



DATED: 22 August 2022

TO: ALL PARTICIPANTS IN THE MOTOR INDUSTRY

**NOTICE: RULING ON PROVIDENT FUND MEMBERSHIP FOR EMPLOYEES
EARNING ABOVE THE NATIONAL WAGE THRESHOLD**

This notice provides clarity on the handling of membership statuses for employees earning above the National Wage Threshold of R224 080.48 per annum.

The notice is in lieu of an award issued through the Dispute Resolution Centre (DRC) of the Motor Industry Bargaining Council (MIBCO) for Case No. MINT 76022, which states:

“Insofar as the Motor Industry Provident Fund Agreement applies to an employee in the motor industry, if the employees earns above the threshold:

MIBCO cannot compel such employee, when he did not voluntarily apply for membership to the Fund, to be a member of the Fund and MIBCO cannot compel such employee and his/her employer to contribute to the Fund.”

In response, NUMSA made an application to the DRC for a rescission of the award on 19 August 2022. The rescission has been filed and the DRC has 14 days to respond on the way forward with the case. Until a response to the rescission application is finalised, MIBCO will not be making any administrative changes to processes and membership statuses for employees earning above the National Wage Threshold. To that extent, the status quo is retained and all current processes regarding membership statuses for employees earning above the National Wage Threshold remain in place.

The Council will send out communication should the situation change.

The MIBCO Team

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Good to Great Together