



DATED: 20 JULY 2022

TO: ALL PARTICIPANTS IN THE MOTOR INDUSTRY

NOTICE: DEALING WITH THE IMPACT OF POWER OUTAGES AND WATER CUTS DURING HOURS OF WORK

This notice serves as a guide on how employees should be paid when working hours are disrupted. The related provisions are in the MIBCO Main Collective Agreement, Clause 4.6 (Government Gazette 44289, Notice no. R.220 of 18 March 2021, Division-A). Refer to the definition of 'short time' in the MIBCO Main Collective Agreement and the various conditions in Clause 4.6:

Non-productive hours due to disruptions caused by power outages and water cuts may be regarded as 'slackness or the exigencies of trade by circumstances beyond the employer's control' and employers are required to use the relevant provisions to manage their work situations.

The recent spate of ESKOM load shedding affecting the country as well as anticipated water cuts in certain magisterial districts may disrupt work schedules for businesses that do not have alternate power or water sources. Those disruptions may be beyond the employer's control, but it is expected of employers to use the available notification platforms to manage staff and operations. Employers can make use of the ESKOM load shedding information provided herein to plan for power disruptions and contact their local municipalities get information on water cuts or restrictions.

ESKOM Website: www.eskom.co.za

Direct link to load shedding schedule: Click [here](#)

ESKOM Enquiries telephone: 0860037566

Employers are also urged to be proactive and use their discretion within the context of Clause 4.6 to consult employees and explore allowable avenues of compensation; like having employees perform activities that are not dependant on electrical power when there are power cuts, e.g. cleaning, maintenance of the workplaces and equipment, exchanging downtime for lunch and tea breaks, adjusting trading hours, etc.

Employers can reach out to their local regional Designated Agents to assist with employer and employee consultations and agreements where there is no employee representation.

Note: MIBCO is not liable for the accuracy of information pertaining to of load shedding and water restrictions.

The MIBCO Team

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Good to Great Together