



THE MIBCONIAN

Good to Great Together

**February 2025 Newsletter
Vol: 27**

February - Month of Love & Fresh Opportunities!

As we bid farewell to the second month of the year—a time for love, connection, and fresh possibilities, we take in all that has transpired with gratitude.

By now, we are well into the work routine and our daily schedules, however, 2025 is still fresh and many more opportunities await. This month, MIBCO celebrated Valentine's Day in a special way where all MIBCONIANS received goodie boxes all wrapped with love!

We also observed some important days like World Cancer Day, Healthy Lifestyle Awareness Day and Pregnancy Awareness Week. March is also full of noteworthy days of awareness and commemoration we can all look forward to.

As we step further into 2025, let's embrace new opportunities, nurture meaningful relationships, and make the most of this heart-filled season. Stay tuned for exciting updates, inspiring stories, and ways to make this month unforgettable!

Let's remember to aim to be **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.



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Performance Review Deadline Today!



The Performance Self-Review process is underway and **closes today**. This is an important process, as the performance review outcomes will directly impact salary increases, career development, and future growth opportunities within the organization. You are strongly encouraged to participate in this review, as it plays a crucial role in:

- *Providing structured feedback on individual and team contributions
- *Identifying areas for growth and development
- *Aligning individual performance with organizational goals
- *Ensuring fairness and transparency in performance-related decisions.

Remember the 360-degree feedback is completely anonymous and the feedback will be used to improve the department and help identify areas for managerial growth.

To complete the self-review, go [HERE](#) to log in. The deadline is today, 28th February 2025 and there will be no extensions granted. If you are still unable to access your self-review, contact HR immediately for assistance.



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Online Whistleblowing Training

Over the course of the week, various teams attended the Online Whistleblowing Training sessions throughout the week.

The training sessions were divided into four sessions where two were for employees and two for management. This ensured everyone could attend the online training without disrupting operations.

The 90 minutes sessions were designed to support employees who may have missed the initial sessions due to operational demands or personal circumstances.

The content remains the same across the two scheduled dates for employees, as well as for management. If you attended the session, please make sure you complete the **MIBCO Whistleblower 1st Responder Session Evaluation** survey [HERE](#).



Friendly Reminder: Updated Dress Code Policy

The HR department sent a reminder to us all about the updated dress code guidelines, as communicated in October 2024. The new changes reflect HR's commitment to maintaining a professional yet comfortable work environment for all employees.

Please ensure that you are following the updated guidelines as stipulated in the policy. Your adherence to these guidelines is greatly appreciated.

If you have any questions or require further clarification, feel free to reach out to your direct line managers. You can access the policy [HERE](#).



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Farewell to this MIBCONIAN

Free State & Northern Cape region bids farewell to Polly Ramoshaba who has been promoted to a position of Trainee Agent at Northern Region as of March 2025.

He added lot of value to the Free State & Northern Cape region and his team wishes him all success in the new position.

Polly joined MIBCO in January 2020 as a Pre-Legal Credit Control for Free State and Northern Cape region. He says being part of Free State & Northern Cape Region has been a blessing.

"I have gathered a lot of skills, knowledge and experiences which are is essential for growth and providing excellent service," he says.

Polly adds that he is excited and highly motivated to start on this new journey and is looking forward to all the challenges that will come with the position.

He is ready to overcome these challenges by collaborating with colleagues while also building strong relationships within the industry.



**All the best on
your journey!**

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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Welcome to the new MIBCONIANS



The Bloemfontein office has welcomed a new MIBCONIAN who started on the 2nd of January 2025. Phello Mothlaola is the new Funds Assessor.

Prior to joining MIBCO he worked as a benefits processor at TFG FUSE department for 7 years.

"I came into MIBCO to apply my skills and learn more, the work environment here is excellent. I love the teamwork and the independency at the same time, the company culture, mission and vision are what drives me to seek growth professionally in this establishment," he says.

On the 1st of February 2025, the Bloemfontein office welcomed a new MIBCONIAN. Kelebogile Duma has joined the team as the new Char.

"I am looking forward to growing within the MIBCO professionally," she says.

Kelebogile says she loves teamwork and the company (MIBCO) culture.



We wish them well!



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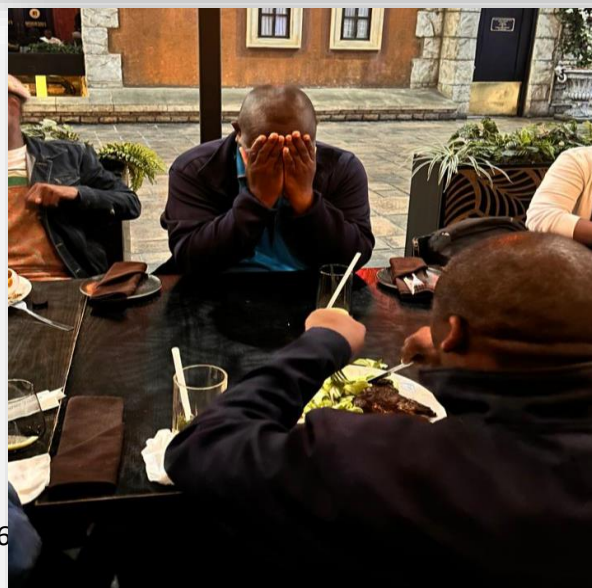
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SSC Finance Team First Outing

The SSC Finance team went on their first lunch outing since the appointment of the General Finance Manager, Mr Molete Taunyane in November 2022. The outing served to allow the team members to know and understand each other better.

During their time together, Mr Taunyane also provided his team an over of the future and what's lie ahead for them all as the MIBCO Finance team.

In true in financial strictness style, Mr Taunyane was gobsmacked when the bill arrived and could not help but cover his face! See all the pictures below.





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February Flashback!

STI/CONDOM WEEK
3 - 7 FEBRUARY 2025

Aim of the week is to educate the public about the importance of using condoms to prevent the spread of STIs, including HIV. The goal is to reduce stigma associated with STIs and encourage people to get tested regularly.

#StaySafe #Condomise #EndTheStigma

Pregnancy Awareness Week
3 - 7 February 2025

Pregnancy Awareness Week is meant to strengthen pregnancy education and stress important issues that promote healthy pregnancy and safe motherhood. It is also a time for pregnant women to know their rights.

Dear MIBCONIAN, Friday is
VALENTINE'S DAY
FEB **14** 2025

Theme: Red and White
**"A little love, a little cheer,
wishing you happiness all year!"**



Check out all the
Valentine's Day
pictures on
MIBCONNECT!