

Employer must pay after unfair dismissal



An employer who unfairly dismissed a fuel attendant, must reinstate him with immediate effect and pay him R51 200 in backpay for the period that he was unemployed.

"I am so grateful for the excellent advice and representation I got from Ngoni Goba, one of MISA's Senior Labour Advisors in the Union's Legal Department. He told me not to accept a settlement, but to stand firm because of the injustice.

"I felt terrible when my employer dismissed me after nine years, but now I feel vindicated. Employees have rights too," says the fuel attendant from Newcastle in KwaZulu-Natal.

Goba represented him in an unfair dismissal case at the MIBCO Dispute Resolution Centre (DRC).

According to the Arbitration Award the fuel attendant earned R 6 400 per month, had a clear work disciplinary record and was employed for 9 years when he was dismissed in July 2024, for deserting his post for two hours without permission.

On 28 July 2024 he clocked in at 06:05 instead of 06:00, leaving the workplace again without clocking out or obtaining permission at 06:40.

His employer argued that the fuel attendant's disappearance for two hours and twenty minutes caused a serious disruption of the fuel station's service delivery. One of his superiors required to step in and deal with customers. The employer felt his desertion was also dishonest.

According to the fuel attendant he got a phone call from his father to deposit money for his sick sister who was hospitalised. At the time that he left to go to a nearby ATM, there were at least two other petrol attendants on the forecourt. The nearby ATM was not functioning, and he had to go to another ATM that was further away.

When he returned, his supervisor refused to talk to him and told him to return after the weekend.

The fuel attendant, that was representing himself during the disciplinary hearing, was dismissed for desertion.

MISA, upon receipt of the enquiry, evaluated and referred an unfair dismissal dispute for arbitration to the DRC.

During the arbitration, Goba argued that dismissal was both procedurally and substantively unfair, as the employer failed to consider any mitigating factors, the misconduct neither warranted dismissal nor did it make continued employment intolerable. This being a first offence after 9 years of continued employment.

Commissioner Bheki Khumalo concluded the dismissal was substantively unfair. "In

terms of the Code of Good Practise: Dismissal (Schedule 8 to the Labour Relations Act) it is not appropriate to dismiss an employee for the first offence, except if the misconduct is serious and of such gravity that it makes a continued employment relationship intolerable."

There were several factors to be considered in accordance with South African labour law to determine the fairness of dismissal. These include the totality of the circumstances, the importance of the rule that had been breached, the harm caused by the Employee's conduct, the Employee's service record and the effect of the dismissal on the Employee.

"While his failure to seek permission or report is unjustifiable, it certainly did not warrant dismissal. It is undeniable that dismissal renders a final blow in the life of any employee, not considered by the Employer," says Khumalo.

According to the fuel attendant, he never intended to harm his Employer. "I was panicking and wanted to help my sister who needed the money transferred," he says.

Martlé Keyter, MISA's Chief Executive Officer: Operations, says employers must always remember that discipline must be applied progressively – discipline is not intended to be a method of simply terminating an employment relationship for any offence.

"The purpose of discipline is for employees to know and understand what standards are required of them. The first step is to inform the employee of the rule and what is expected from them."



Message from *Martlé Keyter*

MISA CEO: OPERATIONS

Education today is more important than ever before.

As part of your monthly contributions, MISA provides you with a variety of opportunities to upskill and empower yourself to remain relevant in an ever evolving industry.

The need to stay ahead of your game is more relevant than ever before.

Shifting consumer patterns resulted in big vehicle brands like Audi and Volvo having to close dealerships. Volvo Cars South Africa reduced its dealership network from 19 to seven across South Africa, while Audi announced that buy-down trends, high inflation and interest rates have placed significant pressure on the premium automotive sector.

Adding to the pressure is the influx of new brands targeting the price sensitive volume segment with well-equipped vehicles.

Although Audi South Africa reaffirmed its commitment to its valued customers and adapted to new trading conditions, it also had four dealership closures, in the process reducing its dealership network from 31 to just 20 by 2030.

Over the past nine years, BMW has also reduced its dealership network in South Africa from 55 in 2015, to now standing at 46, revealing dealership closures over the period.

Data compiled from Lightstone show that BMW reported 24,521 sales in 2014, a number that fell 51% to 11,989 by the end of 2024.

The biggest loser was Mercedes-Benz, dropping 82% to 5,048 units sold in 2024 from 28,993. Audi followed, with a 70% decline in sales over the same period.

According to Naamsa's figures Chinese vehicles have become a formidable threat to established manufacturers, particularly in the SUV space. Chinese automakers surpassed their Japanese and European competitors, dominating the South African market.

From March 2025 South Africa is home to 13 Chinese car brands—with at least seven more set to join the fray. Their car and light commercial



Martlé Keyter

vehicle sales amounted to just 3,247 units in the first quarter of 2020, 2.78% of the total vehicle market. Their share having grown to 6,98% of the total vehicle market by Q1 in 2023, from 9,559 units, reaching 11.81%, with 17,003 sales in the first quarter of this year.

Suzuki saw a 776% increase in sales, while Chery increased 1 435% and Haval experienced a remarkable 3 029% increase.

There is no turning the clock around, but instead we are faced with the reality of adapt or die.

Last year at the annual NADA Conference in Las Vegas, it was presented that the world of car buying has changed to boutique dealerships with an enhanced online shopping experience.

This year at the NADA Conference in New Orleans it was illustrated how the rise of

artificial intelligence (AI) in dealerships is not just a passing trend. The user experiencing highly personalised interactions at every touchpoint.

I would like to remind MISA members of the words of the late President Nelson Mandela:

“Education is the most powerful weapon which you can use to change the world.”

AI is transforming every aspect of the retail motor industry and understanding it can help dealerships rethink processes – from how they source, transport, and select inventory, to selling and servicing it.

AI powered platform Impel, is partnering with Ford in the US to boost performance at dealerships.

According to Impel 68% of dealerships reported that AI already having positively impacted operations. From enabling smarter transportation with AI integrated cars to virtual assistants supporting shoppers throughout the buying process and beyond, AI is impacting the entire automotive value chain.

AI-enabled sales teams were able to convert 27% more internet leads than traditional dealerships.

It is never too late to learn.



Be Prepared, Stay informed.

Beneficiary Nomination

- ▶ Planning ahead makes things easier. Fill out your beneficiary nomination form to avoid delays in getting benefits to your loved ones.

Click to access the **beneficiary nomination form**



Death Benefit Claim

- ▶ Find out how to claim death benefits, including the forms and documents you need.

Click to access the **user guide and videos in different languages**



MIFA App

- ▶ Get the MIFA App to check your fund credit, benefit statements, withdrawals, and more.

Click to access **information on the MIFA App**



MIRF Website

- ▶ Visit the MIRF website for all member information, guides, and help videos.

Visit our website
www.mirf.co.za



MISA's competition changed his life

#PROUDLYMISA member, Cybry Maibelo (31), says MISA's Soft Skills competition changed his life because it enabled him to obtain a certificate in first aid and health and safety management.

"I learned about the Soft Skills Competition in the MISA eData. The monthly digital newsletter is packed with important information that is valuable to MISA members. I learned a lot about the benefits I enjoy and I encourage other members to read the newsletter and to follow MISA on its social media pages."

Maibelo joined MISA in 2020 after Gerhard Lourens, former President of the Union, explained the unique benefits to him.

He is a Sales Executive at Bidvest McCarthy Isuzu, in Pretoria East.

"I never looked back. I received the MISA Loyalty Benefit in 2021, and last year I was one of the five winners of the Soft Skills Training Competition.

"I learned so much, this gave me confidence. It has opened my mind in ways I never thought possible. I am eager to expand my knowledge in other fields and I appreciate the effort MISA has invested in empowering its members.

"MISA is worth its contribution. Thank you again MISA", says Maibelo.

The competition allowed five members per week to win two of the six most popular soft skills training courses, without taking the required three month break between courses.



Cybry Maibelo

A once in a lifetime opportunity

Simon Molato (44), a Stock Controller and Invoicing Clerk at Hatfield VW Northcliff, says MISA gave him a once in a lifetime opportunity towards developing his skills.

He was one of the five winners in the MISA Soft Skills Training Competition. Molato did two short courses in Basic Fire Fighting & Healthy and Safety Representative.

"I have learned a lot and realised that it is the basic things we tend to overlook which could easily compromise our safety at work and at home. Now I make sure that my safety and that of my colleagues and family comes first."

"I plan on doing an advance Health and Safety course soon. I believe that education is the key to success and that each organisation should have at least two safety officers for the safety of the staff to not be compromised at all", says Molato.

Molato joined MISA in 2018.

"Belonging to MISA is a life changing experience. MISA's Recruitment and Liaison Officers keep on reminding us of the MISA benefits, having our best interests at heart. By helping me you have touched and changed a lot of lives as I will pass this knowledge along to those around me", says Molato.

For more information on MISA's Soft Skills Training, please e-mail Training@ms.org.za or call the Training Department directly on 011 476 3920.



Simon Molato



Congratulations to Isanda

The sky is the limit for Isanda Phiri (23) after she obtained her Bachelor of Education Degree, intermediate Phase from Wits University in Johannesburg.

“The past four years was a challenging journey. I am so happy and grateful that I will now be able to put all my energy into my passion to work with children. Looking forward to this next chapter of my journey.”

Isanda is the eldest child of Thandeka Phiri, MISA's National Training and HR Manager, and her husband, James.

Isanda wanted to become a doctor at first, realising she was scared of blood, she then wanted to be an accountant or economist.

After realising she enjoyed helping her classmates whenever they struggled to understand some of the work, she knew that teaching was her calling.

She decided to teach the commerce stream because of her love for accounting, economics, business studies, economic and management science as well as mathematics.

“I love how learners relate way better to the younger generations of teachers and plan on making a difference in their lives.”

“Throughout my studies I had the best support structure at home. I wouldn't have achieved this without my family. When the days were too long and the workload too much, their support kept me going.”

“I hope that one day the teaching and learning



Isanda Phiri

process will become more technologically advanced to allow for more support to those not coping with their studies. The aim should be about learners understanding the content not just completing it.”

Currently, she is tutoring students online in the United States, hoping to obtain a

position at a school soon because she is eager to connect with the learners and have more interactions. She wants to identify and focus on learners who needs attention to improve their marks.

“I am grateful by God's grace that we are here”, says Isanda.

She achieved a Bachelor of Accounting cum laude

The past three years has not been easy for Anika Robberts (22), but she managed a good work-life balance and graduated her Bachelor of Accounting Degree at the University of Free State.

She plans on doing her articles and signing up with PricewaterhouseCoopers (PWC) towards becoming a qualified Chartered Accountant. Anika was second in her Class for Best BAcc third year student in Managerial Accounting and Financial Management.

Robberts managed to complete her full-time studies despite also working in the finance department of the Bloemfontein Equestrian Centre. She has held the position for 2 years and believes that it gave her practical experience in the accounting industry.

“It was not easy but it was all worth it in the end”, says Robberts.

This was not what she initially wanted.

Robberts wanted to become a Veterinarian however, realised that Physical Science was not her strong point although she loved animals. As a Horse riding Coach for 6 years, she enjoys teaching children and young people horseriding, including children living with disabilities and it fills her heart working with children.

She wants her own horses one day.

Currently, Robberts is enrolled for an Honours Degree in Accounting.

“It has been a lot of work but this is where I wanted to see myself and I know that I am a step closer.

“I would tell every student to work hard even when it gets tough. It is not easy but in the end you will reap the rewards”, says Robberts.

She is the stepdaughter of Nash Maharaj, MISA's Recruitment and Liaison Officer in the Free State. He and his wife, Elmarie Robberts, are very proud of her.



Anika Robberts

Donating blood saves lives

Nash Maharaj, MISA's Recruitment and Liaison Officer in the Free State, achieved his 100th blood donation milestone in Bloemfontein.

He has been donating blood since 2001 when his mom fell ill.

Maharaj encouraged his family to join and this has become a very important contribution for them.

"We believe in Ubuntu and we want to make a difference. There is nothing more rewarding than knowing you could save a life," says Maharaj.

There are only 1% registered blood donors in South Africa. According to the SANBS (South African National Blood Service) a unit of blood (200-250ml) lasts only 42 days.

Every unit of blood can save a minimum of three lives as blood is separated into red blood cells, plasma and platelets. The SANBS aims to collect 3000 units of blood per day to ensure a safe and sufficient blood supply in the health care system.

"It does not cost a cent to donate blood. Just think of the number of people you could save by donating blood. It brings me joy to have a family who also donates like me, including my kids," he says.



Nash Maharaj, while donating, with the staff from the South African National Blood Services

The most common blood type in South Africa is O positive (O+), accounting for 38% of the population. It's considered a "universal donor" for red blood cells, meaning it can be transfused to anyone with a positive blood type.

In light of having insufficient blood donations, Nash encourages people to become blood donors and save lives.

For more information on SANBS blood donation centres, visit <https://sanbs.org.za>

MISA's service remains best

"Joining MISA was the best decision of my life."

This #PROUDLYMISA member, Sibongile Mehlomakhulu (36), joined the Union for its excellent benefits two years ago. This year she received the Healthy MISA Women benefit of R3 000 and School Support benefit of R1 500 for the first time.

She joined MISA after Thulani Maseko, one of the Recruitment and Liaison Officers, recruited her. She is a General Worker at We Buy Cars, Johannesburg South since 2018.

"I saw the opportunity to uplift myself and be rewarded for taking good care of myself. MISA is professional and transparent. I loved attending the Union's Annual General Meeting last year and hope to attend this year again. They even keep you posted on your claims after having submitted."

Mehlomakhulu plans on using the Soft Skills Training for Introduction to Computers to equip herself, for further growth in her career.

"MISA's contributions are not even expensive, we are paying little for so much. This is value



Sibongile Mehlomakhulu

for money. Thank you MISA for taking care of us.

"I encourage all non members to join

the union to also enjoy the benefits that MISA members are making use of", says Mehlomakhulu.

MISA made it happen

Saige Lewis (18), a learner at Bernadino Heights High School in Cape Town, had a fabulous matric farewell thanks to MISA's Beauty and the Beast project.

MISA paid for her hair, makeup, nails, shoes, jewellery and the photographer after her mother Nicole Arendse (36) applied for the benefit.

She thanks Monique Dalhouzie, one of MISA's Recruitment and Liaison Officers, who explained about the benefit and Cheryl Jetha, the Women's Forum Representative in the Western Province who assisted with the project to ensure that it was smooth sailing.

Arendse is a Booking Clerk at Barons N1 City in Cape Town who's been a MISA member for 11 years.

"As a mother, you want to give your children the best and although sometimes it's not always possible, I am grateful to have MISA by my side. It was tears of joy for me and my husband when we saw Saige looking so gorgeous. I couldn't have done it without MISA, going the extra mile in making my daughter's matric farewell magical", she says.

As the breadwinner it was not possible for her to cover all expenses.

Although this was not the first time receiving assistance from MISA, Arendse has received a total amount of R25 050 in MISA benefits since 2019.

"I keep up to date with the MISA brochure on the website and follow MISA on Facebook for all the benefits.



Saige Lewis and mom Nicole Arendse

"I always vouch for MISA at work and call myself an ambassador because what is it that MISA would not do for you? Thank you for all you do for us", says Arendse.

For more information about this benefit, please contact Karen Gouws on 041 364 0102 or e-mail Karen.Gouws@ms.org.za

Beauty and the Beast project: single mom's bliss

MISA member, Stephnie Bekker (45) says MISA's Beauty and the Beast project made it possible for her daughter, Bronwyn, to attend her matric farewell.

"I now understand the meaning of the words "it takes a village to raise a child. I would not have been able to do it without MISA's support," says the single mother of two.

This Human Resource Manager at Awie Botha Motors in Kimberley, Northern Cape, was not aware of the project thanking Fran Scheepers, one of the Recruitment and Liaison Officers, who helped her to apply. "Fran is the best, I wouldn't have known about these benefits if not for her."

"The process was easy, with MISA contributing towards the remaining amount for the dress."

Bekker recently celebrated 25 years in the industry, only joining MISA in 2015.

"Last year I made my first claim for the School Support benefit of R1 500, the Healthy MISA Member benefit of R3 000 and I also received

the Loyalty benefit of R800 for the first time this year. Since then, my January and February months have improved financially. It also enabled me to get my daughter's stationery in order."

Bekker also received the Soft Skills Training in Excel, last year.

"My colleagues are also proof that MISA is best. It was tears of joy as MISA made it all a possibility and I am grateful.",
says Bekker.

She also wants to apply for the MISA Bursary for her daughter to study Business Management.



Bronwyn Bekker

Be careful when getting in shape outdoors

Healthy living is the new normal where everyone wants to hike, cycle or just enjoy the outdoors to stay active and get in shape. And it is about time.

According to a recent study of the Human Sciences Research Council (HSRC), almost 50% of adult South Africans are overweight or obese. Approximately 13% of South Africa's children under five years are overweight.

Although it is great to be active, it is important to realise the potential health consequences of not staying hydrated and taking the heat and humidity into account. Recently a cyclist participating in this year's Cape Epic died of dehydration. It was reported that riders faced near 50-degree heat at a stage during the race in Paarl.

During the same heatwave a hiker died of deprivation, while hiking in the Gamkaberg Nature Reserve near Oudtshoorn.

What is sunstroke and heatstroke?

Heatstroke and sunstroke have the same symptoms, but are caused by slightly different conditions.

Heatstroke is where the body is no longer able to cool itself down, your body reaching dangerously high temperature levels. This can happen without the sun, for example if you're stuck in a hot room with no fresh air. Sunstroke is the same, but caused by getting too much direct sunlight.

Both heatstroke and sunstroke are serious. But if you're feeling a bit unwell after a day in the sun, you might just be suffering from heat exhaustion. Heat exhaustion is still serious and if left untreated can progress into heatstroke.

Heat exhaustion symptoms

- Confusion
- Dehydration
- Dark coloured urine (also a common sign of dehydration)
- Feeling dizzy
- Fainting
- Headaches
- Muscle cramps
- Nausea or vomiting
- Pale skin
- Excessive sweating



- Fast heartbeat

How to treat heat exhaustion

Treatment for heat exhaustion is fairly simple, but you should act quickly to make sure things don't get worse, especially if you're concerned about a child or older travel buddy:

- Get indoors, or to a cool, shaded area to rest and hydrate.
- If possible, drink sports drinks to replace any lost salt and boost your blood sugar.
- Cool the skin by taking a shower, using a wet sponge or by taking off any unnecessary clothes.



Heatstroke symptoms

- Core body temperatures reaches 40 degrees or higher
- Hot, dry, red skin
- Not sweating, despite being hot
- A persistent headache
- Fast heartbeat
- Shallow breathing
- Feeling nauseous and vomiting
- Dizziness and feeling light-headed
- Dilated pupils
- Lips can start to turn blue
- Being in a state of confusion and disorientation, or hallucinating
- Changes in behaviour, including slurred speech
- Muscle weakness and cramps
- Loss of consciousness



Sunstroke symptoms

If you have pink patches but feel fine, and you've kept hydrated, there are some steps you can take to ensure it doesn't get worse and your skin heals faster.

Apply after sun or oil-free moisturiser to the burnt area, using natural products, especially aloe vera helps soothe irritated skin. Avoid using anything too processed or chemical based as these could irritate the skin more.

Drink water, even if you're not thirsty, drinking extra water will keep you hydrated.

If you have blisters, leave them alone, blistering is a sign of second-degree sunburn, so you shouldn't try to pop them. Let them heal at their own time to help prevent infections through broken skin.

If you did get sunburn on day 1, make sure you cover up and keep out of the sun until it has healed, as further sun exposure will damage burnt skin even more.

Tips for staying safe in the sun

You can still enjoy the sun without falling ill, you just need to apply some preventative measures:

- Avoid direct sunlight, between 11am and 3pm, when at its strongest.
- Wear loose, light-coloured clothing to keep cool and protect your skin from the sun.
- Stay hydrated, it's recommended you drink more than the usual 8 glasses of water a day in high temperatures.
- Wear a high SPF sun cream with both UVA and UVB protection.

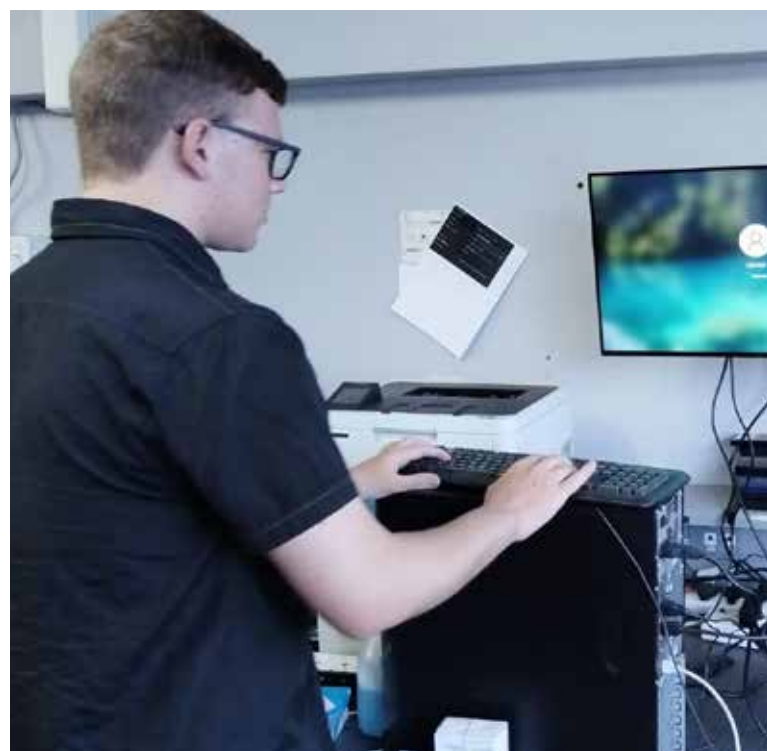
MISA facilitates jobshadowing

The MISA Women's Forum and Young Workers' Forum facilitated jobshadowing for learners of the Otto du Plessis High School in Gqeberh, Eastern Cape.

The participating learners indicated their interest in the retail motor industry at the Union's annual Career Expo held in January.

Martlé Keyter, MISA's Chief Executive Officer: Operations, thanked the participating dealerships, Maritime Motor Group, William Moffett and Nissan Eastern Cape, North End.

Jeandré Bronkhorst (Young Workers' Forum Eastern Cape Representative) from Maritime Motor Group and Michelle Marx (Women's Forum Eastern Cape Representative) from Nissan Eastern Cape, assisted with all the arrangements.



MISA empowers school band

The MISA Women's Forum empowered the band of the Fred Magardie Primary School in Eersterust, Pretoria, an initiative to keep the children busy after school and to uplift the community.

The Union donated drum straps, water bottles, socks and snacks for this festive school event.

The school band was founded by one of the teachers.

Claudine Marias (Women's Forum Northern / Highveld Representative) and Geraldene Chellan, Chairperson of MISA's Northern / Highveld Regional Committee, coordinated the donation.

According to Chellan the passionate learners poured their hearts out into every beat of their drums. "Wishing them all the best in the future".

Marias says it was an honour to pour into the community and thus into the school kids.

"The kids loved every minute of it and that makes all the difference while showing #MISACARES."



MISA STAFF TRAINING



MISA recently held its Staff Training and team building at the Fairway Hotel, Spa and Golf Resort in Randburg.

Obi, MISA's artificial intelligence (AI) bot was introduced to the MISA staff. Obi will be formally introduced to serve the Union's more than 70 000 members soon.

Training sessions were given regarding the Two Pot Retirement system by Mariette de Lange, a Financial Advisor at Optimum Financial Services Group as well as Conflict Management in the workplace by Angela du Plessis, a trained mediator, trainer and arbitrator at the CCMA.

The Training ended with fun team building activities for management and staff.



Stop, Think...and maybe Act!

Article by Thandeka Phiri; MISA National Training and HR Manager

Workplaces can be characterised by rapid changes and high demands. Deadlines, pressure, difficult conversations, or sudden changes can trigger intense feelings like frustration, anxiety and even anger. These emotions may affect your decision-making, relationships, productivity and overall well-being.

It is easy for your emotions to rise when things go wrong or when pressure builds, however, it is generally advisable to avoid acting impulsively based on strong emotions, particularly negative ones. When your feelings take over, they can steer you into poor choices. Instead of letting emotions take over, you need to learn to calm yourself, stay in control and act rationally.

STOP

When emotions build up, it is best to first pause. Pausing or stopping mentally and taking a step back enables you not to act impulsively. Don't react, don't suppress your feelings, just stop! Pausing and taking a step back may even involve engaging in breathing exercises to regulate your emotions and ensure mindfulness.

However, this can be the hardest step, especially if you are used to responding quickly and emotionally. It is important to understand that acting on emotions may:

- Cause disharmony;
- Damage relationships;
- Result in legal consequences, such as perpetrating violence and harassment which may result in disciplinary action or dismissal; and
- Have a negative impact on productivity and team morale.

THINK

Taking a pause when negative emotions arise, enables you to be mindfully present; you will be able to gain a new perspective, more especially if you take the time to identify your emotions. Thinking does not have to take a lifetime, it is about identifying your emotions to determine whether you feel anger, fear, joy, surprise, disgust or sadness. It is also important to identify the depth of such feelings.

Identifying your feelings provides an opportunity to choose a better response rather than one fuelled by impulse. It is also important to determine the cause of the emotions, for example determine if you may have misinterpreted the situation; or whether you are overreacting.

Experts also recommend shifting your focus from your emotions to your body, i.e. determine if your muscles feel tight, whether your heart is pounding, or if you are feeling flushed or



cold. Focusing on your body enables you to ground yourself.

Once you have identified what and why you are feeling it and have objectively looked at the facts, you can move on to decide how to appropriately deal with your emotions.

You might feel like shouting, crying, sending a harsh message or giving the other person a "piece of your mind." Before acting on those emotions, consider the possible consequences of your desired actions. Could the action damage your relationship or hurt your reputation? Will it help or harm you?

Considering the possible consequences of your actions will help you to gain perspective and enable you to be less likely to react in a harmful manner. You will realise that you need to gain more facts on the situation, or it could be that you are legitimately upset.

You may even realise you need to talk to someone to help put everything in perspective or even offer advice.

Often, stepping back will help you see that waiting is better than acting in the heat of the moment.

ACT

As important as thinking is, you must avoid falling into a spiral of overthinking or over feeling. Therefore, it is important to act on what you have determined to be the best course of action. At times, the best action may involve delaying acting or reacting to the situation. Remember, whatever action you take, you will need to deal with the consequences.

To stop, self-reflect and taking small steps

to ease the tension, will help you manage your feelings. These simple yet effective tools may help you respond with clear thinking rather than on pure emotion.

Maintaining a professional demeanour, especially in challenging situations, is crucial for your career and the overall success of your organisation.

Taking the time to Stop and Think before Acting is not about shutting down or suppressing your feelings but rather learning how to ride it out without letting them sweep you away. A focus on professional conduct, calm communication and reasoned decision-making is key to maintaining a positive and productive work environment.

"Never make a permanent decision based on a temporary emotion."

It's important to avoid making hasty decisions fuelled by anger, frustration or other strong feelings; emotions are often fleeting and can change quickly. Making such decisions can lead to regret and negative consequences in the long run.

Driving Africa's Electric Future



From left to right: Hermann Köstens, Leesha Koobair and Jacques Viljoen viewing the BYD Plug-in Hybrid Bakkie

Article by the Strategy and Development Department.

Africa's largest ever event for solar, storage and energy transition solutions, EV & Charge Live Africa 2025 Conference, took place at the NASREC Expo Centre in Johannesburg.

More than 200 speakers and industry leaders dedicated to the latest advancements in electric vehicle (EV) technology and charging infrastructure across the continent, attended.

Hermann Köstens, MISA's Chief Executive Officer: Strategy and Development; Leesha Koobair (Strategy and Development Specialist) and Jacques Viljoen (Strategy and Legal Specialist) attended the conference in March.

A Platform for EV Innovation and Growth

EV & Charge Live Africa 2025 served as an essential platform for industry professionals, policymakers, investors and technology developers to explore the latest trends in electric mobility.

The conference aimed to accelerate Africa's transition to cleaner, more efficient

transportation systems by promoting EV adoption, infrastructure development and sustainable energy solutions.

However, the conference notably lacked actual EV representation. The only automaker that showcased vehicles was BYD, a leading Chinese EV manufacturer, which displayed two of its plug-in hybrid electric vehicles (PHEVs).

This highlights a gap in Africa's EV market, where full battery electric vehicles (BEVs) are yet to gain widespread traction. It also reflects the current situation in South Africa, which shows a slow adoption of EVs.

Furthermore, the lack of major EV brands showcasing their products at the conference may raise concerns about the readiness of the African market for large-scale EV uptake.

A Strong Focus on Alternative Energy and Charging Infrastructure

One of the key takeaways from EV & Charge Live Africa 2025 was its strong emphasis on alternative energy solutions.

The event placed greater focus on alternative energy and other related sustainability solutions. The exhibition halls were filled with innovative companies showcasing solar-powered charging stations, infrastructure of EV charging, battery storage systems and grid integration technologies.

This aligns with Africa's growing need for reliable, off-grid charging infrastructure to support EV adoption, especially in regions where electricity supply remains inconsistent.

The event provided an ideal platform for government representatives, businesses and investors to explore opportunities in building a sustainable EV ecosystem in Africa.

Overall, EV & Charge Live Africa 2025 was a well-organised and insightful event.



MISA's Annual Golf Day



MISA invites you to sponsor a hole in the Union's fundraising Golf Day to raise awareness for the Prostate Cancer Foundation on 16 May 2025, hosted at the Kyalami Country Club in Midrand.

Hole Sponsors:

Sponsors who wish to bring their own beverages for the watering holes are welcome to do so. A corkage fee of R 3 500 will be payable to the club. Sponsors can make arrangements directly with the club.

Most holes can accommodate vehicles for display purposes, except for those indicated (refer to the course layout for prices and availability). The putting green is also available at R 8 500 for displaying vehicles.

Entering your team:

A four ball amounting R 8 000 includes the following:

- Green Fee
- Pace of Play Referee
- Scorer
- Driving Range (unlimited balls)
- Prize Giving Dinner
- 3 Drink Vouchers
- R 150 Halfway Voucher
- Morning Coffee & Snacks
- Welcome Pack
- Goodie Bag

Caddies and Golf Carts:

Please note that the cost of Caddies and Golf Carts are excluded. Bookings are essential and must be made at least 2 weeks prior to

the event. You may contact the club directly at 010 594 0034.

Costs applicable for:

- Caddies R 300 (excl. Halfway Voucher)
- Golf Cart R 480

Course Etiquette:

- Be mindful of the pace of play, keep up to the group in front. Allow quicker players to play through;
- Call the players behind through in case of lost ball;
- Pick up if you cannot score.

Cashless Club:

Kyalami Country Club is a cashless facility. Payments can be made via debit, credit cards or vouchers.



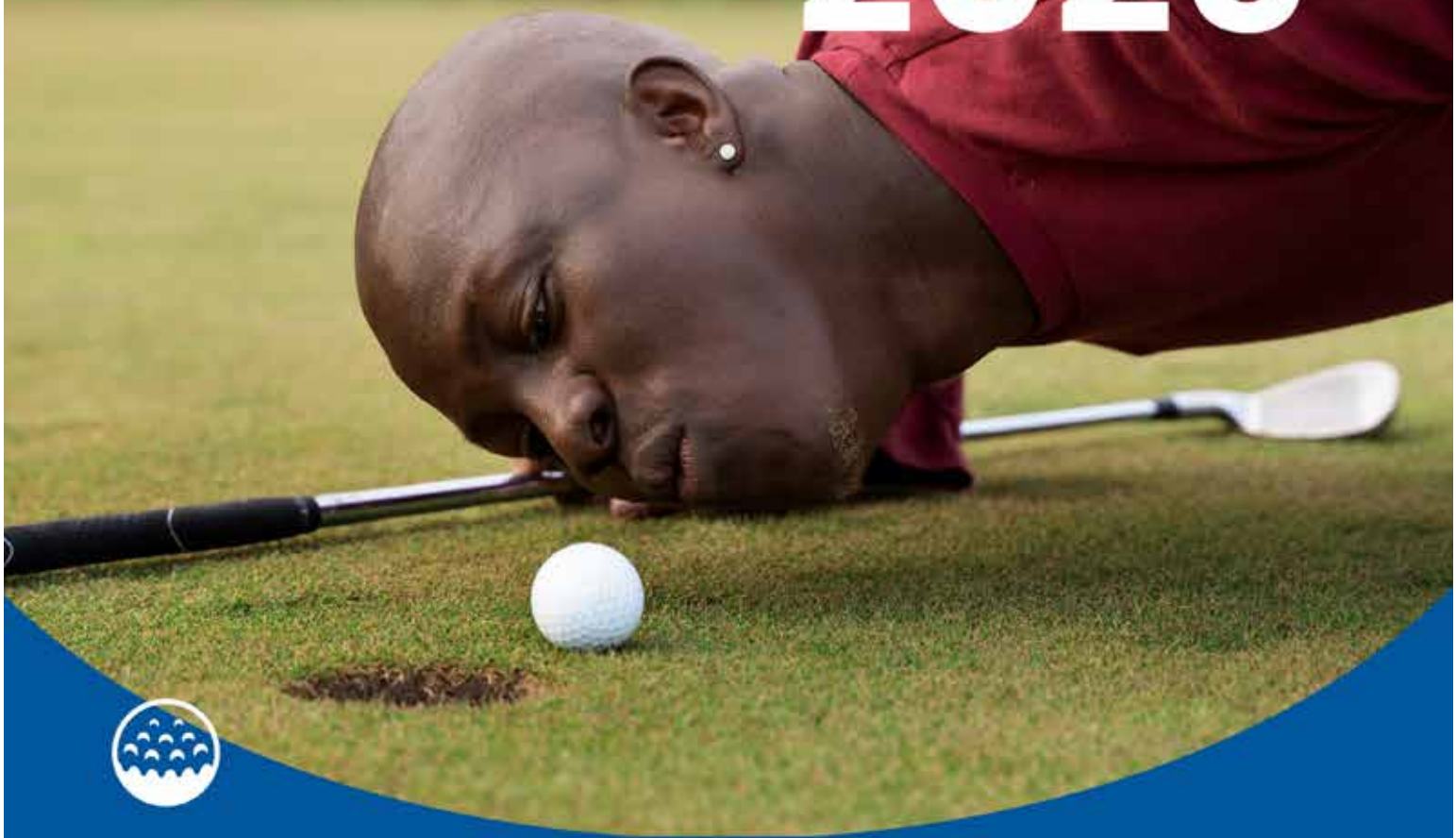
*Nearest to the Pin: Par 3 | Longest Drive: Par 5

MOTOR INDUSTRY STAFF ASSOCIATION

MISA

THE INTELLIGENT ALTERNATIVE | WWW.MISA.ORG.ZA

GOLF DAY 2025



SAVE THE DATE

16 May 2025 | Starts at 08:00

The annual MISA Golf Day is held to raise awareness for the Prostate Cancer Foundation of South Africa

KYALAMI COUNTRY CLUB

433 MAPLE RD, Midrand

Registration - 08:00

Prize Ceremony - 17:00

Prizes up for Grabs!

Contact Us:

Braam.Cilliers@ms.org.za

More Info at:

011 476 3920

HELP US FIND THE 2025 MISA WOMAN OF THE YEAR

The annual MISA Woman of the Year Award is one of the most important development initiatives of the MISA Women's Forum.

As a campaigner for equal rights of women in the retail motor industry, the MISA Women's Forum instituted this Award in 2010 to pay homage to the role that women play in this vital industry.

The Award aims to do more than that: it is an important opportunity for the winner to grow and develop personally and professionally during her tenure as the MISA Woman of the Year.

We are not necessarily looking for the most senior, most successful woman in the retail motor industry, but we are looking for someone who has the potential to develop far beyond their current job title and role.

Another important criterion is also the difference the person makes in the lives of others, whether it's through community involvement, or by simply touching and enriching the lives of people at work or in the community.

We all know someone or perhaps you are that person who is selfless and has a passion for serving people from all walks of life. This is the kind of person the MISA Women's Forum is looking to find and develop further through this annual Award.

REGIONAL WINNERS PLAY AN IMPORTANT ROLE

The Award is structured in such a way that a Regional Finalist is selected in each MISA Region. They compete for the national title. There can only be one national winner, but the Regional Finalists also play an important role.

THE 2025 MISA WOMAN OF THE YEAR AWARD WINNER WINS AN OVERSEAS EDUCATIONAL TRIP IN 2026.

CLOSING DATE FOR NOMINATIONS: 16 MAY 2025

Please email the forms to misa.womensforum@ms.org.za
For further information contact Karen Gouws on (041) 364 0102.



NOMINATOR'S DETAIL

(The detail of the person, male or female, making the nomination. If you are nominating yourself, kindly complete this section as well.)

By completing this form, I give MISA permission to process my personal information provided below for the sole purpose of recording my nomination/entry.

Name and surname: _____

I.D. number: _____

Company of employment: _____

Position at company: _____

Tel.: (work) _____ Tel.: (home) _____ Cell: _____

Fax: _____ Email: _____

NOMINEE'S DETAIL

(The detail of the person that is being nominated for the Award. Kindly complete this section if different from the above.)

Name and surname: _____

I.D. number: _____

Company of employment: _____

Position at company: _____

Tel.: (work) _____ Tel.: (home) _____ Cell: _____

Fax: _____ Email: _____

I hereby confirm that I do have the nominee's consent to provide the personal information as set out above and that MISA may process the information for the sole purpose of the nominee's participation in the 2025 MISA Woman of the Year Award.

Signature: _____ Date: _____

(Nominator's signature – person (male or female) making the nomination)

RULES

- All nominees/entrants have to be nominated by themselves/person employed in the retail motor industry to become nominees.
- All nominees/entrants will be contacted by MISA to confirm their participation.
- On accepting to participate in the Award, participants will receive an official entry form. This form will contain all the relevant POPIA compliance information.
- Entry form must be signed by all specified people therein.
- Entry form must be submitted to MISA on/before 18 June 2025. No late submissions will be accepted.
- Entry form and documentation (additional documentation may be requested).
- Only participants who are registered female MISA members at the time of their entry will be eligible to participate.
- The judges shall select 1(one) finalist per region: Eastern Cape | Free State/Northern Cape | KwaZulu-Natal | Northern/Highveld | Western Province.
- The judges' decision is final and no correspondence will be entered into.
- Finalists will be notified in writing by 18 July 2025 and will be officially announced per region in August 2025.
- All finalists will be interviewed during September/October 2025.
- All finalists will attend the MISA Woman of the Year Award Ceremony in Johannesburg in November 2025, where the winner will be announced.
- Previous finalists may be nominated again.
- Previous and current winners may not be nominated for 3 (three) years.
- The prize for the winner will be determined by the MISA National Executive Committee and is not transferable.
- If you are the first person to nominate the 2025 winner, you stand a chance of winning R1 000! This prize does not apply to self-nominations.

MOTOR INDUSTRY STAFF ASSOCIATION

MISA

THE INTELLIGENT ALTERNATIVE | WWW.MISA.ORG.ZA

2025 Benefits



These benefits are included in your monthly contributions.

Terms and Conditions apply to all benefits.

For more information, contact MISA on (011) 476 3920 or email info@ms.org.za

JOIN #MISA, the majority trade union in the retail motor industry, today!