

WIETA

Newsletter

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Wine and Agricultural Ethical Trade Association

Code Compliance Training

This interactive half day workshop is aimed at building a solid understanding of ethical trade in the South African wine industry and is designed for producers, growers, temporary employment services and their senior staff who are responsible for the implementation of the WIETA Code of Good Practice, quality management and health and safety in the workplace. Any member who promote ethical trade can participate in this training. Training are held monthly at our office in Stellenbosch, or upon request by producers and cellars in various regions.

Members can book training on the WIETA online system at www.ethicaltrade.co.za or call 021 880 0580 to arrange cellar based regional sessions.

Refresher Code training

Due to changing legislation, both nationally and internationally, and after having been benchmarked against the Global Social Compliance Programme our Code, Benchmark and Audit Process and Methodology were updated and rolled out through version 3 of our Code. Members that are undergoing their second cycle audit would be audited against this standard. We provide, upon request, training of approximately two hours on the changes to the Code, Benchmark and Audit Process and Methodology.

Please contact Dominique Olivier at info@wieta.org.za in you are interested in this training.

training

Worker training

Our worker training programmes are designed for workers in the agricultural sector.

Let's talk about Labour

This workshop aims to give workers an understanding of worker rights and responsibilities and the legislation that guarantees those rights. The session also focuses the WIETA Code of Conduct.

Let's talk about Health and Safety

Practical examples and role-playing are used to explain the importance of a health and safety system to ensure that workers are kept safe from injury and sickness in the workplace. The rights and duties of the employer and employee stipulated by health and safety legislation are discussed.

These half-day, on-site sessions programmes are currently funded by the Department of Agriculture, Western Cape and are therefore free. We only have a limited number of workshops. Please contact elzaan@wieta.org.za to book you space!



Online training

During July and August 2016, regional meetings were held to give our members and their consultants at cellar and farm level a better insight and understanding into the new online system. The system went live with the membership module in November 2015, members who are planning for audit will need to complete their Self-Assessment Questionnaire (SAQ) and audit request on the electronic system.

Currently brief training on the online system is included in our monthly producer training sessions. Regional in-depth training sessions on our online system can be requested. Please contact Dominique Olivier at info@wieta.org.za in you are interested.

WIETA Code & Benchmark Version 3

Through our previous newsletters we have communicated the roll out of our Code and Benchmark Version 3.

The WIETA Code of Conduct and Benchmark Version 3 is available on our website at http://www.wieta.org.za/wieta_code.php.

↩ All of our resource documents, such as an example of policies and a risk assessment, is linked in the Benchmark on our website.

Please contact **Amelia Heyns** (amelia@wieta.org.za) or **Elzaan Windvogel** (elzaan@wieta.org.za) if you have any legal, technical questions or questions regarding the implementation of our Code & Benchmark.



Submission of Corrective Actions

To ensure effective implementation of the ethical code on the farm and in the cellar, it is important for member to ensure that corrective actions are completed and adopted after audit, as soon as possible.

In line with International best practice, WIETA has adopted the following procedure:

- Corrective actions need to be undertaken **within 4 months of audit**.
- Corrective actions and evidence, submitted on an improvement plan template, needs to be submitted to WIETA **no later than 6 months** following the issue of the audit report.
- If a member is late with their improvement plan, site verification through an unannounced or semi-announced spot check will be undertaken to verify the corrective actions with cost to the producer to be paid before issuing of certificates.
- Following the site visit the site is given ONE month to submit the corrective action plan with evidence
- If the plan is still not submitted, the site will have to be re-audited within one year following the initial audit.
- Producers who do not agree to this policy or who agree to be re-audited but fail to submit their corrective actions thereafter, will have their membership reviewed.

Meet two of our seasoned auditors!

Annie Tattersall



The foundation of Annie's passion and understanding for farming and the agricultural sector stems from the fact that she grew up on a farm in the Overberg district. After she matriculated in 1960 she studied nursing at Carinus Nursing College and later specialised in Occupational Health and Safety.

In 1974, Annie entered the Occupational Health and Safety field when she was appointed as the Occupational Health Nurse at Consol Glass. Here she quickly made her mark in the industry and became one of the founding members of the National Occupational Health Nurses Association. In this professional association she served as secretary, treasurer vice-chair and chairlady for numerous years. She is currently an honorary life member. This is a testimonial of the respect her peers have for her knowledge and skills-set in the industry.

Having a wealth of experience and knowledge stood her in good stead to obtain her Master's degree in Occupational Health in 2003. Her thesis about the causes of reported agricultural chemical poisoning in the Boland during the period 1996 to 2000 is a seminal work that appeared as an article in a professional magazine for Occupational Health. This opened the door for her to be approached by the Department of Health to co-author a textbook for the training of prospective Occupational Health nurses. The book "National Certificate Vocational (Health)" was published in 2015 by Pearson.

Annie crossed the WIETA path in 2005 as an Occupational Health and Safety Auditor. Since then she has lost count of the numerous audits that she was part of. She really enjoys the audits as she meets new people every time and assists producers to become compliant to the WIETA Code. According to her, farmers are experts in their field and it is always a joy to assist them to provide only the best for their employees and in the process deliver an export quality product.

It gives Annie great joy is to see how employers and employees benefit from a properly implemented Health and Safety system on their farm. Furthermore, the feeling that the information that she shares with employers can make a substantial difference in the lives of workers drives her to continue her work every day. Although this is already significant, if she can help employers she knows that she contributes to job and food security in South Africa.

And if she is asked about retirement she will tell you that that word is not in her vocabulary as she still has so much to offer.



Desmilene Minyi

Desmilene Minyi, since 1993, has been a qualified Professional Nurse in the fields of Midwifery, Community, Psychiatry and General Nursing and practiced for more than 13 years. Her birth place is Caledon, but now married with two children, she lives in Thornton, Cape Town.

It was during her work as a midwife in both public & private hospitals and clinics that she found herself training or assisting fellow colleagues from doctors to general workers in preparing for their disciplinary and/or grievance hearings. Due to this interest, she obtained an undergraduate Certificate in Labour Law & Management. She also obtained a certificate in Occupational Health and Safety and worked in a factory for a year to gain experience in Occupational Health and Safety in the workplace.

Desmilene was later recruited to work in NGO Sector and labour movement for 4 years as a provincial educator and labour coordinator. Here she interacted with farm workers providing training to them and was part of social dialogue with various stakeholders on transformation.

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In 2010 Desmilene was appointed by WIETA to manage the Diversity Management Project funded by the Ethical Trade Initiative for three years. This project involved training of 3595 workers, 476 supervisors and 269 managers on 69 sites in matters of policy and ethical code management, sexual harassment and discrimination. After completion of the project she started working as a social and ethical auditor for WIETA.

Desmilene is a Lead auditor and conducts Labour and Occupational Health and Safety audits for WIETA. "I absolutely love working for WIETA. I believe that it is one of the best NGO's conducting audits in the agricultural sector and WIETA only expects the best from their auditors". She is passionate about the agricultural industry and has been fortunate to observe the important transformative journey that the industry undertook.

One of Desmilene's best days at the "office" was when a producer told her that he did not undertake a WIETA audit because it was requested of him, but because it is the right thing to do. She also recalls an audit on a WIETA member's farm where it was evident from management and workers, who were undergoing their second cycle audit, that they have integrated ethical principles within the practice and wanted to be the best farm in the area. Desmilene says that she is now hooked on the agricultural sector!

Cost of Audit for Small Producers

During June 2016 a communication on the cost of audits for small producers was sent out to our members. Please contact **Dominique Olivier** at info@wieta.org.za if you would like to obtain a copy.

Feedback Survey on audit

Since September 2016, after audit with submission of the audit report to the member, we include an audit assessment questionnaire to assist us in evaluating and improving on our audit service, including auditor's conduct.

If your audit took place before aforementioned date and you would still like to give feedback, please contact Amelia Heyns at amelia@wieta.org.za to obtain a copy. We appreciate your feedback.

Social & Ethical Auditing

Members

1402 Producer members

1305 Audited members

1119 Certified members



Audits on fruit & wine farms

From 1 March 2016, WIETA and SIZA entered into an agreement that allows for an audit by either WIETA or SIZA (currently by NSF) conducted on a farm with both fruit and wine, to be recognised by the other ethical Code. In terms of this agreement, the producer needs to become a member of both WIETA and SIZA and request for a combined audit to be conducted on the farm with both fruit and wines PRIOR to the audit.

To date, WIETA has conducted 9 audits on farms with fruit and wine, which was uploaded onto the SIZA system. Please contact **Dominique Olivier** at info@wieta.org.za if you would like to obtain a copy of our previous communication on the agreement.