



# THE MIBCONIAN

**Good to Great Together**

**March 2024 Newsletter  
Vol: 16**

## Wrapping Up Human Rights Month

March marked an important time for reflection and action as we observed both Human Rights and Tuberculosis (TB) Awareness.

These are significant themes which highlight and remind us of the importance of good health and mindfulness to human rights for all.

During the month of March, we reaffirmed the devotion of upholding the fundamental rights and dignity of every individual. It's a reminder of the importance of fostering inclusivity, diversity, and respect in everything we do.

Simultaneously, TB Awareness provided an opportunity to raise awareness about this infectious disease and the steps we can take to prevent and combat it.

As we strive for a healthier society, let's educate ourselves and others about TB, supporting initiatives that aim to eradicate this global health challenge. [Read more here.](#)

We look forward to the second quarter of the year, as it has so much to offer! Ranging from Two Pot Retirement System training, Purpose-Led MIBCO First workshops and much more, there are some exciting developments brewing for all MIBCONIANS!

**Happy Easter weekend** to all who celebrate the holiday and let's come back refreshed, renewed, and ready to kick-start April with a bang!

**GOOD TO GREAT TOGETHER!**

## MIBCO Values, Mission, and Vision Statements

### OUR VISION

A sustainable economy where MIBCO promotes and maintains industrial peace.

### OUR MISSION

MIBCO is committed to being the trusted partner in advancing social justice through labour relations for the motor industry.

### OUR VALUES

As a Council serving the motor industry we are: Respectful, Trustworthy, Consistent and fair, Ethical, Transparent and Accountable, Collaborative & Committed to Innovation.



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## Purpose-led *MIBCO FIRST* Workshops



Get ready to bring our *MIBCO First* strategic priority to live!

*MIBCO First* is the fifth priority in the 2023 - 2026 MIBCO Strategic Plan and as part of the expectations, it's exciting to embark on the next phase of building a vibrant *MIBCO First* culture.

Over the next several weeks, there will be a series of full-day **Purpose-Led MIBCO FIRST** workshops, which will include a combination of experiential learning and facilitated discussions.

Through this process, all staff will have input into MIBCO's purpose as well as the required behaviours to deliver on this resolution. We look forward to these sessions and the valued outcomes that will be gained!

Keep alert for further communication from HR regarding the dates and further details.



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## Two-Pot Retirement System Training

Did you know? The Two-Pot Retirement System allows you to access a small portion of your retirement savings (before you retire) for emergencies.

The bulk of your savings will remain preserved, meaning you will have to keep most of your retirement savings invested until you retire.

As such, due to the influx of queries around this buzz concept, MIBCO has arranged virtual training for staff to address questions and concerns about the Two-Pot Retirement System Training.

The training will be offered by Optimum Group and have been scheduled in the next coming weeks. The dates have been booked on our calendars so please keep an eye out for further communication from HR.

The purpose of the training is twofold:

- 1) to upskill MIBCO staff who need to interact with industry on the 2-pot system and,
- 2) educate staff and HR about the benefit and processes that extends to MIBCO staff.

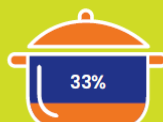
This new system was primarily created to bridge the divide between two seemingly irreconcilable needs. So, make sure you attend these sessions in order to understand the concept for yourself as well as to serve our members appropriately when they inquire about the retirement system.

### The Vested Pot explained



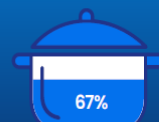
**Funds accumulated that cannot be accessed until you retire**

### The Savings Pot explained



**Can be accessed once in a tax year, without having to retire or resign**

### The Retirement Pot explained



**Two-thirds of future contributions to be accessed only on retirement**



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## Increase In The National Wage Threshold

**PLEASE NOTE:** Industry is hereby reminded that on the 1st of March 2024, the National Minimum Wage (NMW) was increased for every ordinary hour of work (in terms of Government Gazette 50073 of 02 February 2024, Notice R.4331).

The NMW is **R27.58** for all employees and **R15.16** for workers employed on expanded public works programmes. The NMW rate for learners engaged in non-accredited learning programmes, including those participating in YES programmes will be set at **R27.58** per hour. The rates prescribed in schedule 2 of the gazette should be applied for learners engaged in accredited programmes.

This means that –

1. The **Grade-1 Parking Garage Attendant's** minimum wage of **R25.83** in the MIBCO Main Collective Agreement has been repealed and not applicable since 1<sup>st</sup> of March 2024 up to 31<sup>st</sup> of August 2025. The new minimum wage for Grade-1 Parking Garage Attendants is **R27.58** effective 1<sup>st</sup> of March 2024; and
2. The **Grade-1 employees (Chars) for all other Chapters** minimum wage of **R27.17** in the MIBCO Main Collective Agreement has been repealed and not applicable since 1<sup>st</sup> of March 2024 up to 31<sup>st</sup> of August 2024. The NMW for these affected employees will be repealed on 1<sup>st</sup> of September 2024 and they will revert back to the new MIBCO minimum wage of **R28.53**. The new minimum wage for **Grade-1 employees (Chars) for all other Chapters** is **R27.58** effective 1<sup>st</sup> of March 2024.

**IMPORTANTLY: Grade-1 employees (Chars) for all other Chapters EXCLUDES Chapter-3 and Sector-5 Chars.**

For more information, visit: National Minimum Wage Act: National minimum wages: Amendment ([www.gov.za](http://www.gov.za))





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## Celebrating Compliments for Client Services

Good Day

I trust you doing well. Compliments to you for the new year.

I am the aftersales manager for Hyundai. My name is Muhammed and I am a client of the MIBCO. On the 1st and 2nd of February I was assisted by two of your colleagues Ms Buyi & Ms Michele for the claim of my provident fund.

Unfortunately, due to an issue I had previously with one of the members giving me incorrect info on how the claim goes about, I called sometime afterwards and was assisted by two wonderful respectable women who went out of their way in assisting and providing feedback that no one else did.

I would like to send this mail to you informing you that the two ladies working in your division are excellent and have given the best service ever! I wish and hope that others get assisted by the Michele and Buyi and continue providing the service needed.

I thank you and your team, and the wonderful experience and assistance given.

Wonderful service  
Keep it up!!!

Best Regards  
Muhammed Ismail – Hyundai, Newcastle.



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## Celebrating Compliments for Client Services

Good Day Neo

Thank you for your quick response.

Robert Segage, I must say I am very shaft with the telephone systems upgrade this week. The way the music sounds in the background and mostly the Agents behind it are amazing.

I spoke to someone else before Dineo he was very polite and friendly. Dineo was on another level, the way that she was speaking to me was so professional and she went on and made sure that I received the assistance that I called for. This call made my day easier.

Well done to MIBCO for the Telephone systems upgrade.

Looking forward to hearing from your Inspector.

Regards,  
Petunia Khanyile - Trysome.

Greetings,

Your client services representative, Lungile Majola is an absolute breath of fresh air and an asset to the organisation. Her telephone manner and attention to detail are fantastic.

So nice to have had the pleasure in dealing with her.

Safe Regards

Ian Sharp - The Gentle Mens Garage.

## Farewell & Gratitude: Honouring Leaving Team Member



"I started at MIBCO on the 1st of November 2021 as a Procurement Clerk. MIBCO has been a good company to me, and I was welcomed with warm hands.

MIBCO is like any other family. I laughed, and I also cried.

After two (2) years it's time to say goodbye and indeed it was great to be together."

- Thembi Ngcobo  
SSC, Procurement Clerk

**All the best with your future  
endeavours!**



## Farewell & Gratitude: Honouring Leaving Team Member

"The 1st of November 2021 was my first day of service with MIBCO.

It was an exciting journey to travel for almost three (3) years now.

Our organisation is still moving forward to great heights and my two years + impact will live forever.

I am grateful for the warm welcome and respect I got since day one up until this far.

I will miss MIBCO employees' respect and loving character.

- Gudani Mufamadi  
SSC, Creditors (Account Payable)



**All the best with your future endeavours!**



## March Flashback!




### WE ARE LIVE NOW!

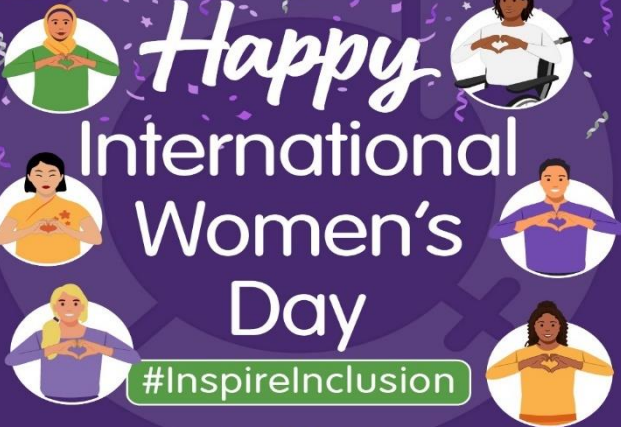


### MIBCONNECT

A short tutorial video will follow so please keep checking your emails.



### Happy International Women's Day



#InspireInclusion

#IWD2024



### MIBCO Strategic Plan 2023 - 2026

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#### OUR VISION

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#### OUR MISSION

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#### OUR VALUES

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- \*Respectful
- \*Trustworthy
- \*Consistent & Fair
- \*Ethical
- \*Transparent & Accountable
- \*Collaborative
- \*Committed to innovation

#### 01 MAINTAIN A REPRESENTATIVE COLLECTIVE BARGAINING COUNCIL

The Labour Relations Act commands representativeness to ensure relevance and sustainability in the motor industry, while increasing employment opportunities.

**Why?**

**How?** Facilitate the development and implementation of mutually beneficial collective bargaining model.

#### 02 DELIVER VALUE FOR KEY STAKEHOLDERS

To deliver our services in a cost-effective manner so that our members consider the services as relevant and beneficial to them.

**Why?**

**How?** By optimising service delivery and enhancing MIBCO's reputation.

#### 03 ENHANCE COUNCIL SUSTAINABILITY

For sustainability, MIBCO must balance mission and resources, fostering diversity and inclusivity. This way, we can achieve higher member satisfaction and more.

**Why?**

**How?** By improving operational excellence and fostering a culture of diversity, equity, and inclusiveness.

#### 04 STRENGTHEN THOUGHT LEADERSHIP CAPACITY

We must provide value to our stakeholders by being the experts in our field and provide excellent guidance on policy and non-policy matters.

**Why?**

**How?** We must be the champions of thought leadership.

Organisational Conscious Commitment  
We commit to be servant leaders who enrich lives.

#### 05 MIBCO FIRST

When every decision, strategy and action we take is done with the best interests of MIBCO in mind, it will build vital trust with our stakeholders and members

**Why?**

**How?** By creating a feeling of belonging and interest in being part of a much bigger picture.

#### 06 SUPPORT ECONOMIC GROWTH BY CHAMPIONING INDUSTRY SKILLS DEVELOPMENT

We must embrace change and champion skills development interventions to support employees and employers in the fast-changing motor industry environment.

**Why?**

**How?** Develop and promote an integrated motor industry skills development framework.

GOOD TO GREAT TOGETHER