

# Employer pays after poor performance dismissal



A dealership paid its former Dealer Principal R216 000 compensation after he was dismissed for poor work performance.

The former employee was not given reasonable time or the resources to turn the struggling dealership around.

It was the first time in his career of more than 23 years, that the employee was faced with performance management counselling.

The employer and the employee reached a settlement agreement at arbitration.

Anneke Venter, one of the Senior Labour Advisors in MISA's Legal Department, represented the employee at the Dispute Resolution Centre of MIBCO, the Motor Industry Bargaining Council.

According to the settlement agreement the employer agreed to pay an amount equivalent to three months' salary.

"I wanted to prevent the employer from treating another employee in the manner that I was treated. It was a terrible experience. I was given an hour to pack up my belongings and leave the premises as though I was a criminal found guilty of theft.

"I would have wanted more money, but I did not want to drag out the case and put myself and my family through more trauma. I want to put this behind me and continue with my life," says the employee.

He had to represent himself when called in to a poor performance hearing with no labour expertise to state his case properly.

Although he acknowledged the performance expectations of the employer, he required extensive training and guidance on a continuous basis as he was new to the brand and company.

Prior to the poor performance hearing, the

employee was moved from a well-established brand to another brand. He did not know what exactly was expected of him as the company was taken over by a new group.

The employee informed Management of his shortcomings, but was nevertheless given an already struggling dealership with a deficit, as a result of aged stock worth over R130 000, unresolved warranty claims to the value of R300 000 and overall poor performance of less than 50% of the expected requirement.

According to Venter the dealership showed significant improvement in the overall performance under the management of the employee.

The employer failed to consider a reasonable time frame and with limited resources for the employee to fully meet the required expectations, therefore he cannot be guilty of "continued poor performance."

MISA is of the view that the sanction of dismissal was too harsh, due to corrective measures short of dismissal which could have been applied.

The dismissal had a severe impact on the employee. Due to his age, he is struggling to find alternative employment and this has a significant impact on his retirement fund savings.

South Africa's unemployment rate is 33.5%.

Tiekie Mocke, Manager of MISA's Legal Department, says employees must seek advice from the Union's Legal Department prior to attending the first poor performance hearing.

"It is very important that an employee prepares with facts as to why the required target could not be achieved. Give reasons and seek guidance and solutions rather than falling into the trap of providing excuses.

"Whatever is expected of you, must be reasonable. Don't agree to a performance management plan that is not realistic. Don't set yourself up for failure."

According to Mocke the employee in this case, had limited to no knowledge about the new brand in an already struggling Dealership.

"It all boils down to what is reasonable and fair."

In a non-related case an employer had to pay an employee two months' salary after she was dismissed because of poor performance.

She said she had genuinely struggled with the demands and simply could not cope with what was expected of her.

The company said another employee, who was appointed around the same time as the complainant in this case, managed just fine.

A Commissioner of the CCMA (Commission for Conciliation, Mediation and Arbitration) found it was simply life that one person might cope better than another.

The commissioner criticised the company for not subjecting the employee to more training in her field and instead dismissing her, as she was irritating management by not doing her job properly.

The complainant had a panic attack when she was confronted about her ability to do her work and she was subsequently booked off sick. Shortly afterwards, she was dismissed.

The Commissioner said there was a difference between dismissals for misconduct and those for incapacity due to poor performance.

The reason is that incapacity due to poor performance is considered less "blameworthy" than misconduct.



# Message from *Martlé Keyter*

MISA CEO: OPERATIONS

It is with a heavy heart that I draw the curtain on MISA's Women's Month celebrations because although we celebrate the achievements of women in the retail motor industry, women remains unsafe all over the world.

As I am writing my column to MISA's more than 66 000 valued members, a 17 year old schoolboy appeared in court in Caledon.

He is accused of brutally murdering a fellow learner Deveney Nel (16) in a store room on the premises of Overberg High School. She was stabbed five times after helping with the first aid at a school event.

Within seconds Deveney became just another statistic in a country where gender based violence is described as a pandemic. The murder rate for women has increased from 10 murders per 100,000 women in 2021 to 13 per 100,000 in 2023, according to the South African Police Service crime statistics.

South Africa celebrates Women's Day on 9 August to commemorate the more than 20 000 women who marched to the Union Buildings in Pretoria in 1956 to petition against the country's pass laws during the apartheid era.

But despite having one of the best Constitutions in the world, women in South Africa are much more vulnerable thirty years after democracy.

A year ago, MISA was amongst the sea of voices protesting against the release on parole of Frans du Toit and Theuns Kruger, who in 1994 abducted Alison Botha, brutally raped, disembowelled and slashed her throat before they left her for dead.

In August 1995, Gqeberha High Court Judge Chris Jansen handed Frans du Toit and Theuns Kruger life sentences. Current legislation, however, provides that both are entitled to be considered for placement on parole after serving a minimum portion of their sentence.

The Department of Correctional Services (DCS) released them after 29 years in jail without following proper process with a total disregard for Alison's rights. To date, nothing was done to review the injustice.



**Martlé Keyter**

On 24 May President Cyril Ramaphosa found his pen again to sign the National Council on Gender Based Violence and Femicide Bill and the National Prosecuting Authority Amendment Bill, 4 days before the country's seventh democratic election.

According to the President gender-based violence and corruption are two scourges that plague our country and corrode our social fabric.

"We know that our country's dream is to be a free and equal society cannot be achieved for as long as criminals steal the resources meant for the benefit of people, and for as long as this country's women and children does not feel safe and free to walk our streets," said Ramaphosa.

The one Bill facilitates the establishment of a National Council on Gender-Based Violence and Femicide – a statutory body to coordinate and provide strategic leadership in the fight against gender-based violence and femicide.

"We enacted new laws to strengthen the response of the criminal justice system to

gender-based violence. We have worked to improve the support provided to survivors of gender-based violence through the establishment of Thuthuzela Care Centres, Sexual Offences Courts and victim-friendly rooms at nearly all police stations across the country," said Ramaphosa.

On Women's Day the President lead the call to men across South Africa to take a stand against gender-based violence and femicide (GBVF) by signing a virtual pledge at <https://www.stateofthenation.gov.za/endGBVF>.

The pledge commits men to be allies and part of the solution by maintaining positive behaviour and attitudes and to take responsibility for their actions, to never raise a hand against a woman, to treat women as equals, to respect the rights of women and relate to women with dignity.

MISA has always agreed with every aspect of the pledge. I dedicated my 30 years at the Union to uplifting and empowering women in numerous ways on local, national and international platforms. That is why I was so devastated when I opened the pledge noting only 1 190 signatories out of a population of 64 million.

According to a report of the United Nations, the progress in stopping femicide and gender-based violence has been deeply inadequate despite decades of activism from women's rights organizations.

Women and girls are most likely to be killed by those closest to them. In 2022, around 48 800 women and girls worldwide were killed by their intimate partners or other family members (including fathers, mothers, uncles and brothers).

This means that, on average, more than 133 women or girls are killed every day by someone in their own family.

We have nothing to celebrate.

# MISA supports the fight against GBV & femicide



**Tshidi Modise: Chief Director, Human Resource Management & Development of the National Prosecuting Authority (NPA)**

MISA, partnered with SOCA, the Sexual Offenses and Community Affairs Unit of the National Prosecuting Authority (NPA) to strengthen their hands in the fight against South Africa's gender-based violence pandemic and femicide.

Martlé Keyter, MISA's Chief Executive Officer: Operations, says the Union and the Unit are working on a new series of webinars to raise awareness on the National Council's Gender Based Violence and Femicide Bill and the National Prosecuting Authority's Amendment Bill.

This comes after the parties joined forces to host a very successful webinar series during National Child Protection week.

"The disappearance of Joslin Smith (6) in Saldanha on 19 February and the brutal murder of Deveney Nel (16) in a store room on the premises of the Overberg High School in Caledon on 7 August, reaffirms MISA's stance. We need to talk about gender-based violence and femicide every day, not just once or twice a year," says Keyter.

Thanks to MISA the prosecutors of SOCA now have business cards to give out to victims who

needs their help. The Union also sponsored the shortfall of jackets the Unit had for staff members.

This year MISA donated wool so that the prosecuting authority could join in the Mandela Day celebrations, which allowed NPA staff members to dedicate their time and skills to knitting crochet dolls. The 65 Thuthuzela Care Centres (TCC) nationwide received 670 handmade dolls.

According to Adv Bonnie Currie-Gamwo, Special Director of Public Prosecutions for Sexual Offences, the TCC has played a significant role in increasing the conviction rate in cases of gender-based violence and Femicide.

The TCC are one-stop facilities providing pre-trial services that include psycho-social, medical and legal services to victims of GBV.

"Defeating the scourge of gender-based violence is the responsibility of everyone in society to work together

to bring it to an end. Collective coordinated interventions are needed to address the scourge of gender based violence (GBV)."

"Public-private partnerships are crucial to ensure the sustainability of TCCs. We want to make TCCs more accessible by having more of these facilities in communities, and for that we need private sector support,"

"Only by standing together can we make a lasting meaningful impact in changing lives and eradicating GBV once and for all," says Currie-Gamwo.



# Mom very proud of Matric Farewell

MISA member, Sindi Maropola (53), an Administration Clerk at Mercedes-Benz, Centurion is grateful for what MISA has done for her daughter's Matric Farewell.

**“Thank you MISA for what you have done for me. I had no idea how I was going to manage. Duduzile had already given up and MISA made this a possibility.”**

Maropola has been a MISA member for 25 years, only learning of MISA's Beauty and the Beast project from Bernadine Harmse, MISA National Executive Council Member and MISA Women's Forum Principal for the Northern/Highveld Region.

MISA paid for her Matric Farewell ticket, held at Colosseum Reale in Pretoria, also assisting with shoes and a dress.

Any MISA member can apply and the financial situation of the member will be assessed prior to qualifying for project assistance.

The aim of the Beauty and the Beast project is to help as many matric learners possible experience this once in a lifetime opportunity that will be captured in their memories forever.



Duduzile thanked MISA for coming through for her on a memorable night.

“Thank you MISA for allowing me to feel confident attending my Matric Farewell,” says Duduzile.

For more information about this project, please contact Karen Gouws, coordinator of this project on 041 364 0102.

# A very big thank you to all MISA's sponsors

MISA has been celebrating Women's Month in its unique and extraordinary way thanks to the generous support from all our sponsors in the different regions of the Union.

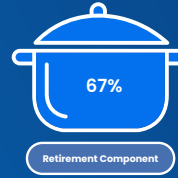
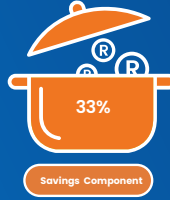
The popular annual Women's Breakfasts started in 2009 when Martlé Keyter, MISA's Chief Executive Officer: Operations, founded the MISA Women's Forum. Since then events are co-ordinated by the respective representatives of the Women's Forum in each region and their teams.

**“MISA sets the trend for trade unions in South Africa and when they follow in our footsteps, we set the bar higher. But none of this would be possible without the contributions from the sponsors who believe in MISA's mission and vision.”**



“MISA does not just protect the interest of its members at work and provide them with a holistic range of financial and educational benefits. We roll up our sleeves and work alongside other non-profit organisations and role players to uplift and enrich our

communities and educate our youth,” says Keyter, thanking everyone who contributed in whatever way to the success of this year's Women's Breakfasts.



# Access Your Two-Pot Retirement System Savings – Fast, Easy And Efficient

Auto Workers Provident Fund and Motor Industry Provident Fund









## Introducing the MIFA App to access your Two-Pot Retirement System Savings Component

To easily access your two-pot retirement system savings, you can download and register on the MIFA App and follow the easy prompts to view your dashboard and process your withdrawal benefit.

### To register on the MIFA App you will need:

<ul style="list-style-type: none"> <li>Correct member details</li> </ul>	<ul style="list-style-type: none"> <li>Once you have successfully registered, you will need to log in with the password you have created.</li> </ul>
<ul style="list-style-type: none"> <li>Active SARS tax number</li> </ul>	<ul style="list-style-type: none"> <li>Once you have logged in you will follow the easy steps to access and verify your personal dashboard.</li> </ul>
<ul style="list-style-type: none"> <li>An active bank account</li> </ul>	<ul style="list-style-type: none"> <li>Ensure that your personal information with the fund is correct.</li> </ul>
<ul style="list-style-type: none"> <li>Facial recognition verification and /or Fingerprint verification</li> </ul>	<ul style="list-style-type: none"> <li>Check your personal details on your member benefit statement.</li> </ul>
<ul style="list-style-type: none"> <li>Create a new password and verify your details</li> </ul>	<ul style="list-style-type: none"> <li>You must have a minimum of R2000.00 in your savings component to access your withdrawal benefit.</li> </ul>

### Steps to register on the MIFA App:

-  **DOWNLOAD the MIFA App** by searching "MIFA App" on Google Play Store and Apple App Store
-  **OPEN THE APP AND CLICK TO REGISTER**
-  **SELECT ID/PASSPORT NUMBER**
-  **ENTER PERSONAL DETAILS**
  - ▶ Name and Surname and ID number
-  **VERIFY YOUR IDENTITY**
  - ▶ Capture Face > Selfie [remove hat/cap and glasses]
  - ▶ Continue button [keep still until RED turns GREEN, if successfully verified, photo will show as VERIFIED]
-  **CREATE NEW PASSWORD**
-  **ENTER CONTACT DETAILS**
-  **ENTER BANK DETAILS**
  - ▶ Bank Details will be submitted for verification

### ENTER/ VERIFY SARS TAX NUMBER

### ENABLE BIOMETRIC LOGIN

- ▶ Member can enable Finger or Face Authentication

### REGISTRATION & DASHBOARD

- ▶ You will be notified once registration is successfully completed
- ▶ View your Total Fund Portfolio on the Dashboard

### MIFA App also allows MIRF members to view their personal dashboard:

- ▶ Savings, Vested and Retirement Components
- ▶ Fund Credit
- ▶ Risk Benefits
- ▶ Benefit Statements
- ▶ Contributions
- ▶ Unclaimed Benefits

# MIBCO Wage Increase



**M**ISA received enquiries from its members asking about the MIBCO (Motor Industry Bargaining Council) increases effective from 1 September.

Tiekie Mocke, Manager of MISA's Legal Department, explains the wage increase due from 1 September was published by the Minister of Employment and Labour in the Government Gazette in March 2023, after the majority of parties in MIBCO signed a three-year wage agreement.

There is not one set answer to increases as there are specific provisions and/or exclusions negotiated between signatories to the newly gazetted agreement. It is important to distinguish between the different sectors in the retail motor industry.

MISA members earning above minimum wage as gazetted, will not by default receive a guaranteed increase unless specifically provided for in the Agreement. Guaranteed increases are subject to earnings and dependant on the different sectors in the industry. One such example is sector 6, which includes all dealerships.

For a custom made response on eligibility when it comes to annual increases, as well as MISA members experiencing problems with the implementation of the wage agreement, kindly contact MISA's Legal Department on email address [Legal@ms.org.za](mailto:Legal@ms.org.za) or 011 476 3920.

## The increase on minimum wages from 1 September 2024 will be:

**Sector 1: 6%**

### Sector 5:

- Forecourt Attendants: 6%
- Cashiers: 4%
- Chars: 5%

**All other Sectors: 5%**

**This agreement will expire on 31 August 2025.**

# MISA member's gratitude to MISA

**M**erisha Pillay (24) the Bookkeeper of Halfway Toyota Shelly Beach in KwaZulu-Natal is delighted that MISA approved her Study Assistance for the second year.

Pillay has wanted to study since joining MISA in 2018.

The MISA Study Assistance of up to R12 500 assists 150 members, from 1 January, with their studies to grow and enhance their promotion opportunities in the retail motor industry.

The study assistance is subject to 12 months consecutive contributions and specified criteria.

Her colleagues shared the educational benefits with Pillay and she phoned MISA right away.

“Being exposed to creditors and the financial department, made me realize that I want to grow. I have always wanted to study and working in finance was the right push.

**“MISA’s professional service is excellent and they are ready to assist whenever one has enquiries. Thank you MISA for changing the lives of members.”**

In the next five years, she plans on achieving her degree in accounting to grow even further in her career.

For more information, please e-mail [training@ms.org.za](mailto:training@ms.org.za).



Merisha Pillay

# A truly loyal MISA member

**A**ndile Ebbie (46) a Sales Executive at the KIA Parts Distribution Centre in Germiston, and a loyal MISA member, just loves our benefits.

He received the Loyalty Benefit of R750 and School Support Benefit (for grade 8 – 10) of R 1 500 for his daughter (18) who is writing her matric prelim exam.

Ebbie also wants to apply for a MISA bursary of R12 500 towards funding her tuition fees next year.

He joined MISA simply for the assistance of the Union’s Legal Department, should he need it at work, only to realise MISA’s holistic range of benefits.

Martlé Keyter, MISA’s Chief Executive Officer: Operations, says MISA cherishes the relationship with its members, always being mindful that our members are the foundation of the existence of the Union.

“As CEO I believe the value of loyalty is immeasurable. Loyalty is one of the finest qualities a person can have, but it can easily lead one astray, especially after a difficult year of wage negotiations.”



## Loyalty Benefit

“Loyalty strengthens bonds between people and can create lasting relationships.”

“That is why MISA decided to reward the first 3 500 members with two continuous years’ membership (104 continuous weeks) as at

31 December 2024 with R750. Knowing that a little bit can go a long way in trying times.”

MISA members can claim the Loyalty Benefit again as from 1 January 2025.



# MISA Woman of the Year 2024 Regional Finalists



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 Forum instituted this Award in 2010 to pay homage to the role that women play in this important economic sector.

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.

## The 2024 MISA Woman of the Year Award Winner will win an overseas educational trip in 2025.

Good luck to all the Region Finalists. We look forward to seeing you on the 6th of November at Avianto in Muldersdrift.



### Sthokozile Mweni - KwaZulu-Natal Region

Sthokozile Lydia Mweni (46) a Receptionist at Kia, Renault & Mitsubishi, Durban Multifranchise, joined MISA in 2022.

She nominated herself for this year's Award after reading the journey of Phumzile Sabela, MISA Woman of the Year 2017, in a previous edition of MISA eData.

"I am honoured to be a finalist. This was a big surprise to me."

She loves taking care of those in need, especially children. "Children are a beacon of hope for our future and should be nurtured from an early age. I believe in making a difference in a child's life for a better tomorrow. If I had all the means in the world, street kids would not exist.

"I did not know that I was capable of such, thank you so much MISA. This might just be an award to some however, this is a lifetime opportunity to me," says Mweni.

"I believe God wouldn't put you where you are if he did not trust you enough to pull through."

### Charney Stone - Western Province Region

Charney Stone (29) a Customer Relations and Marketing Manager at BMW Century City in Cape Town plans to impact as many lives as possible.

Stone has been part of MISA for a decade.

Her passion lies in women's rights within the workplace and education for both young people and women, enabling women to grow within the industry.

"To be a woman in a male dominated industry can be intimidating however, it is possible for women to do the men's work too. Women's skills should not be undermined within the industry. I want to be the voice to the women who do not believe in themselves."

Stone believes in equal rights for everyone and making a difference in the lives of young people, to believe in themselves and to make it in the industry. Young people should be exposed to a variety of opportunities to make the right career choices. She wants to be the change she wants to see.

"I believe #MISACARES, it's not just a hashtag. I have seen it in action. Winning will enable more issues to be addressed and a difference to be made.

"I have seen what MISA is doing and to be part of such greatness will mean the world to me. I want my two children to see women empowerment through me," says Stone.





## Fadhiah Maarman - Eastern Cape Region

Fadhiah Maarman (40) a Creditors Clerk at Nissan Eastern Cape, in Gqeberha was nominated for the second time this year and is ready for change.

Maarman has been part of the industry and MISA for 11 years and has been a MISA Women's Forum Representative in the Eastern Cape Region for over a year.

She believes in education being the ladder out of poverty and towards growing one's career.

While MISA is giving a platform for its members, to better their careers, she believes that she can also do more for those in need, especially in the community.

"My father was unable to finish school since he had to work for us but he made sure that his three daughters were educated. He taught me that one thing that can never be taken away from you is your education therefore, young people should see the importance of staying at school and how it will impact their lives for the better."

"Making a difference in someone's life makes me feel good," she says.

She believes that MISA is the hope for the hopeless and the voice for the voiceless.

"It is only impossible until it's done."



## Nicky de Villiers - Northern/Highveld Region

Nicky de Villiers (41), a Sales Executive at Hatfield VW in Braamfontein, has been a MISA member for 14 years.

She believes that her story and growth can inspire women to believe in themselves. In the past, she lacked a lot of confidence which has led to a number of things including selfharm.

This is the second time that she nominated herself for the Award. "My aim is to bring mental awareness into the workplace. Mental health is a challenge for both men and women and that is something we cannot run away from.

"I have realized that not everyone has access to health care or a professional to talk to. Taking this step to nominate myself brought so much healing.

"Winning the award will mean that I will have the platform and power to have an impact in someone's life, for women to stand-up and uplift each other," says de Villiers.

She wants to be the light and safe space for women. "I want women to see that there is light at the end of the tunnel."

"I have a glorious purpose. There is a lot happening and my job is to show up and do my best."

## Candice de Beer - Free State/Northern Cape Region

Candice de Beer (30), a Service Advisor at Upington Toyota, has been a MISA member for the last decade.

She believes in uplifting the community at large. "Seeing a smile on someone's face because of the difference you are making, is priceless."

De Beer is passionate about the well-being of people, loves taking part in initiatives that includes women, children, animals and hospitals.

"It is the first time being nominated, and when the e-mail came through it was a different kind of feeling. It was unexpected, I was speechless. The e-mail informed me that I was a Finalist.

"Winning will provide me with a wider platform as through MISA I aim to reach out to even more communities.

"With the different MISA initiatives, I can continue to do more work that will better people's lives," says de Beer.



# East London August Women's Breakfast



# Durban August Women's Breakfast



# Cape Town August Women's Breakfast



# Gqeberha August Women's Breakfast



# Johannesburg August Women's Breakfast



# Bloemfontein August Women's Breakfast



# A Sales Outlook for New Electric Vehicles (NEVs)



The global sales of NEVs have experienced a surge over the past decade according to statistics from the International Energy Agency.

The National Association of Automobile Manufacturers of South Africa (NAAMSA) distinguishes between electric vehicles (EV), plug-in hybrid (PHEV) and traditional hybrid (HEV), collectively referred to as NEVs.

Both traditional hybrid and plug-in hybrid vehicles rely on an internal combustion engine which is supplemented by battery power. Electric vehicles however are solely powered by an electric drivetrain.

Although most countries are far behind their initial NEV targets and adapting their goals almost yearly, the overall trend in NEV adoption is upwards.

This can mainly be attributed to the implementation of subsidies to the consumer by many governments across the world in order to encourage car buyers to switch to NEVs.

According to consumer intelligence company, J.D. Power, price is the main reason why an individual decides to buy or not to buy a NEV. South Africa currently has no incentives in place to encourage the consumer to buy a NEV which is clearly indicative in the figures.

## A Global and South African Perspective

The NEV statistics reported below are on full battery electric (EV) and combined hybrid electric vehicles (PHEV and HEV).

- In 2018, NEV sales was just over 2 million yet five years later NEVs reached staggering sales of almost 14 million. China, Europe and the United States constitute 95% of the 2023 sales.
- As of 2023 the total number of NEVs on the roads totals 40 million compared to 1.47 billion of total cars on the road, globally. This means that in 2023, NEVs comprised 2.72% of all cars on the road, worldwide, of which full battery electric vehicles and hybrid vehicles accounted for 1.90% and 0.82% of all cars on the road, respectively.
- According to the Automobile Association of South Africa (AA) there are just over 11 million vehicles on South African roads. This means that NEVs represent a mere 0.15% of the total South African car park.

	Year 2019	Year 2020	Year 2021	Year 2022	Year 2023	Q1: 2023	Q1: 2024
Plug-in hybrid	72	77	51	122	333	25	138
Traditional hybrid	181	155	627	4,050	6,484	1,408	2,574
Electric	154	92	218	502	929	232	330
<b>Total NEVs</b>	<b>407</b>	<b>324</b>	<b>896</b>	<b>4,674</b>	<b>7,746</b>	<b>1,665</b>	<b>3,042</b>

NEV Sales 2019 to Q1 2024 (NAAMSA Quarterly Review of Business Conditions, 21 May 2024)

In comparison during the same period above, full battery electric and combined hybrid electric sales represented, 0.02% and 0.13%, of the total South African car park, respectively.

- Global car sales were recorded at 75.3 million in 2023. Of this, NEVs accounted for more than 18% of all cars sold in 2023, up from 14% in 2022. NEV sales in 2023 were 3.5 million higher than in 2022, a 35% year-on-year increase.
- Full battery electric cars accounted for 70% of the electric car stock in 2023.

## Key NEV Markets

- While sales of NEVs are increasing globally, they remain significantly concentrated in just a few major markets: China, Europe and the United States.
- In 2023, just under 60% of NEV car registrations were in China, around 25% in Europe, and 10% in the United States.
- In China, the number of NEV car registrations reached 8.1 million in 2023, increasing by more than 37% relative to 2022.
- In Europe, NEV car registrations reached nearly 3.3 million in 2023, increasing by more than 20% versus 2022. Countries like Norway have emerged as global leaders in NEV adoption. In 2021, nearly 65% of all new cars sold in Norway were fully electric, underscoring the country's ambitious goals to phase out internal combustion engine vehicles entirely by 2025.
- In the United States, NEV car registrations totalled 1.4 million in 2023, increasing by 40% compared to 2022.
- However, sales remain limited elsewhere, even in countries with developed car markets such as Japan and India.

## Future Outlook

Looking ahead, the global sales of NEVs are expected to continue their upward trajectory. Although analysts predict that NEVs could comprise a significant proportion of global vehicle sales by 2030, these targets differ from country to country and it will be irresponsible to anticipate where the South African NEV market will be by 2030, as it appears to be substantially lagging behind the global trend.

## Some Interesting NEV Facts

- Large, higher-end full battery electric models offer ranges averaging around 350-400km depending on outside temperature, terrain and speed variants.
- Internal combustion engine vehicles usually have an average range of 400-600km.
- For someone driving smoothly and efficiently, regenerative braking might increase the range by about 10%.
- Governments across the world offer subsidies and tax benefits to incentivise the purchase of NEVs. However, these measures vary across countries, states and cities. Romania, Norway and California offer some of the best purchase incentives.

## Manufacturing

Although South Africa is the second largest vehicle manufacturer in Africa after Morocco, we are currently not manufacturing any electric vehicles. Interestingly, as of 2023 South Africa is ranked number 22 in the world for vehicle motor production. However, 20 years ago South Africa was ranked number 20.





# Launch of the IEDF Webinars



Industry Equality & Diversity Forum  
endGBV@ms.org.za

From left to right: Jahni de Villiers, Director: Labour Amplified, Thandeka Phiri, National Training and HR Manager, Willemien Strydom of the Suid Afrikaanse Onderwysers Unie and Elsie Croukamp of Barnies Panelbeaters

The launch of the webinar series took place at the MISA Women's Breakfast in Johannesburg. The webinar series was launched by Jahni de Villiers the Director of Labour Amplified, a management consultancy business that provides labour relations advisory services, dispute resolution in workplaces, domestic, and labour legislative practices and procedures amongst other services.

## MISA has entered into a collaboration with Labour Amplified and Global Business Solutions to advance the training initiatives of the Industry, Equality and Diversity Forum (IEDF).

### IEDF & Initiative

The IEDF intended to combat prevalence of gender-based violence and advance equality and diversity in the world of work.

The forum accomplishes its objectives through:

- Drafting of workplace policies.
- Assisting companies to ensure gender equality, eradicate discrimination and violence at work towards a diverse culture.
- Roll out training.
- Facilitate or host industry webinars based on the focus areas of the Forum.

- Shaping the future of the retail motor industry in order for young workers to have long term career paths.

One of the ways in which the forum achieves these objectives is through entering into strategic partnerships and collaborations for the overall benefit of the industry. .

This collaboration is intended to specifically address the need to train, develop and raise awareness on the elimination of workplace violence and harassment.

The training will enable participants to join the 10 minute video series with minimal disruption to their busy schedules.

MISA will publish the dates on our social media pages.

### Topics covered in the videos:

#### A) Definitions and application

1. What constitutes workplace harassment- Definition of workplace harassment?
2. Different forms of workplace harassment recognised in South Africa?
3. To whom does workplace harassment legislation apply? Are non-employees protected?
4. Is it legally permissible for an employer to request job applicants to disclose any history of harassment?
5. Is a history of harassment a permissible ground on which to refuse employment?
6. Must harassment take place on employer premises or during working hours?

#### B) Reporting

7. Who may report workplace harassment and when can workplace harassment be reported?
8. Does a delay in reporting effect the action to be taken?

9. Does the conduct need to have been continuous or does a once off suffice as harassment?
10. What can employee do when they are harassed?
11. What are the rights of victims and alleged perpetrators?
12. What recourse if available to victims of workplace harassment where they are unsatisfied with the actions taken by the employer?

#### C) Employer obligations: prior to harassment

13. What can an employer do to combat workplace harassment?
14. Apart from a workplace policy on harassment, what other measures can an employer implement to mitigate the risk of workplace harassment?
15. Has remote work impacted the ability of employers to mitigate workplace harassment? If so how?

#### D) Employer obligations: investigation, discipline.

16. What are the employers' obligations upon receiving a report about workplace harassment?
17. Does the employer have an obligation to investigate all harassment claims?
18. May an employer discipline an alleged perpetrator notwithstanding the victim not wanting to pursue a formal process?
19. Is the employer obligated to investigate a claim of harassment received/ made anonymously?
20. Do laws pertaining to data privacy impact an employer's ability to investigate and act on claims of harassment?
21. What measures must an employer implement to ensure compliance with data protection or an employee's right to privacy while effectively investigating claims of harassment?

# Skills speak louder than words



Article by Amandla Kuse, Senior Training Officer

Knowledge, skills and experience are required to effectively complete a task. These abilities can be developed on a generic basis or with a specific emphasis towards specialisation in a field. This can translate into greater success in your career and other areas of life.

Knowledge is easily accessible across a variety of platforms and qualifications can be acquired from a variety of training institutions. Knowledge and qualifications are not complete on their own. In order to stand out amongst one's contemporaries, certain sets of additional skills are required.

Skills can be classified into two categories, technical (hard) skills and soft skills.

## What is a skill?

A skill is a learned ability to act with determined results often within a given amount of time, energy and standards.

In a work environment, skills refer to an individual's ability to execute a task well according to the desired standard.

## Categories of skills

Employers seek and hire candidates who not only possess the required level of technical competencies to get the job done, but also have the complementary skills to be successful at their work, fit into the organisation's culture, while interacting with all stakeholders.

These desired competencies include both technical skills and soft skills. Although technical and soft skills differ from each

other, both are necessary to be successful in a career and life in general.

Technical skills are hard skills specific to a job, and are required for one to actually perform tasks accurately and precisely, for example if one is a chef, cooking would be a hard skill, or for a programmer, coding would be an example of their technical/hard skill.

Technical skills can be acquired or learned through formal education obtained from educational institutions, such as universities, colleges and training centres.

They can also be acquired through on the job, practical training or work experience.

Soft skills refer to a cluster of personal qualities, habits, attitudes and social graces that make someone a good employee and compatible to work with.

These include communication, teamwork, emotional intelligence and conflict management. Soft skills are non-technical skills that relate to how one works, they support individuals in their job function, complementing their knowledge and experience by creating a platform to engage with people when doing that job.

Therefore, soft skills foster accountability and ultimately are what makes an individual exceptional at their job. They include how you interact with colleagues, solve problems and manage your work.

These skills are critical for success in most careers, as they help you build and maintain relationships, navigate complex situations and to achieve your goals.

Furthermore, soft skills contribute in creating a healthy working environment.

The chef or programmer in the earlier examples, will need to interact effectively and harmoniously with colleagues, clients and service providers.

These interactions requires the ability to communicate effectively and professionally, work in a team, meet deadlines, manage and resolve conflicts.

Soft skills can not only be acquired through a variety of formal and informal training, but also our daily lives present an opportunity to develop these soft skills.

The beauty about soft skills is that they are transferable and can be used in any job function. This makes employees with soft skills very adaptable.

It is often said that *“technical skills will get you a job, and soft skills will keep your job and take you to the top”*.

MISA offers educational benefits with the aim of assisting and developing members in their respective careers.

- MISA members can apply for funding of their tertiary studies through the MISA Study Assistance Benefit paying up to R 12 500 per annum for studies in line with a member's current occupation or development plan.

In funding studies for qualifications aligned with the retail motor industry, MISA invests in the growth and development of not only our members but also contributes to the overall growth of the industry.

- MISA offers specified Soft Skills Training interventions aimed at supplementing technical skills and to improve workplace performance.

Tony Buzan said, *“Learning how to learn is life's most important skill.”*

**In the month of September, MISA members stand a chance to enhance their skills through the Soft Skills Training Competition. Entries open on 01 September 2024.**

**Enquiries on all our educational benefits can be directed to [Training@ms.org.za](mailto:Training@ms.org.za).**

# Soft Skills Competition

## 1 – 30 September 2024

Training@ms.org.za



From 01 September – 30 September 2024, MISA members can enter the Soft Skills Training Competition where 5 eligible members will be selected as winners each week.

The winners will each receive two soft skills training interventions which they can attend within 4 weeks of each other.

### Members will qualify to enter the competition if they:

- Have 13 weeks' consecutive membership contributions as at the date of application.
- Submit a correctly completed application form with required supporting documents (application forms will be issued from 01 September 2024).

Applications will be on a First-Come-First-Served basis!







### Terms & Conditions:

- Members with less than 13 weeks' consecutive membership contributions as at the date of application are excluded.
- Incomplete applications will not be considered.
- There will be no follow up correspondence to members with incomplete application forms.
- Members who have received the MISA

Study Assistance benefit 6 months prior to the competition will not be eligible to enter the competition.

- Members will not be allowed to repeat training which MISA already paid for.
- Training courses won will need to be attended prior to 01 January 2025.
- Training courses won cannot be exchanged or ceded to other persons.
- In person training shall be provided based on availability of an accredited training provider, procured by MISA, in the area preferred by the member.
- Save for the strictly contact courses (e.g. Firefighting, First Aid), non-availability of a training provider at a reasonable cost may lead to the training being offered online only, alternatively, the member shall be required to select an alternative training intervention.
- Travel and accommodation for training attendance will be for the member's own account.
- MISA is exempt from any liability towards a member in regard to the training, should the member fail to attend the course on the specified date, regardless the reason for the absence.

### Members entering the competition may select from the following training interventions:

1. Basic Firefighting  

2. First Aid – I, II or III  

3. Health and Safety Rep training  

4. Introduction to Computers/Basic Computer Skills  

5. Microsoft Word - Intro, Intermediate, or Advanced  

6. Microsoft Excel - Intro, intermediate, or Advanced  


MOTOR INDUSTRY STAFF ASSOCIATION

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# 2024 Benefits



These benefits are included in your monthly contribution.

Terms and Conditions apply to all benefits.

For more information contact MISA on (011) 4763920 or e-mail [info@ms.org.za](mailto:info@ms.org.za)

**JOIN #MISA, the Intelligent Alternative in the retail motor industry, today!**