

MAY 2025



## Driving Progress And Building Momentum For The Rest Of 2025



As we approach the mid-year mark, I want to take a moment to reflect on the hard work each and every one of you has contributed to the Council. Your hard work, commitment and dedication has gone noticed.

As you know, I aspire for MIBCO to be a high-performing and caring organisation and I urge each of you to keep working together and supporting one another to achieve this goal.

I'm proud of the progress we've made in our key projects like the launch of the Self-Service Portal, the Whistleblowing Survey and many more.

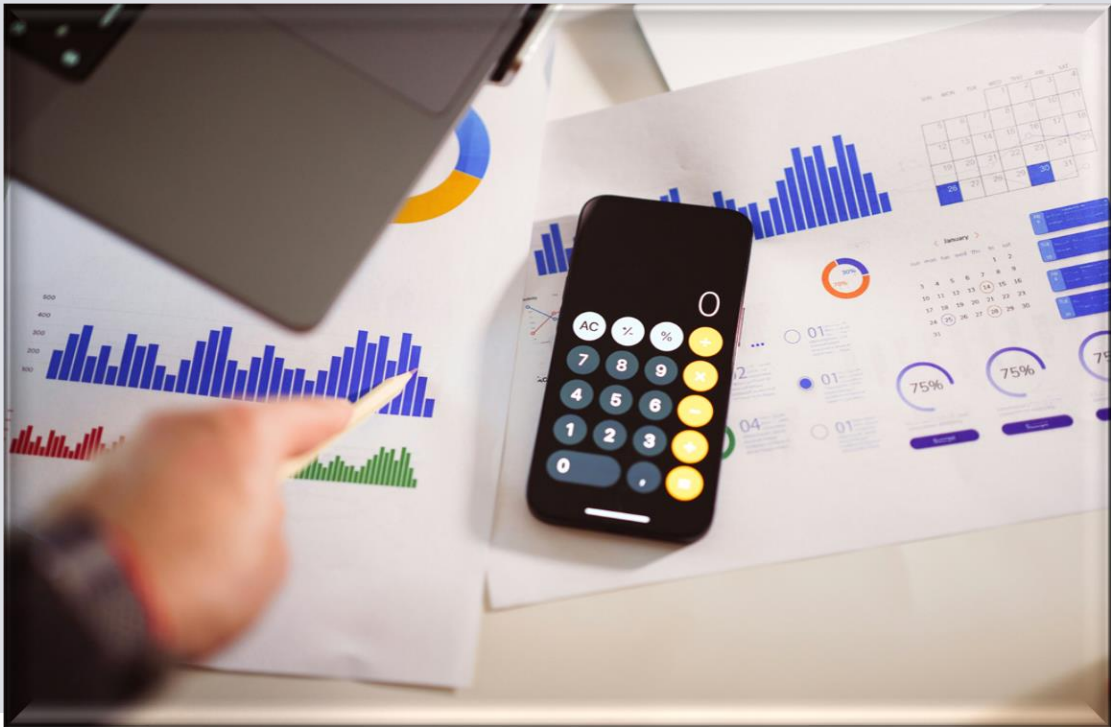
Our collective efforts are helping us navigate challenges and seize new opportunities that will take the Council to new heights.

As we enter the second half of 2025, let's stay focused, collaborative, and energized as we move MIBCO forward!

# MIBCO Collective Bargaining Negotiations

The third round of the MIBCO Wage Negotiations took place on the 21<sup>st</sup> and 22<sup>nd</sup> of May 2025 at City Lodge Hotel at O.R Tambo International Airport. The discussions have been constructive and progressive, with significant progress made by the Parties. All the discussions are facilitated by Commissioner Marius Kotze who has made sure to refine and narrow down the issues raised in the proposals.

The fourth round of the negotiations will take place on Friday, 13<sup>th</sup> June 2025. As it stands, the existing agreement, signed in November 2022, includes a 7.5% increase in the first year, followed by 6% increases in the second and third years, and ends on August 31, 2025.



## 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

## Updates and Feedback from HR

HR embarked on a quarterly roadshow and meet-and-greet whereby the HR Management actively and visited MIBCO offices.

These visits aimed to meet regional MIBCONIAN's and understand the unique issues within each region, which will in turn inform the development of an HR strategy aligned with the Council's strategic objectives and operational needs.

As the Council continues with the Purpose-Led culture journey, the HR department is excited to share updates on several key projects currently underway:

- a) Market Benchmarking
- b) Policy reviews
- c) Employee Engagement Survey

Please be on the lookout for second Employee Engagement Survey intended to go live from the 03rd June to 14th June 2025. The HR department strongly encourage all MIBCONIAN's to participate fully, as your feedback is vital in guiding future improvements and ensuring our collective growth.



## Progress Across Key IT Projects

The IT team has progressed substantially in the last month and to date the cybersecurity project continues to make progress, with SNG Walkthrough Session 2 have taken place in the past few weeks.

The draft cybersecurity policy is under review, and IT SOPs are 20% complete. Additionally, the IT team is awaiting threat data to help build awareness around cyber risks. Regarding the Telephony/Presence Project, an outbound training preparation meeting has also taken place.

Key outstanding items include finalising the speed dial template pending regional input and conducting a workshop for the emergency shutdown message. The Re-engineering Project is also progressing, with updates to the overall Gap Analysis underway and To-be Process documents shared with process owners.

To manage deliverable delays, bi-weekly update meetings will now be held, requiring full commitment from all involved. So, the IT department has made impressive progress in their projects and upcoming activities.

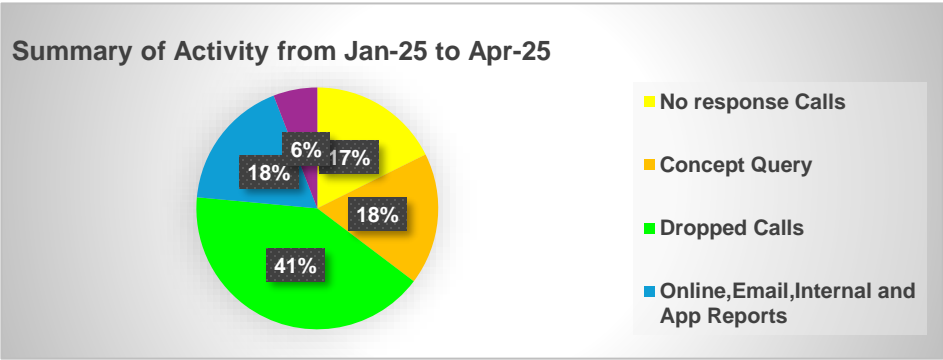


# Feedback On Online Whistleblowing Training

On April 22, 2025, the appointed service provider, AuditLink, delivered valuable feedback to the MIBCO Executive Team, highlighting key actions that management must undertake to enhance employees' sense of security, as indicated by survey results showing feelings of unprotectedness. To address these concerns, MIBCO will implement several immediate measures through the Office of Internal Audit to maintain the independence of the Hotline:

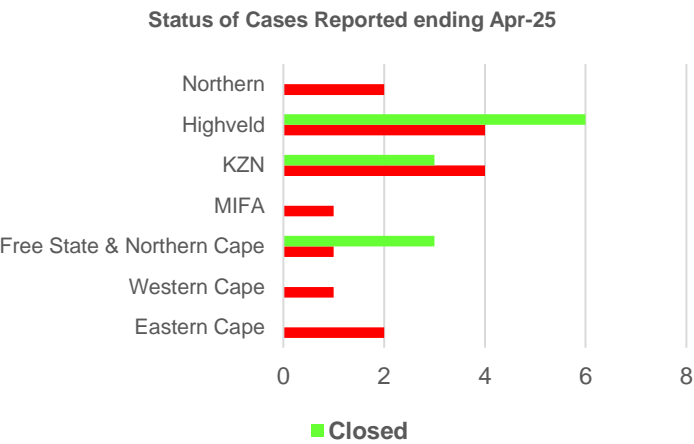
- 1) sharing quarterly hotline statistics with employees, refer to Graph 1 below, depicts the breakdown of total calls and online reports received end of April 2025.
- 2) providing feedback on investigations conducted, including the corrective measures taken. It will be shared in the next newsletter. Currently, Graph 2 below depicts the status of cases as of the end of June, along with the respective areas where the allegations were reported.
- 3) establishing a Standard Operating Procedure (SOP) for anonymous reporting that ensures a preliminary investigation is conducted for each reported case to assess its validity and gather further information as necessary.

Graph:1



Based on **Graph 1** above, it is evident that most callers utilize the Ethics & Fraud Hotline; however, many end their calls prematurely (i.e., dropped calls) before providing sufficient information to determine the appropriate course of action. MIBCO employees are strongly encouraged to furnish detailed information after completing the online Whistleblowing training, equipping them with the necessary knowledge of reporting procedures. This will enable the Council to effectively address and combat fraud and unethical conduct.

Graph 2



As shown in **Graph 2**, there are many reported cases that remain open, indicating that no report confirming the veracity of the allegations or issuing recommendations has yet been provided to the GIA. To address this, a focused and expedited follow-up with the responsible officials will be undertaken to ensure these cases are resolved promptly, thereby supporting efforts to counteract fraudulent and unethical conduct.

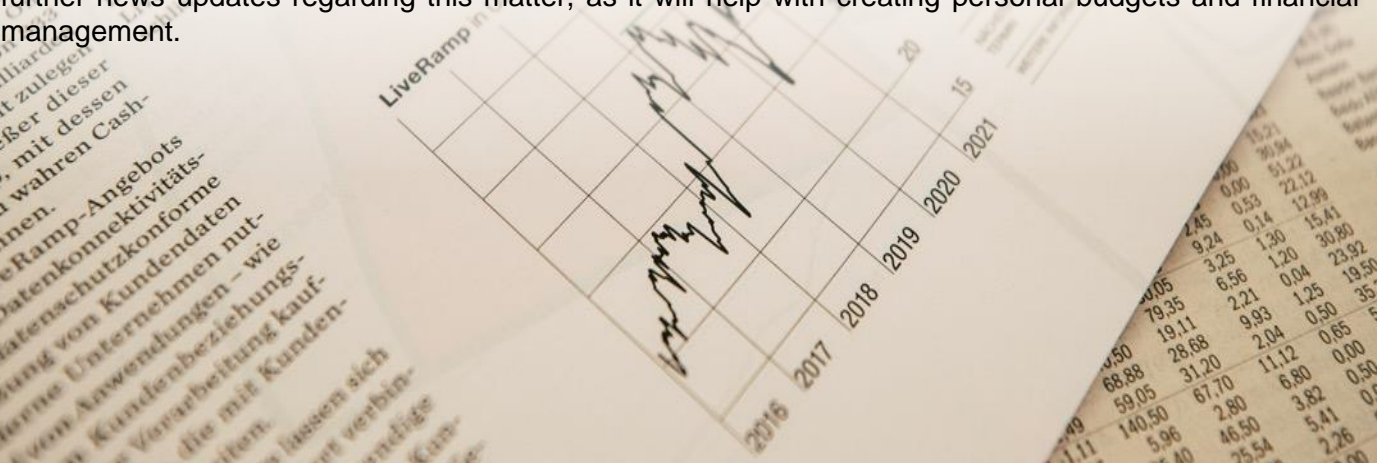
# Reserve Bank cuts interest rates by 0.25 percentage points

The South African Reserve Bank (SARB) has reduced the repo rate by 25 basis points, which provides some additional financial relief for homeowners and prospective buyers.

This decision, announced after the Monetary Policy Committee (MPC) meeting, brings the repo rate down to 7.25% and the prime lending rate to 10.75%.

As anticipated by economist polls and analyses ahead of the meeting, the decision was not undisputed. The bulk of economists had expected the rate to be cut by 0.25 percentage points, with arguments in favour pointing to a stronger rand, which has been trading below R18 to the dollar on a continuous basis since May 19.

Interest rates are prices for loanable funds – prices of funds invested, lent out or borrowed for various periods. The supplier or lender of funds normally wants to earn an income, and the user or borrower will generally be prepared to pay for the right to use the accumulated funds. Please be on the look out for further news updates regarding this matter, as it will help with creating personal budgets and financial management.



In case you missed it:



3  
HR Updates and  
Feedback



4  
Feedback On  
Online  
Whistleblowing  
Training



5  
Reserve Bank  
cuts interest rates  
by 0.25  
percentage points

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

Sincerely  
From the GS Desk

