



## MIBCO SHARED SERVICES CENTRE

REGISTERED UNDER THE LABOUR RELATIONS ACT 66 OF 1995  
Reg. No. LR2/6/6/1

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Circular No: 09/2012

21 November 2012

### **CIRCULAR TO ALL EMPLOYERS**

#### **Phasing out of Temporary Employment Services (Labour Brokers)**

All Employers who operate within the scope and definition of the Motor Industry, as defined, are kindly reminded of the provision contained in Clause 3.7(6) of the Motor Industry Bargaining Council Collective Main Agreement ("the Main Agreement"), and published under Government Notice Number R. 686 in the Government Gazette on the 26<sup>th</sup> of August 2011.

In terms of this provision, and as agreed to by and between the respective and concerned parties to the Council, NO Employer operating within the Motor Industry shall have more than 35% of their core workforce belonging to a Temporary Employment Service (Labour Broker) by the end of August 2013.

All Employers should also kindly take note that in light of this Provision compliance in this regard must be enforced by the Council with effect from the 1<sup>st</sup> of September 2013.

Please take note of the following important aspects in this regard:

- The Main Agreement, and therefore Clause 3.7(6) and the provision it contains, was extended by the Minister of Labour in terms of Section 32 of the Labour Relations Act to **all party AND non-party employers and employees** in the Motor Industry. As such, this Clause is applicable to and binds all employers who operate within the scope and definition of the Motor Industry irrespective of whether they are members of the employers' organisation(s) who are party to this agreement.

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