

**SPECIAL
POINTS
OF INTER-
EST:**

- You can help us to build the business... for you
- Avanon strides forward
- No progress on new labour legislation
- Be careful when choosing your tax consultants

**INSIDE
THIS ISSUE:**

Help us build this business	1
Avanon update	2
Warning: not all tax consultants are good guys	2
Welcome, congratulations and birthday wishes	3
Secrets to getting more done	4
Escaping work blues	5
Your happy page	6

sYncroWized

2012, QUARTER 1

sYncWize Solutions Newsletter

...And We're Off!

2012 has kicked off with a bang, and it seems that we've been as busy in the office as all of you are at the clients. We welcome you all back and pray that 2012 will present a far more pleasant face to every one of you than it's predecessor!

Our wish is for your year to be fulfilling and blessed, and don't forget that we're here when the pressures of work escalate.

The new year represents a time to forget every bad memory of the past year and start life afresh and with a positive outlook. So, get up and hug a friend or colleague with whom you've had disagreement, call your parents and tell them you love



them, spend time really engaging with your kids, give yourself a hug and promise yourself that come what may you shall remain true to yourself, reach out to someone worse off than you, and find ways to attract and give love to those around you.

Forget your grudges and sadnesses and remember we're really all just on this journey together, albeit often hanging on by our nails!

Remember that time is a very precious commodity, so spend it wisely. As Benjamin Disraeli said, "But what minutes! Count them by sensation, and not by calendars, and each moment is a day."

Help Us to Help You

The signs of an economic recovery—albeit slow and feeble—are beginning to be felt, and as you know, the contracting industry is far from immune to market fluctuations.

We are seeing markets becoming more active and some companies have commenced a drive to secure skilled resources to help them re-initiate work placed on hold for the last 2 years or so. At the same time, many professionals have come into the market, seeking better opportunities after a long period of 'digging in'.

This increased activity coincides with our drive to increase the size of our professional team, as well as to expand to other clients. Capacity of our office

team and our intent to constantly remain close to our team has always been a constraint but we are committed to continuously improving our professionalism and ability to serve you. We have recently added to our complement of Account Managers and reviewed our operating principles and practices, roles and objectives.

We wish to enlist your help in achieving our strategic goals, particularly as our mission is to become an "employer of choice" for the best independent professionals in the country. Having relationships with several good clients (i.e. clients with integrity, maturity and a strong code of business ethics) lets us offer you a broader range of possibilities

for growth and change. Always remembering of course that we seek only top-notch professionals, and good clients who espouse a strong code of business ethics.

Please assist us by putting us in touch with other professionals as well as representatives at companies who may require the skills we provide.

And remember that—aside from helping us to create a better environment for all of us as a team—your introductions do not go unrecognized in terms of financial reward. Our incentive program still stands, and you stand to receive up to R6000 or the equivalent in purchases/vouchers for successful introductions.

Keeping Up—Avanon Update



avanon
total risk control

You will recall our announcement in August last year, of our Group's venture into the Enterprise Risk Management arena. Considering the expertise already existing within the sYncWize team, our increasing involvement in this regard on an advisory basis, and our fearless leader's determination, the venture seemed to be blessed from the outset.

Today South Africa. Tomorrow...?

Avanon (Africa) has been established and is now fully operational, with key technical staff having received 3 months intensive training in Avanon's Swiss development labs.

The Standard Bank Group, having already implemented the solution, signed a Preferred Supplier Agreement with Avanon (Africa) in January this year and ongoing maintenance and support is now in place.

Key consulting staff have been earmarked, and the strategic plan for Avanon (Africa) is now being put into effect, with interest having been expressed by several clients

both locally and in Africa, including Dubai.

As indicated at the outset, there are tremendous synergies between sYncWize - as a supplier of top IT professionals - and Avanon, and we look forward to leveraging opportunities afforded by this new business venture.

Of course, as with any good thing, this will take time, but we are encouraged at the progress already made and look forward to bringing new opportunities to you.

As mentioned earlier, if you are able to assist us in our efforts please do contact Deon to discuss further. It can only be to our mutual benefit!

Guard yourself from potential liability incurred by unscrupulous auditing companies masquerading as payment agents or contracting vehicles

Check Your Tax Guy

The heyday of unregulated independent contracting created opportunity for smaller auditing firms to act as broking agents for professionals preferring to offer their services as independent contractors. Since then much stricter regulation has been implemented, with the probability of further regulation being introduced (see update on Labour Law debates below).

However there are a number of such auditing companies—some with rather shady reputations—still in existence and a surprising number of professionals working through legitimate contract houses still use the services of such companies for purposes of salary structuring.

One of our professionals utilizing the services of another such company recently found himself liable for several thousand rands in

backdated tax underpayments. It appears that this was a case of incompetence rather than deliberate fraud, but unfortunately the liability still falls on the individual contractor, particularly as his tax returns had been submitted in his name and with his own eFiling sign-on.

Our financial manager has conducted a detailed analysis of remuneration structures offered by another such company, which services several thousand independent contractors in this manner, as well as being listed as a labour broker to a number of blue chip organisations.

Our findings were horrifying, with numerous invalid or obsolete tax breaks being offered which would render the contractor liable to SARS for potentially exorbitant sums as tax fraud, should they ever

be investigated by SARS.

It is unfortunate that, because the agency's mark-up is low, thus reducing the cost to the end client, many contractors are advised to utilize this particular broker as their contracting vehicle. However, we have no influence over such decisions.

We have however taken a policy decision not to engage with any contractor insisting on using such service providers as their payment agent.

We have addressed this with the handful of individuals affected, and will ensure that the policy is implemented in respect of all new professionals joining our team.

And we suggest you warn colleagues contracting through 'shady' auditing forms to obtain a second opinion. It does NOT pay to mess with SARS.

Remember to start gathering your slips and other supporting documents for tax year end—time passes quickly!

Welcome Birthday wishes



We extend a warm welcome to the following professionals who joined our team of exceptional people this quarter:

- Pieter Langenhoven**
- Gabriele Barnett**
- Johann Steenkamp**
- Bradley Glazer**
- Paul Murphy**

We notice that Anabella is the only lady to celebrate a birthday this quarter! We wish you all the best, and hope you were thoroughly spoilt.

- Dick Putter • Jacques Smith**
- Bhekani Mchunu • Pieter Langenhoven**
- Ryan Glen • Henk de Graaff**
- Corne van Driel • Alex Moir**
- Anabella Ramos**



.... And congratulations to Younus and Dishaad Cassim, who became the proud parents of a beautiful baby girl in March! May you and your family be blessed with much joy and many happy times together, Younus.

Labour Law Update

....And the debate rages on.

Many rumours are flying around, including public statements made by individuals in positions of authority in government, who—it is supposed—should be taking their responsibility as servants of the people seriously.

According to recent statements made by the Minister of Labour and press reports, all “temporary” staff—into which category independent professionals are unfortunately bundled—will become permanent after 6 months, once new legislation take effect.

We can categorically state that THIS IS NOT TRUE.

Themes negotiated during 2011 include atypical employment, collective bargaining, dispute resolution, and compliance and enforcement. However there are major disagreements between the social partners around significant areas in regard to these themes, according to the Association of Personnel Service Organisations, to

which we belong, and whose representatives have participated directly from Business’ perspective in the negotiations.

Themes still to be negotiated include access to employment and employment equity.

However NEDLAC negotiations have reached a standstill , with business’ concerns being largely disregarded by government and of course loudly overridden by trade unions. Business has indicated that negotiations cannot continue in the same manner as last year.

It is encouraging to note that these issues are being faced worldwide as the economy struggles to get back on its feet and companies are increasingly opting to outsource non-core functions and make use of atypical employees.

What’s also interesting is the extent to which such models contribute to the economic health of countries worldwide, according to a recent report compiled by the Boston Consulting Group. Atypical employment is promoted by them as

a key element in facilitating adaptation to change in increasingly volatile and complex labour markets; reducing both structural and frictional unemployment; reducing labour market segmentation; matching and developing skills required; and acting as a stepping stone for young entrants into the labour market.

We do believe that meaningful regulation which effectively contributes to South Africa’s economic health and improvement of the lives of many, is something towards which we should all be working.

Irrespective of this however, the reality we face is that this issue is a tremendously useful platform for political manoeuvring and has the potential of creating significant additional membership revenues for South African trade unions.

Sadly, the road to conducive labour regulation will be long and rocky. But sYncWize is ahead of the game and will be able to navigate the road with innovative solutions, so please continue doing what you do best, and leave the worrying to us.



Bad day at the office? It could be worse....

7 secrets to getting more done

Work habits are comprised of the following seven components:

First, the Plan

The plan is how you are budgeting your time. Your time is fixed and limited and deserves to be allocated in blocks of time. Think of your day starting at 4pm. You spend the time late in the afternoon divvying up the hours of the next day in segments where each hourly focus is fixated, with laser-beam intensity, on one type of activity. If you spend the block of time on one type of activity then you synergise your efforts and increase your effectiveness.

Second, the Goals

Start each day by finding the answer to this question: What are the two or three things that I need to accomplish today in order to consider it a successful day? Write them down. Congratulations champ, statistically, you have just tripled and the odds of your achieving those goals because you invested seven seconds in scribbling them on a sheet of paper. Personally, I would write these daily targets on a whiteboard next to my desk, where I also have my ultimate career goal, my annual billing goal, my monthly goal and weekly targets.

Third, the Start Intensity

How soon do you start your day? Do you tackle the morning or do you let the next day sort of ooze into existence? The way you perform all day depends upon how you start it. Be aggressive in the start time and you'll see a significant improvement in your end time. And if you start doing administrative items instead of making calls, then you never seem to get around to making phone calls. How you start your day is the way you'll end up finishing it.

Fourth, the Execution

Most of us are successful in spite of ourselves, not because of ourselves. You always get better. You can always improve how you do what you are supposed to do. The energy of your execution, doing what it is you are supposed to do the way you are supposed to do it, should always be an increasing challenge for you. This will keep you from being burned out, washed up and over-

all tired of the business. If you ever feel this way, then start seeing how much more you can get done in a day.

Fifth, the Hour-by-Hour Focus

Things started clicking for me several years ago when I heard Brian Tracy "each day should have an hour-by-hour focus." I took his advice and created a tool that helped me to stay focused on the phone and strive to reach a certain number of conversation per hour. By using a simple tool like this help will help you reach more people than you ever have because it breaks your day into an hour-by-hour goal focus.

Sixth, the Distancing of Distractions

The biggest distraction that we used to have was our cubical neighbour. Now it's email. I heard a six-month rookie share with me how she doesn't check email except when she has it scheduled in her plan. Think about it: normally you'll check your emails in between phone calls and think that you might as well respond to them because they might be urgent. It'll take a few seconds, you tell yourself. Forty minutes later, you have carefully crafted only two responses and lost all track of time and have screwed up your plan. "Rapture of the email" will keep you out of focus and out of balance when it comes to getting things done. Schedule time in your day to check your email, to make your personal calls and to chat with your friends in the office. By distancing the distractions during your precious prime time, you'll have more energy and more concentration on the task at hand.

Seventh, Continuous Observation

A question Brian Tracy asked on the audio programme regarding time management has helped more than anything. During the day and throughout the day, ask yourself this question: "What is the best of use of my time, right now?" Continuously observe how you are spending your day and question the best use of it. By doing this, you will always bring yourself back in alignment with doing those things that need to get done and not those things that distract you and keep you away from you achieving all that you truly deserve to achieve.

Written by Scott Love.



"It's impossible" said Pride.

"It's risky" said Experience.

"It's pointless" said Reason.

"Give it a try" whispered the heart.

**SYNCR
-WIZED**

**This is no time for ease and comfort.
It is the time to dare and endure.**

By Winston Churchill

Escaping the Corporate Jungle

The many and varied hobbies and interests of our team keep us constantly fascinated at the range of diversions we create to help us escape the rat race.

A while ago we featured the photography of Liezl Portmann, and subsequently discovered that this is a favoured pursuit of Andy Lawrence, Ashley Lowe and Corne van Driel too.

We count pilots, hunters, bakers, seamstresses, lay preachers, artists, wildlife enthusiasts, bikers, hikers, 4X4 enthusiasts, builders, entrepreneurs, golfers, chefs, weekend farmers, graphic artists, musicians, martial arts champions, anglers, cave- and scuba divers and long-distance commuters among our number.

Onica Lewis has been with us since 2010, and is another lady with a whole separate life out of work. She is an artist, and her work was recently featured in Home magazine. Onica, your art is so unique and whimsical, we hope you don't mind us reproducing the write-up. Have a squizz at this:



The adventures of Faith, Hope, Love and Joy

This moonlighting artist strives to turn fantasy into her reality.

By Beatrice Moore-Nöthsel



Onica Lewis

WHO Onica Lewis, full-time bank project manager moonlighting as an artist

WHAT Acrylic on canvas

WHERE Johannesburg

Onica is setting out to fulfil her dream of becoming a full-time children's book illustrator and painter with playful works of art in bright colours – pieces which, she believes, brighten up people's lives. Faith, the character in the work featured above left, was born while Onica studied accounting. 'Every spare moment I got, I escaped with Faith into a colourful fantasy world of nature, fresh earth, cheerful flowers and foods of love.'

Other recurring characters are Hope with her long, white hair; Love, a boy with a head of purple hair; and Joy, the Jack Russell. Onica imagines and records their trips around the world, their

experiences of culinary tastes, nature and culture and also the appreciation of every homecoming. This colourful artist also reflects her love of nature in paintings of wild mushrooms.

Acrylic is great to work with – you can build layers and create depth.

LIKE IT? BUY IT!
Call Onica on 079 771 5814. Prints of her work are available from Think Images (thinkimages.co.za).

128 home April 2012

Y'all Smile Now, Y'hear?



Para... paroxysm... paraprodoskian... qué?

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Paraprodoskian figure of speech

A paraprodoskian is a figure of speech in which the latter part of a sentence or phrase is surprising or unexpected in a way that causes the reader or listener to re-frame or reinterpret the first part. It is frequently used for humorous or dramatic effect, sometimes producing an anticlimax. For this reason, it is extremely popular among comedians and satirists.

- Ø I asked God for a bike, but I know God doesn't work that way, so I stole a bike and asked for forgiveness.
- Ø The last thing I want to do is hurt you, but it's still on the list.
- Ø If I agreed with you, we'd both be wrong.
- Ø We never really grow up, we only learn how to act in public.
- Ø War does not determine who is right - only who is left.
- Ø Knowledge is knowing a tomato is a fruit; Wisdom is not putting it in a fruit salad.
- Ø Evening news is where they begin with 'Good evening', and then proceed to tell you why it isn't.
- Ø To steal ideas from one person is plagiarism; To steal from many is research.
- Ø A bus station is where a bus stops. A train station is where a train stops. On my desk, I have a work station.
- Ø I thought I wanted a career, turns out I just wanted pay checks.
- Ø A bank is a place that will lend you money, if you can prove that you don't need it.
- Ø Whenever I fill out an application, in the part that says "In an emergency, notify:" I put "DOCTOR".
- Ø I didn't say it was your fault, I said I was blaming you.
- Ø Why does someone believe you when you say there are four billion stars, but check when you say the paint is wet?
- Ø Why do Americans choose from just two people to run for president and 50 for Miss America ?
- Ø A clear conscience is usually the sign of a bad memory.
- Ø You do not need a parachute to skydive. You only need a parachute to skydive twice.
- Ø The voices in my head may not be real, but they have some good ideas!
- Ø Always borrow money from a pessimist. He won't expect it back.
- Ø A diplomat is someone who can tell you to go to hell in such a way that you will look forward to the trip.
- Ø Money can't buy happiness, but it sure makes misery easier to live with.
- Ø There's a fine line between cuddling and holding someone down so they can't get away.
- Ø I used to be indecisive. Now I'm not sure.
- Ø I always take life with a grain of salt, plus a slice of lemon, and a shot of tequila.
- Ø You're never too old to learn something stupid.
- Ø To be sure of hitting the target, shoot first and call whatever you hit the target.
- Ø Nostalgia isn't what it used to be.
- Ø A bus is a vehicle that runs twice as fast when you are after it as when you are in it.
- Ø Change is inevitable, except from a vending machine.

And on another note entirely...



Until our Second Quarter edition...

keep smiling, live your life in full colour, and may you be blessed daily!

The sYncWize Team

This newsletter is intended for sYncWize's contractors, and is published every quarter as a means of conveying general information. We would love it if you would like to contribute to this newsletter, place an advertisement, or have a specific request for inclusion. If so, please contact Cleon Davids.

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Our wish for every one for the rest of 2012 is to
chase your dreams!!

"We're running out of time babe,
The dream will come no closer by itself,

We got to run after it now"....

Gaelic Proverb

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