



THE MIBCONIAN

Good to Great Together

**July 2024 Newsletter
Vol: 20**

Mandela Month Wraps Up!

As we wrap up the month of July, we observe that the month offered us the opportunity to honour Nelson Mandela's legacy. The month also encouraged us to reflect on Madiba's values of unity, compassion, and progress.

The renovations at the Randburg office were a success and all staff looks forward to many productive days ahead. We are also proud of the lucky few MIBCONIANs who suggested stellar names for the all the board rooms. See their pictures and more on MIBCONNECT.

As August dawns, let's carry Mandela's principles in our work and interactions. Also, this month holds various commemorative events such as National Women's Day, International Youth Day, Child Health Month and many more!

Also, please share your picture with the new office reception posters placed in all our MIBCO offices! It would be a great sight for all to see how we embrace our values, mission and vision.

Occasionally, it is good to give yourself a pat on the back for the all the hard work you put in. MIBCO is what it is because of your contribution. Thank you fellow MIBCONIAN for your dedication and hard work.

Quote for the month: "Everyone can rise above their circumstances and achieve success if they are dedicated to and passionate about what they do." - *Nelson Mandela*

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.



THE MIBCONIAN

Good to Great Together

**July 2024 Newsletter
Vol: 20**

LEGAL OFFICERS WORKSHOP

A Valuable Gathering for the Motor Industry Bargaining Council

MIBCO's Legal Liaison Manager, Michael Manolios organised an intensive workshop tailored specifically for in-house legal officers on the 5th and 6th June 2024. This event, held in Durban, served as a crucial platform for legal officers within the council to gain insights, enhance their skills, and foster professional relationships.

Workshop Objectives - The main goal of the workshop was to:

1. **Update on Legal Framework:** Provide in-house legal officers with the latest updates on relevant legislation and regulatory changes.
2. **Skill Enhancement:** Offer targeted training to improve the legal acumen and practical skills of attendees.
3. **Encourage Collaboration:** Promote networking and collaboration among in-house legal professionals to develop a unified approach to common legal challenges in MIBCO.
4. **Interactive Workshops:** In addition to the informative sessions, the workshop included several interactive sessions where participants sought to tackle common legal issues faced in the region. These sessions allowed attendees to apply their knowledge in realistic scenarios, deepening their understanding of the topics discussed and fostering collaborative problem-solving skills.

The workshop featured a variety of sessions, each designed to tackle critical areas of legal practice pertinent to in-house legal officers:

1. **Regulatory Updates:** This session, conducted by industry expert Bongani Mtotoba from Bowman and Gillfillan attorneys, focused on recent legislative changes affecting the motor industry, including labour laws and rules as well as whistleblowing. Participants gained valuable insights into compliance requirements and the implications of these changes for the Council.
2. **Effective Contract Management:** Led by MIBCO's LLM, Michael Manolios, this session provided practical guidance on drafting, reviewing, and managing contracts. Legal officers learned techniques to mitigate risks and maximize the benefits of their contractual agreements.



THE MIBCONIAN

Good to Great Together

**July 2024 Newsletter
Vol: 20**

LEGAL OFFICERS WORKSHOP

3. **Demarcations and Exemptions:** Thanusha Moodley, a director at Norton Rose Fulbright and a leading expert in the field led a session on the law around demarcations and exemptions. Legal officers received practical advice on strengthening their compliance programs and the exemption process.
4. **Growth of the Legal Department:** The workshop included a session on tackling issues that may impede the work of MIBCO and how the legal team may become trusted advisors and enablers to the vision, mission and strategy of MIBCO as a whole. This includes strategy for the growth of the Legal Department and its vision beyond 2024 as well as a focused list of critical items that we plan to execute on in 2024.

Networking Opportunities:

The workshop provided ample opportunities for in-house legal officers to network with their peers. During the lunch break and an evening dinner, participants were able to build valuable connections, share experiences, and discuss potential collaborations.

These networking sessions were highly appreciated by attendees, who valued the chance to exchange ideas and strategies with their counterparts from other regions.

Positive Feedback:

The feedback from attendees was overwhelmingly positive. Many participants praised the workshop for its relevance, the depth of the topics covered, and the quality of the speakers. The interactive format and the opportunity to engage with peers were highlighted as key strengths of the event.

Looking Ahead to the future:

Encouraged by the success of this workshop, there are plans to organise similar events regularly. These workshops will continue to address emerging legal issues and provide ongoing support to the legal officers.

We look forward to the continued collaboration and growth of the legal officers within MIBCO.

This workshop underscores MIBCO's dedication to supporting the professional growth of legal officers, ensuring they are well-equipped to navigate the complexities of the legal landscape within the motor industry.

- Melissa Lazarus: Legal Officer, Highveld



THE MIBCONIAN

Good to Great Together

**July 2024 Newsletter
Vol: 20**

MIBCO Legal Workshop 2024



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!



THE MIBCONIAN

Good to Great Together

**July 2024 Newsletter
Vol: 20**

Words of thanks for SSC Client Service

"A token of appreciation for job always done well. Up! Ode to Tirhane Hlongwane, Topsy Rakgwahla (Fund Assessors) and Dineo Molotwane (Client Service Representative). These employees lead a field, which believes that analysis will bring change to the work environment and provide the answer to the most strategic insurmountable tasks.

The standard-bearer for this panegyric task of reinventing the firm strategy every day, dealing with intricate tasks of this magnitude, deserve accolades worth mentioning, not overlooking the collective team efforts contributed by other colleagues at SAF in general.

Kromberg & Schubert South Africa employ many employees and the company is very sustainable, combined across SA which exponentiate above 2500 employees. Addressing multiple queries, varying in type and condition, is a complex task. These individuals must handle diverse attitudes and complex societies, requiring excellent emotional intelligence to handle such complex tasks, requiring a wide range of skills.

Employees often seek help after losing parents, kids, or facing socioeconomic encounters, but they must navigate emotional terrain. It is their responsibility to calm and provide counselling on the phone.

This emotional contiguity can humble attitudes and recognise the importance of employees at SAF. Employees should be recognised and encouraged to continue their good work, lighting the way as torchbearers for their people.

We simply want to hail the professionalism, patience, empathy and cooperation displayed throughout the years by these individuals. We would like to say, thank you! Thank you! Thank you! Thank you all."

Jerry - Kromberg & Schubert South Africa National Forum Chairperson.



THE MIBCONIAN

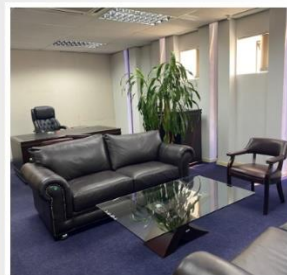
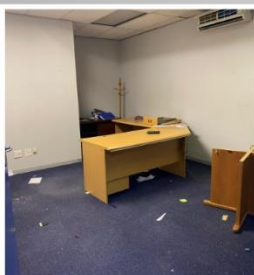
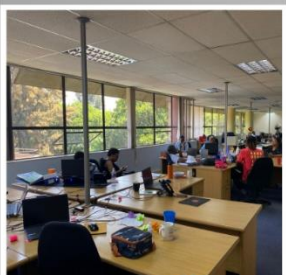
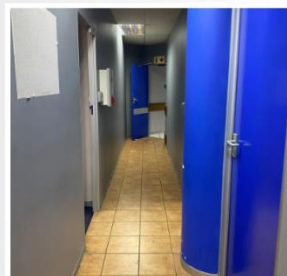
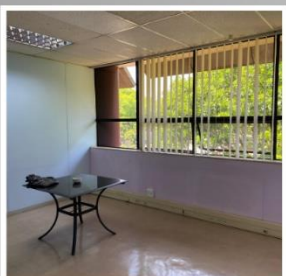
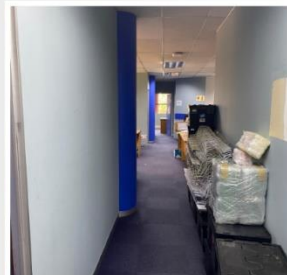
Good to Great Together

July 2024 Newsletter
Vol: 20

SSC, HIGHVELD & DRC moves into renovated building

MIBCONIANs in Randburg were thrilled to move into their new offices on 15th July 2024. The project ran smoothly, and the space provides a modern, fresh and inspiring workspace. For more pictures, visit the Gallery on [MIBCONNECT](#).

BEFORE





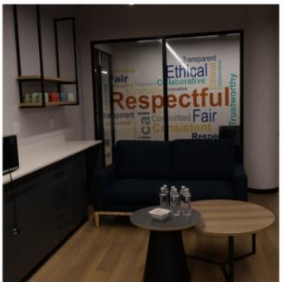
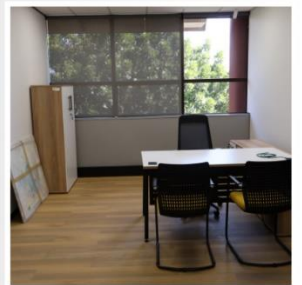
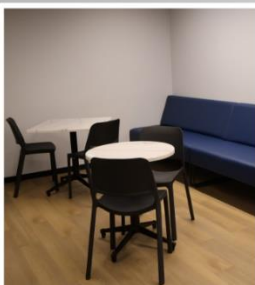
THE MIBCONIAN

Good to Great Together

July 2024 Newsletter
Vol: 20

SSC, HIGHVELD & DRC moves into renovated building

AFTER



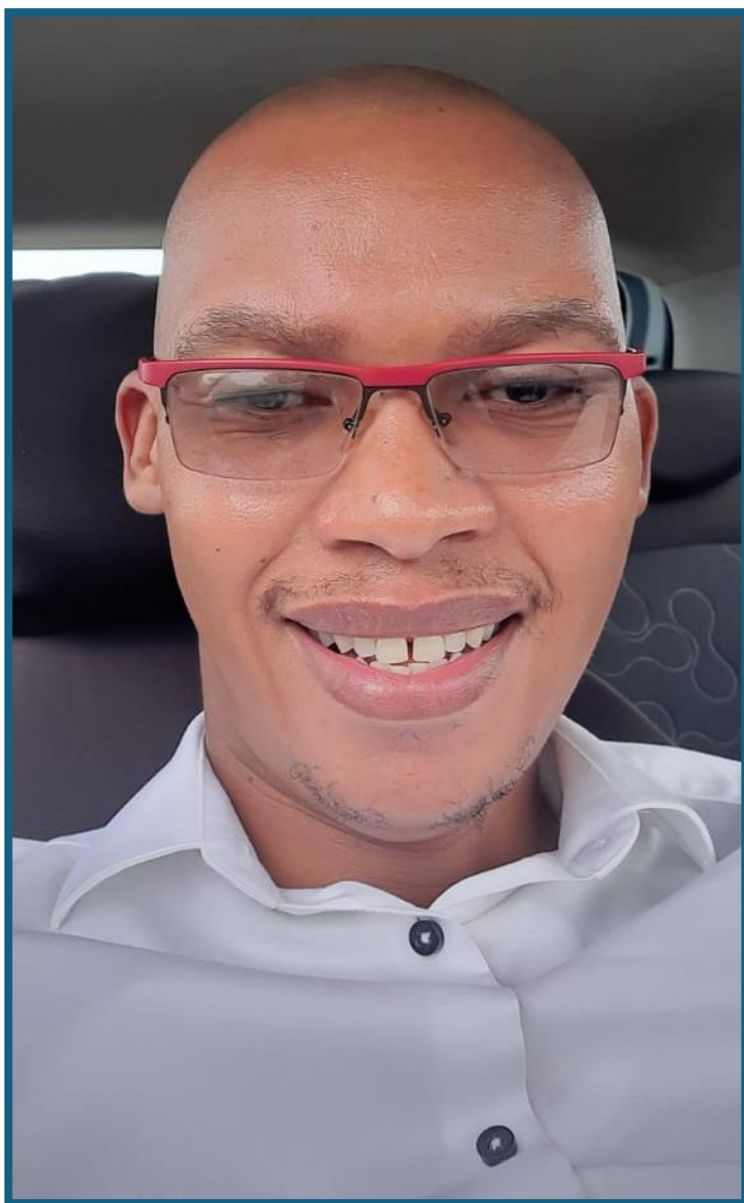


THE MIBCONIAN

Good to Great Together

**July 2024 Newsletter
Vol: 20**

Welcome to new MIBCONIANS!



Joining the Free State/Northern Cape Region in Kimberley as a Customer Service Agent is Skele Ntlatseng (SK).

Skele has been working as a Senior Area Manager for Hollywoodbets Sportsbook in the online gambling industry overseeing the entire Operations Department in the Free State Region.

"Spending time with my family and friends is high on my list during my spare time.

Watching English Premier League is one of my hobbies as I am Manchester City Football Club Supporter," he says.

Skele adds that he is thrilled to be joining MIBCO.

"I believe my skills and talents will be a valuable addition to the organisation and I can't wait to see what we'll accomplish together," he says.

All the best with your new role!



THE MIBCONIAN

Good to Great Together

**July 2024 Newsletter
Vol: 20**

Welcome to new MIBCONIANS!

A new addition to the Free State/Northern Cape Region in Bloemfontein is Graham Meas. He has joined the team as a Trainee Agent.

"I have been working as a Customer Experience Expert in the Travel and Tourism sector at Flight Centre Travel Group (FCTG)," says Graham.

He further explains in his previous role, he handled escalated complaints and concerns on customer engagements, logistics, and any issues relating to stakeholder-relationships in the industry of South Africans that travel to destinations around the world.

Graham shares that his interests outside the workplace include family and friend activities as well as watching series.

"I am truly excited to start on this new journey, and looking forward to all the changes that are coming," Graham says.



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!



THE MIBCONIAN

Good to Great Together

**July 2024 Newsletter
Vol: 20**

Welcome to new MIBCONIANS!



The Highveld Region has welcomed Sikholiwe Mhlongo, a Pre-Legal Credit Controller in their Credit Control Department beginning of the month.

Sikholiwe says he's an outgoing and friendly guy and has worked as a credit controller in the medical insurance and banking industry for some reputable companies.

"I look forward to learning more about this industry and engaging with our clients and providing outstanding service to all of MIBCO's members and stakeholders," he says.

Outside the workplace, Sikholiwe says he's a family man and every chance he gets, he is with his daughters. Apart from that, he is a sport fanatic and also plays football.

"I am a person who likes a challenge, so I certainly look forward to all the challenges this position entails and of course overcoming them but mostly look forward to creating a family-like relationship with all my colleagues," says Sikholiwe.

All the best with your new role!



THE MIBCONIAN

Good to Great Together

**July 2024 Newsletter
Vol: 20**

Welcome to new MIBCONIANS!



All the
best with
your new
role!

A big welcome to Grecious Hlatshwayo who has joined the Finance Department in SSC Region as their newest Accounts Payable Clerk. Grecious who resides in Finetown, South of Johannesburg.

She describes herself as a young lady who's an introvert but open minded and friendly.

Before joining MIBCO, Grecious was studying a Bachelor of Education online, which she is continuing with those studies.

"I look forward to expanding my skills and knowledge within the AP. Outside the workplace, I spend most of my time indoors with my family, but my interest mostly is church, if I am not studying or spending some time with my family," she says.

She adds that she is looking forward to creating fruitful relationship among her fellow employees and maintaining a healthy work environment.



THE MIBCONIAN

Good to Great Together

**July 2024 Newsletter
Vol: 20**

Cheers To Promotions!

Andisiwe Mhlawuli first joined MIBCO as a receptionist in Bloemfontein, Free State Region, in 2020. In June 2024, she was promoted to a Client Service Representative position. As such, to date, Andisiwe has been working at MIBCO for 4 years and 5 months.

"I started working for MIBCO in 2020, during the pandemic. Two months into the reception role, the office was closed due to COVID-19.

To have been just appointed and the office closing was overwhelming, but it also taught me that change can happen at any time, and I need to practice patience," she says.

Andisiwe adds that it's been a pleasure to learn and grow in reception, and she is thankful that her contribution has been recognized with this promotion.

"I look forward to continuing to work together with my new team in the Funds Department," she says.

Outside work, Andisiwe says she loves to cook and bake, and she also takes culinary classes twice a month. She says she also enjoys traveling and hiking.



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!



THE MIBCONIAN

Good to Great Together

**July 2024 Newsletter
Vol: 20**

Cheers To Promotions!

Palesa Mokhothu has been with MIBCO since 2015 working as a Char. This year officially marks her 9th year with the Council.

"I started working at MIBCO as a char and my journey here was a bit challenging as I had to ensure that the offices are kept well, and the staff find comfort in their neat and tidy offices.

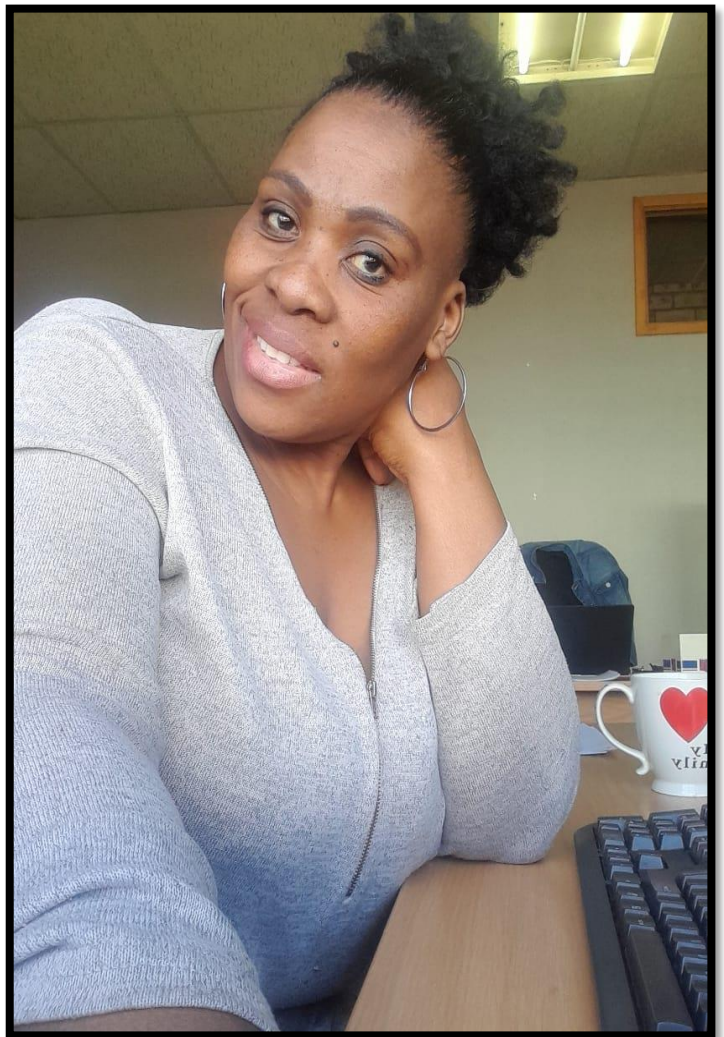
At times I would assist at the reception with claim forms and walk in queries, which I did often.

It's due to that I got to learn the duties and how all the departments are like and what they do," she says.

Palesa completed a short course in professional reception and PA at Damelin college in 2016 and in the year 2018, she completed a certificate in Office Admin. Lastly, in 2020, she did her certificate in basic labour law relations.

"I recently got promoted to the receptionist role in June 2024. I am excited and thrilled to be learning more about our clients and organisation," she says.

Palesa, who loves traveling and baking says she looks forward to helping all those who require assistance and making things easy for the MIBCO clients.



All the best with
your new role!



THE MIBCONIAN

Good to Great Together

July 2024 Newsletter
Vol: 20

July Flashback!



Corporate Wellness Week 1 - 5 July 2024

Today marks the end of Corporate Wellness Week, an annual event dedicated to promoting health and well-being within the workplace. For more wellness tips, visit **MIBCONNECT**, and click **Careers** then go onto **Work/Life Balance**. Below are some easy tips to include in your work day!

- 1 Take a break from your desk.
- 2 Make sure you drink lots of water to keep hydrated.
- 3 Pack a nutritious lunch.
- 4 Remember to always have a servant leadership attitude in your work.



Happy Nelson Mandela International Day

18 July 2024

We are all invited on this Nelson Mandela International Day to make a difference in your communities. Everyone has the ability and the responsibility to change the world for the better! Mandela Day is an occasion for all to take action and inspire change.



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

