via the ward committees and Hennie Davel offered to arrange this.

STRATEGIC PARTNERS

-Greater Oudtshoorn Tourism Bureau

Pieter van Eck mentioned that the management committee of the Tourism Bureau had been elected at their AGM and that a chairman would be elected in due course.

He said that a good relationship had been formed with Llewellyn Coetzee from the Municipality.

Jacobus Maloney suggested that Hennie Davel conducts a discussion with Marita Serfontein on how to incorporate businesses in Oudtshoorn in the security of the town.

AGRI KLEIN KAROO

Piet Lodder gave positive feedback regarding the progress of Agri and said that any problems were managed effectively. He said that Anneliese Crosby would be visiting Oudtshoorn shortly and a combined function could be arranged if necessary.

COMMUNITY

-South Cape College Bursaries

A meeting is currently in the process of being arranged between Llewellyn Coetzee, Gordon April, Wessie van der Westhuizen and Johan Koegelenberg to discuss this.

GENERAL

-Electrical Accounts

The overwhelming response from the members to the email sent regarding the high accounts was discussed. Helen Butler was asked to find out when readings are taken as well as the various tariffs for the different areas. This is to be distributed to the members.

-Alcohol problem in Oudtshoorn

Hennie Davel said that urgent attention needs to be given to this.

-Outeniqua Pass (N12)

Bennie de Wet requested that letters of thanks be sent out to all those involved in the restoration of the road after the rock falls. Helen Butler will assist with this.



If you want to truly understand something, try to change it.

- Kurt Lewin

In en om Oudtshoorn...

CALENDAR

OCTOBER/NOVEMBER 2011

1 OCTOBER	Rock Around The Clock – Super Carwash Tel: Deon Bosman 044 279 3022
2 OCTOBER	SWD vs KZN Cricket – Odn Tel: 082 381 5486
7 – 14 OCT	Christus Fees Tel: 076 041 3452
8 OCTOBER	Kei vs SWD Cricket (Fort Beaufort) Tel: 082 381 5486
9 OCTOBER	Gimnasium P/Pinchers Cycle Tour Tel: 082 773 8914
14-16 OCT	SWD vs Border Cricket (Odn) Tel: 082 381 5486
15 OCTOBER	Marathon (De Rust) Tel: 044 241 2109
15 OCTOBER	7 Weekspoor MTB challenge Tel: 082 379 1177
17-22 OCTOBER	Cape Pioneer Trek 6 day MTB Marathon Tel: Carel: 082 379 1177
20 OCTOBER	Vryburgers Sake-Aflos 2011 Tel: David McKinnon: 082 374 8632
27-29 OCTOBER	Eastern Province vs SWD cricket Tel: Albertus: 082 381 5486
29 OCTOBER	Odn Fietsryklub wedren Tel: 073 194 2948
30 OCTOBER	MTB Cycling Spur Challenge (George) Tel: 073 194 2948
3 NOVEMBER	Dryland Traverse Tel: 044 203 3733
3 – 5 NOVEMBER	SWD vs Border Cricket
4 NOVEMBER	NG Kerk Noord Bazaar Tel: 044 272 2522
4 NOVEMBER	Dryland Traverse Tel: 044 203 3733
6 NOVEMBER	MTB Cycling Odn 8hr Relay Tel: 084 279 1065
6 NOVEMBER	SWD VS Border Cricket Tel: 082 381 5486
10-13 NOV	MTB Cycling To Hell & Back Tel: 083 508 9642
12 NOVEMBER	Cheese & Wine Tasting/Art Auction (Surval Olive Estate) Tel: Elsje Pienaar 083 4185420
17-19 NOV	Kwazulu Natal vs SWD Cricket (Durban)

DIE VRYBURGERS VAN OUDTSHOORN SAKE-AFLOS 2011

Aangebied deur:
**Lamprecht & Meyer
Rekenmeesters**
in samewerking met Oudtshoorn Amateur Atletiekklub



 **DATUM:** 20 Oktober 2011
WEGSPRINGTYD: 6pm
PLEK: Spur, Baron van Reedestraat
NAVRAE: David McKinnon 044 272 7344 / 082 374 8632

 **MANS • DAMES • GEMENG • BESIGHEID • SKOLE • STAP**
GEHOU KRAGTENS DIE REËLS VAN ASA en ASWD (4 Lede)

*Lean on
each other's
strengths;
forgive
each other's
weaknesses.*

**“Be fearful of
mediocrity”**

NEW MEMBERS



SEMINAAR EFFEKTIEWE DISSIPLINE BY DIE WERKSPEK

Werkgewers, senior bestuurspersoneel en menslike hulpbronne bestuurders word vriendelik uitgenooi om hierdie insiggewende en leersame seminaar by te woon.

DOEL

Beplan en implementeer effektiewe werkbare en regtens aanvaarbare dissiplinêre proses by die werkspek

Identifiseer spesifieke vorms van wangedrag soos afwesigheid, misbruik van siekteverlof, misbruik van alkohol en dwelms, kontant en hantering, diefstal ensovoorts.

Formuleer werkbare metodiek vir die bekamping en remediëring van sulke wangedrag.

DATUM	DONDERDAG 06 OKTOBER 2011
TYD	09h30
VENUE	BUFFELSDRIFT GAME LODGE
KOSTES	R300 PER APROLASA LID R400 PER NIE LID

(3rde en meer persoon per besigheid, halfprys)

BENEWENS INSIGGEWENDE ADVIES, KRY U OOK NUTTIGE TOEPASLIKE DOKUMENTASIE

RSVP : CHRISTINE / BEATRICE TEL. 044-279 2158

(Voor Maandag 3 Oktober 2011)

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*Netwerkaand 29 September 2011
Oudtshoorn Wijnhuis*



Ondersteun lede van die Oudtshoorn Besigheidskamer. 'n Volledige ledelys is beskikbaar op ons webwerf by www.odnchamber.co.za



Members of the Oudtshoorn Business Chamber get a full advert for their businesses for R175 per year on the Oudtshoorn Info website.
Contact Greg: 044 272 0041



Psssst... Next Network Evening is on 27th October at Survival Olive Boutique Estate... Not to be missed! Details to follow.

Oudtshoorn's Twin City in the Netherlands - Alphen aan den Rijn
Visit their website at:
www.alphenaandenrijn.nl

