

Dated: 19 DECEMBER 2025

Circular No: 2025/00041

To: ALL PARTICIPANTS IN THE MOTOR INDUSTRY

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

Dear Valued Stakeholders

Please note that circular 2025/00038 is repealed and replaced with this circular.

The Motor Industry Bargaining Council (MIBCO) is pleased to announce the approval of the revised Sick, Accident, and Maternity Fund (SAMF) Agreement at its Annual General Meeting held in November 2025. These changes, effective from 01 January 2026, are designed to enhance the sustainability of the Fund and improve benefits offered to employees within the Motor Industry. This circular outlines 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 the SAMF 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 SAMF 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 01 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 01 January 2026:

- (a) In respect of each RMI employee the amount of R16.60 (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 as determined from time to time.

Provided that where an employee receives or is entitled to receive wages for less than 23 hours in any week, any contributions in respect of such employee for that week shall be made on a voluntary basis.

2.2. As of 01 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. The contributions shall be paid each month to MIBCO 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 remit these contributions to MIBCO by the 10th of each month following the month for which contributions are due.

3. Changes in SAMF 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

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

4.1. MISA Administration:

MISA will be administering MISA members claims in ALL sectors and Non-union members claims in Sectors 2, 3, 4, 6 and 7 who contribute to the SAMF benefit effective from 01 January 2026.

Contact MISA for SAMF related matters on (010) 261 5392, or via email correspondence on saf@ms.org.za

More information can be obtained on the MISA website at www.misa.org.za.

4.2. MIBCO Administration:

MIBCO has launched a new online Self-service Portal for the submission of digital SAMF 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.

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

The MIBCO Self-Service Portal (SSP) can be accessed via the MIBCO website at www.mibco.org.za. Also refer to Circular 24 of 2025 as published on the MIBCO website.

5. Further Information

Employers are urged to familiarize themselves with the full details of the 2025 Sick, Accident, and Maternity Fund Agreement for the Motor Industry, which has been made available on the MIBCO website at www.mibco.org.za from 01 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 SAMF 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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