



**NUMSA statement on BMW workers who are protesting against suspension and dismissal on
allegations related to Medical Aid
17 September 2024
Press statement**

The National union of Metalworkers of South Africa (NUMSA) has noted the situation at BMW relating to the suspension and dismissal of workers over medical aid.

We wish to make the following points in relation to this situation and the challenges:

1. A number of workers are alleged to have been involved in fraudulent activities, and it is important to note that NUMSA does not condone any criminal activity.
2. However, one should have a holistic approach to the entire issue at hand and deal with all involved equally and there should be no holy cows.
3. If workers were indeed involved in the alleged criminal conduct this could have only occurred with the participation of various other stakeholders, including corrupt service providers appointed by the medical aid scheme.
4. Workers cannot take the brunt without these criminals, who benefitted the most, also being exposed and acted against.
5. In addition, BMW and Discovery, who acted as administrators of the scheme, should take full responsibility for their failure in having appointed corrupt service providers and, their failure in detecting the irregularities timeously. If they were not complicit, they were at least grossly negligent.
6. Of immense concern to NUMSA is also that it appears that BMW has been aware of these irregularities since 2019 and not only elected to take no action then, which renders its current action legally incompetent and unfair, but apparently now utilizes this issue to effect the mass dismissal of workers, in order to avoid a formal retrenchment process with concomitant payment of severance pay.
7. NUMSA will accordingly insist on full ventilation and exposure of all facets of this saga and all rights are reserved.

There is a lot at stake as BMW is on the eve of launching a new model of car and this is why we do not understand the obsession by management to unilaterally embark on provocative mass job loss bloodbath, and the dismissal of close to 700 workers.

In my capacity as the NUMSA General Secretary, and on behalf of the union, I have written to the senior leadership of BMW raising these pertinent issues. We have called on the senior leadership of both NUMSA and BMW to be prepared to meet and dialogue on these matters including reaching a permanent solution, in the best interests of both parties and broader society as a whole.
ENDS.

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