

# COMBUSTION TECHNOLOGY (PTY.) LTD. NEWS



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## NEWSFLASH: CHECK OUT PAGE 4 FOR OUR FEBRUARY SPECIAL

### COMPANIES AND THEIR TRADE SECRETS

Employees having access to important and confidential information in the workplace can result in problems when the employee leaves the company.

Combustion Technology (Pty) Ltd has recently won a judgment in the Cape High Court against an ex-employee, over the issue of access to sensitive company information and the unlawful use of such information to compete against the company.

Combustion Technology, exclusive distributor for Riello Burners, Autoflame Combustion Management Systems and Garioni Naval Steam Boilers for South Africa, has products that are at the cutting edge of technology.

The ex-employee had worked for the company for over 11 years and finally held the position of Spares Manager for the Company.

A month after resigning from the company due to ill health, he commenced trading in the sales and supply of combustion components, in direct competition with Combustion Technology.

The ex-employee had exposure to contractual agreements, prices from suppliers, knowledge of customers, discount structures, financial information, prospective customers and price lists.

The issue of the trade secrets of the company was debated in the Court. The Court ruled that the nature of the information to which an employee is exposed to, cannot automatically be categorized as a "trade secret" merely by an employer categorizing it as such.

However, information which is commercially valuable not only to the applicant but also to any of its

existing or future competitors can be considered a trade secret.

Disclosure of this information would be to the benefit of competitors as they would be saving both time and money by having this information readily available for marketing purposes.

The Court ruled that the ex-employee be interdicted and restrained from unlawfully competing with the applicant and to pay certain costs.

Grant Reneclc, MD of Combustion Technology, comments "We are happy with the Court's decision to prevent them from unlawfully competing against us. As the leader in our field, we cannot afford people abusing the goodwill of the company and the products it represents. Our suppliers, who fully supported our application, have also expressed their satisfaction with the outcome."

"Companies must be aware of the implications of staff having access to important information in the workplace. There is no easy way to prevent such misconduct. Employees should sign an employment agreement wherein they agree to maintain the secrecy of the organizations trade secrets and sensitive information. A restraint of trade should be included in the initial employment agreement entered into at the start of the employment relationship" said Reneclc.

"We have spent many years establishing ourselves as the market leader in burners and boilers and our marketing information is extremely valuable. Any business owner can find himself in the same situation as we were. We hope that by highlighting this victory we can help other business owners from being exploited" explained Reneclc.

# MASSIVE 58% FUEL SAVING AT ROOIBOS TEA PROCESSING FACILITY

Rooibos Tea (Pty) Ltd, the world class supplier of Rooibos Tea has its processing facility in Clanwilliam. Here the Rooibos tea material is cut, fermented and dried.

The boiler used at the facility was rated at 900 kg/hr and was of the instantaneous steam coil type which has a water content of approximately 40 litres.

"The control system on this boiler is of a stop start nature, with the flame and water pump starting simultaneously and as a result the boiler supply steam pressure to the plant fluctuated between 5 Bar and 9 Bar.

The burner has one fuel firing rating and that is flat out. Therefore, the boiler actually only fires up for a maximum of 30 - 40 minutes every hour. In the off periods the energy is lost thus increasing the fuel consumption" explains Jaco Lategan, Factory Manager at the Rooibos facility. "We decided that we needed to look at alternatives to our existing boiler system and we decided to contact Combustion Technology in Cape Town." Using their in-house expertise, a complete Combustion solution was proposed to the Rooibos Tea facility.

In September 2004 a Garioni Naval NGC 1000 Steam Boiler was married with a Riello Af70 light oil burner and installed at the facility. Along with the burner and boiler, Combustion Technology also fitted the Autoflame Micro Modulation System, which ensures high

combustion efficiency and control as well as a much improved and consistent pressure control of the steam being delivered to the plant.

A significant fuel saving was made, plus a drastic improvement in product quality was found.

"We experienced a massive 58% saving on our fuel consumption" said Lategan. "We were using approximately 10 000 litres per month and after only two months we experienced these savings!" he explained.

"Autoflame is recognised as the world leader in combustion management solutions and we have helped many South African companies achieve savings on their fuel consumption" said Grant Renecke, MD of Combustion Technology.

"Throughout the world there is a growing awareness of the need to reduce emissions. Whether the focus is on CO2 of Nox or just fuel savings, all industries are facing significant challenges in this area.

Our company is at the forefront of the drive for better fuel economy and emissions reduction" said Renecke.

Contact Grant or Kenneth on 021 715 3171 for more information on reducing emissions and fuel saving strategies for your company.



**Above:Entire installation at Rooibos Tea in Clanwilliam**



**Above: The Riello AF70 Paraffin Boiler**

# BIGGEST EVENT IN 76 YEAR HISTORY

The International Air-conditioning, Heating And Refrigeration Exposition was Held In Chicago, Illinois From 23 - 25 January 2006.

“The AHR Expo is the premier launching pad for new product introductions into the market as well as a great place to network with like-minded people in the industry” said Grant Renecke, MD of Combustion Technology.

Combustion Technology represents Autoflame Combustion Management Systems in Sub-Saharan Africa.

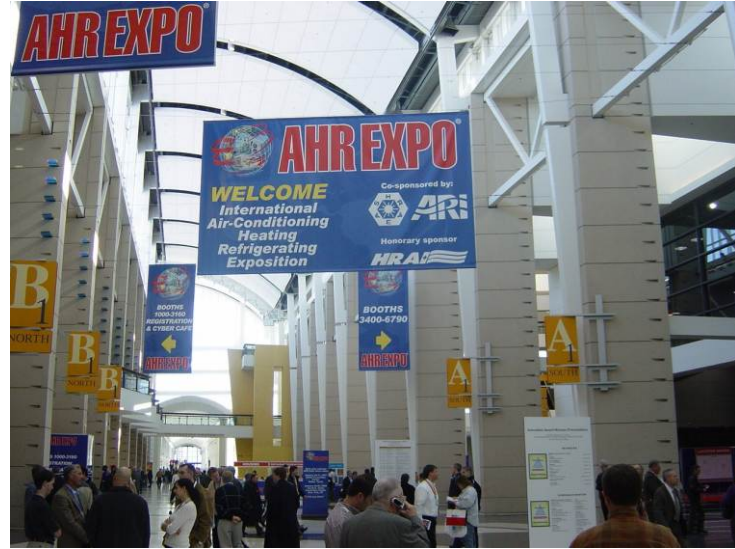
According to the show management more than 1900 companies exhibited over an area of almost 500 000 net square feet (almost 47 000 square metres), making it the biggest event in the 76 year history of the exhibition.

“The growth of the Show can be traced to many factors including the new industry segments and show features that have been added during the last couple of years,” explained Clay Stevens, President of International Exposition Company.

“We’ve added a new Green emphasis to the Show, several new associations have joined the growing number of endorsing organizations, there is a much larger international presence, new education sessions have been created, as well as industry certification programs.”

“It was great to visit the expo and get up to speed on industry happenings!” said Grant.

The next expo will take place in Dallas Texas from 29 - 31 January 2007.



**One of the many larger than life sights at the exhibition recently attended by Grant Renecke in Chicago.**



**Grant Renecke (right) standing with Brendan Kemp, MD of Autoflame in the UK**



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