



# THE MIBCONIAN

**Good to Great Together**

**January 2025 Newsletter  
Vol: 26**

## Hello 2025 & New Beginnings

Welcome to the first edition of our newsletter for 2025! As we kick off another exciting year together, we're thrilled to stay connected with all MIBCONIANS through this newsletter.

Each month, we'll share updates, highlight achievements, and keep you informed about what's happening across MIBCO. Please remember to always share any exciting news from your respective regions so we keep everyone in the know on the various activities taking place.

Let's make this year one of collaboration, growth, and success—together! We can look forward to the much-anticipated Online Whistleblowing training scheduled to take place in February 2025. Please keep an eye out for further communication in this regard.

We are also encouraged to attend upcoming Wellness Talks hosted by the Life Health Solutions team. Please check the dates under *My Calendar* on **MIBCONNECT** and diarise accordingly.

A big thank you to all those who attended the Webex Training, make sure you go through the guide available on **MIBCONNECT** [HERE](#). Here's to a great start to the year ahead!

Let's make 2025 the year we truly become **GOOD TO GREAT TOGETHER!**

## MIBCO'S New Values, Mission, and Vision

### 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**

**January 2025 Newsletter  
Vol: 26**

## Achievements reached in the Legal Department

### **Citation and Personal Liability Project**

The Citation Project is progressing well, with ongoing efforts to enhance automation, data mining, and process refinement. Reports from various regions indicate successful implementation, with stakeholders expressing satisfaction with the project's direction. Key developments include drafting additional Standard Operating Procedures (SOPs) and making system adjustments to improve efficiency.

The Business Intelligence (BI) team, led by Johnaline Scheepers and many others, has played a crucial role in driving these advancements. While the system is largely automated, some manual intervention is still required to assign cases to the appropriate individuals. The program currently cites only owners involved in Provident Fund contraventions, with continuous testing underway to streamline processes and enhance efficiency.

### **General Update on Legal Advisory Panel and Execution of Awards -**

The General Secretary has approved the proposal from the Office of the Legal Liaison and the MIBCO Procurement Committee for the appointment of a legal advisory panel. This panel will include attorneys tasked with executing awards received.

Once the implementation is finalized, the focus will shift to executing awards certified through the S143 certification process, alongside necessary sheriff interactions. The initial execution rate is projected at 200 cases per month, excluding additional cases handled by the internal Legal Department. To ensure efficiency and coverage, the execution panel will comprise a Primary Provider supported by five secondary providers. This structure aims to streamline the process and enhance execution capacity.

### **Employer Exemptions Appeal Tribunal (EEAT) Update**

The inaugural sitting of the Employer Exemptions Appeal Tribunal (EEAT) took place on the 21<sup>st</sup> of January 2025, chaired by Advocate Lavan Gopaul. During this session, the tribunal reviewed three appeals, with outcomes to be communicated to the Committee in due course.

The EEAT demonstrated commendable professionalism and effectiveness in its first session, signalling strong potential for future success. While the learning curve in this forum is steep, members have effectively applied their expertise to the proceedings. Looking ahead, there is optimism for the continued growth and impact of the EEAT in handling employer exemption appeals.



# THE MIBCONIAN

**Good to Great Together**

**January 2025 Newsletter  
Vol: 26**

## FS/NC Region Gets New Regional Secretary

The Office of the General Secretary is pleased to announce the appointment of Ms. Betty Stalenberg as the Regional Secretary for the Free State/Northern Cape, effective 1 February 2025.

Ms. Stalenberg has been with the Council since 2007, currently serving as Chief Agent for the region. She holds a BA degree and a Postgraduate Diploma in Labour Law.

With her extensive knowledge and experience, Ms. Stalenberg is well-positioned to contribute to MIBCO's strategic objectives and regional initiatives.

Her leadership is expected to strengthen the council's operations and drive continued success.

Let's join in to congratulate Ms. Stalenberg on her new role. Additionally, the General Secretary would like to extend his sincere gratitude to Ms. Benita Richards for her dedication and leadership while serving as Acting Regional Secretary.

Her commitment and hard work are greatly appreciated.



**Good luck  
in your new  
role!**



# THE MIBCONIAN

**Good to Great Together**

**January 2025 Newsletter  
Vol: 26**

## Welcome to the new MIBCONIANS

The IT/BI department welcomed Andries Matenjwa the beginning of this month as their new Junior Developer. His role involves developing and maintaining web applications and ensuring that the applications are both scalable and user-friendly.

Andries is a software developer with over two years of experience specialising in full-stack web development.

He has hands-on expertise in technologies like JavaScript, Node.js, SQL, C#, and frameworks such as React and Angular.

"I'm passionate about building scalable and user-friendly applications, and I thrive in environments where problem-solving and collaboration are key," he says.

Andries notes that his strengths include quickly adapting to new technologies, troubleshooting issues, and writing efficient, maintainable code. Outside of work, he enjoys gaming and staying active with outdoor activities like running.

"Now that I've joined MIBCO, I'm excited to contribute to impactful projects and expand my skills, especially in business intelligence and enterprise-level solutions.

I look forward to collaborating with a talented team and learning from experienced colleagues while continuing to grow professionally in a dynamic environment," says Andries.



**Good luck in  
your new  
role!**





# THE MIBCONIAN

**Good to Great Together**

**January 2025 Newsletter  
Vol: 26**

## Welcome to the new MIBCONIANS



The Eastern Cape region, George office has welcomed a new customer service agent. Calvin Da Silva started on the 2<sup>nd</sup> of January 2025. He states that he is excited to be a part of the MIBCO team.

Calvin completed his matric at Knysna High school in 2017 and started working in hospitality straight away.

The experience taught him how to be calm and composed in the face of obstacles.

"I also worked in the call center for ExlService Holdings, Inc. dealing with home and auto insurance. I am an empath with a very calm demeanor. I am outgoing and an overall cheerful individual," he says.

Not only that, but Calvin is also a fast learner and strives to do his best in every situation.

Calvin notes that his biggest and best achievement has nothing to do with his career; however, it has everything to do with his determination and drive to give 100% all the time to his wife and newborn baby boy.

"Things I do in my personal time, is play billiards and snooker, spend time with family and beach days.

I am looking forward to a long and happy relationship with MIBCO," says Calvin.

**Good luck  
in your  
new role!**



# THE MIBCONIAN

**Good to Great Together**

**January 2025 Newsletter  
Vol: 26**

## Wi-Fi is now Live!



The implementation of office Wi-Fi connectivity for all MIBCO users across all locations, excluding Kwa-Zulu Natal and Eastern Cape (implementation date to be confirmed with the service provider) has finally taken place. This initiative is designed to enhance mobility and convenience while ensuring seamless connectivity throughout the office environment.

### Why This Change?

The introduction of office Wi-Fi allows you to stay connected even when you are away from your desk, eliminating the need for a network cable while maintaining a secure and efficient workflow.

### How It Works:

1. **Mobility & Security:** When working away from your desk, you can connect to the office Wi-Fi. However, for security reasons, we strongly recommend using a network cable when seated at your desk.
2. **Device Compatibility:** The office Wi-Fi supports all devices, including laptops, mobile phones, and tablets.
3. **Security & Compliance:** All devices connected to the MIBCO Wi-Fi must adhere to the organization's security policies. Unauthorized websites, links, and applications will be restricted to maintain a secure network.
4. **Dongle Usage Prohibited:** Dongles **MUST NOT** be used while in the office. Users who continue to use dongles risk having them confiscated. Only the official network and Wi-Fi connections should be used.
5. **Automatic Disconnection:** When you connect using a network cable, your Wi-Fi connection will automatically be disabled.

### Important Notice:

**WhatsApp is blocked on the office Wi-Fi** for security and information protection purposes. Thank you for your cooperation in ensuring a secure and efficient network environment.

Should you have any questions or require further assistance, please contact the IT support team.



# THE MIBCONIAN

**Good to Great Together**

**January 2025 Newsletter  
Vol: 26**

## Nomination Forms

Please note that it's important to keep your nominees for Discovery and MIFA, up to date. As such, HR has made a call to everyone to review their nominees and ensure all details are still in order.

Keeping your nominee information up to date is essential to ensure that your benefits and preferences are accurately recorded and processed.

This ensures that in the event of unforeseen circumstances, your choices are correctly honoured without delays or complications.

Visit **MIBCONNECT** or click [HERE](#) to access the forms. Once completed, kindly submit the form to your manager, who will forward it to HR [HRAdmin@mibco.org.za](mailto:HRAdmin@mibco.org.za) for filing.

Should you have any questions or require further assistance, please do not hesitate to reach out to HR.

