

**Dated:** 15 December 2025

**Circular No:** 2025/00038

**To:** ALL PARTICIPANTS IN THE MOTOR INDUSTRY

**Notice:** IMPLEMENTATION OF THE REVISED SICK, ACCIDENT,  
AND MATERNITY FUND (SAF) AGREEMENT

Dear Valued Stakeholders,

The Motor Industry Bargaining Council (MIBCO) is pleased to announce the approval of the revised Sick, Accident, and Maternity Fund (SAF) Agreement at its Annual General Meeting held in November 2025. These changes, effective from 1 January 2026, are designed to enhance the sustainability of the Fund and improve benefits offered to employees within the Motor Industry. This circular outline key amendments to contribution rates, benefits, and claims processes.

## 1. Membership to the Fund

Membership to the Fund is compulsory to all employees of the Motor Industry who are members of the Motor Industry Staff Association (MISA) and who are employed by a registered member of the Retail Motor Industry Organisation (RMI); provided upon application, the Council expressly grants such employee, an exemption from participating in the Fund, which exemption shall be valid only for the period of operation of this agreement.

Non-Union members and NUMSA members employed in the RMI establishments may be admitted by employers to voluntary membership of the Fund, and the provisions of the SAF Agreement shall apply to persons admitted to the voluntary membership and their employers.

## 2. Contribution Rate Changes

In line with the Sick, Accident and Maternity Fund agreement for the Motor Industry (2025), new contribution rates, effective from the 1st of January 2026, aimed at ensuring the long-term viability and improved benefit provision will be as follows:

- 2.1 Every RMI employer shall contribute the following amounts in respect of each RMI employee admitted to the Fund, for each week of employment by it (the RMI employer) from 1 January 2026:
- (a) In respect of each RMI employee the amount of R16,00 (to cover sick and accident benefits);
  - (b) An additional R7.82 in respect of each female RMI employee (to cover maternity benefits);
  - (c) An additional R3.70 in respect of each RMI employee (to cover death and funeral benefits);
  - (d) An additional amount to cover benefits from time to time

Provided that where an employee receives or is entitled to receive wages for less than 23 hours in any week, no contributions shall be payable in respect of such employee for that week.

Therefore, as of 1 January 2026, in respect of each male RMI employee, the RMI employer will pay R20.30 per week and in respect of each female RMI employee, the RMI employer will pay R28.12 per week.

2.2 The contributions shall be paid each month to MSSC and shall be accompanied by a written statement containing the following details:

- (a) name and initials of each employee
- (b) amount of contributions remitted in respect of each employee
- (c) date service commenced and/or terminated, in case of employees.

Employers are reminded of their obligation to deduct and remit these contributions to MIBCO by the 10th of each month following the month for which contributions are due.

### 3. Changes in SAF Benefits

The equalisation of benefit shall apply regardless of union affiliation, and all members of the fund shall receive the same benefits and subject to uniform claims procedure.

Accident benefit status quo remains as reflected in the Fund rules

Maternity benefits status quo remains as reflected in the Funds rules

Sick benefits: All employees who are beneficiaries of the fund shall receive the first 10 days sick leave benefit at 100% of their rate of pay and the last 5 days of sick leave benefit at 50% of their rate of pay.

### 4. Changes in Process and Procedures

MISA will be administering MISA members and Non-union members in sectors 2, 3, 4, 6 and 7 who contribute to the SAF benefit effective from 1 January 2026.

MIBCO will be administering SAF claims for NUMSA members and non-union members in sectors 1 and 5.

To streamline and improve the efficiency of claims processing, the following adjustments will be implemented:

Digital Claims Submission: MIBCO has launched a new **online portal** for the submission of all SAF claims. This digital platform is designed to reduce processing times and enhance transparency. While paper submissions will still be accepted during a transitional period, digital submission is strongly encouraged.

The MIBCO Self-Service Portal (SSP) can be accessed via the MIBCO website: <https://www.mibco.org.za/> Also refer to Circular 24 of 2025 as published in the MIBCO website.

## 5. Further Information

Employers are urged to familiarize themselves with the full details of the Sick, Accident, and Maternity Fund Agreement for the Motor Industry 2025, which has been made available on the MIBCO website (<https://www.mibco.org.za>) from 1 December 2025. Training sessions and informational webinars will also be conducted going forward to assist stakeholders in understanding and implementing these changes.

We believe these revisions to the SAF Agreement will significantly benefit both employees and employers within the Motor Industry, fostering a more secure and supportive working environment.

The MIBCO Team

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