



DATE: 11 DECEMBER 2018

TO ALL PARTICIPANTS IN THE MOTOR INDUSTRY

SICK, ACCIDENT-AND MATERNITY PAY FUND – ANNUAL CONTRIBUTION INCREASE AND BENEFITS

The weekly contribution towards the MIBCO Sick, Accident and Maternity Pay Fund will not increase for 2019. The following rates will be applicable from the 01 January 2019 to 31 December 2019.

Table 1	Sick Fund	Maternity Fund	Death & Funeral	Total New Contribution
Male	R14.99	-	R3.50	R18.49
Female	R14.99	R7.06	R3.50	R25.55

The Council is pleased to inform participating employees that, with effect from the 1st January 2019, all employees registered on the Fund, will receive the following additional benefits after 8 consecutive weeks contributions:

1. A death benefit of **R15,000.00** per Fund member (increased from R10,000.00), upon the passing of the member;
2. A funeral benefit of **R10,000.00** for the Fund member, as well as his / her spouse /partner, children between the ages of 14 and 18 and **R7,000.00** for children under the age of 14, to a maximum of three claims per year (an existing benefit); and
3. A funeral benefit **R7,000.00** in the case of the still-birth of a child of the member (a new benefit).

All death- and funeral benefit-related queries may be directed to MISA on call centre number 086 099 4147 or email info@ms.org.za.

Employers are reminded that participation in the Fund is restricted to paid-up members of the **RMI** only, with membership being compulsory for employees that are members of the Motor Industry Staff Association (**MISA**). All non-MISA members, employed by RMI-registered employers, may participate in the Fund on a voluntary basis,

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Below is a summary of benefits accruing to employees that are members of the Fund:

MISA Members:

Sick leave – first 10 days at 100% of wages/salaries;

Next 5 days at 50% of wages/salaries; and

Employers will pay the MISA members directly and claim the benefit back from the Fund afterwards.

All Other Employees:

Sick leave - 15 days at 75% of wages/salaries.

Other Benefits, for all Employees:

Accident Pay - Up to 40 days at 75% of wages/salaries; and

Maternity Pay - Up to 17 weeks at 30% of wages/salaries.

THE MIBCO TEAM

