



THE MIBCONIAN

Good to Great Together

**June 2024 Newsletter
Vol: 19**

Cheers To The First Half Of 2024!

As we wrap up National Youth Month, it's a fitting time to reflect on our collective journey and celebrate the dynamic energy that the youth bring to country and the workplace.

Besides the youth, June also commemorated Men's Health, National Blood Donor and International Day Against Drug Abuse and Illicit Drug Trafficking, which was on the 26th of June.

MIBCO has also seen many successful training and coaching programmes take place in the past six months as well as the recent HR Roadshows, Purpose Led sessions and others that have provided management and staff alike with great insight and ideas on taking MIBCO forward.

As we step into the second half of 2024, we look forward to the new developments taking place in the Council as well as more milestones to be reached. Remember fellow MIBCONIAN, each of you plays a crucial role in our collective success, and it's your unique contributions that drive us forward.

Your efforts do not go unnoticed, and the positive impact you have on the Council and each other is immeasurable. Step into July with optimism, positivity and a burst of energy!

Quote for the month: ***"The only thing standing between you and outrageous success is continuous progress you need discipline."*** – Dan Waldschmidt

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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Whistleblowing Rights & Obligations



WHEN YOU NEED TO BLOW THE WHISTLE

A QUICK GUIDE TO YOUR RIGHTS AND RESPONSIBILITIES



01

YOUR OBLIGATION TO RAISE A FLAG

On employment we accept a duty to act in the best interests of our employer. Reporting suspected or known unethical activity forms part of this duty. Both employers and those who serve them, for example as employees and contractors, have rights and responsibilities regarding the reporting of wrongdoing. These rights and responsibilities will be set out in the legislation of the applicable countries and / or in the employer's policies.



02

YOUR RIGHT TO KNOW HOW TO REPORT WRONGDOING

Employers need to communicate the avenues by which stakeholders including employees can fulfill their duty to report unethical and illegal activity. You can make open and confidential reports using internal channels, and you can make confidential and anonymous reports via your ethics hotline service provided by Whistle Blowers. Make sure you are familiar with your employer's policy and take note of the applicable Whistle Blowers contact details.



03

MATTERS PROTECTED BY WHISTLEBLOWING LAWS

Whistleblower protection does not apply to every report complaint made. For example, such laws and policies may not apply to matters that should be raised using informal and formal workplace grievance procedures but will apply to reports of potential or actual criminal offences and to failures to comply with legal obligations that apply in the country in which you work. If you work for an employer headquartered in another country, the laws of that country will also apply to your rights and obligations.



04

CRITERIA FOR A DISCLOSURE TO BE PROTECTED

To qualify for legal protection, a disclosure must be made in good faith, and you must reasonably believe your information to be true. You should be reporting because the employer needs to be aware of the matter and not for personal gain. You should follow the applicable procedures for reporting and your employer policies and/or country whistleblower protection law will explain these criteria.



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05

THE RIGHT NOT TO SUFFER RETALIATION

If you make a protected report, you have a right not to suffer adverse consequences relating to your employment status. The following are examples of 'occupational detriment' prohibited in most countries: harassment, intimidation or disciplinary action, disadvantageous alteration of terms and conditions, refusal to give a reference or an unfairly negative reference, civil claim for breach of confidentiality, and other types of negative impact on employment prospects or job security.



06

THE RIGHT TO FEEDBACK

Whistleblowers have the right to feedback regarding whether the employer is investigating an allegation and if not, why not, and what the outcome of any investigation is. However, the employer is not required to provide information that might compromise an investigation or contravene another law. Remember, if you make a report anonymously, your employer will not be able to contact you to provide feedback, but you can safely maintain contact and follow-up with feedback requests via your ethics hotline.



07

THE OFFENCE OF FICTITIOUS REPORTING

You may be committing a legal offence in terms of the law, and you will be committing gross misconduct in your employment relationship, if you abuse whistleblowing systems by making a report that you know, or reasonably ought to know, is false. Don't abuse the resources that exist to protect the best interests of your colleagues and your employer. Where intentional harm is caused and suffered, the whistleblower protection laws of many countries provide for criminal penalties including fines and imprisonment.

Report suspected or known wrongdoing using the internal channels available in your organisation, or make an open, confidential or anonymous report via Whistle Blowers, your ethics hotline.

We provide a range of reporting methods and your employer publishes the applicable contact details you can use. The contact details and reporting channels available to you will vary according to the country in which you are based. To learn more about us, visit our website at www.whistleblowing.co.za,

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MPOX: All You Need To Know

On the 26th of June 2024, the Department of Health confirmed that the country has recorded three more cases of Mpox and another death, as efforts to curb the spread of this infectious disease are ongoing in the affected communities.

Mpox is preventable and manageable, and treatment for both mild and severe cases is available. People at high risk include those living with chronic conditions such as HIV, TB and diabetes.

What is Mpox?

Mpox (monkeypox) is an infectious disease caused by the monkeypox virus. It can cause a painful rash, enlarged lymph nodes and fever. Most people fully recover, but some get very sick.

What are the symptoms?

Mpox causes signs and symptoms which usually begin within a week but can start 1-21 days after exposure. Symptoms typically last 2-4 weeks but may last longer in someone with a weakened immune system. Common symptoms of mpox are:

rash, fever, sore throat, headache, muscle aches, back pain, low energy and swollen lymph nodes.

How does it spread?

Mpox is an infectious disease caused by the monkeypox virus. It can be transmitted to a person through contact with the virus from an animal, human, or materials contaminated with the virus. It can cause a painful rash, enlarged lymph nodes, and a fever. Furthermore, anyone can get mpox. It spreads from contact with infected:

- persons, through touch, kissing, or sex
- animals, when hunting, skinning, or cooking them
- materials, such as contaminated sheets, clothes or needles
- pregnant persons, who may pass the virus on to their unborn baby.

Self-care and prevention

Most people with mpox will recover within 2-4 weeks. Things to do to help the symptoms and prevent infecting others:

Do

- stay home and in your own room if possible
- wash hands often with soap and water or hand sanitizer, especially before or after touching sores
- use saltwater rinses for sores in the mouth

We are all urged to support all those who are showing symptoms to present at their nearest healthcare facilities immediately for screening and diagnosis, instead of self-diagnosis and using over-the-counter medication. For more information, click [HERE](#).

My journey on Conscious Leadership



The coaching sessions came at the right time for me. I was going through a lot in my life and the teachings taught me a lot about self and other people.

It taught me to take care of myself, to acknowledge that we all have stories to tell whether good or bad and those stories shape our lives and how we lead. It also taught me the difference between leading and managing. We manage processes and projects. We lead people/ human beings.

What is small for you is not small for the next person. We need to align to the organisation's goals and values. If my values and those of the organisation are not aligned, it becomes difficult to contribute towards the organisation's goals.

We are leading leaders in their own spaces therefore we need to treat people with respect and humility. The coaching is not only for work but also for how one lives their own lives, which was an awesome thing to go through.

The programme also gave us a lot of tools to use to lead and to communicate better.

Thank you to the organisation for giving us the opportunity to embark in this journey. It is highly appreciated.

- Thabang Thekiso: Supervisor Returns



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MIBCO Celebrates Youth Day: Reflecting on the Past, Inspiring the Future

June 16th marks a significant day in South African history: Youth Day. This public holiday commemorates the Soweto Uprising of 1976, a pivotal moment in the country's struggle against apartheid.

On this day, we honour the bravery of the students who stood up for their rights and reflect on the progress we have made while acknowledging the work that still lies ahead.



A Historical Perspective

Youth Day commemorates June 16, 1976, when thousands of black students protested in Soweto against the apartheid government's decision to enforce Afrikaans as the medium of instruction in local schools.

The peaceful protest turned tragic when police opened fire, resulting in the deaths of hundreds and sparking widespread unrest. The courage displayed by the youth of 1976 played a crucial role in mobilizing international opposition to apartheid and accelerating the movement towards a democratic South Africa.



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Celebrating Today's Youth

Youth Day is a celebration of the potential and dynamism of South Africa's young people. It's a time to recognize their achievements, address the challenges they face, and empower them to build a brighter future. South African youth have made significant strides in various fields, from arts and culture to science and technology, including in the motor industry. Celebrating these accomplishments inspires pride and motivation among young people to continue striving for excellence.

Addressing Challenges

Despite progress, many challenges remain. High unemployment, limited access to quality education, and socio-economic inequalities are issues today's youth grapple with. Addressing these challenges requires a concerted effort from businesses, government, and civil organisations. By investing in education, creating job opportunities, and fostering an inclusive environment, we can help empower the next generation.

Our Role in Shaping the Future

As MIBCO, we have a role to play in supporting and nurturing the potential of South Africa's youth. Here are some ways MIBCO remains committed to this role:

1. **Training Programs:** Offering training programs that provide practical experience and skill development.
2. **Mentorship Initiatives:** Establishing mentorship programs where experienced employees can guide and inspire young employees.
3. **Community Engagement:** Participating in community outreach programs that support education and youth development.
4. **Inclusive Policies:** Creating an inclusive workplace that values diversity and encourages the participation of young people in leadership roles.

Youth Day is a reminder of the power and potential of young people. By reflecting on the past, celebrating current achievements, and actively working to address ongoing challenges, we can contribute to a future where the youth of South Africa thrive and lead the country towards greater heights. Let's honour their legacy by empowering them to be the change-makers of tomorrow.

- Melissa Lazarus: Legal Officer, Highveld



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Cheers To New Appointments

DRC has welcomed Thulile Mabena as a new Case Management Officer as of May 2024.

He was formerly a Legal Officer in the legal department in Highveld Region. Thulile started his journey with MIBCO Highveld in February 2022, working as a Legal Admin.

"Being part of the legal team has been such a blessing and a blast, as I have gathered a lot of skills, knowledge, and experience," he says.

However, like any good song, it must come to an end, and that is when his new journey began, as he joined the DRC-Highveld Randburg as a Case Management Officer. Thulile hopes to have a better impact on the industry and improve as a person.

Thulile graduated from the University of South Africa in 2019, completing a Bachelor of Commerce in Law. He is currently studying towards a Bachelor of Accounting Sciences in Financial Accounting, doing his final year which will be completed end of 2024.

"In my spare time I enjoy going to the gym, keeping active or playing indoor soccer with the gents.

I am mostly indoors, stay to myself, either studying or on social media platforms," says Thulile.



All the best
with your new
role!

Do you have some exciting, fresh, or original news to share from your region! Don't hesitate to send them all to thandi.xaba@mibco.org.za!



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Patricia Maitja's journey started back in 2015 as a panellist (interpreter) for Tokiso Dispute Resolution Centre and worked for various Bargaining Councils.

She joined DRC-Highveld Region in 2021 as a part-time interpreter and would also be called in to assist at reception.

She was also rendering her services at DRC-Northern Region as an interpreter and helping with admin.

"I am a netball player, and I am looking forward to having a team here at Highveld," she says.

"I am looking forward to making a positive and meaningful contribution so as to take DRC to greater heights by serving our clients with dignity and respect," she states.

Patricia was appointed as a receptionist for DRC Randburg on March 1st, 2024.

All the best with your new role!



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Welcome to the new MIBCONIANS

Nongcebo Gumbi describe herself as an open and candid person who has, and values integrity. She is a passionate, hardworking and goal driven individual who isn't afraid to face new challenges.

"Prior to joining MIBCO I was studying, and I obtained two qualifications. One being a Diploma in Law as well as a Diploma in Journalism. I have worked for different companies both in the private sector and in the public sector as a contractual employee," she says.

Nongcebo is the new receptionist in the KZN region, Pinetown, Durban. Her duties include but are not limited to attending calls, re-routing them to relevant departments, accepting application forms from walk-in members and managing the reception area.

"I look forward to learning new things, developing further skills necessary for a successful career, and providing exceptional customer service to walk-in clients and support to staff members," she says.

She further adds she is an outgoing person, friendly, energetic and enjoys being with people.

"As an inquisitive person, I look forward to new challenges, change and contributing my best to the team and making a positive impact," says Nongcebo.





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The IT department in SSC, Randburg has welcomed a new Junior BI Developer this month.

Mbali Nkosi completed her National Diploma in Information Technology specializing in Software Development from the Tshwane University of Technology.

She is also certified in Microsoft 365 Certified: Fundamentals.

Mbali was a service desk analyst at In2IT Technologies before joining MIBCO.

"My interests are reading, music and movies and I look forward to collaborating with colleagues and building strong relationships," she says.



All the best with your new role!

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June Flashback!

Northern Region Youth Day 2024

