

SUSPENSION FITTER SKILLS PROGRAM 2009/2010

INTRODUCTION

This Suspension Fitter Skills Program, for implementation in January 2010, was borne out of the need to enable compliance with the MIBCO Main Collective Agreements and to implement skills development among semi-skilled occupations within the Motor Industry.

The significance of the Suspension Fitter Skills Program, as the first for the Motor Industry, is that it serves as the template for all future skills program development in addressing the growing skills needs in the Motor Industry. It is no secret that the nature of the Industry is tending toward greater specialization within what were traditionally whole trades. The need to “qualify” new, non-Journeyman, specialized activities in Industry is now paramount, achievable via Skills Programs.

Equally important to the success of this and future skills programs is that it serves the core objectives of both MIBCO and MERSETA, which are compliance management and skills development, respectively.

The Suspension Fitter Skills Program project, as a forerunner to all future industry based skills programs, will serve to establish the criteria whereby all exemptions for aspects of Journeyman’s work are satisfactorily addressed. As such, participation in this program is essential to its successful implementation and the future of similar programs.

FREQUENTLY ASKED QUESTIONS:-

WHO SHOULD PARTICIPATE?

All Fitment Centre establishments in which unqualified “operatives” are engaged on aspects of suspension work, including but not limited to; McPherson Struts, shock absorbers, control arm bushes, tie rod ends, shackle bushes, stabilizer bar bushes, coil springs, leaf springs, ball joints, etc. should contact their local MIBCO Regional Office for further detail as soon as practically possible.

HOW DO I PARTICIPATE?

The first step is to be certified as a Suspension Workshop, obtain Workplace Approval and an exemption to train your trainee on aspects of Journeyman’s work. Sounds complicated but its all done in one visit by an Agent of the Council. Once this is complete, a representative of an Accredited Training Provider in your area will assist in the registration and enrolment of your trainee on the program.

To initiate this process, download and submit the attached Workplace Approval & Registration Application form to and / or contact your local MIBCO Regional Office who will send an Agent to assist you with the process and address any queries you may have in this regard.

WHO WILL PAY FOR THE TRAINING OF MY SUSPENSION FITTER?

The MERSETA Voucher Training Project, in collaboration with MIBCO, has secured funds specifically to provide for the Suspension Fitter Skills Program to cover the training and assessment fees by Accredited Training Providers in your area. The sooner you participate the better.

WHAT ABOUT DOWN TIME OF MY TRAINEE AWAY ON TRAINING?

Accredited Training Providers, allocated for your area, will accommodate learners on a flexible attendance schedule to minimize time away from work while maximizing the learning experience with “workplace projects” to be performed by the learner when back in the workplace. It is possible that the actual time away may be reduced on account of your trainees’ imbedded skills developed over years of experience.

MY TRAINEE HAS 11 YEARS OF EXPERIENCE - WHY DOES HE NEED TRAINING?

To ensure compliance with the Agreements and to grant the relevant certification, your trainee will be required to attend training to ensure he is fully conversant with the qualification (unit standards) applicable. On attending and / or registering for training, each learner will be assessed to identify current competencies and to ensure correct program placement. This will ensure experience is recognised and “classroom” time is kept to a minimum as applicable – again limiting down time in the workplace.

WHAT WILL HAPPEN IF I DON’T SEND MY “OPERATIVE” ON THE SKILLS PROGRAM?

It is essential that Fitment Centres take this opportunity to achieve compliance with the Main Collective Agreement in respect of un-qualified operatives performing aspects of Journeyman’s work. Those establishments that do not participate can expect to fall under the standard compliance enforcement processes with regard to Division A, Clause 7, Sub-clause (1) *Employment on Journeyman’s Work* when monitored by the MIBCO Inspectorate.

WHAT ARE THE BENEFITS OF THE PROGRAM?

Apart from being compliant with the Agreements, the benefits to the employer will be enhanced customer confidence through improved service and performance levels (read - less comebacks!) of the qualified Suspension Fitter now certified and legitimate. The Suspension Fitter, now recognised as competent and legitimate by virtue of National Certification, is empowered and competitive within the Motor Industry to apply his skills with the security of a guaranteed Grade and Wage.

WHO DO I CONTACT?

Prospective Suspension Workshop establishments should contact their local MIBCO representative, as listed hereunder, to initiate the registration process.

REGION	CONTACT PERSON	TELEPHONE	FACSIMILE
EASTERN CAPE	DRIES PRETORIUS	041 – 364 0250	041 – 205 2783
FREE STATE	SIBUSISO NKOSI	051 – 409 4000	051 – 430 4636
HIGHVELD	NIGEL COSWAY	011 – 369 7750	011 – 369 7755
KWAZULU NATAL	NAVEN SOOBRAMONEY	031 – 205 5465	031 – 205 2783
NORTHERN	CASPER GELDERBLOM	012 – 342 0888	012 – 342 0620
WESTERN PROVINCE	GRANT THEYS	021 – 948 6400	021 – 948 6435
NATIONAL	HUGH CHAPLIN	011 – 369 7621	011 – 369 7600

Essential Websites: www.merseta.org.za
www.mibco.org.za
www.mersetatrainingvouchers.org.za