

APRIL 2025



Driving Culture Change Through Our Shared Values



Greetings MIBCONIANS,

As we wrap up the first quarter of the year, I firstly want to acknowledge and thank each of you for the incredible effort, hard work and commitment you've shown in ensuring the Council's objectives are met.

There are several stellar projects we can be proud of from the past quarter. The first being the launch of the long-awaited MIBCO First Purpose-Led culture. This highly anticipated event is an inspiring milestone that reflects the cultural transformation we are driving together. I would like to encourage everyone to keep reminding themselves of our new purpose; read more about that below.

Another significant event for the Council is the MIBCO Wage Negotiations, which take place every three years. The process has been smooth and progressive, with engagement ongoing between the Parties. In addition to Party news, read more below about a recent Special Council Meeting (SCM) resolution that was made regarding the National Employers' Association of South Africa (NEASA).

I am also excited to witness an expressive step forward in the launch of our Self-Service Portal, which is reflective of our alignment to one of our values – *Committed to Innovation*. A job well done to everyone who made this project a success!

These achievements are just the beginning. We have more noteworthy projects coming up, and I am confident that with your continued teamwork, dedication and passion, we will achieve even greater success.

Thank you all for the outstanding work. Let's keep building a Council that reflects who we are: purpose-led, values-driven, and united in our commitment to serving our members.

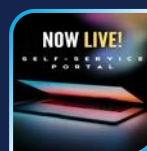
Don't miss out on some of the updates to follow:



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MIBCO First
– Purpose-Led
Launch



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Management
Indaba



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Self Service
Portal goes
LIVE!

MIBCO First – Purpose-Led Launch

In an Employee Engagement survey undertaken earlier in 2023, the feedback management received from all MIBCONIANS set the start for what has become a purpose-led culture throughout the Council.

The key challenges highlighted from the survey included employee voice, recognition and praise, personal development, organisational environment and feedback. These themes informed the internal brand narrative, and after much planning and hard work, the Purpose-Led initiative and eventual launch took place last Friday, 4th April 2025, throughout all the MIBCO regional and satellite offices.

In delivering this impactful narrative, all MIBCO employees and the leadership team actively participated in the co-creation of our purpose statement, which is - *We champion peace, equality and sustainable livelihoods, to enrich the lives of those we serve.* To bring this statement to life, I encourage everyone to familiarise themselves with the description of each of our values. By doing so we can all keep this new culture alive and consciously remember the new direction we are now working on. You can also access these documents and pictures of the launch on the intranet [HERE](#).



Values and behaviours



Respectful

- Active listening
- Polite communication
- Empathy and consideration
- Professional conduct
- Encouragement



Trustworthy

- Honesty and integrity
- Reliability and dependability
- Commitment
- Clear communication
- Supportive



Consistent & Fair

- Fair treatment Consistency
- Open communication
- Standardisation
- Fair policies



Ethical

- Honesty
- Integrity
- Fairness
- Confidentiality
- Acting with good morals



Transparent & Accountable

- Clear and honest communication
- Take responsibility
- Inclusiveness and consultation
- Open and approachable
- Adherence to policies and standards



Collaboration

- Open communication
- Active listening
- Inclusiveness
- Share knowledge and experiences
- Willingness to compromise



Committed to Innovation

- Open to new ideas
- Adaptable and flexible
- Continuous learning
- Commitment to improvement
- Embracing technology

Management Indaba

On the 26 March 2025, we held our second Management Indaba which saw managers, regional secretaries, supervisors, team leaders, senior legal officers and chief agents in attendance. The aim of the indaba is to keep everyone informed on the developments of the Council and address leadership matters.

After a refreshing presentation from Ms. Khatija Saley titled "Leadership Mindset - Empower, Inspire & Lead", managers also presented their respective departmental highlights and achievements. The Management Indaba remains an important activity for all leadership within MIBCO as it provides a platform for empowerment, skills to lead with confidence, clarity, and a purpose-led culture. The team did exceptionally well during the indaba and I look forward to another impactful session.



Special Council Meeting Resolution on NEASA

In a Special Council Meeting (SCM) Resolution held on the 24th of March 2025, a report on the National Employers' Association of South Africa (NEASA)'s non-compliance regarding the membership representativeness of MIBCO was presented.

The report confirmed that the membership of the NEASA fell below the 5% threshold requirement and parties resolved that NEASA be terminated as a party to the Council with effect from 25 March 2025. NEASA's cessation as a member of the Council is due to the organisation not being able to meet all the party membership criteria as set out in the MIBCO constitution.

However, it is still important to note that this has no bearing on NEASA's status as a registered employers' organisation with the Department of Employment and Labour and the right to organise and to provide services according to its own registered constitution.

MIBCO would like to thank NEASA for their contributions to the Council and extend our well wishes to the organisation with its endeavours.

MIBCO Wage Negotiations

In sight of the impending expiration of the three-year Industry Collective Agreements, on the 31st of August 2025, MIBCO has commenced with the Wage Negotiations for the endorsement of a new Collective Agreements for the period commencing on 01 September 2025 and expiring at a date to be agreed upon at the negotiations.

The vigorous process started with a MIBCO pre-bargaining conference which took place on the 11th & 12th of March 2025. The session provided much insight into the techniques of negotiations and provided the Parties an opportunity to break away and discuss their action plans. Following this session, a consolidated party negotiations input report was created, which was definite on the upcoming rounds of negotiations.

On the 10th & 11th of April 2025, the first round of the negotiations took place, and I am happy to convey that in the spirit of giving our members hope and stability, the negotiations were approached with urgency and care, striving not to prolong the process unnecessarily. This is promising and provides us, the Council, something to be proud of. The second round of Wage Negotiations will be taking place on the 6th, 7th and 8th of May 2025.

Look out for more updates regarding this paramount process for the Council.



Introductions of Fines for Non-Monetary Contraventions

On the 21st of March 2025, the MIBCO Governing Board (MGB) provisionally approved the principle of introducing fines for non-monetary contraventions. This means that MIBCO can invoke Section 33A of the LRA, subject to review by selected Party delegates.

The terms will be that the regulatory provisions, processes and practices will be applied and the proposal for an inclusion of a provision into the Main Agreement to invoke Section 33A.

Once approved by MGB and finally ratified by the Council, the processes will involve all internal stakeholders and will most likely include how the provision/s will read in the Main Agreement to invoke Section 33A and Schedule 7, Section 29, as well as how the provision/s will read in the Admin Agreement to administer the payment of fines.

Internal stakeholders will receive information about the regulations and processes in implementing this initiative once approved. Additionally, a workshop will be organised for those involved. This is a big milestone for the Council, and I would like to express my gratitude to management for their joint effort in making this a possibility.



Appointment of Pension Fund Advisory Services

It is with great excitement that I announce that as of the 1st of March 2025, MIBCO appointed 27Four Investment Managers as the pension fund advisory service provider.

27Four Investment Managers offers expert advice and training in retirement fund matters.

Their services include conducting a gap analysis on MIBCO processes in line with the Motor Industry Retirement Fund (MIRF) service level agreement as well as Pension Fund Act Section 13B requirements, keeping track of legislation and case law, advising the Council and more.

Self Service Portal goes LIVE!

As you may be aware, the much-anticipated Self Service Portal went live on Monday, 7th of April 2025. It's exciting that we are embracing innovative means to service our members.

With the introduction of the Financial Service Conduct Authority (FSCA), Conduct Standard 01 of 2022, MIRF and MIBCO had to make significant operational changes to remain compliant. In response to that, we introduced our first web-based member interactive portal, the Self-Service Portal, for employers to maintain their employee information on their own.

Now, the portal is used by employers to maintain employee information and to remain compliant with the Pension Fund Act and MIBCO Administrative Collective Agreement. The portal has since been enhanced with advanced security features and two applications, which are the Employee Personal Information Application (EPIA) and the Customer Service Application (CSA).

Please familiarise yourself with the internal memo sent on the 2nd of April 2025, which details how the portal works. Also, I urge everyone that interacts with our members to refer them to the portals, which are both found on our website, under *Quick Links*. A big thank you to the entire team for making this big milestone a reality.



Benchmarking Tool - Willis Towers Watson

The MIBCO Tender Committee has awarded Willis Towers Watson the contract for the Role Review and Remuneration Benchmarking project. This Review and Remuneration Benchmarking project means MIBCO will embark on a process of ensuring staff is being remunerated fairly and competitively.

The process includes reviewing current employee salaries, benefits, and performance. Following this, MIBCO will then check whether what is offered matches the employees' roles, experience, and contributions.

Another element to the process is remuneration benchmarking. This is when the MIBCO compares its salaries and benefits with those of other bargaining councils. Willis Towers Watson uses specific tools to facilitate this process, and I must extend my biggest thanks and job well done to the HR team for spearheading this development.

Also, there will be an increase the Council levies which will go a long way in addressing the Council's deficit. As at the end of 28th February 2025 the Council had a deficit of –R5.3M against budget of –R28M. I urge to continue exercising due diligence and care in everything you due to ensure the Council remains sustainable.



In case you missed it:



3
Special Council Meeting Resolution on NEASA



4
Introductions of Fines for Non-Monetary Contraventions



5
Appointment of Pension Fund Advisory Services

Wishing you the best and look forward to more amazing stories.

Sincerely
From the **GS Desk**

