



THE MIBCONIAN

Good to Great Together

**September 2024 Newsletter
Vol: 22**

Sharing Our Beautiful Heritage!

The month September is known to bring forth spring and sunnier days; however, in the past few weeks, some parts of the country witnessed snowfall and cold rains, which have toppled the usual change of seasons. As this shows us, nothing is ever set in stone, and we ought to be able to adapt when necessary.

Outside the cold, the month of September celebrates and observes several annual markers, such as National Oral Health, Childhood Cancer Awareness, World Environmental Health, Eye Care Awareness, and Heritage Day, among many others.

We all took the opportunity to celebrate our heritage and rich diversity on Friday, 27th September 2024 over a scrumptious braai and conversations! Check out all the pictures on **MIBCONNECT** in the gallery section.

As October dawns, let's continue to build on the progress we've made thus far and explore new opportunities for innovation, teamwork and creativity. Let's stay focused, support one another, and keep pushing forward toward our strategic objectives.

Remember to keep visiting **MIBCONNECT** for info and updates. Let's continue to be excellent servant leaders!

Quote for the month: *"Success is no accident. It is hard work, perseverance, learning, studying, sacrifice and most of all, love of what you are doing or learning to do."* – Pelé

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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The Re-Engineering Project

Why the need for it?

- Because it supports our Vision, Mission and Values?
- Because it's the right thing to do?
- Because it helps us get clean audits?
- Because we want to automate the work?
- Because we want to work smarter?
- Because it's an IT project?

Big picture

- Improved understanding of how we work, our processes and operations,
- A shared and common view with improved communication,
- Spend less time fighting fires and have more time to innovate,
- Collaboration and a culture of team-work while breaking down silos.

NOT ENTIRELY
...there's more



Reimagine MIBCO and how we work, to:

- Improve the quality of service we deliver,
- Reduce costs when delivering a service,
- Fit the goals and objectives of MIBCO,
- Find ways to optimize how cross-functional teams work,
- Enhance flexibility to respond to challenges and opportunities.



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DRC Commissioners Attend SASLAW Annual National Conference

On the 11th and 12th of September 2024, the South African Society for Labour Law (SASLAW) hosted its Annual National Conference in Umhlanga, Durban. This year's theme, "Pursuit in the Ideal of Justice," set the stage for enlightening discussions and insights from leading experts in the field.

The focus was on the critical role of justice in shaping equitable labour practices. The theme underscored the necessity of a fair and balanced approach in legal frameworks that govern employment relationships.

With 46 leading labour law experts in attendance, including our own DRC director Haroun Docrat, Managing Commissioners, Shamima Bhabha, Ben van Niekerk, Kardess Kock and Commissioner Melissa Lazarus, this event marked one of the largest gatherings dedicated to advancing labour law as both a discipline and practice in South Africa.

A highlight of the conference was the keynote address by retired Chief Justice Raymond Zondo, who provided invaluable perspectives on justice within the current labour law framework. Additional contributions came from esteemed speakers Judge Andre Van Niekerk, who shared their expertise on pressing legal issues.

Our DRC MIBCO commissioners actively engaged in the panel discussions, and their feedback was overwhelmingly positive. We are also thrilled to announce that MC Kardess Kock was a lucky winner of a copy of a labour court manual further adding to the excitement of the event.

The consensus was that the insights shared by the various panellists were transformative and deepened the understanding of the approach to labour disputes. This conference highlighted the importance of collaboration among all stakeholders to enhance our labour standards.

The conference not only facilitated critical dialogue on current challenges but also fostered valuable networking opportunities, strengthening our collective commitment to justice in the workplace. The DRC looks forward to applying the insights gained at the conference to further enhance its mission.

-Commissioner Melissa Lazarus



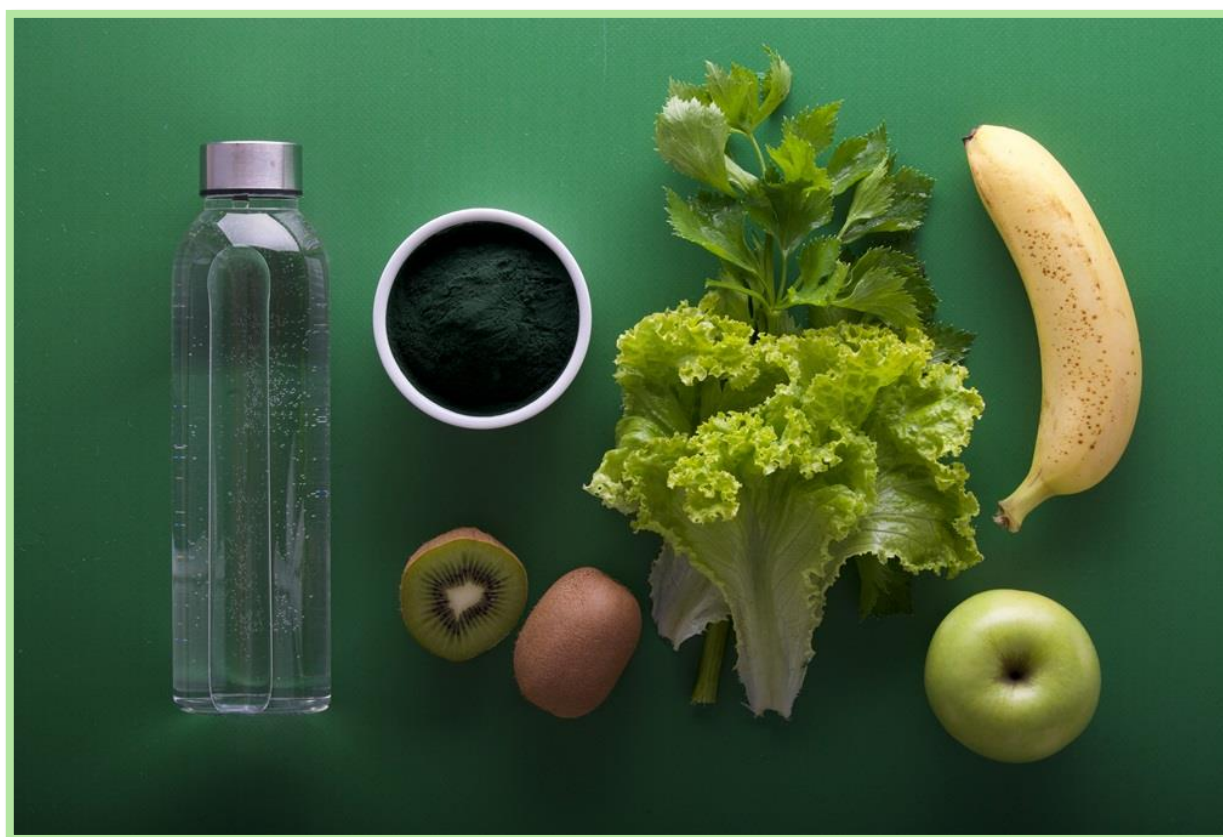


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Life Health Solutions App



Mental health and workplace well-being are crucial because they directly impact our welfare and productivity. A healthy mind enables clear thinking, creativity, and effective problem-solving, which are essential for both personal and the company's success.

When employees feel supported mentally and emotionally, they are more engaged, motivated, and loyal. A positive work environment reduces stress, burnout, and absenteeism, fostering higher morale and teamwork. Moreover, promoting mental health can prevent costly health issues down the line. In helping staff with all these elements, MIBCO has enlisted the services of Life Health Solutions that can assist with financial guidance, legal advice, counselling and much more.

To get the full benefits of Life Health Solutions, remember to register your profile on their app here: www.lifeapps.co.za/LHS_App_Web

Their toll-free number is: **0800 004 770** and for more information and previous useful articles on managing stress, mental wellness, maintaining a healthy diet, how to avoid debt, living a balanced lifestyle and many others visit **MIBCONNECT** here: [Life Health Solutions - MIBCO Intranet](#).

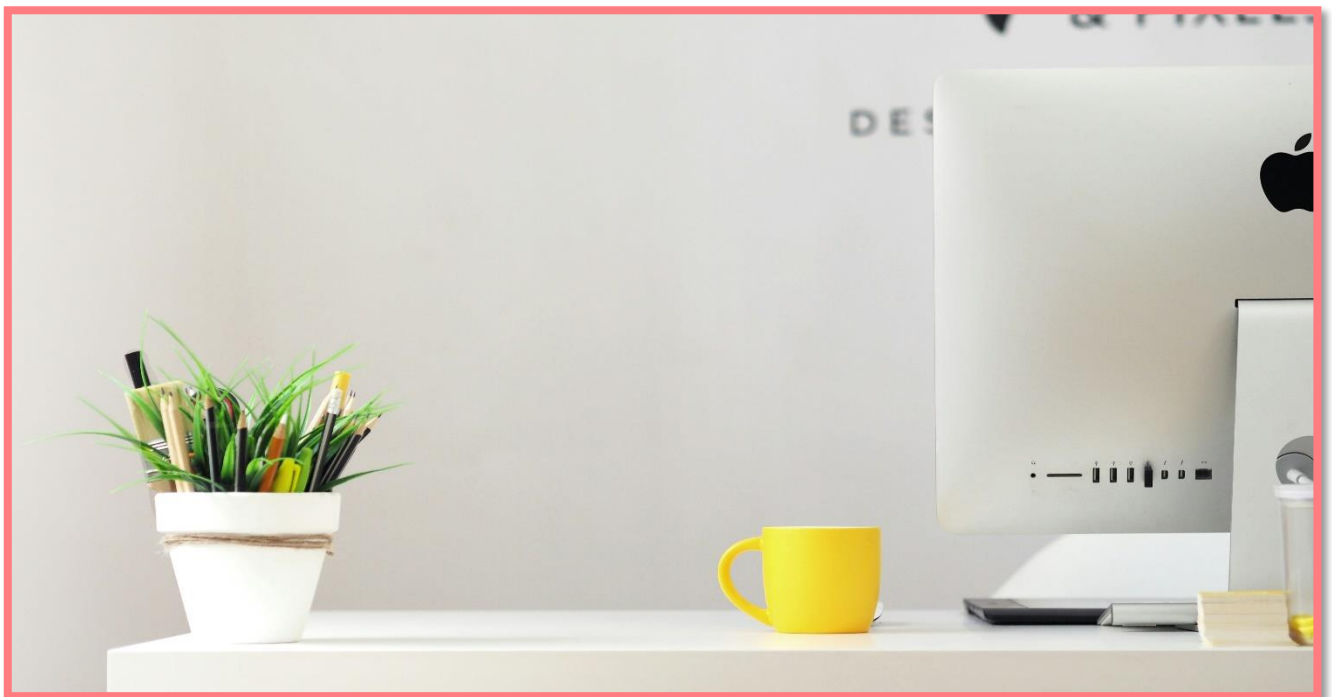


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Employee Training on the New Performance Management System



A Performance Management System is essential for aligning individual goals with any company's objectives. It provides a structured way to assess employee performance, offer feedback, and identify areas for development.

By setting clear expectations and tracking progress, it encourages continuous improvement and accountability. Also, in addition to that, it fosters transparency and helps reward high performers, boosting motivation and overall productivity.

As such, in moving towards a better performance management process, in the past few week, MIBCO's Senior Human Resources Officer Fikile Mkhize held employee training on the new performance management system hosted by service provider LRMG.

The purpose of the training was to familiarize all employees with the new system, including how to set objectives, track progress, schedule one-on-one, 360 and use the rating scale effectively. There were two training sessions held per day and conducted in person to provide a comprehensive and interactive learning experience. The new system is due to go live soon. Keep an eye out for further details!



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Welcome to new MIBCONIANS!



The Bloemfontein office has welcomed a new MIBCONIAN on the 2nd of September 2024. Bonolo Mohlale is the new Regional Legal Credit Controller. Prior to joining MIBCO, she was a Medical Accounts Credit Controller at Rhythm Financial Mentors.

"I look forward to getting to know the employers and building a trustful relationship with them," she says.

Bonolo adds that she looks forward to learning new ways of collecting money, learning more about labour law and what it entails as well as meeting new people and forming new relationships with her new colleagues.

MIBCO has also welcomed a new Internal Auditor, Tiyani Kenneth Mathebula, who officially started on the 2nd of September 2024. Mr Mathebula brings with him 11 years of extensive experience in Internal Audit and Forensic Investigation, primarily within the private sector.

Western Cape region bids farewell to their Legal Secretary Julia Alexander today. Julia started her journey with the Council on the 1st of September 2012. She is proud that in 2022, she completed her LLB degree.

"My fondest memories of MIBCO was the time I was on the social committee. We had a lot of fun planning events and special occasions even surprising the staff with small gifts or treats. In 2017 we decided to support the Santa Shoebox project.

That was so much fun, from selecting a child's age, gender and then going shopping then decorating and packing the shoebox. And best of all, the feeling was so rewarding," she reminisces. We wish her all the best on her future endeavours!





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Baby Shower Celebrations!

It was all cheers and smiles when SSC's Returns Processor, Millicent Monatisa was thrown a surprise baby shower. Her colleagues and friends gathered to make the occasion special and memorable for Millicent, who is expecting a baby girl. A big congratulations to her!





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SSC, HV & DRC Heritage Day



SSC, HV & DRC
Heritage Day 2024





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FS/NC Heritage Day



FS/NC HERITAGE
DAY 2024

