



DATE: 9 DECEMBER 2019

TO ALL PARTICIPANTS IN THE MOTOR INDUSTRY

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

The weekly contribution towards the MIBCO Sick-, Accident- and Maternity Pay Fund for 2020 will not increase. The following rates will therefore continue to apply from the 01 January 2020 to 31 December 2020.

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

We are pleased to inform participating employees that, with effect from the 1st January 2020, all employees registered on the Fund, will receive the following additional benefits after 8 consecutive weeks contributions:

1. A death benefit of **R20,000.00** per Fund member (increased from R15,000.00), 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 of **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.

We remind employers 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

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

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

All queries relating to sick, accident and maternity leave should be directed to the RMI. Contact details appear below:

Johannesburg
Tel: (011) 886 6300
Regional Manager: Jeff Molefe
Durban
Tel: (031) 266 7031
IR specialist: Janina Kalidass
Cape Town
Tel: (021) 939 9440
IR specialist: Brent Barichiev
IR specialist: Johanita Olivier
Pretoria
Tel: (012) 348 9311
IR specialist: Madoda Sonwabo
Bloemfontein
Tel: (051) 430 3294
IR specialist: Jacques Viljoen
Port Elizabeth
Tel: (041) 364 0070
IR specialist: Eckhardt Oelofse

MIBCO TEAM

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