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LRA2/6/6/1

# CIRCULAR



**NO: 26/2014**

**DATED: 10 December 2014**

**TO ALL PARTICIPANTS IN THE MOTOR INDUSTRY**

**NOTIFICATION OF CHANGES TO THE LABOUR RELATIONS ACT 66 OF 1995.**

As you are aware the Department of Labour finalized the proposed amendments to the LRA and intend to implement the amendments early in 2015. To this extent it was necessary for MIBCO to amend our Forecast and Return systems both the online and manual returns in order to reflect the type of contract of existing as well as new employees to be added to the MIBCO platform.

MIBCO has provided for this information to be reflected and captured on the system. Please note that this requirement will come into operation as from 1 January 2015.

Both Employers and Labour Brokers will need to insert one of the following types of employment contracts in the space provided:

1. Permanent employee.
2. Temporary employee.
3. Fixed term contract employee.
4. Labour Broker Contract.

Should you have any queries re the new requirement please contact us at the following number.

- Shared Services Centre - Telephone number 0861 664 226 (08616 MIBCO)

The Mibco Team