



MIBCO INSIGHTS: UPDATES FROM THE GS DESK

February 2025



Happy Valentine's Day!

Greetings MIBCONIANS,

A happy Valentines Day to you all! We are almost two months into 2025 and I hope you are all looking forward to this year as much as I am. Also, on a more personal note, I would like to thank everyone who took the time to wish me a happy birthday. You have truly made my day extra special!

As we settle into 2025 and set the tone for things to come, I want to take a moment to express my excitement about the great work we can collectively achieve. I look forward to witnessing everyone's eagerness to take the Council to greater heights.

This year is full of opportunities, and I am confident that together, we will reach many milestones. Our focus remains on achieving our MIBCO 2023-2026 Strategic Priorities and seeking ways to be innovative and promote teamwork. I am confident that with everyone's passion and commitment, we will continue to make a meaningful impact throughout the Industry.

I would also like to thank the Social Committee abundantly for all the hard work they put in packing the Valentines hampers together for all the regions.

Let's embrace this new chapter with enthusiasm, collaboration, and a shared vision to make MIBCO **Good To Great Together!** I encourage you to bring fresh ideas to the table, support one another, and continue striving for excellence in all that we do. A big thank you as well to all managers who are always willing to go an extra step in ensuring intricate and bulky work is done timeously and accurately! Wishing you a fantastic year—let's make it one to remember!

#ServantLeaders



MIBCO Roadshow Outcomes

As you may remember, MIBCO's General Secretary and IT Manager, Mr Gert Van Zyl embarked on a roadshow to the Western Cape Region, Eastern Cape Region, Kwa-Zulu Natal Region and Highveld Region late last year, where various noteworthy talking points were brought forth by the different teams.

Great insights and feedback was given whereby once all roadshows are completed, all outcomes will be consolidated and given to MIBCO leadership to consider and action.

As of next week, we will continue with the roadshows at SSC Region in Randburg.

2025 Wage Negotiations



The period of operation of the Industry Collective Agreements is expiring on the 31st of August 2025 and as such Parties will be embarking on wage negotiations for 2025 as of early April 2025. To date, Circular number 03 has been issued to non-parties to submit their inputs and pre-bargaining is scheduled for mid-March 2025.

Wage negotiations are important because they labour stability and peace in the Industry. They also promote job satisfaction, motivation, and loyalty, leading to better productivity.

For employers, fair wages attract and retain workers while maintaining a good workplace environment. Effective negotiations create a balance where both employees and employers benefit.

During this period, you will be kept abreast of the developments of this significant occasion for our Industry.



Department of Employment and Labour Membership Audit

The Department of Employment and Labour audited the Council's Membership on the 27th of November 2024. As such, they then issued MIBCO with a certificate of representativeness that is valid for two (2) years.

To obtain such a certificate, MIBCO had to undergo a verification process that entailed the Council verifying its membership figures with all the relevant parties involved and thereafter, submit them to the Department of Employment and Labour who visited the SSC office to audit our system and records for final approval.

I truly thank the team who continue to capture correct information and attach proper supporting documents for any activity that they perform on the SLX system.

In terms of Section 49 (4) of the Labour Relations Act, the Minister is satisfied that MIBCO is a representative Council, based on the following:

1. On 27 November 2024 there were 305 513 employees employed within the registered scope of the Council.
2. On 27 November 2024 there were 123 936 members of the trade unions party to the Council who were employed within the registered scope of the Council.
3. On 27 November 2024 there were 177 568 employees employed within the registered scope of the Council by members of the employers' organisation party to the Council.

This certificate will enable the MIBCO Collective Agreements to be extended to non-parties. Furthermore, maintaining representative status is an on-going challenge when trade unions or employer organisations within a council lose their membership as it will lead to the inability of the Council extend collective agreements to non-parties which could undermine the very essence of centralised collective bargaining.

MIBCO First – Purpose Led Culture



We're excited to share that a filming crew from iCandi will soon be on-site at selected regional offices as well as SSC to capture footage for the upcoming MIBCO Purpose Led promotional video! This is part of the on-going projects aligned with Purpose Led initiatives.

This is a great opportunity to showcase what we do, and your cooperation and cheerfulness would greatly be appreciated, in order to make this project a success.

Please be aware that certain areas may be used for filming, and there might be brief disruptions.

We encourage everyone to continue their tasks as usual while embracing the energy of the day.

Thank you for your support—we can't wait to see the final product! Again, I would like to thank all MIBCONIANS who have played a part in making this possible.

Your inputs in creating the MIBCO First culture is unraveling and will soon become a reality, provided we continue working together and remaining committed to the cause!



Upcoming Online Whistleblowing Training

Management attended the Whistleblowing training last year and now the training will be provided to all staff members.

The aim of this training is to equip and remind everyone on the proper internal reporting channels to follow when wishing to whistle blow.

It's also vital to remember that managers remain the first point of reach when reporting fraud and other unethical practices. This process is to build a culture of both transparency and accountability.

The training will also provide guidelines on the type of matters to report and why it is important to refrain from reporting anything regarded malicious. The Ethics Institute states that disclosures made in bad faith or maliciously, constitute a criminal offence. If a whistleblower is found guilty in this regard, he or she will be liable for a fine or imprisonment up to two years, or both.

So please avail yourselves for these training sessions as they will be both educational and interesting. Check your mailboxes for further communication.

2025 Valentine's Day Celebrations!



On this Valentine's Day, I want to take a moment to appreciate each of **you**. Each hamper was wrapped by our dedicated social committee members and we all can give them a big thanks for their hard work. Please accept the hampers as gesture of thanks and appreciation from your Management team for you dedication, hard work, and teamwork which makes MIBCO the great Council it is.

Just like love strengthens bonds, your passion and commitment drives this Council's success. May today be a reminder to celebrate not just love, but kindness and gratitude.

Wishing you all a day filled with joy, appreciation, and a little something sweet! You are valued and you make a difference in your respective role in MIBCO.

Happy Valentine's Day! Stay inspired, stay motivated, and keep spreading positivity. #ServantLeader



Check out more pictures on [MIBCONNECT!](#)