



SAEFA
SA ENGINEERS AND
FOUNDERS ASSOCIATION

Industry Insider

SAEFA members are encouraged to stay ahead of the curve by exploring new technologies and strategies that minimise environmental impact while optimising efficiency. From energy-efficient systems to waste reduction techniques, embracing sustainability not only benefits the planet but also positions businesses for long-term success in a rapidly changing market.

NEWSLETTER

December 2024

Leadership Corner: Meet Our New Chairperson

SAEFA is excited to announce Shrey Ramkolowan as the new Chairperson. Her leadership and vision will drive the association forward. [\[Read More\]](#)

A mark of excellence: SAEFA Member Badge

Add the SAEFA Membership Badge to your email signature and highlight your commitment to industry excellence. **SAEFA Affiliated—Built to Lead.**

Missed the **Blueprint to Boom** Skill Share Session?

If you missed the Blueprint to Boom session, don't worry – you can still catch up! [Click here](#) to watch the session.

Annual Shutdown: Leave Pay and Leave Enhancement Pay Calculations for 2024

It's essential to review key provisions regarding leave and pay calculations to ensure a smooth transition into the holiday season. This year, we've outlined the most pertinent details surrounding the calculation of Leave Pay and Leave Enhancement Pay (LEP) to help you plan ahead. Understanding these provisions will ensure that all members are well-prepared, ensuring a seamless closure for both employees and businesses. Be sure to check the guidelines to avoid any confusion during the shutdown period.

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2025 MEETING DATES

Combined Members and Exco meetings

- 18 Feb 2025
- 15 April 2025
- 17 June 2025
- 19 Aug 2025

Exco and AGM Meeting

- 21 Oct 2025

Venue: To be announced

New SAEFA Members Business Growth Webinars

We've launched our **Members Skill Share Sessions** to provide valuable insights and strategies for business growth. Upcoming sessions will be announced in **2025**



MASTHEAD FINANCIAL WELLNESS SERVICE FOR ENGINEERS

As the holiday season approaches, financial planning becomes crucial, and we want to ensure our members are equipped with the knowledge to manage their finances effectively. Masthead will be providing a detailed document offering expert financial guidance, covering essential aspects such as budgeting for the festive period, managing year-end bonuses, and preparing for the financial demands of the new year. This resource aims to help members navigate the complexities of personal and professional finances during this busy time.

By providing this valuable service, SAEFA is committed to supporting the financial well-being of its members. Masthead's guidance will not only help members plan their spending but also highlight strategies for saving, investing, and protecting their financial future.



[READ MORE](#)



Gordon Angus
Executive Director- SAEFA

SEASONAL GREETINGS

As we approach the festive season, I reflect on the challenges of 2024, particularly in labour relations and HR management. Political uncertainty and difficult wage negotiations have created a cautious business environment. Despite these setbacks, I'm proud of how our members have shown resilience and commitment to fair labour practices. Looking ahead to 2025, we anticipate growth and stability, with clearer policies that support business expansion and job creation.

SAEFA remains dedicated to helping you navigate changes, ensuring compliance, and advocating for balanced policies. Let's work together to drive innovation in HR and contribute to South Africa's recovery.

Gordon Angus

