



DATED: 25 March 2020

TO: ALL PARTICIPANTS IN THE MOTOR INDUSTRY

NOTICE: UPDATE AND GUIDELINES IN TERMS OF THE COVID-19 LOCKDOWN

MIBCO has noted the directive issued by the President of the Republic of South Africa on 23 March 2020 in terms of a full national lockdown that will begin at midnight on Thursday 26 March 2020, and will continue for 21 days to 16 April 2020. The lockdown will affect MIBCO operations and the following should be noted:

1. MIBCO Services

MIBCO is fully affected by the national directive and is required to undergo a full lockdown. As a result our telephone services; the interactive customer services at MIBCO offices and visits to employer establishments will be suspended during this period. Employers and employees are urged to log all related issues with MIBCO via following email addresses:

Eastern Cape Region:	Leslie.Palmer@mibco.org.za
Western Cape Region:	Gerrie.Basson@mibco.org.za
Kwazulu Natal Region:	Sphelele.Nyuswa@mibco.org.za / MIBCO.KZN@mibco.org.za
Free State/ Northern Cape Region:	Grant.Theys@mibco.org.za
Highveld Region:	Highveldregion@mibco.org.za
Northern Region:	Johan.Naude@mibco.org.za



MIBCO officials will respond as soon as possible.

Normal operations are expected to resume on 17 April 2020, should there be no further proclamations by the State.

Good to Great Together

2. Returns to the Council

MIBCO does not have the mandate to issue a directive with regards to the payment of wages for employees, but encourages employers to refer the pronouncement of the Lockdown by the Honourable President of the Republic of South Africa.

The following must be considered, should wages be paid:

- 2.1. There will be no provident deductions if the wage value equates to less than 23 hours of work per week and full provident fund deductions will be required if the wage value equates to 23 hours of work or more per week. The equivalent applies to monthly earners.
- 2.2. There will be no deductions for MIBCO levies if the wage value equates to less than 23 hours of work per week and the full MIBCO levy amounts will be required if the wage value equates to 23 hours of work or more per week. The equivalent applies to monthly earners.
- 2.3. Employer contributions for the Sick, Accident and Maternity Fund (SAMF) should continue as normal as the benefit provides cover during the lockdown period. MIBCO officials will process SAMF claims after the lockdown period and in accordance with the provisions of the Agreement.
- 2.4. In terms of the Motor Industry Staff Association (MISA), there will be no union fee deductions if the wage value equates to less than 24 hours of work per week and the full union fee is deductible should the wage value equate to 24 hours of work or more per week. This provision is in line with Section-35(4) of the Basic Conditions of Employment Act (BCEA) in the absence of the MIBCO Main Collective Agreement. The equivalent applies to monthly earners.
- 2.5. NUMSA union fee deductions will be according to the membership agreement i.e. a percentage of income, regardless of hours worked.

NOTE: Employers are advised to create breaks on MIBCO Returns should the payment of wages change for the lockdown period. Employers who do not have the MIBCO Online Returns system are advised to contact MIBCO to create breaks before lockdown commences. Please contact MIBCO on [Returns@mibco.org.za/](mailto>Returns@mibco.org.za) Thabang.Thekiso@mibco.org.za or **0861 664 226**.

3. General:

- 3.1. Fuel Dealers are the only establishments in the Motor Industry that provide essential services and may continue operating during lockdown. However, employers are required to take necessary protocols to ensure adequate hygiene and social distancing.
- 3.2. The application of shortened working periods should be applied in accordance with Section-35 of the BCEA and will only be applicable to Fuel Dealers during lockdown. The short time clause of the MIBCO Main Collective Agreement is not applicable due to the expiry of the said Agreement.
- 3.3. The MIBCO Returns forecast will be sent on 27 March 2020. Employers are encouraged to continue making timeous return contributions via the online payment systems and thereby avoid late penalty interest charges.
- 3.4. Employers and employees are encouraged to look out for updated proclamations and/or regulations by the relevant Figures of State and to confirm and/or apply themselves accordingly.

The MIBCO Team



You will be able to:

- Seek medical care
- Buy groceries
- Visit the pharmacy
- Access banking services
- Get petrol
- Collect a social grant



Grocery stores and banking services will remain open throughout the lockdown period.



REPUBLIC OF SOUTH AFRICA

WHATSAPP SUPPORT
0600 123 456
EMERGENCY NUMBER
0800 029 999
sacoronavirus.co.za



(Graphics with compliments of the Presidency Twitter handle)



Anyone breaking the rules could be punished with imprisonment for up to one month or with a fine.



A list of essential services will be published, including pharmacies, banks, supermarkets, petrol stations and health care providers.

Companies that are essential to the production and transportation of food, basic goods and medical supplies will remain open.