

Cheers to a prosperous 2024



SEASON'S GREETINGS

— & —
Happy Festivities

There is a silver lining for MISA members as the sun sets for 2023.

The Union's National Executive Committee (NEC) decided to increase the benefits Union members enjoy to ensure the benefits you enjoy keeps track with the high cost of living expenses MISA members have had to absorb the past year.

Martlé Keyter, MISA's Chief Executive Officer: Operations, thanked the NEC for being the watchdog of Union members ensuring that MISA remains on track, while never forgetting why the Union was founded, but staying focused on its future.

"The future of a trade union like MISA is being innovative, adapting to changing times and the needs of its members, adding value for money and remaining relevant.

"This is a blueprint that MISA perfected and that is why we are the fastest growing Union in the retail motor industry and the majority union within MIBCO, the Motor Industry Bargaining Council.

MISA cares about your health, your future and the future of your children and the Union has simply the best Legal Department in the industry.

New members no longer have to wait a month before they can enjoy telephonic legal assistance. From 1 January 2024 MISA's Legal Department will provide telephonic assistance

to new members after receiving your first membership contribution.

"Unfortunately employees still have a tendency to think they don't need a Union until the unforeseen happens at work and find themselves facing possible dismissal. Anything can happen in the blink of an eye, and when it does, MISA's Legal Department will guide you every step of the way," says Keyter.

MISA will also reward more members with more money for being loyal to the Union.

From 1 January 2024 the first 3 500 members who qualify for the MISA Loyalty Benefit will each receive R750.

Another thousand members can claim the Healthy MISA Member Benefit or the Healthy MISA Women Benefit for doing their annual check-ups. Both amounts have been increased to R3 000 per benefit claim.

MISA invests in the future of its members to ensure that you have the qualifications to match your skills. The MISA Study Assistance increased from R10 000 to R12 500.

MISA members can also improve their skills by participating in up to three Soft Skills Training sessions per year.

Keyter affirmed the words of President Nelson Mandela that our children are our future. That is why MISA increased the bursaries to the children of MISA members from R10 000 to R12 500.

"MISA members must remember that they now have the opportunity to upgrade between their different membership options. Not all the benefits are available on all the options.

"Terms and conditions apply. It is important to remember the early bird catches the worm. Don't wait until the second week of January to submit your claim. Do it when the entries open at midnight on 1 January 2024 because all the benefits works on a first come first serve basis," says Keyter.

Keyter invites MISA's members to share their views and inputs on what additional benefits the Union can explore to introduce. Send your suggestions to Sonja.Carstens@ms.org.za.

MISA wishes you peace, love and joy this Festive Season.





Message from Martlé Keyter

MISA CEO: OPERATIONS

NHI will cost you dearly

It has been twelve years since the National Health Insurance (NHI) green paper was released – a historic achievement for Government to ensure that everyone will have access to decent healthcare.

This was deemed necessary because less than ten million (15,8%) of South Africa's population of 60,685,305 are members of medical aid schemes.

According to Government the NHI must provide universal access to quality health care for all South Africans as enshrined in the Constitution.

The NHI will ensure that no one is deprived of quality health care because of their socio-economic status. One public health fund will be created with adequate resources to plan for and effectively meet the health needs of the entire population.

There will be one pool of healthcare funding for private and public healthcare providers alike and it will narrow the gap between the rich and poor in terms of standards of healthcare.

South Africans will no longer be required to contribute directly to a medical health scheme to get quality health care. The NHI Fund will be funded from:

- General taxes;
- Contributions of persons earning above a set amount; and
- Monthly contributions made by the members to the fund.

The idea is to pool funds from general taxation and new, mandatory pre-payments from those who can afford them, and use the resources to



Martlé Keyter

buy health services from accredited public and private providers on behalf of the population.

The reality of the financial impact of the NHI are so potentially horrifying that all the major medical aids have already indicated that they will challenge the Constitutionality thereof.

Discovery estimates the NHI will cost R859 billion for prescribed minimum benefits against the 2023 public healthcare budget of R233 billion. Government will have to get the R626 billion shortfall from raising personal income tax. This means that taxpaying workers might face an 82% increase in personal income taxes to fund the NHI.

And if you belong to a medical aid, you will have to pay more tax and receive 69% less benefits.

According to Adrian Gore, Chief Executive Officer of Discovery, the NHI will diminish the funds available for healthcare, deter investment and stymie collaboration with the private sector.

South Africa does not have enough money or doctors to provide a comprehensive package of benefits such as that provided by the United Kingdom's National Health Service.

The NHI in its current form was passed by the National Council of Provinces early December. Now President Cyril Ramaphosa only needs to sign the Bill into law. In his weekly newsletter in July the President referred to the NHI as "quality healthcare for all is within reach".

But medical schemes warn this will lead to their potential death. Section 33 of the Bill says once NHI is fully implemented, medical schemes will only be permitted to cover services that are not provided by NHI.

In an editorial comment the *Business Day* referred to the NHI as an election ploy, rushing it through parliament, without taking cognisance of any of the objections or input from the medical profession or players in the medical insurance industry, to enable the governing party to say to the poor masses: "Look what we have done for you."

MISA believes it is important that its members are educated and informed of this potential impact on tax-paying individuals, who are already bearing the brunt of a dire economy.

MISA 16 Days Of Activism Projects



Petro Els, MISA Women's Forum Participant in Gqeberha in the Eastern Cape, for arranged a very successful Information/Educational Session: Intro to Self-defence at Algoa Toyota. South Africa is struggling with a gender-based violence pandemic. MISA believes the Union should empower as many as possible women to protect themselves. The theme of this year's 16-Days campaign is Accelerating actions to end gender-based violence & femicide: leaving no one behind

Monique Dalhouzie, MISA Young Workers' Forum Representative in Cape Town in the Western Cape and MISA Woman of the Year 2022, for successfully hosted a self-defence training event for MISA members who wanted to empower themselves.

During this annual 16-Days of Activism against Gender-Based Violence Campaign, MISA wants to show communities that they can make a difference.

The fight against gender-based violence starts with each of us getting involved.

Dalhouzie thanks Switch for sponsoring energy drinks and energy bars, Barons N1 for the pepper spray, lunch and Barons Bellville for providing drinks and the location.

WHY DO MIRF MEMBERS NEED A MIBCO COUNCIL NUMBER?

A MIBCO Council Number is a unique number issued by MIBCO to employees. It enables MIRF members to access MIRF services that are available on any of our digital channels.

WHY IS THIS COUNCIL NUMBER IMPORTANT?

- The unique MIBCO Council Number confirms that you are an employee of the motor industry and a participating member of the retirement funds.
- It is used as a tracking number, to show that your employer is contributing on your behalf to your selected fund that is managed by MIRF.
- It enables you to access your benefit statement, fund credit and details pertaining to your membership with MIRF, via our digital platforms

WHAT INFORMATION WILL YOU BE ABLE TO ACCESS ON MIRF DIGITAL PLATFORMS?

- You can access your latest Benefit Statement.
- You can access your latest fund credit.
- You can track the status of any claim payment or query.
- You can access important communication/education material on the Fund Rules and benefits.
- You can access your benefit payment letters.



Kogi Govender, one of MISA's Women's Forum Representatives in KwaZulu-Natal, joined the Phoenix Survival Centre's demonstration at Stonebridge R102 robots in Durban. She is taking a stance against Gender-Based Violence.

WHERE CAN YOU GET YOUR MIBCO COUNCIL NUMBER?

- Contact the MIBCO helpline on **0861 664 226** or go to the MIBCO website www.mibco.org.za to obtain email addresses to request your MIBCO Council Number.
- You will also be able to find it on any of your previous Benefit Statements.
- You can request your Council Number from your Employer.
- You can request your Council Number from MIFA: query@mifa.org.za / **011 561 9300**.
- Members are encouraged to get their MIBCO Council Number and keep it in a safe place.
- You should also use it on out digital platforms to keep track of your retirement benefits.

WHERE CAN YOU GET YOUR MIBCO COUNCIL NUMBER?

- Your employer deducts your Provident Fund money from your salary and pays it directly to MIBCO on your behalf. The unique member Council Number is used by your employer to process your retirement fund payments on your behalf and we ensure that it is allocated to your profile.
- By using the Council Number, we can track which employer has paid and which employee the money received is for, so that we can allocate the money to the correct member account.

16 Days Of Activism sparked involvement



Karen Muller, of the MISA Women's Forum in Gqeberha in the Eastern Cape, and Audit and Risk Committee Member, for hosted a successful information session on gender-based violence at the Kelston Motor Group. A special thank you to the officers of the South African Police Service (SAPS) and Yokhuselo Haven, a safehouse dedicated to helping women and their children who are affected by domestic violence.



Prabashni Naicker, MISA's Accountant, her husband, Lee, and Phordney Dickson of Action Ford Roodepoort, visited the Garden of Hope Foundation in Glenvista, Johannesburg, a safe house for youth, women and children from urban slums and rural communities. They made a huge donation on behalf of MISA. "I am truly blessed that MISA gives me such an amazing opportunity to help anyone and everyone," says Prabashni.



Vincent Krouse, Chairperson of MISA's Young Workers' Forum, played Christmas Father at the annual Christmas Party the Union hosts for Yokhuselo Haven, a non-profit organisation dedicated to helping women and their children who are affected by domestic violence in Gqeberha in the Eastern Cape.

MISA's Women's Forum arranged an information session at BMW Nelson Mandela Bay in Gqeberha. A special thank you to Capt. Karen Nel of the Walmer Police Station and Rochelle Norris of Yokhuselo Haven, a non-profit organisation dedicated to helping women and their children who are affected by domestic violence. They addressed staff on what to expect when arriving at a police station as a victim of gender-based violence. They shared some moving stories, which reminded us of the reality out there.



A Special thank you to Michelle Marx, MISA Women's Forum Representative, and Fadhiah Maarman for assisting. Delmary October, MISA Woman of the Year 2023, Heidi Reid, MISA Senior Vice-President, and Karen Gouws, National Secretary of the Women's Forum, also supported the project.



MISA, together with the girls of St George's Home for Girls in Wynberg, shouted from the top of Table Mountain that they are against violence of anyone.

It was the first time that some of the girls got the opportunity to go up in the cable car and experience one of the Seven Wonders of the World.

St George's Home for Girls is a registered Child and Youth Care Centre which provides for girls between the ages of 3 and 18 who are abused, abandoned, neglected, and orphaned.

Thank you to Cheryl Jeftha and Shantel Harley (MISA Women's Forum Western Province Representatives) for arranging this special excursion and to everyone else who made this possible.



Karen Gouws, National Secretary of MISA's Women's Forum, and Fadhiah Maarman, MISA Women's Forum Representative, delivered rape kits to the Walmer Police Station in Gqeberha in the Eastern Cape as part of the Union's #16DaysOfActivism campaign. Capt. Karen Nel thanked the Union for its continuous support.

Support the 65 Thuthuzela Care Centres

A one-stop centre equipped with a doctor, social worker, police officer and a prosecutor to assist victims of gender-based violence's cases are reported and DNA evidence are collected correctly from the start.

That is why the Thuthuzela Care Centre (TCC) was created under the custodianship of the Sexual Office and Community Affairs Unit (SOCA) of the National Prosecuting Authority (NPA).

This comprehensive pre-trial service is aimed at reducing secondary victimisation of the victims of gender-based violence, improving conviction rates and reducing the turnaround time and finalisation of these cases," says Adv Salome Scheepers, Senior State Advocate at SOCA managing the Domestic Violence Portfolio.

"It is of paramount importance for SOCA to reduce the number of gender-based violence cases that is withdrawn by victims, because they feel discouraged by the criminal justice system. At the same time, SOCA wants to see an increase in the conviction rate.

"The TCC centres are our best practise model of what should happen at every police station, nationwide, when a victim reports gender-based violence," she says.

The rollout of the centres started in 2006. Today SOCA is the custodian to 65 TCC's, working in collaboration with several national departments.

TCC's are child friendly environments and are equipped to provide a safe space for children to tell their story and receive appropriate care and services. The centres use specialised equipment, child-friendly furniture, two way-mirrors, close-circuit TV and educational material that aids child witnesses to testify at court.

Scheepers says SOCA wants communities to be aware of their nearest TCC centre and to get involved in raising awareness about the services provided.

"In South Africa we have excellent legislation supporting the prosecution of these cases, but this means nothing if the statement was not taken correctly from the victim and supporting evidence was not collected. We need to work as a team to ensure more convictions to ultimately root out gender-based violence," says Scheepers.

How does the TCC work?

Step 1: You can report a rape case directly to a TCC (based at community clinics or hospitals) or at a police station.

Step 2: TCC staff will assist to get you immediate medical attention at the Centre.

Step 3: TCC staff will arrange counselling services at the Centre.

Step 4: TCC staff will assist you to open a



Left: Eugene Potterton, MISA Communications Clerk, Right: Matshego Malebo, Environmental Health Practitioner

police case (if you want to do so immediately or even at a later stage).

Step 5: TCC staff will arrange for on-going counselling and court preparation (if the case goes on trial).

Services offered at the TCC's:

- Welcome and comfort from a site co-coordinator or nurse.
- An explanation of how the medical examination will be conducted and what clothing might be taken for evidence.
- A consent form to sign that allows the doctor to conduct the medical examination.
- A nurse in the examination room.
- After the medical examination, there are bath or shower facilities for the victim's use.
- An investigation officer will interview the survivor and take his/her statement.
- A social worker or nurse will offer counselling.
- A nurse arranges for follow-up visits, treatment and medication for Sexually Transmitted Infections (STIs), HIV and AIDS.
- A referral letter or appointment will be made for long-term counselling.
- The victim (survivor) is offered transportation home by an ambulance or the investigating officer.
- Arrangements for the survivor to go to a place of safety, if necessary.
- Consultations with a specialist prosecutor before the case goes to court.
- Court preparation by a victim assistant officer.

- An explanation of the outcome and update of the trial process by a case manager.

Please scan the barcode below if you require more information about the TCC's.

This year MISA donated billboards to non-profit organisations assisting victims as part of the Union's 16 Days of Activism against gender-based violence campaign.

The TCC in Bloemfontein benefited from one of these billboards.

Martlé Keyter, MISA's Chief Executive Officer: Operations, says the Union looks forward to getting more involved to support the work of SOCA and its TCC's and raise awareness.



Awareness for Domestic Violence Amendment Act

The Domestic Violence Amendment Act makes it mandatory to report acts of domestic violence perpetrated against children, the disabled and the elderly.

But much more awareness is needed to ensure that the broader public are aware of the amendments which came into effect on 14 April 2023, says Adv. Salome Scheepers, Senior State Advocate at the Sexual Offence and Community Affairs Unit (SOCA) of the National Prosecuting Authority (NPA). She is the Portfolio Manager for domestic violence.

“Awareness is needed to ensure that victims can overcome their fears of the stigma and embarrassment of domestic violence and to report the first time there is an incident. There is help and together we can break the cycle of abuse and prevent femicide.

“There is a high rate of victims withdrawing complaints due to numerous reasons, but amongst others are manipulation and the lack of support and feedback. SOCA wants to encourage victims to continue with their cases,” says Scheepers.

Femicide is the term used to describe the killing of a woman or girl, in particular by a man and on account of her gender. Scheepers emphasizes that not all victims are women, but men tend not to report incidents.

MISA, spoke to Scheepers as part of the Union’s annual 16 Days of Activism against Gender-Based Violence campaign. This year’s global theme is “Ending violence against women is possible, but only if we act together, now.”

Martlé Keyter, MISA’s Chief Executive Officer: Operations, says Police Minister Bheki Cele’s call on men to unite in defeating the scourge of gender-based violence and femicide (GBVF), has fallen on deaf ears.

“South Africa’s crime statistics for 2023/2024 reported a recorded 10 516 rapes, 1 514 cases of attempted murder and 14 401 assaults against female victims during July, August and September, with 881 women murdered during the same period.

“During 16-Days, the most horrific crimes were committed against women and children nationwide, as if no one took notice of the week of increased awareness. This gender-based violence pandemic is increasing rapidly,” says Keyter.

Scheepers agrees and welcomes the provisions of the Amendment Act in the fight against an ever-increasing epidemic of gender-based violence and femicide.

“The Act compels a person who has knowledge, reasonable belief or suspicion that an act of domestic violence has been committed to a child, person with a disability or an elderly person, to report such knowledge, reasonable belief or suspicion immediately to a social worker or police official.

“If you fail to comply with the Act, you can be fined, face imprisonment or both if found guilty. This is necessary because people don’t report because they don’t want to get involved. The Act allows individuals to report anonymously. When reporting a domestic violence incident in good faith, you also cannot be held liable criminally or for any civil actions,” she says.

If you are arrested for a domestic violence related matter, the police or prosecutor can no longer grant you bail. A formal bail application must be heard for a Magistrate to determine whether the victim will be safe if the accused is released on bail.

If the Magistrate is convinced that the victim might be in danger, a final protection order must be granted as part of the bail proceedings. The minimum sentences for domestic violence related crimes also increased.

“It is important to note that men can also be the victims of domestic violence and



Salome Scheepers

they must report this to the police. The Act protects all victims,” says Scheepers.



Use this financial checklist to ensure that you can enjoy your holiday with confidence.

- Is your will up to date, signed, and stored in a safe place?
- Does your short-term insurance cover all your necessary assets, including your vehicle, home and portable possessions?
- Is your life cover and list of beneficiaries up to date?
- Are your portfolio documents up to date and stored in a safe place?
- Have you reviewed your medical aid needs and chosen an optimal medical scheme and option selection aligned to your specific needs?

Call us at **Aquila BlueStar** and let’s talk about how I can help you achieve financial confidence.



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Destitute after loss of the breadwinner



Gontse Mochadibana

Gontse Mochadibana doesn't know where to begin the tale of the hardship her family suffers since the brutal murder of her sister, Precious Sibongile Mochadibana, the breadwinner who died without leaving a will.

"I wake-up with the pain knowing that I will never see my sister again, but at the same time I know I must be strong for her minor children who must grow-up without their

mother and for our mother who suffers from depression since witnessing the murder on 30 January 2023. It is very bad," says Gontse.

She had to listen on her phone how her sister was being stabbed to death. Her mother and her sister's daughter, a Matric learner, witnessed the murder at her home in Crystal Park.

The case against her alleged killer is still pending. The state requested a postponement to allow the daughter to finish writing her National Senior Certificate before she has to testify.

"She tried so hard to protect her mother, but she could not. It is killing her. She does not want to talk about what happened. Before the examinations started she skipped school and went to her mother's grave. That is where she finds comfort. Her father was also stabbed to death when she was a little girl," Gontse explains.

Her sister, a firefighter at OR Tambo International Airport, had a bright and upcoming career. She supported her boyfriend, children, mother and siblings, but did not leave a will.

"There was no insurance on her house and we are not able to pay the bond, so the bank wants to take the house. Her employer has still not paid out her pension money because they first have to investigate if there were other dependents. It is just one big mess and we stand to lose everything.

"All of this because she wanted to leave her boyfriend, but he said he will kill her if she does. He did not beat her, but he was emotionally abusive. He tracked her phone,

he followed her, he was very jealous and kept on accusing her of all sorts of things.

"She was a beautiful person. She was my best friend. We could share absolutely everything. I don't go to church since she died. I am angry at God."

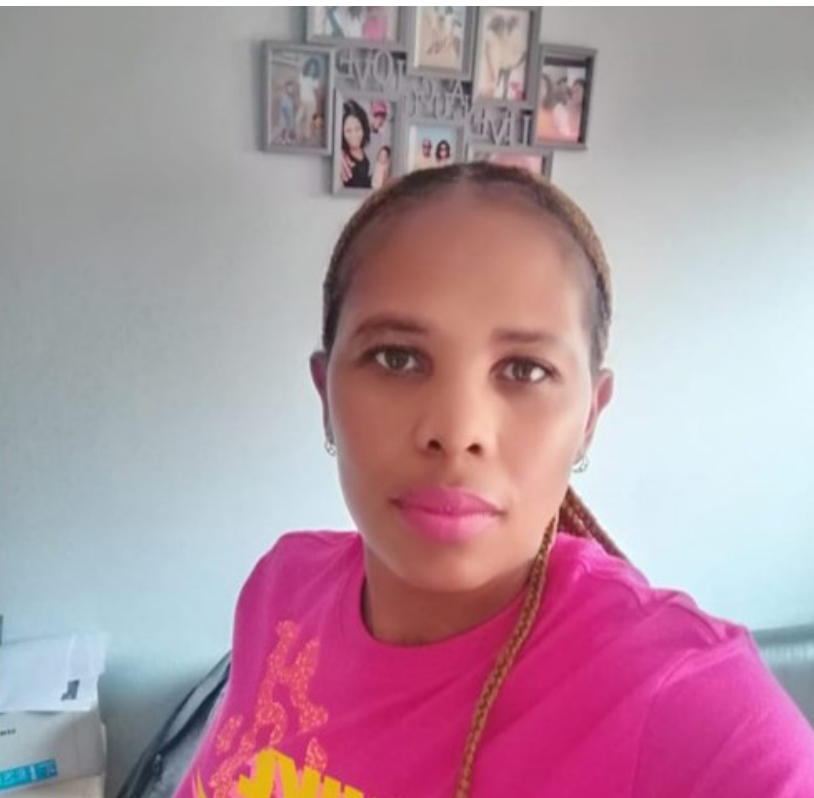
It is alleged that the boyfriend started stabbing Precious while she was still asleep. She managed to escape from the house and tried to seek help from the neighbour, but was stabbed to death on the pavement.

MISA, is giving a voice to victims who died over the past year during this 16-Days of Activism Against Gender-Based Violence to ensure that they are not forgotten.

Martlé Keyter, MISA's Chief Executive Officer: Operations, says that although South Africa has some of the best legislation in the world to prevent and address gender-based-violence, the theory is almost impossible to implement in practise.

"The South African Police Service (SAPS) has too little manpower and resources to adhere to what is expected of them. The country has one of the highest number of murders in the world, not even to mention the pandemic of other serious crimes. It is simply not possible for the SAPS to fight this fight alone.

"MISA pleads with our more than 63 000 members to get involved in their own communities and to speakup. Report it when your neighbour is beating his wife or dragging his child by the hair. Each of us needs to be the change we want to see," says Keyter.



Precious Sibongile Mochadibana



Double blow for family after sister's bizarre murder



Amelia Mazivila

The family of Amelia Mazivila (24) suffered a double blow after her sister, Leah Mkhabela, lost her arm and could no longer work.

"I lost my arm whilst working on a jigsaw at work because I was not concentrating. My mind keeps drifting away, thinking about who would hate my sunshine sister so much as to kill her in such an inhumane manner.

"It is very difficult not to think about the pain Amelia suffered after she was made to drink poison after being stabbed three times. To make things worse, the family is getting no feedback from the South African Police Service (SAPS) and it has been months since she died on 2 June 2023," says Leah.

Amelia told her family she was going to a nearby shopping centre. She was attacked and robbed at a sports ground near Extension 8 in Tsakane, East of Johannesburg, while on her way home.

"I will never forget the fear in her eyes when she came running back home. She could not say who attacked her. She did not know what they forced her to drink. She collapsed shortly after arriving at the Pholosing Hospital where she died a day later," says Leah.

According to her the family simply can't cope with the fact that no arrests have been made. "Amelia was a Christian, a friendly, kind and helpful person. She was a healthy young woman who cared for her four year old son. Now he is left without a mother. Why? We simply don't know why," says Leah.

The SAPS told the family that it would take up to two years to get the results of what was the poison given to Amelia that caused her death.

"I want those men to rot in jail. I have this rage in me and will not rest until I see them behind bars. But nothing is happening and the police are failing us. This case is not receiving the attention that it should," says Leah.

MISA decided to dedicate its annual 16-Days of Activism against Gender-Based Violence Campaign by sharing the hardship that families like Amelia's suffer at the hands of the criminal justice system.

"No-one wants to know that the murderer of a loved one is still at large. But the reality is the SAPS is struggling with a critical shortage of detectives and don't have the manpower or the tools of trade to investigate these crimes," says Martlé Keyter, MISA's Chief Executive Officer: Operations.

This comes after Police Minister Bheki Cele emphasised that the high levels of violence continues to show that many women and children are not safe near individuals they know and trust.

According to the second-quarter national crime statistics that were released by Cele, of the 10,516 rapes reported between 1 July and 30 September 2023, at least 4,726 occurred either at the victim's house or at the home of the perpetrator, who is known to the victim, such as a family member, a friend or a neighbour.



Leah Mkhabela

Justice still fails Nakita Kalubi months later

Nikita Kalubi (25) lost her eye and her nose is fractured after a man attacked her outside a food outlet.

Despite the fact that she could identify her attacker to the police, he has not been arrested three months after the incident which took place on 26 August 2023 in Khayelitsha in Cape Town.

According to Xoliswa Kalubi, her mother, Nikita had to undergo several operations before doctors confirmed that the damage to her eye was too severe and they could do no more.

On the day Nikita was waiting outside the outlet for her boyfriend, when a man approached her and started touching her. Her boyfriend intervened and chased him away. After they left the outlet, Nikita was hit with a brick in her face. Her boyfriend saw the attacker running away.

"I could not believe that my daughter's life changed so drastically only because she had no interest in a man she barely knew.

"The attacker is known in the area and several similar charges have been laid against him at the Lingeletu West Police Station, but the police have failed to arrest him," Xoliswa says.

"I want justice for my daughter," says the mother.

According to Xoliswa, it was confirmed by police that he had ran to the Eastern Cape and his mother is one of the people whom he had been violent to and feels that women who are violated in South Africa are on their own.

Nikita's life changed although she has



recovered, not 100%, but it has been a nightmare.

"I had to be strong for my daughter and be there for her every step of the way.

"I am very angry; we are trying to be law-abiding citizens, even after the incident, yet nothing is done at all. It was hard having to watch my daughter go through so much pain, feeling helpless as a parent," says Xoliswa.

She received counselling and before the incident Nikita wanted to open her own business within the beauty industry, she has persevered and recently did just that.

The only thing wanted by her mother is justice for her daughter. She fails to understand why it is so difficult to arrest the perpetrator.

Martlé Keyter, Chief Executive Officer: Operations, of MISA, the Motor Industry Staff Association, says the police are failing to effectively help victims of gender-based violence (GBV) and rape by not arresting suspects.

According to a report of the Commission for Gender Equality, this is partly attributed to the high number of victims withdrawing cases, while there is not enough expertise in using rape kits and the process of analysing DNA taking years.

"Reports show domestic violence is rising, with the highest levels being recorded in Gauteng, KwaZulu-Natal, Eastern Cape and Western Cape. The police are most victims' first call for help, but if they are discouraged, they won't return," says Keyter.

The commission found a lack of standardisation across provinces on resources, training, staffing and processes, during its assessment of 66 police stations nationwide, between March and September last year.

"Findings also depicted the alarming withdrawal of cases by victims, high levels of poverty and distances from police stations and courts as some hindering factors for victims to access justice," the report states.



Nikita Kalubi

Centre delighted with new logo on billboard

The Sinoville Crisis Centre (SCC), a non-profit organisation providing 24/7 trauma counselling services to victims, waited eight years to have its new logo printed on a billboard on the premises of the Sinoville Police Station in Pretoria.

“The Centre is 24 years old. The logo was changed eight years ago on all our branding, for a more modern look with bright colours. Unfortunately it is costly to print a billboard. The centre never had the funds to print a billboard because we always have to prioritise our expenditure,” says Colleen Strauss, Chief Executive Officer of the Centre.

MISA decided to sponsor billboards to non-profit organisations nationwide to give them a facelift as part of the Union’s annual 16-Days of Activism against Gender-Based Violence campaign.

MISA has been involved with numerous projects of the SCC over the past two years and is aware of the dire financial need of the centre being dependent on donations from the community.

SCC was established as a pilot project to indicate the benefits of having trained counsellors working side-by-side with the police on crime scenes, accidents or traumatic episodes.



Lilanie van Deventer and Sonja Carstens

In sexual assault and rape cases, the counsellor escorts the victim to the district hospital to undergo the medical examination and the SCC assists with court preparation.

SCC has been involved in numerous high profile cases like the one of Ina Bonnette, who was tortured, raped and humiliated a decade ago by the so-called Modimolle monster – Johan Kotze – and his three accomplices.

Kotze also murdered her son Conrad.

The centre faced possible closure earlier this year as monthly donations from individuals and organisations dried up since the Covid-19 pandemic.

Strauss says they are able to survive after a security company agreed to foot their monthly expenditure of R10 000 for this year.

Salem Baby Care Centre grateful for MISA’s help

Thanks to MISA’s help in donating a billboard, the Salem Baby Care Centre in East London, Eastern Cape hopes to get more sponsorships and recognition for the work they do.

“Thank you MISA. This is just what a non-profit organisation like us needs. Donations and support for the Salem Baby Care Centre dried up during the Covid-19 pandemic and we need the help from our community to keep us going,” says Lereen Naidoo, the centre’s Chief Executive Officer.

Founded in 1991 by Ria Stanton by helping destitute mothers and their babies from the boot of her car in the parking lot of a local liquor store, the centre today fights for the eradication of poverty and the upliftment of destitute mothers and their children in the community, with services like food parcels and bathing facilities.

“So often we read about babies being abandoned and left to die, especially by young girls who feel they have nowhere to go. Salem strives to help mothers who feel they have no support, to make them aware of Salem and the services we offer, to know

they have somewhere to go before making irrational decisions.

“We believe we have achieved our mandate, having assisted thousands of women and children. Our work will never be done as long as women and children are suffering in our country.

“Salem has three care centres for babies, so when mothers return after graduating they can find their children safe and sound as the children have grown as well.”

Martlé Keyter, MISA’s Chief Executive Officer: Operations, says the Union decided to fund billboards for non-profit organisations in need as part of its annual awareness campaign for 16-Days of Activism Against Gender-Based Violence.

“MISA has been assisting non-profit organisations since 2009 through the work of the Union’s Women’s Forum and Young Workers’ Forum knowing how important branding is. The Covid-19 pandemic brought most non-profit organisations to their knees, with individuals no longer having the funds to continue supporting them.”

“88 122 school girls between the ages of 15 and 19 fell pregnant over the past year. With shocking statistics like these, there is a definite need for more centres like Salem Baby Care Centre,” says Keyter.



Chantaal Poovan, MISA’s Women’s Forum Representative in East London, Eastern Cape, assisting with putting up the billboard the Union sponsored for Salem Baby Care Centre.

Naidoo says the centre believes its association with MISA’s 63 000 members in the retail motor industry will open more doors.

The centre operates on donations and needs assistance financially as well as items such as food, clothing, baby items, blankets and nappies.

“Thank you MISA for recognising our work. It shows that we are doing big things,” says Naidoo.

You can contact the centre on 073 102 0399.

MISA makes the impossible, possible

Maginica Heugh, a learner of the Hoërskool Otto du Plessis in Gqeberha in the Eastern Cape, had a fabulous matric farewell thanks to MISA's Beauty and the Beast Project.

MISA paid her ticket, dress, shoes and hair after her mother, Danisha Heugh (36), applied.

Magnica is one of five siblings and her mother is the only bread winner.

"There was just no way that I could afford the cost of her matric farewell. I recently joined MISA and learned about the project members could apply for. I am so grateful," she says.

According to her, MISA took the weight off her shoulders, made sure that the matric farewell was a success and that her daughter looked beautiful and was happy.

"I could not give my daughter what she wanted but MISA made her dream come true, I truly appreciate MISA", says Heugh.

Fadhia Maarman, one of MISA's Women's Forum representatives in the region, assisted with the project to ensure it was smooth sailing.



Maginica Heugh

"Those who are not yet MISA members are missing out on so many benefits and for their sake I hope they do the right thing. MISA makes it happen for you," says Heugh.

Drive safe wherever you go this Festive Season

Don't become a statistic on our roads this Festive Season, be cautious and drive safely wherever you travel.

"Driver distraction is estimated to play a role in 25% to 50% of all accidents. Keep your attention on driving at all times, don't try to multi-task. Be aware of your surroundings and pay attention. Don't assume the driver in front of you will notice obstacles first," says Martlé Keyter, Chief Executive Officer: Operations of MISA.

According to Keyter South Africa managed to achieve a 13.9% decrease in fatalities on our roads over the festive season last year. This was attributed to the increased awareness and education amongst motorists and pedestrians.

"Families are already travelling to their holiday destinations as learners finish their exams. The public schools will officially close on 13 December 2023 reopening 17 January 2024. With the additional public holiday on 15 December, we are bound to see a drastic increase in traffic on our roads as from 14 December."

MISA urges motorists to follow the following safety tips:

- Do not drink and drive.



- Obey the speed limit.
- Do not use cell phones when driving. It is illegal and extremely dangerous.
- Ensure the vehicle is in a roadworthy condition.
- Do simple vehicle maintenance and pre-trip inspections.
- Guard against distractions while driving.
- Set all devices, mirrors and controls prior to departure.
- Ensure all vehicle occupants wear a seat belt.
- Maintain a safe following distance. Obey the two-second rule.
- Allow yourself to take short breaks when driving long distances.
- Plan your journey well in advance.

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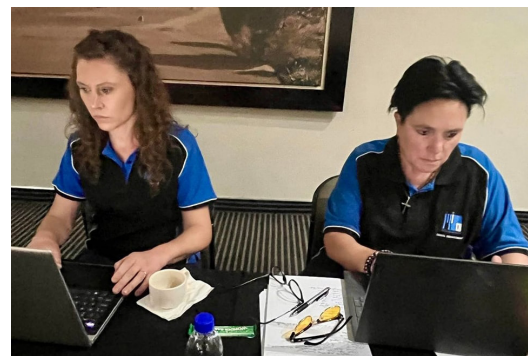
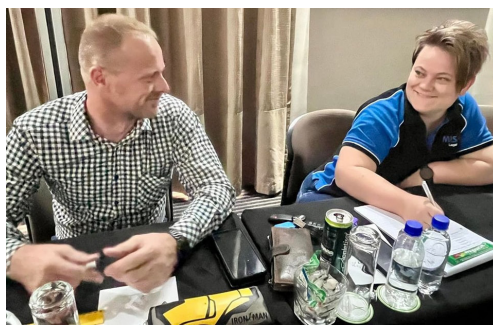
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Preparation for the year ahead



Tiekie Mocke, Manager of MISA's Legal Department, and her team, held a training session on 30 November 2023 with Lynette Beer (motivational speaker) as part of their annual preparation for 2024. "MISA's Legal Department used this time to reflect, strengthen our capacity and restrategise to be prepared for the new challenges coming our way in 2024," says Mocke.



Municipalities failing Kenmare Kloof



The Muldersdrift se Loop stream in the Kenmare Kloof, which runs over the waterfall in the Walter Sisulu National Botanical Gardens, is highly polluted and local municipalities does nothing to combat invasive plants taking over the fauna and flora in the area.

MISA, the Motor Industry Staff Association, made this discovery on a visit to the Manie Mulder Adventure Centre, under the management of The City of Johannesburg.

Although a notice board at the Centre's entrance clearly states no entry without permission, nothing is done to prevent visitors to enter the Kloof from Africana Drive, Breaunanda, which falls under the Mogale City Local Municipality, where a fence has been removed.

During MISA's visit more than a hundred visitors were inside the Kloof where religious ceremonies in the water were being performed, without a lifeguard, despite up to fifty drownings being reported at the waterfall in recent years.

Invasive plants like black wattle trees, lantana bushes and pompom weeds have taken over the hidden gorge that borders on Kenmare and Roodekrans. This was once known as the deepest gorge in Gauteng, rated as the "Cleanest River in Gauteng".

Several squatters have also put up tented camps in the Kloof where more than 450 snares have been removed in recent weeks, killing small animals in the gorge.

Martlé Keyter, MISA's Chief Executive Officer: Operations, says local municipalities like these two, responsible for the deep state of decay in Kenmare Kloof is worsening the crisis on safe drinking water South Africa is faced with. Nearly half of South Africa's drinking water (46%) is unsafe. Three audit reports highlighted that the country's water is fouled

by sewage and other effluent wastes through leaking pipes and not treated in accordance to safe drinking standards.

"This is a disaster waiting to happen because local municipalities don't act on issues that are vital to the environment. This year was officially the hottest year on Earth. There is no more hiding away from the reality of climate change.

"South Africa's dependence on coal as a primary fuel source for electricity generation makes it one of the world's top 15 greenhouse gas (GHG) emitters. This is not taken seriously," says Keyter.

According to Brenda Ekwurzel, director of Climate Science at the Union of Concerned Scientists, the timing could not be more urgent. "Countries have a greater responsibility to phase out fossil fuels to help limit the increasing extreme weather and climate change impacts."

Scientists have said 2023's exceptional warmth is the result of the combined effects of El Niño and human-caused climate change. A series of deadly heat waves and remarkable record-breaking temperatures have hit several continents this year, while unprecedented ocean heat blanketed much of the globe.

Every month since June has been the hottest such month on record with November piled on. The month was roughly 1.75 degrees warmer than pre-industrial levels, and two days soared beyond 2 degrees, worrying scientists about what this means for the planet in coming years.

"Local municipalities need to take action and held accountable. No drinking water means no life. In September this year tests showed high levels of E. coli in the water flowing over the waterfall of the Walter Sisulu National Botanical Gardens. Still nothing has been done. We need action before it is too late," says Keyter.

E. coli is a group of bacteria that can cause infections in your gut.

South Africa is currently attending the United Nations Climate Change Conference of the Parties (COP28) in Dubai to account for what has been done to combat climate change.



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




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MISA eDATA is the official monthly publication of MISA, the Motor Industry Staff Association.

It is a full-colour publication distributed in digital format to MISA's more than 63 000 loyal members nationwide. If of those 63 000 loyal members each shares the publication to 4 people it will equal 232 000 people.

ADVERTISING RATES & SPECS 2024

Style	Profile	Size in mm	Rate	Issue	Material Deadline
	Full Page eDATA Only (Portrait)	275 X 390 mm	Per issue R 10 000	Monthly	End of the 1st full week of each month
	Full Page eDATA + 10 Social Adverts	275 X 390 mm 1024 x 768 px	Per month R 14 000	Monthly	First day of each month
	Half Page eDATA Only (Landscape)	135 X 390 mm	Per issue R 5 000	Monthly	First day of each month
	Half Page eDATA + 10 Social Adverts	135 X 390 mm	Per month R 9 000	Monthly	End of the 1st full week of each month
	¼ Page eDATA Only	135 X 195 mm	Per issue R 3 500	Monthly	First day of each month
	¼ Page eDATA + 10 Social Adverts	135 X 195 mm	Per issue R 7 500	Monthly	End of the 1st full week of each month

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

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