



YOUR SAPMA UPDATE

OCTOBER 2025

WELCOME TO Our Quarterly Newsletter



"As a confederation, SAPMA is dedicated to shaping a resilient and forward-looking coatings industry. We promote best practices, support compliance with national standards, and advocate for sustainable growth. Through strong partnerships, education, and regulatory engagement, we continue to enhance professionalism and integrity across the sector. Our commitment to innovation, quality, and environmental responsibility unites manufacturers, suppliers, and stakeholders under one banner, ensuring the coatings industry remains a leader in South Africa's economy."

TARA BENN - CEO SAPMA

1. Leadership @ A Board Level

At the 2025 AGM, a decision was unanimously taken to elect **two people serving as co-chairpeople** for the period 2025/2026. The outgoing Chairperson, **Sanjeev Bhatt** (Synthetic Polymers) would serve alongside **Stephen Reinecke** (Promac), the incoming Chairperson, as Co-Chairpeople of SAPMA to ensure a smooth transition.

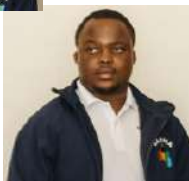


2. SAPMA Capacity - Our YES Interns



Warren Nkosi
YES Intern

Lwando Bobe
YES Intern



Thank you to **PROMAC** for seconding **Warren Nkosi & Lwando Bobe** to SAPMA as **Qualified YES Interns** to assist SAPMA in providing a comprehensive service to our Members, for the 2025 year. This is the true purpose of YES and the **opportunity for our Members** to understand its direct benefit to any company seeking to improve your BBBEE Level.



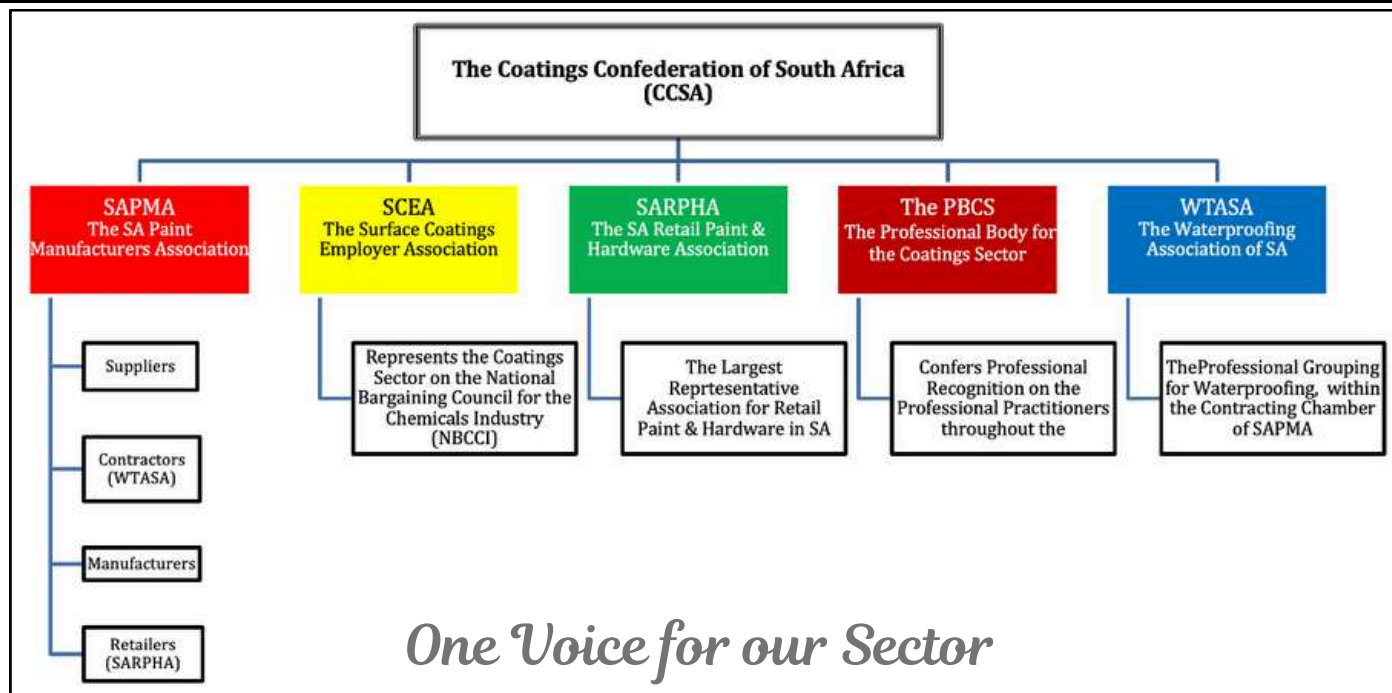
ASK US HOW YES CAN WORK FOR YOUR COMPANY.....

Mail Dr Ivor Blumenthal on ivor@sapma.org.za

What is coming up in this Newsletter

- Understanding Our **Coatings Confederation**
- Welcome to the **Retail Paint & Hardware Association - SARPHA**
- Welcome to WTASA - our **Waterproofing Family**
- An update on the **Professional Body for the Coatings Sector**
- A **Surface Coatings Employer Association** Update
- Our **Labour Relations** Update
- The **Office for Consumer Goods and Services** (OCGSO) and our SAPMA Amnesty Program
- **Lead in Paint** and the **May 2025 & 2026** Deadlines
- The **AcFTA dilemma** for our Sector - **Export Opportunity** versus **Import Protection**
- Our **Whistleblowers Hotline** - critical for **information gathering** in the **Confederation**
- **Coatings for Africa** in 2026 - A MUST ATTEND!

3. Our Coatings Confederation



4. ASSOCIATION NEWS

SARPHA - The Largest Retail Paint & Hardware Voice in South Africa

Through SARPHA, **SAPMA now represents our Retail Members at Business Unity South Africa (BUSA) and on NEDLAC** where the Trading Regulatory Framework is negotiated between Business, Labour and Government. It is more important now than ever before that we have a strong presence in these forums because we are battling the fight against our traditional Retail Stores, on many fronts. **Illegal, Non-Compliant Traders, the African Free Trade Agreement** and unfair competition from other African Countries, **Online Trading** and others. SARPHA fights for Policy and Protection from our Government and for the retention of Jobs in a Sector under-threat.

The Coatings Confederation welcomes the Waterproofing Trade Association of SA (WTASA) to our family.

WTASA represents the **majority of Employers and Turnover in the Waterproofing Sector** in South Africa and have joined our Confederation as an instrumental member both of the SAPMA's Manufacturing and Contracting Industries. The Confederation is best-placed to provide a voice on multiple platforms aimed at distinguishing Accountable and Guaranteed product and services from the thousands of fly-by-night individuals often referred to as the **BAKKIE BRIGADE!** Joining with SAPMA in our MOU with the Ombudsman for Consumer Goods and Services (**OCGSO**) WTASA Members are best-positioned to be recognised as a **Centre of Excellence** in what has been an unregulated and unaccountable industry to-date.

5. The Professional Body for the Coatings Sector (PBCS)

As an **ACCOUNTABLE SECTOR** we recognise **Professional Practitioners** in our Coatings Confederation. The **Professional Body (PBCS)** confers **Professional Designations** on Qualifying Applicants, and manages their ongoing **Continuous Professional Development (CPD)** in their fields of practice.

Professional Designations that we have piloted in 2025

GENERIC DESIGNATIONS

- Senior Executive Leader (SEL)
- Sales & Marketing Practitioner (SMP)
- Sales & Marketing Manager (SMM)
- Manager Practitioner (PMP)

Industry-Specific DESIGNATIONS

- Professional Paint Mixologist (PPM)
- In-Store Promoter (ISP)
- In-Store Merchandiser (ISM)
- Professional Paint Chemist (PPC)

Contact Warren, on **admin@sapma.org.za** to request for members of your staff, or yourselves as Senior Managers or Professional Practitioners, **to be processed** for any one of our increasing number of **Professional Designations**.

6. The Surface Coating Employers Association (SCEA) update on Bargaining Council Matters!



1. **WAGE NEGOTIATIONS** start in March 2026, to finalise a new agreement effective from July 2026. This is for **Minimum Wages, the Annual Increase and for Conditions of Service** changes which Unions may demand. **Until further notice, these Sectoral Agreements only apply to SCEA Members and not SAPMA Members.**

2. SAPMA MEMBERS PLEASE BE AWARE: The NBCCI intend to apply to the Minister of Employment & labour to **extend the reach of the Industrial Chemical Agreement to cover NON-PARTIES**. That means that if you are NOT A SCEA MEMBER but are a SAPMA Member, IF THE MINISTER EXTENDS, you will have to implement a **Minimum Wage of at least R12 500 a month and enhanced conditions of Employment benefits. PLEASE, PLEASE. PLEASE DO NOT IGNORE OUR INVITATIONS TO ATTEND OUR INFORMATION SESSIONS ON WHAT IS HAPPENING WITH THIS MATTER! IT WILL AFFECT YOUR BOTTOM LINE!**

7. A Labour Relations Update

a. Business Unity South Africa (BUSA) challenges the Employment Equity Targets, effective 1 September 2025



Dr Ivor Blumenthal
SAPMA Manager:
The SCEA, Labour &
Strategy

BUSA, are taking the Department of Employment and Labour to court in its effort, **NOT TO OVERTURN THE TARGETS**, but **to revisit how they were arrived at by the Ministry**. It is clear that there has been very little meaningful engagement on these targets and that **Companies which were consulted in the major Industries listed by the Minister, were Cherry-Picked** by the DE&L Director and his staff. What is hoped for is that the **Courts will order the Consultation Process to be extended and to account for many more sub-Industries** than those recognised by the Minister to-date. **WATCH THIS SPACE!**

b. The NEW Code on Good Practice for Dismissals has now been published. Member Companies are asked to familiarise yourselves with the changes and to make sure that they are applied in your workplace.

Area	Previous Code (pre-2025)	2025 Code (Sept 2025 Gazette)
Grounds for Dismissal	Misconduct, incapacity, operational requirements.	Expanded to include hybrid incapacity (performance and health), technology-related operational needs, and reputational harm dismissals.
Procedural Fairness	Right to be heard, notice of allegations, fair hearing, representation by union official or colleague.	Formalised requirements: written allegations, reasonable preparation time, mandatory recording of hearings, confirmed right to representation.
Substantive Fairness	Must be a fair reason, related to conduct, capacity, or operational needs.	Retained, but with explicit proportionality test: dismissal must be last resort after weighing severity, length of service, and alternatives.
Progressive Discipline	Warnings and counselling before dismissal, except for serious offences.	Retained, with added emphasis on coaching, restorative practices, and counselling before dismissal.
Special Protections	General anti-discrimination protections.	Explicit protections for pregnant employees, those with mental health conditions, and non-standard workers (part-time, fixed-term, gig).
Operational Requirements	Guided by section 189 LRA: consultation and objective selection.	Expanded: employers must explore alternatives (remote work, redeployment, short-time) and conduct meaningful consultations with representatives.
Remote/Hybrid Work	Not specifically covered.	Recognises digital presence, flexible work structures, and redefines absenteeism in context of remote arrangements.
Restorative Practices	Not formally recognised.	Encourages mediation, coaching, and reconciliation before dismissal.
Burden of Proof	Employer must prove substantive and procedural fairness.	Retained without change.
Role of CCMA and Labour Courts	Must consider the Code when adjudicating dismissals.	Retained, with added weight given to proportionality, vulnerable worker protections, and restorative alternatives.
Universality	Applies across all sectors, adaptable through bargaining councils.	Retained, with clearer accommodation for emerging work models like the gig economy.

8. The SAPMA-Member AMNESTY Program agreed with the Consumer Goods and Services Ombudsman (CGSO)

SAPMA urges all members operating in the Retail and Service industries to take immediate advantage of the Amnesty Programme established by SAPMA with the Office of the Consumer Goods and Services Ombud (OCGSO). This is your opportunity to register, become compliant with the Consumer Protection Act (CPA) and the Industry Code of Conduct, and avoid the serious non-compliance consequences.

Failure to register with the CGSO means you are in contravention of the CPA.

Administrative fines: From R1 million to 10% of your annual turnover, whichever is greater.

Legal enforcement: The CGSO may sue companies for outstanding fees or levies.

Reputational damage: Non-compliance signals disregard for consumer rights, undermining both customer and industry trust.

Financial exposure: Unresolved consumer disputes can result in compensation orders, refunds, or damages beyond regulatory fines.

What the OGCSSO have agreed to in the Amnesty:

- Whereas the requirement has been in-place for registration, since 2020, **if a company was operating over the period but has failed to register, the company would ordinarily be required to pay the previous 5 years of Registration Fee's.**
- In-terms of the Amnesty, **if a SAPMA Member joins before 1 November 2025, NO RETROACTIVE SUBSCRIPTIONS will be payable.**
- **No PENALTIES will be imposed** for non-payment of Subscriptions since 2020.
- **Members will NOT BE REQUIRED to pay a fee for Registration** under the SAPMA Amnesty Program.
- Whereas SAPMA Members will be required to register under the Amnesty Scheme by 1 November you will only need to **PAY THE 2026 SUBSCRIPTION FEE IN FEBRUARY 2026.**

Contact Warren, on admin@sapma.org.za to register for this Amnesty

9. “Lead in Paint” Regulations

AS OF 17 MAY 2025 THE MAXIMUM LEAD LIMIT IS 90 PPM

AS OF 17 MAY 2026 ALL COATINGS PACKAGING HAS TO HAVE LABELLING COMPLYING WITH THE REGULATIONS

What You Need to Know: The Department of Health has introduced new regulations under the Hazardous Substances Act (Act No. 15 of 1973) to limit lead in paints and coating materials. These regulations aim to protect public health and the environment from the harmful effects of lead exposure. The Regulations apply to manufacture, sale, distribution, import, and export of all paints and similar coating materials.

For more information :<https://www.sapma.org.za/wp-content/uploads/Lead-Paint-Regulations.pdf>



10. The double-edged sword of pain or opportunity presented by the African Continental Free Trade Agreement (AcFTA)



SAPMA has been at the table, ensuring that the focus of the AcFTA does not negatively impact on the Supply and Manufacturing Members of our Confederation. In-reality however while the focus has quite rightly been on protecting our Members from cheap and subsidised Imports from African countries, and from the flooding of raw materials and finished Coatings product into Africa from countries under Global Sanctions, through unscrupulous African Countries, there is an equally positive angle to the AcFTA for South African Manufacturers of Coatings Products.

*“What is far more positive and interesting about the AcFTA is the opportunity for South African Coating Manufacturers to **EXPORT into Africa and the rest of the World via Africa.** Our Members **MUST LEARN** to do this using the same **CODES and Tariff Reductions** that are being exploited into South Africa by countries such as Egypt, Tanzania, Ghana and as far up as Morocco. Or by countries such as Iran and Russia outside of the African Continent, which are heavily embargoes from selling Raw materials and Finished Coatings Product into Europe or the USA, **SAPMA MUST convene a Trade Strategy Forum designed to highlight the opportunities and mechanisms to implement an outward thinking strategy of this scale**”*

Dr Ivor Blumenthal - SAPMA

11. COATINGS FOR AFRICA 2026



WITH ITS ONGOING RICH HISTORY OF SUCCESS THROUGH THE ASSOCIATION BETWEEN **SAPMA** AND **DMG** EVENTS, **COATINGS FOR AFRICA** IS THE LARGEST DEDICATED COATINGS TRADE SHOW IN AFRICA. IT IS RUN OVER THREE DAYS. THE TRADE EXHIBITION FACILITATES NETWORKING AND BUSINESS OPPORTUNITIES THROUGHOUT THE COATINGS SECTOR AND BEYOND.

24-26 JUNE 2026



Our Quarterly Newsletter

12. The SAPMA Whistle-Blowing HOTLINE

SAPMA cannot be of service to it's members without information. If there is an injustice which you are experiencing we need to know about it. We have created this HOTLINE to enable our Members to anonymously bring information to our attention, which CANNOT be traced back to you or your company, but serves as a catalyst to set SAPMA on a path to correcting that injustice. We have access to Government Officials and various Enforcement Agencies, allowing us to action a measured response as soon as we are made aware of any issue deserving a response. As an example we have dealt with issues of Illegal Traders, Product Dumping and Policy Overreach by Government Officials. SAPMA URGES our Members to use this facility for the benefit of our Sector and The Confederation.

Sanjeev Bhatt - Chairperson: SAPMA

Contact our Whistle Blowing Hotline at: 0800 166 433



13. Our 2026 Annual Review of the Coatings Sector in South Africa

Please be on the lookout for our Annual Publication, reviewing the STATE-OF-PLAY of the range of Industries within the Coatings Confederation and the collective performance of our Sector, within the South African Economy.

I hope you have enjoyed reading our Quarterly Magazine and thank you for your ongoing support and affiliation to SAPMA and our growing Coatings Confederation.

Sincerely: Tara Benn: CEO SAPMA

