



Employer has to pay after dismissal ruled unfair

No amount of money will compensate a MISA member for the trauma he and his family have suffered after he was unfairly dismissed from a motorcycle dealership.

“The conduct of my former employer was tormenting to me and put me on the back foot. Although the dealership must compensate me with the equivalent of five months’ salary, all of the money will go towards my rent, water and electricity that are in arrears and to service the loans I had to make from relatives and friends, simply to survive,” says the member.

The member has been working in the retail motor industry for a decade and this was the worst he had been treated by an employer.

“I am very grateful I had MISA’s Legal Department on my side. My case was allocated to Nichole Geldenhuys, one of the Senior Labour Advisors, and she gave me very professional help from the start. I knew I was in excellent hands.”

MISA took the member’s case on arbitration to MIBCO’s Dispute Resolution Centre (DRC) after he was dismissed on 15 January this year. MISA’s Legal Department does not take every dismissal to the DRC, but do their due diligence before a decision is made to dispute the fairness of any dismissal as far as the procedure and substantive reasons are concerned.

The member worked as a Parts Manager for two years, earning a salary of R25 000 per month.

On 9 January 2024, the member was charged with gross negligence and misconduct. It was alleged that he ignored the workshop protocol on 30 December 2023, acting outside of the scope of his authority by forcefully instructing fellow workshop staff to wash the customers’ motorcycles.

It was further alleged that the member failed to ensure effective compliance and adherence to company processes implemented in the workshop, as well as internal workshop system-and-audit-recording-protocols regarding the washing of customers’ motorcycles.

According to the employer, the unauthorised motorcycle washes, without proper approval and paperwork, had an adverse impact on workshop productivity and resources. The employer further alleged that the member had contravened the employer’s disciplinary code.

The Arbitrator found that prior to December 2023, when new management took over, there was a ‘lax environment’ at the dealership. Customers would naturally approach our member, as opposed to a service advisor or workshop reception, because they knew him well and because he had excellent knowledge about motorcycles.

The employer’s version was that they had introduced a new Standard Operating Policy (SOP) in November 2023, but was unable to confirm who were in attendance when this new SOP was implemented. There were no minutes, attendance register and no other corroborative evidence presented.

The employer did not suffer any financial loss, due to the two undocumented motorcycle washes, because both washes were paid for, albeit later, but nevertheless proceeded to charge him with gross negligence.

The Arbitrator pointed out that there were elements of inconsistency in the employer’s handling of the case, as the member was dismissed while another employee received only a final written warning. The employer failing to prove that the dismissal was fair.

Moreover, the member was not given a fair opportunity to state his case as was shown through the transcribed recording of the disciplinary hearing where it was evident that the chairperson constantly interrupted him and he was denied the right to call his witnesses. In this regard, the Arbitrator ruled that the procedure adopted by the employer was unfair.

Taking into account that the member did not want reinstatement after the treatment leading up to his summary dismissal, having a clear disciplinary record being dismissed without a fair reason and ultimately remaining unemployed in a country that is faced with a high unemployment rate, MISA is thankful for the finding and measure of relief.

There is no guarantee that the member will enjoy gainful employment again or undo the hardship suffered throughout this year as a result of the unfair dismissal.



Message from *Martlé Keyter*

MISA CEO: OPERATIONS

It is with great gratitude that I draw the curtain on 2024, the best year ever in the 30 years that I have been with MISA.

It is an honour and humbles me to be co-steering this unique trade union with my colleague, Hermann Körstens, Chief Executive Officer: Strategy and Development.

Our greatest achievement is the recognition from MIBCO, the Motor Industry Bargaining Council, that we are now the clear majority Union representing more than 69 000 members.

We could not have achieved this without the faith and support of each and every MISA member. The most important stakeholders in any trade union are its members for without them, there will be no Union.

MISA's members allowed us to move mountains, setting the trend for trade unions in South Africa while achieving unknown heights.

MISA realised that globally the traditional role of trade unions is becoming redundant. The young workers of today don't want to jeopardise their careers for the benefit of the collective workforce. That is why less than 23% of the formal workforce in South Africa belongs to trade unions.

Lots of employees in the retail motor industry work on commission or performance-driven targets based on their output. The days when employees were willing to expose themselves to stand as a shop steward and use their own time to represent a colleague are gone.

As harsh as it sounds, it is every man for himself. South Africa's unemployment rate is 32.10 % with unemployment amongst our youth remaining a staggering 45,5%.

The Covid-19 pandemic showed millions of workers how fast the tables can turn and you can be out of a job. MISA realises that we need to have open communication and robust debates to find solutions, but we need to protect the financial interest of the employer too, because without an employer there will be no jobs.



Martlé Keyter

MISA is not politically affiliated. The Union does not care which political party you support or what you prefer to do in your spare time. MISA is a phone call away to protect your job and to fight for your rights.

Whilst doing that, MISA takes a holistic approach by also looking at a member's financial and educational needs, adding benefits that are included in your monthly contributions. These benefits are reviewed every year by MISA's National Executive Council.

But that is not where MISA's responsibility stops. MISA believes that we need to be the change we want to see. The Union believes in Ubuntu and knows that by working together we can achieve so much more.

In March the Union joined forces with FNB to partake in a clean-up project of the Kenmare Kloof and its Loop Stream, which runs over the waterfall in the Walter Sisulu National Botanical Gardens in Roodepoort, Johannesburg to raise awareness about the impact of water pollution.

During May the MISA Women's Forum and the Young Workers' Forum hosted 667 Grade 11 and 12 learners nationwide at six schools in Durban, Gqeberha, Bloemfontein, Cape Town and Soweto at the annual MISA Career Expo.

This union wants to ensure that our youth are aware of the job opportunities our evolving industry has to offer.

In May MISA donated R120 000 to the Prostate Cancer Foundation of South Africa, a registered non-profit organisation striving to raise as much awareness as possible about the disease.

MISA had an excellent webinar campaign during National Child Protection Week in June. The Union collaborated with the National Prosecuting Authority's Sexual Offences and Community Affairs (SOCA) Unit. As part of our campaign, MISA donated wool towards the NPA's Madiba Day Project, business cards for prosecutors of the unit and 40 puff jackets.

MISA gave meaning to the spirit of Madiba Day on 18 July by donating fifty blankets to keep orphaned rhino calves warm and to comfort them. The donation to Rhino Connect, a non-profit organisation in the battle for rhino conservation, was the highlight of MISA's blankets roll-out during Madiba month. More than 1 000 blankets were donated to members and non-profit organisations over the country, caring for the homeless, elderly, disabled and children.

The Union entered a team to participate in the SPAR Women's Challenge Tshwane/ #ChooseYou for the first time on 3 August, joining more than 15 000 participants. As a result, the Union has been invited to be one of Spar's 20 main sponsors for the event in August next year. The only trade union that will have this privilege.

MISA's highlight for this year's 16 Days of Activism Against Gender-Based Violence was a nationwide screening of the movie *It Ends with Us* throughout all our regions. The movie, based on the award-winning novel by Colleen Hoover, explores themes of domestic violence and emotional abuse.

Let's continue to take MISA to new heights in 2025. Have an amazing Festive Season with your loved ones and travel safe wherever you go.



Nomination of Beneficiaries

The loss of a loved one is challenging, and financial issues can worsen the situation if proper planning isn't in place. Having a valid and up-to-date Nomination of Beneficiaries form is essential to prevent delays in distributing death benefits from the Motor Industry Retirement Funds (MIRF).

This form allows you to nominate dependants or beneficiaries and allocate your death benefits, as per Section 37C of the Pension Funds Act. While trustees have the final say in ensuring fair allocation, an up-to-date form helps streamline the process. Without it, benefits may be delayed or transferred to your estate, causing further hardship for dependants.

Tips for Completing Your Form

- ▶ Include details of your spouse(s) or life partner(s).
- ▶ List all children (biological, adopted, or from previous relationships).
- ▶ Add any legal or financial dependants, like a divorced spouse or elderly parent.
- ▶ Nominate anyone else you wish to receive a portion of your benefit.
- ▶ Allocate percentages to beneficiaries, ensuring the total equals 100%.

Keep your form updated to ensure your loved ones are cared for without unnecessary delays.

[Click here to access the Beneficiary Nomination Form.](#)

Don't ignore your prostate

Frik Möller's life was saved with the grace of God when he asked his doctor if he could come for a check-up when he had to take his sick son to see him.

Möller had no complaints but realised that he was no longer urinating as strongly as he used to do in the past. He brushed it off as part of ageing, but the doctor recommended that a blood test be done.

"When I listened to the webinar MISA hosted on prostate cancer, in collaboration with Andrew Oberholzer, Chief Executive Officer of the South African Prostate Cancer Foundation, I realised just how lucky I was.

"The tests indicated that my prostate was enlarged and my cancer blood count was too high. The doctor scheduled me for a biopsy. The results showed that I have prostate cancer."

According to Möller, he was in denial, with a strong family history of prostate cancer and being 56 at the time, all the signs were right in front of him.

Oberholzer said that prostate cancer affects approximately 1 in 4 to 1 in 6 Black African men and 1 in 8 to 1 in 9 white men. There is a 60% higher incidence in black men. The risk of dying of prostate cancer amongst Black African men is more than 2,5 times higher than that of white men.

Forecasts predict that prostate cancer will be the most common cancer in South Africa by 2030.

According to Oberholzer, unlike the case of Möller, for the majority of males in South Africa presented with locally advanced or advanced (metastatic) disease at presentation, the cancer is no longer curable at this stage.

"The prostate was removed. There was no need for further chemotherapy because the cancer did not spread. The only discomfort I experienced was wearing a catheter with nappies for a month after surgery.

"I had to learn to control my bladder. I am a very strong person emotionally. For me it was mind over matter. There was nothing I could do about my situation. I had to adapt, adjust and navigate myself back to normality," says Möller.

Since then Möller has been an advocate in not ignoring the early warning signs.

"Cancer comes to you like a thief at night. God protected me and mine was detected early enough. Men should not lend their ears out to stories that it affects their manhood."

"Don't let your ego stand in the way of getting cured," says Möller.

He encourages members to watch it on the Union's YouTube Channel on <https://www.youtube.com/@misaonthemove-cares/>



Frik Möller

Risk factors for prostate cancer

- Age:** As men get older, they are more likely to have prostate cancer.
- Race:** Black males are at an increased risk. Occurs at a younger age and more aggressive type of cancer.
- Family History:** A history of breast or prostate cancer in a first degree relative.
- Genetics:** Presence of genetic mutations such as BRCA2.

Symptoms of early-stage prostate cancer:

- Difficulty starting to urinate or emptying the bladder.
- A weak flow of urine.
- Pain when urinating.
- A need to urinate often, especially at night.
- A sudden urgent need to urinate.

There is life after abuse

Do not stay in an abusive relationship believing that the abuser will change, they won't and you are enabling them by staying.

"You have to decide that you are no longer prepared to be a victim. It is a decision you have to make. There is life after abuse."

These are the words of Pastor Norman Clack, author of the book "I am my Father's Child" a memoir of the brutal abuse he suffered at the hands of his father.

Clack was the first presenter of MISA's webinar series aimed at creating awareness for the annual 16 Days of Activism against Gender-Based Violence and Femicide.

Martlé Keyter, MISA's Chief Executive Officer: Operations, says Clack managed to break the stigma of abused victims becoming abusers as adults because it serves as a way to regain a sense of power.

As part of its nationwide awareness campaign MISA also screened the blockbuster movie It Ends with Us to selected audiences with whom the Union has built relationships over the last decade.

Clack was 11 years old when he was caught shoplifting with a friend. After his father heard about the incident, he beat him up so badly that his blood was against the walls of his room. He was unconscious for two days.

"When you are in an abusive relationship, you think that it is normal. I thought that all children were beaten like I was.

"My family knew what I, my mom and my



Norman Clack

sister were going through, but did not speak up. They kept quiet. I want to urge everyone not to keep quiet because you are enabling the abuser.

"I also had to realise that it was not my job to fix my father. You have to ask yourself who has the addiction. All of us have the ability to adapt. You cannot do it alone, ask for help. You will be amazed how many people are willing to help once you reach out."

Clack was confronted with the very painful situation when his father fell very ill and lost

everything. He had to move in with Clack and his family until he died three years later.

In his book, Norman Clack relates with authentic openness how his father's illness resulted in pain and chaos, yet ultimately led to redemption and healing.

"To this day I experience triggers reminding me of the abuse. But I have learnt to manage them."

You can buy the book for R250 via MISA. Just e-mail media@ms.org.za.

Break the stigma: men can be victims of GBV too

Most men have to be assaulted so severely that they end up in hospital where they need to account for their injuries before they will admit to being victims of gender-based violence.

Capt. Johan van Dyk, spokesperson of the South African Police Service in Tshwane, explained during MISA's webinar series that the stigma men face in society, about being victims of gender-based violence, is so severe that he could not find any statistics for the last six months as he did his preparation.

He found that men acted more preventative. There were more than 300 cases where men voluntarily submitted their firearms to the police for safekeeping at Tshwane's 36 police stations.

Van Dyk says that although he does not take away from the severity of gender-based violence and femicide in South Africa towards women and children, awareness must be raised that they are not the only victims.

"Women can be abusers too, this includes physical, verbal, emotional or financial abuse.

Neither the Constitution, Harassment Act nor

the Domestic Violence Act refers to the sex of the abuser.

"But the reality is if a man needs a safe house for himself and his children, there are none. The system does not cater to a father that might need to flee his home with his children in the middle of the night."

Van Dyk had to intervene in a case once where police officers laughed at a man who wanted to open a case because his wife assaulted him.

"It is already such a big embarrassment for a man to come forward. The female abuser often getting an interim protection order against the man. The fact that he is the one being abused will only come to the attention of the court when forced to play voice recordings and videos of the threatening behaviour of the abusive wife.

"That is why the police are trained to treat both parties impartially and without any bias."

Van Dyk pleads for more types of awareness campaigns and support groups for men.



Captain Johan van Dyk

MISA has a new APP

Enhancing service to our valued members is of utmost importance to MISA. That is why MISA developed a more user-friendly and modern App to replace the old App that has become outdated.



You asked for it, we delivered
MISA's New Mobile App

MISA proudly launched the new MISA App on the 28th of November 2024, that is fast, effective and user-friendly while linking you to MISA's website where needed.

Remember it is of utmost importance that you use the app to update your beneficiaries and other personal information.

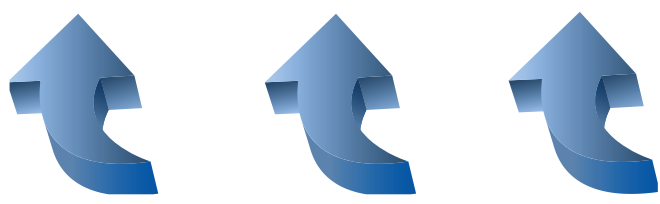
You will also get notifications about important upcoming events on the app.

MISA would love to get your feedback and suggestions. Please send an e-mail detailing your experience to Sonja.Carstens@ms.org.za.

If you are already using the MISA App, the new App will automatically replace your existing App. To our members not yet using the mobile App, you may download it from your Play Store or Apple Store, searching MISA App or by following this link: <https://app.misa.org.za/download>

You can also scan the QR Code to download the MISA App.

Remember, your cell phone number/s must be correct on MISA's records in order for you to login to the APP.



Scan the QR code or use the App Store to get the New MISA App

Raising awareness for #Movember with this unique Mo

MISA member Adrian Stanley (48) is used to hundreds of people taking selfies with him.

For the past decade he has been raising awareness for cancer by having a Mo shaved on the back of his head for the duration of Movember.

Stanley, a Sales Executive at Suzuki N1 City in Cape Town started his own Movember project after his father lost his battle against cancer in 2014. He had a brain tumour.

"I get stopped everywhere I go. Everyone loves it. I know a lot of people who have lost the battle against cancer and that awareness and early detection are key."

"This is my small way of making a difference. The other day I had to pose for more than 500 selfies with people. At least my efforts get lots of attention," he says

Stanley has been a MISA member for the last decade.

Madelein Möller, one of MISA's Recruitment and Liaison Officers, saw his Mo and wanted to share it with the rest of the Union's members.



Adrian Stanley

1 January 2025 Benefit Claims:

<https://portal.misa.org.za/>

Healthy MISA Member Claim

- Only online submissions will be accepted.
- Member should have 26 weeks consecutive contributions at 31 December 2024.
- Members will only be eligible for either the Healthy MISA Member benefit or the Healthy MISA Women benefit, in one specific year.
- Members registered on the Bronze option are excluded from this benefit.
- Members whose membership terminated on/before 31 December 2024 are excluded from this benefit.

Submission Requirements:

1. ID copy of member
2. Proof of Wellness Campaign - (For 2024 - completed between 1 Jan. 2024 and 31 Dec. 2024)
 - Can be done through a medical aid campaign, a general healthcare practitioner, at Clicks, Dischem or any other local clinic.
 - The following checks are compulsory:
 1. Blood Pressure
 2. Blood Glucose | HbA1c
 3. Cholesterol | Lipogram
 4. Weight Assessment | BMI
 - No invoices or statements will be accepted as proof.
 - Member's and Wellness Practitioner's details should be on the proof.
3. Confirmation letter from employer stating that the member hasn't been off sick for more than two days during 2024.
4. December 2024 Payslip
5. Stamped Bank statement or Bank confirmation letter (not older than three months)

Attachment Requirements

- Please ensure that you have your attachments separately before submitting
- Ensure that your attachments do not exceed 5MB
- Only upload files with extension PDF/JPG/JPEG/PNG



Healthy MISA Woman Claim

- Only online submissions will be accepted.
- Member should have 26 weeks consecutive contributions at 31 December 2024.
- Members will only be eligible for either the Healthy MISA member benefit or the Healthy MISA Women benefit, in one specific year.
- Members registered on the Bronze option are excluded from this benefit.
- Members whose membership terminated on/before 31 December 2024 are excluded from this benefit.

Submission Requirements:

1. ID copy of member
2. Proof of Mammogram or Pap smear (Report or Results) - (For 2024 - completed between 1 Jan. 2024 and 31 Dec. 2024)
 - Medical examination(s) must be conducted by a medical practitioner registered with the Health Professions Council of South Africa.
 - No invoices nor statements will be accepted as proof.

3. Stamped Bank Statement or Bank Confirmation Letter not older than three months
4. December 2024 payslip

Attachment Requirements

- Please ensure that you have your attachments separately before submitting
- Ensure that your attachments do not exceed 5MB
- Only upload files with extension PDF/JPG/JPEG/PNG

School Support Claim

- Only online submissions will be accepted.
- Member should have 26 weeks' consecutive contributions at 31 December 2024.
- Members registered on the Bronze option are excluded from this benefit.
- Members whose membership terminated on/before 31 December 2024 are excluded from this benefit.

Submission Requirements:

1. ID copy of MISA Member (parent/s)
2. ID copy/Copy of birth certificate of learner
3. Affidavit/Proof of adoption/Marriage certificate if learner's surname is different to that of the member
4. Confirmation/Proof of registration with school/institution
2025 confirmation should include:
 - Name of school where learner is registered;
 - Grade or course for which learner is registered for.
5. **Proof of the school's registration with the Department of Basic Education.**
The proof can either be on the:
 - School's official letterhead
 - On the school stamp
 - A letter providing such confirmation
 - Confirmation as obtained from the school's website
 - Confirmation as received from the website of the Department of Basic Education
6. **Results of the previous academic year's achievement**
 - Second time or repeat applicants need to provide a copy of the previous year's results
7. **December 2024 payslip**
If payment should be made directly into the member's account:
8. **Proof of banking details**
Proof of banking details should not be older than 3 months AND should have a bank stamp

If payment should be made into the school's account:

9. **Invoice/Statement**
 - Invoice/Statement for school fees, indicating year of study and grade which the learner is registered for
 - Invoice/Statement needs to be on the school's official letterhead and have an official school stamp.

Attachment Requirements

- Please ensure that you have your attachments separately before submitting
- Ensure that your attachments do not exceed 5MB
- Only upload files with extension PDF/JPG/JPEG/PNG



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School Support Benefit

Now open to all scholars
(grades 1 - 12)



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Loyalty Benefit



Loyalty Benefit Claim

- Only online submissions will be accepted.
- Member should have 104 weeks consecutive contributions at 31 December 2024.
- Members registered on the Bronze option are excluded from this benefit.
- Members whose membership was terminated on/before 31 December 2024 are excluded from this benefit.

Submission Requirements:

1. ID copy of member
2. Stamped Bank Statement or Bank Confirmation Letter not older than three months
3. December 2024 payslip

Attachment Requirements

- Ensure that each source document is saved separately
- Ensure that your documents do not exceed 5MB
- Only upload files with extension PDF/JPG/JPEG/PNG

Still loyal to MISA after two decades

Administration Clerk, Loretta Rossouw (52) has been a MISA member since 2004.

She could not believe the number of benefits available to MISA members after Natalie da Silva, one of MISA's Recruitment and Liaison Officers visited Goldco Spares in Kroonstad, Free State, 3 years ago.

Rossouw was not aware of the financial benefits however, she knew that should she come across challenges at work, MISA's got her back.

She has been in the retail motor industry for 20 years.

"I thought being part of a Union only covers you should you be dismissed at work, I never thought it goes the extra mile for its members.

"I have claimed the Loyalty Benefit of R750 for the second year in a row and MISA School Support Benefit of R1 500 for the first time this year for my daughter who is in grade 10 and it really went a long way."

"It assisted me with her stationery in the beginning of the year. Thank you MISA for such wonderful benefits. I have missed out on a lot but I am now reaping the benefits. Members should utilize the benefits to their advantage", says Rossouw.



Loretta Rossouw

MISA is worth every cent

MISA paid Refilwe Moratele (37) 11 times over the past 8 years.

It pays to be a MISA member for Moratele, an Administration Clerk at Cargo Bedfordview Mercedes Benz in Gauteng.

Moratele has been in the retail moto industry for 13 years. She joined the union in 2015. Moratele was pregnant at the time.

"Although I knew that I would not get the Maternity Benefit, I saw that this is the Union to belong to and that my turn will come", says Moratele.

In 2017 she received the MISA Study Assistance Benefit of R12 500 towards her National Diploma in Business Management at the Academy of York (distance learning). She has 2 modules left and plans on completing those by 2025.

This year she received the Soft Skills Training for MS Excel: Intermediate to improve her skills in her position.

She has successfully claimed for the Healthy MISA Women Benefit of R3 000 since 2021, School support of R1 500 since 2022 and the Loyalty benefit of R750 since last year.

"MISA's service remains the best. The claims process is easy and the response is fast, not to

mention the payment of the claims. I always prepare the documents in advance so that I can submit the claims as early as midnight on the 1st of January every year.

"The new online process for the Loyalty and Healthy MISA Women makes it much easier", says Moratele.

Moratele makes sure not to miss out on MISA's benefits and submits her applications on time.

"I always keep up to date with MISA's website on the latest news as well as benefits. Being a MISA member is worth-while, we are getting so much more for paying less."

She also plans on doing the Soft Skills Training in Advanced MS Excel soon.

The claims application will begin on the 1st of January 2025.

Be on the lookout on MISA's social media platforms for more information and how to apply for these claims.



Refilwe Moratele

Member's children are studying, thanks to MISA Bursary

MISA member Zandisile Jali (57), a Sales Executive at William Hunt GM in Gqeberha, Eastern Cape, thanks MISA for giving his two children bursaries to further their studies.

His daughter, Qhama Jali (23), received R12 500 for the second time towards her second years' studies in Health and Wellness Sciences at the University of Western Cape.

His son, Xhanti Jali (20) is doing his first year in Human Settlement Development at the Nelson Mandela University in the Eastern Cape.

This benefit pays up to R12 500 to help fund the tertiary studies of members' children. Applications for the MISA Bursary will open on the 1st of January 2025 for a period of 13 weeks on a first-come first-serve basis.

These bursaries are subject to specific criteria and the member needs to have a minimum of 5 consecutive years' membership.

"MISA is of great help. The process was quick, MISA already having paid the institution directly. There was no need to even follow up, MISA's communication is excellent."

Jali has been in the industry for 10 years.

He joined MISA 10 years ago and saw how MISA has never been part of any strikes. After Jali joined he saw how MISA's Recruitment and Liaison Officers were checking up on their members, that's where he was reassured that he made the right decision.

Jali also learnt of the Loyalty Benefit through MISA's monthly newsletter, the eDATA. He received a Loyalty Benefit of R750 for 2 consecutive years, which he received in less than 2 weeks from the date of claiming.

"I love being kept up to date with the latest information through MISA's eDATA. I enjoy



Zandisile Jali

attending the AGM's as we get to hear so much from MISA, even winning a voucher last year. MISA is the best."

"Even my wife says they don't have such benefits at her Union, indeed MISA is changing so many lives, keep up doing the good work."

"MISA made it a possibility for both my children to further their studies and I could not thank them enough."

"Those who are not MISA members should make the right decision and join because it does not only have your back during labour disputes but can assist your children with their studies as well", says Jali.

For more information about the Bursary Benefit, contact the Training Department on 011 476 3920 or e-mail Training@ms.org.za

Sebothoma is grateful to be part of MISA

MISA Park's, Portia Sebothoma (40) believes that her retrenchment was a blessing in disguise, since it led her to MISA.

She is one of the Cleaners at MISA Park since 2018.

Sebothoma was working at Janco in Randburg before she was retrenched. She learned of the opening at MISA and joined the Union that cares.

She was born in Siyabuswa, Mpumalanga unable to finish her studies when she got pregnant. When her 3 children were grown up, Sebothoma later moved to Gauteng in 2010 to look for work.

"I found work in 2013 as a Cleaner also assisting at Reception for nearly 5 years, prior to being retrenched, getting another job at Janco in Randburg.

"I was grateful to be able to provide for my children as a mother having no income is

hard. I love my job at MISA Park. I even treat the tenants at the MISA Park as my bosses as without them and MISA, I would be adding to the high unemployment rate of 32.1% in the country."

"When I learnt of the MISA vacancy I never thought that I would find my happy place. Challenges will always be there but I believe in focusing on my job and making sure that I do what is expected of me", says

Sebothoma.

Growing up, she initially wanted to be a Social Worker. She loves helping people however, could not finish school when she became a mother.

When she is not at work she enjoys spending time with her loved ones.



Portia Sebothoma

Psychological effects of unemployment in South Africa



South Africa's unemployment rate dropped to 32.1% in the third quarter of 2024, a notable decline from 33,5 % in the second quarter of 2024.

The latest stats released by Statistics South Africa (StatsSA) that this is based on the more than 289 000 additional jobs created between July and September.

While the overall rate has improved, youth unemployment remains a challenge in South Africa with the latest data showing youth unemployment at a staggering 60.2% while young adults are sitting at 40.4%. Meaning more than a third of our young people are neither employed, studying or in training.

Unemployment affects people of all ages, with or without a qualification, it still remains difficult.

Discouraged job seekers rose by 160 000 (up by 5%), and the number of persons who were not economically active for reasons other than discouragement increased by 54 000 (up by 0,4%) between the second and third quarter of 2024.

With all these challenges, one cannot give up. Even though the rate of discouraged job seekers has risen, one's mental health is also important.

Unemployment can be an emotional roller coaster. A journey full of eagerness to find employment can turn into sadness, anger or bitterness.

Some of the effects of unemployment are:

- **Loss of purpose:** one of the mental effects, is often feeling you no longer have a purpose and meaning. Jobs give people's lives meaning, making them

feel more productive and like they are a contributing member of society.

- **Depression:** losing your job can leave people feeling sad and upset, but with time, hopelessness about finding a job may set in, and this depression can get much worse.
- **Insecurity:** self-doubt having no income makes one feel like a failure. The longer they go without finding employment, the more they lose their confidence.
- **Anxiety:** worries about finances and being able to provide for your family can easily escalate into anxiety disorder. The constant worry and having no means to finances has a negative impact.
- **Substance abuse:** can sometimes be used as an escape however, it is not going to the right direction.

While the situation remains tough, the job market requires you to be tougher.

With the country's economic state of basic needs being expensive, it does not make the journey easy however, it is important to renew your sense of purpose while making means of keeping afloat.

A study conducted by the University of the Witwatersrand Medical Research Council Developmental Pathways for Health Research Unit found that more than a quarter of South Africans are susceptible to depression - more than any other country - and not seeking help.

Mental illnesses is driven by various reasons, including but not limited to the adverse effects of childhood experiences, marital status, socio-economic status, geographic location, age and education levels, according to the study.

HELPLINE NUMBERS

24-HOUR TOLL-FREE EMERGENCY HELPLINES

Suicide Crisis Helpline - 0800 567 567

Department of Social Development
Substance Abuse Helpline - 0800 121 314
SMS 32312

Cipla Mental Health Helpline - 0800 456
789 / SMS 31393

NPOwer SA Helpline - 0800 515 515 / SMS
43010

Healthcare Workers Care Network Helpline
- 0800 212 121 / SMS 43001

8AM-8PM TOLL-FREE HELPLINES

Dr Reddy's Mental Health Helpline - 0800
212 223

Adcock Ingram Depression & Anxiety
Helpline - 0800 708 090

ADHD Helpline - 0800 554 433

Pharma Dynamics Police & Trauma
Helpline - 0800 205 026

8AM-8PM SADAG OFFICE NUMBER

SADAG - 011 234 4837

WHATSAPP NUMBERS 8AM – 5PM

Cipla Mental Health - 076 882 2775

Maybelline BraveTogether - 087 163 2030

Ke Moja Substance Abuse - 087 163 2025

Have Hope Chat Line - 087 163 2050

Another trendsetter for #MISA



IT ENDS WITH US

Pretoria Screening

The Union hosted its first-ever MISA Movie Night Series for selected guests nationwide to raise awareness for the annual 16 Days of Activism against Gender-Based Violence and Femicide.

MISA screened the blockbuster movie *It Ends With Us*, starring Blake Lively alongside Justin Baldoni.

MISA decided on this movie because it explores the cycle of domestic violence and emotional abuse.

The movie ties in with MISA's other awareness activities during 16 Days with the clear message that domestic violence and Femicide Ends with us.

Everyone has a responsibility to speak up and report this pandemic in our country to the South African Police Service. The Police have a constitutional obligation to investigate.

Congratulations to our teams for your hard work to make these events an unforgettable experience in the regions.





Johannesburg Screening



Durban Screening



East London Screening



#MISAONTHEMOVE

Gqeberha Screening



Cape Town Screening



MISA has lots of talent

A very special thank you to the more than 90 children of MISA members who entered our first MISA Superhero Competition.

“This was certainly one of the most difficult choices that I have had to make in my 30 year career at MISA. The creativity and skill from all the children in the different categories was amazing.

“Each entry deserved to win. It is unfortunate that there can only be one winner per category,” says Martlé Keyter, MISA's Chief Executive Officer: Operations.

This competition was the brainchild of Vincent Krouse, the late Chairperson of the MISA Young Workers' Forum who passed away in a fatal motorcycle accident on Heritage Day. Keyter says MISA decided to honour Krouse by calling its Superhero “Vinnie”.

The competition was part of MISA's awareness campaign for its annual 16 Days of Activism against Gender-Based Violence and Femicide campaign.

Keyter says MISA's theme for 2024 was Gender-Based Violence and Femicide “Ends With Us”.

Each category winner wins R1 000.



Congratulations to Zaylee Ava Nookiah (4). She won R1 000 for her colouring in the #MISA Superhero Competition in the 2-5 years category. She is the daughter of #PROUDLYMISA member Valencia Nookiah

Congratulations to Nompilo Kubheka (9). He won R1 000 in the #MISA Superhero Competition 6-9 years drawing category. He is the son of #PROUDLYMISA member Nanile Kubheka.



Super Misa

Flying into action for
your needs!



Congratulations to Elaina Giusto (10). She won R1 000 in the #MISA Superhero Competition 10-12 years drawing category. She is the daughter of #PROUDLYMISA member Walrechia Giusto.

January BUDGET BLUES: don't fall into the trap



Article by Adelle Fourie: MISA Senior HR Officer

January-The month with the longest stretch to payday. It always seems as though this month has no end and that payday will NEVER come around again.

This is most probably due to a “financial hangover” from overindulging in the hype of festive season spending.

Everyone enjoys spoiling their children, friends and family, during the festive season, but no one enjoys the “financial hangover” in January.

Why do we overspend. What are the consequences and how can we avoid falling into this trap

In a time when people are already feeling the financial pinch, avoiding the trap of falling for the very well-targeted advertising campaigns by retailers are ever more important.

Retailers use very well thought out advertising campaigns to create a feeling of the fear of missing out (FOMO) within us. FOMO creates anxiety, influencing how we make decisions, in this case financial decisions that we would probably not normally make. Have you noticed that retailers start putting up Christmas decorations in October, already. This is just another way of advertising and influencing consumers to spend money.

Secondly, we most definitely feel pressure from family and friends to keep up financially, and we may also feel that we need to spend just as much as them on gifts or parties during the festive season to remain relevant, to measure up to our peers.

However come January, remorse sets in with unfavourable bank balances after the festive season. The list of responsibilities

is endless ranging from school uniforms, stationary, tuition fees, to mention only a few. In some cases people find themselves in such a position where they have no choice but to borrow money, or make use of credit cards to meet their obligations. Taking into consideration the monthly repayment obligation, reducing your disposable income, as well as the interest charged on these loans, which ultimately puts one in an even worse financial position than before.

January BUDGET BLUES can be avoided, or minimised, by being mindful of our festive season spending. With a little bit of planning and some creativity, you can save on expenses this festive season.

- Now that we know retailers have very clever advertising campaigns you need to assess the need for whatever you want to buy carefully, to not spend money on unnecessary items.
- Watch out for so called “specials”, take the time to carefully research prices you wish to buy.
- Plan your gift shopping. Make a list and work out a budget for each person, and stick to your budget.
- If you are gifted with a talent for creating art, you can make handmade gifts. It means a lot to know that someone made an effort to make something especially for you. The variety of homemade gifts can range from homemade jam in a pretty jar with a bow, homemade cookies, handmade chocolate, homemade chilli sauce, etc.
- Also consider that a gift may simply mean spending time with a loved one, or doing something for a loved one who may

not be able to do it themselves, such as cleaning, grocery shopping, or washing an older person's car.

- Be mindful of how you spend your bonus, should you be privileged enough to receive a bonus. Even though the urge to spend may be very strong, try and put away money for necessities such as transport, tuition fees, school uniforms and stationary for January first, prior to spending on other things.
- A lot of employers pay salaries earlier in December, which makes the stretch to January payday so much longer. Most banks have very easy savings pocket options that you can use to put your January money in.

Food for thought:

The festive season embodies the values of love, compassion and goodwill towards all. The act of gift-giving symbolises selflessness and the joy of giving (without the expectation of receiving). Acts of kindness and generosity are emphasised during the festive season, promoting a sense of community and caring for one another.

It is also a period steeped in various cultural celebrations and observations that may embody the sense of community as well as generosity and at times these have a cost attached to them. However you choose to celebrate this festive season, do it responsibly, ensuring you don't end up with January budget blues.

Wishing you a joyous and peaceful festive season. May 2025 be a prosperous year for all.



Article by the Strategy and Development Department.

The motor industry stands on the precipice of a transformative revolution, one that is being fuelled by the rapid advancement of Artificial Intelligence (AI). From enhancing manufacturing efficiency to reimagining the driving experience, AI is becoming an integral part of the automotive landscape. However, as with any technological shift, there are numerous misconceptions and concerns surrounding AI's role in the workforce and its potential impact on the motor industry's future.

The Evolution of AI in the Motor Industry

Artificial Intelligence, in simple terms, refers to the capability of a machine to imitate intelligent human behaviour. AI encompasses machine learning (where systems learn and improve from experience), natural language processing (for understanding most human languages), and computer vision (enabling machines to interpret visual information).

In the motor industry, Artificial Intelligence is being used in a variety of ways, from enhancing manufacturing processes as well as developing technologies like advanced driver-assistance systems technologies (ADAS) and autonomous vehicles. However, despite its growing influence, AI is still in the early stages of revolutionising this sector.

Dispelling Myths

According to experts in cognitive science and AI development, such as Angus Fletcher, one of the most pervasive myths surrounding AI is that it is poised to replace human workers entirely. This misconception arises from the fear that machines, powered by AI, will be able to perform all tasks more efficiently and without human error.

While it's true that AI is very capable of automating certain tasks, such as data entry, assembly line work, or even customer service interactions, it is crucial to understand that AI is not a replacement for human intelligence, but rather a complement to it.

AI vs Human Intelligence

Neuroscientists agree that the human brain, with its ability to think abstractly, is far more intricate and capable of handling multifaceted

challenges than any AI system to date.

AI operates through algorithms and data processing, excelling at tasks that require speed, repetition, and the processing of vast amounts of information. However, it lacks the core elements of human intelligence—emotions, intuition, creativity, and consciousness. Humans possess a depth of understanding that AI cannot replicate, particularly when it comes to complex decision-making, ethics, empathy, and emotional intelligence.

This is particularly relevant in industries like automotive design, where the ability to anticipate how a vehicle might evolve or adapt to changing consumer preferences is a critical element of innovation.

AI is adept at recognising patterns and correlations. However, AI struggles with understanding deeper causal relationships or the complexities of how one event may lead to another. For example, AI might be able to predict vehicle malfunctions based on patterns in data, but it doesn't "understand" the underlying reasons for the failure in the same way a human mechanic might.

The Real Benefits of AI in the Motor Industry

Despite its limitations, AI has already proven to be a powerful tool in the motor industry. It is enhancing efficiency, improving safety, and creating new opportunities for innovation.

Here are some of the key ways AI is making an impact:

1. **Manufacturing Efficiency:** AI-powered automation accelerates production, reduces human error, and predicts machine maintenance needs, minimising downtime. Additionally, AI can predict when a machine is likely to fail, enabling predictive maintenance that minimises downtime and maximises the lifespan of expensive manufacturing equipment. Recently, BMW employed a fleet of humanoid robots in their production lines, resulting in a significant boost in productivity.

The lifelike bots, which have been updated with new capabilities, are able to complete 1,000 auto part placements

per day with a 400% speed increase. These advanced robots are now replacing previous models, proving to be even more efficient.

2. **Customer Service:** AI chatbots and virtual assistants provide personalised, 24/7 customer support, freeing human agents for more complex enquiries.
3. **Vehicle Safety and ADAS:** AI powers advanced driver-assistance systems tech (ADAS) like lane-keeping, emergency braking systems, and parking assistance, improving road safety.
4. **Autonomous Vehicles:** Self-driving cars rely heavily on AI to process data from sensors and navigation of roads, offering the potential for safer, more efficient transportation.
5. **Innovation in Design:** AI accelerates vehicle design and research by optimising testing and simulate processes, leading to faster development of new technologies.

Conclusion

According to a study by Boston Consulting Group (BCG) conducted in 2023, AI is transforming the motor industry, but it is not a threat to human jobs. Instead, AI complements human intelligence by handling data-driven tasks and automating processes, while human workers focus on creativity, decision-making, and problem-solving.

Research indicates that in South Africa and beyond, AI represents a valuable tool for creating a more competitive, sustainable, and innovative automotive sector. With a growing demand for electric vehicles (EVs) and autonomous technology, AI may play a critical role in South Africa's automotive future in that it could drive innovation in EV production, enhance battery technologies and optimise charging infrastructure.

Moreover, the use of AI in autonomous vehicles and advanced safety features could make roads safer and reduce accidents. BCG experts suggest that embracing AI in the motor industry, particularly in regions like South Africa, may drive not only technological advancement but also economic growth and job creation.

MOTOR INDUSTRY STAFF ASSOCIATION

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2025 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

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