



As announced last year, we have been taking a very thorough look at all operational aspects of the SAIW's business with a view to mapping out a long-term and sustainable recovery plan. We are pleased to announce the Section 189 process of the South African Labour Law has now been concluded.

The SAIW has undergone internal evaluations and corrective action to streamline our operations and fill strategic positions with skilled candidates who align with our values of speed and customer centricity. We have appointed an acting managing director, Confidence Lekoane, while we seek a permanent replacement and we have appointed a general manager, Shelton Zichawo, to take on the day-to-day running of the Institute as from February 16.

We are still seeking to recruit SHEQ officers (ISO 3834 auditors) and a Qualification & Certification manager, practical training personnel as well as to fill other welding technology lecturing and NDT positions, but these processes are now well underway.

I understand the importance of serving the industry and have thus pulled in other board members who are qualified and highly competent IWEs and IWTs to take on ISO 3834 audits on a temporary basis. These specialists include Morris Maroga, Johan Kruger, and Kevin Xaba. In addition, Hartmut De Wet has been added to the team.

Doctor Peter Petersson and Professor Nthabiseng Maledi will assume temporary roles in technology development and lecturing. Carel van Aswegen and Dawie Olivier will take on roles in the NDT and inspection

department as well as overseeing quality and certification verification for our IPE and CP programmes supporting the sub committees. Lastly, Johan Pieterse will support the practical training department while I oversee this renewal process.

The beauty of the change we are implementing is that we are now moving towards being a modern fit-for-purpose service provider for the welding and inspection industry. We are going to engage software developers to help us to digitalise operations: writing programmes to handle everything from student applications to coursework programmes, marking of papers, releasing of examination results and sending certificates. As far as possible, the intention is to automate our administrative processes.

Some learning can also be done using virtual technologies, both at the Institute and at home. In addition, when examinations need to take place, many can be designed to be completed online and once submitted, the results can be processed and credits issued immediately.

Related to this, we are looking to bring in young talent familiar and comfortable with AI and digitalisation. This can bring huge advantages and efficiencies in terms of record, qualification and personnel certification management. We expect to be able to respond far more quickly to the needs of our students and companies, and to save money. As promised last year we are also on a mission to make our services more affordable. By adopting this digital approach, we are sure we are going to be able to do that.

We also intend to introduce tailor-made



training courses to directly meet client needs. These will be developed by going out to meet clients, understand their issues, develop custom training courses and then deliver them to help our clients to meet their direct and immediate needs.

We remain committed to quality, though, of SAIW training, audits and certification. The SAIW has a responsibility for compliance to systems such as ISO 3834. When we issue any certification to a person or company, their clients or employers need to be sure that the certified party is taking responsibility and ownership of that certificate and is truly working in compliance with their accreditation. So we need our audits to be rigorous, to raise their true value and their effectiveness.

We are determined to create transparency and accountability by employing innovators that will ensure the SAIW grows, remains sustainable and becomes a significant part of the South African Welding industry's ongoing success.

Joseph Zinyana, SAIW president

SAIW Board and Management Team

Governing Board

President: Joseph Zinyana – New Age Engineering Solutions

Johan Kruger – Sasol

Nthabiseng Maledi – Wits

Morris Maroga – Eskom

Dawie Olivier – OSG

Tony Paterson – Retired

Johann Pieterse – AFROX

John Tarboton – SAIW

Carel van Aswegen – Steinmüller

Kevin Xaba – ESAB

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