



MTA Annual Report

2013-
2014

88th Annual General Meeting

88th Annual General Meeting of the Motor Trade Association of South Australia Incorporated to be held on Tuesday 15th July 2014 at 7.00pm at the Motor Trade Association of SA, MTA House, Level 1, 81 Greenhill Road, Wayville, SA 5034.

AGENDA

1. Notice of meeting and recording of apologies
2. To adopt the minutes of the 87th AGM held 16th July 2013
3. To receive the financial statement of the year ended 31st March 2014
4. To receive the report of the Board of Management on the affairs of the Association during the preceding year.
5. To appoint an auditor or auditors, and to fix his/her remuneration
6. To declare the results of the election of officers
7. To consider any business submitted by the board
8. To consider any other business (under Rule 32*)
9. Closure

*Rule 32

No business shall be transacted at any general meeting except that stated on the notice convening such meeting unless in the case of the Annual General Meeting such business may be proceeded with if three fourths of the Members present in person or by proxy shall consent thereto.

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MTA Board of Management 2013/2014

President

Neville Gibb

Vice-President

John Zulian

Past President

Frank Agostino

Representative of Members

George Papillo/Clive Polley (casual)¹

Trade Representative

Clive Polley/Hilar Puvi/Ron Lewis²

Trade Representative

Danny Shane

Trade Representative

Peter Roberts

TRADE DIVISIONS

Australia Automotive Dealers Association of SA

Hilar Puvi/Paul Page³

Automotive Dismantlers

Ron Lewis

Auto Repair & Engineering

Brian Weeks

Body Repair

Jeff Williams

Commercial Vehicle Industry Association of SA

Clive Polley⁴/vacant

Farm & Industrial Machinery Dealers Association of SA

Colin Butcher

Licensed Vehicle Dealers

Andy Forrest

Motorcycle Industry Association of SA

Martin Guppy

Service Station

Vacant/Brenton Stein⁵

Towing Services

John Jansse

COUNTRY ZONES

Central

Roger Paech/Phil Turner⁶

Lower North

Dale John

Riverland

John Rowley/Kym Webber⁷

South Eastern

Peter Roberts

Southern

Danny Shane

Lower Eyre Peninsula

Robert Duns

Upper Spencer Gulf

Tracy Butler

¹ George Papillo resigned 8th August 2013; Clive Polley elected 20th August 2013

² Hilar Puvi elected 20th August 2013 and resigned 17th October 2013; Ron Lewis elected 19th November 2013

³ Hilar Puvi resigned 17th October 2013; Paul Page elected 24th December 2013

⁴ Clive Polley resigned 16th September 2013

⁵ Brenton Stein elected 20th August 2013

⁶ Roger Paech resigned 16th July 2013; Phil Turner elected 19th November 2013

⁷ John Rowley resigned 21st May 2013; Kim Webber elected 16th July 2013



MTA Board of Management – February 2014

Standing L to R: Tracy Butler, Robert Duns, Clive Polley, Kym Webber, Colin Butcher, Brenton Stein, Phil Turner, Ron Lewis, Paul Page, Andy Forrest, Brian Weeks, John Jansse and Martin Guppy.

Sitting L to R: Dale John, Past President Frank Agostino, Vice-President John Zulian, President Neville Gibb, Acting CEO Tim Buckley, Danny Shane and Minutes Secretary Tracy Simpson.

Absent: Peter Roberts and Jeff Williams.

President's Report



Neville Gibb

PRESIDENT REPORT ANNUAL REPORT 2014

The 2013/14 year is possibly best summed up as one of transition for the MTA.

The federal and state election added extra excitement to the mix, and the Association once again delivered some outstanding results.

STAFFING

After eight years of service, MTA CEO John Chapman resigned effective from 31 January to pursue new challenges in South Australia.

John has made an enormous contribution to the MTA in terms of its political advocacy and the development of its Group Training Scheme which employs and trains more than 500 automotive Apprentices.

Under his tenure, the Association's financial position continued to strengthen with increasing membership and the achievement of financial surpluses in every year.

The Executive Committee and Board of Management would like to acknowledge John's service and wish him the best for his future endeavours.

General Manager of Services and Recruitment, Tim Buckley, accepted the Acting CEO position while the recruitment of a new CEO took place. At the end of the reporting period the MTA was still undertaking its recruitment process with a new CEO expected to be appointed early in the new reporting period.

I would like to thank Tim and the entire MTA team for their hard work

and dedication throughout the year, but particularly in the last quarter of the year where we were in a state of transition.

The staff of the MTA continues to work hard and effectively manage the business of the Association for the benefit of the Members.

Below I have outlined some of the key outcomes from the reporting year:

VEHICLE INSPECTIONS AT CHANGE OF OWNERSHIP AND THE STATE ELECTION

With the state election held on 15 March, it was an extremely busy period for our staff to put forward the Members' voices to both major parties. As we are well aware, we now have a minority Labor Government. This will no doubt have an impact on our policy platforms presented prior to the election, and how we go about continuing to pursue our policy agenda.

Our headline policy was vehicle inspections at change of ownership. Through our lobbying efforts we were able to get a commitment from the Labor party to begin the work needed to implement a voluntary inspection scheme.

While this is not the complete scheme we were looking for, it is a huge improvement on where we have been over many years. The State Government has proposed an accreditation system for MTA Members and the RAA, which will allow mechanical repairers to identify themselves as a "government approved" vehicle inspection centre.

A working group of senior Government officials, the MTA and the RAA will be set up to develop criteria to determine accreditation processes, the scope of the inspection and costs.

The State Government has committed to promoting the voluntary scheme through publicity and advertising. The aim is to encourage potential second hand vehicle buyers to demand that sellers have a "government approved" inspection report prior to the purchase. We will be continuing work on this with stakeholders in the coming year.

Red tape reduction, payroll tax and WorkCover reforms were also key policy platforms for the MTA in the lead-up to the state election. We will continue to pursue these issues with the Government and the opposition to help foster the best working environment for our Members to prosper in.

Another key platform of interest to our membership was the announcement of a permanent motorsport park for the state, most likely at Tailem Bend. This is something which the MTA has continuously called for, and with the new Government's commitment to its development in the election, we should see this take place in the future.

FEDERAL ELECTION – FRINGE BENEFIT TAX

Federally, it was one of the most interesting years politically. We saw three Prime Ministers, an ever changing political and policy



Peter Roberts, Frank Agostino with Hon. Tom Koutsantonis MP.

landscape and the eventual federal election held in September. A key issue which evolved throughout the year was proposed changes in Fringe Benefit Tax (FBT) regime on leased vehicles.

The announcement was quick, and the negative impact on our Members immediate, with orders cancelled or suspended within hours of the announcement. Our voice was also immediate, with the MTA going on the front foot with lobbying occurring publicly and behind the scenes. This was to ensure that the policy announcement, which would dramatically change FBT arrangements on salary packaged and business owned vehicles, was reversed.

We were fortunate enough to secure a meeting with the then Shadow Treasurer, Joe Hockey, and our automotive dealers. At this meeting we were able to convey the issues that the announcement of changes to the FBT has caused the industry.

In particular, the lack of confidence consumers had in purchasing vehicles with the uncertainty of what future FBT arrangements would be. With the Coalition ultimately winning the Federal Election, the changes to the FBT were immediately reversed with no legislation required. Since this time Members have reported that orders on salary packaged and business owned vehicles have normalised.

AMIF – AUTOMOTIVE 2018 (AN INDUSTRY AT CROSSROADS)

At last year's Annual General Meeting, we were privileged to have our national association, the Australian Motor Industry Federation (AMIF) Chief Executive Officer Richard Dudley present the discussion paper, *Automotive 2018 – an industry at crossroads*, which was also presented to at the National Press Club in Canberra. The focus of these addresses was

to highlight the plight of the retail automotive sector, rather than that of the manufacturing sector which receives a disproportionate amount of attention from policy makers and the media.

This discussion paper outlines what it calls "a perfect storm" which the retail automotive sector will face if an urgent and whole-of-industry approach is not taken with regards to policy development for our sector. Importantly, our sector employs over 320,000 in 100,000 thousand businesses and is an extremely important contributor to the national economy.

The discussion paper outlines the generational change in the retail automotive sector. On average 450 automotive businesses are closing annually, and the acute shortage of skilled workers is affecting the productivity and continued viability of many sectors within the retail automotive sector.

President's Report Continued

Critically, recent research highlighted there is a shortage of 19,000 skilled mechanics in Australia. These shortages, coupled with the effects of globalisation, environmental protection policy, rapid technological advances, shifting consumer behaviour and the maturation or decline of business life-cycles are creating a maelstrom that could have catastrophic consequences on the entire industry, unless a different approach to policy planning is introduced.

We will continue to work with our national association on this critical issue. We have begun the conversation, now we must continue it to ensure our sector meets the challenges of the changing environment.

Your voice at a national level has never been stronger. I was fortunate enough to be elected by my national colleagues as the national President of the Australian Motor Industry Federation in November.

We have a strong history of national representation. The late Colin Clark, inaugural President of AMIF in 2011, and I look to continue this legacy. We will continue to have a strong and vibrant national association to lobby work on our behalf in Canberra; protecting our interests on the national scene.

END OF AUTOMOTIVE MANUFACTURING

Sadly, we saw announcements from Ford, Holden and Toyota that they would all end their manufacturing operations in Australia, transitioning to marketing and sales operations in the coming years.

As I stated through the year, this



MTA President Neville Gibb with Treasurer Hon. Joe Hockey MP.



AMIF CEO Richard Dudley.

is a huge loss to our country. We have had a proud automotive manufacturing tradition, and through that tradition have built an enormous amount of skilled tradespeople whose ingenuity will now be lost, potentially forever.

With Holden's manufacturing operations in our state, and the hundreds of local component manufacturers affected as well, we must now work on how our sector can support these workers.

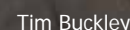
At the time of writing this report, we are working on how the MTA can be part of this transition and this will remain a focus for our Association in the coming financial year.

A year of transition can be difficult

for all involved. However, I am hopeful we are in a place where we can build on the excellent platform we have, to continue to deliver excellent results for our Members.

I would like to thank my fellow colleagues on the Board of Management for their passion and dedication to the industry. This will be my final report as President, and as such, I would like to thank you all for your support over my tenure. I believe we have continued to work hard as a group and continued to improve the Association for the benefit of our Members.

Neville Gibb
PRESIDENT



This is a significant change in approach from the ACCC and very welcomed by the MTA and our Members. We will continue to monitor this landscape to ensure that we continue to see a sustainable independent sector. We also saw the introduction of price board regulations from the SA Government which regulates the display of discounted fuel prices.

Chief Executive Officer's Report Continued



AMBRA National Shop Grading Program.

The MTA worked closely with the Government to ensure the regulations were suitable for industry, and that there was an appropriate transition arrangement for service stations to comply. The Government began enforcing the regulations from 1st January 2014.

AMBRA NATIONAL SHOP GRADING PROGRAM

For our body repair industry, an enormous amount of work has been completed with release the AMBRA national shop grading program during the year.

Developed over 18 months by the industry for the industry, it represents feedback by the repair industry to produce a minimum level of accreditation that the industry and repairers should meet.

Providing three levels of accreditation, the program gives repairers the choice of level they wish to achieve that best suits their business model. The program has a twofold purpose. It provides protection for repairers who have the correct equipment,

training and a facility, to engage in repairs suited to these attributes and also offers surety to work providers that the repairer meets a minimum industry standard.

The program is just one step needed to develop a professional industry undergoing rapid change, due to both technology and rationalisation.

APPRENTICE WAGES

In August, the Fair Work Commission handed down its decision on Apprentice wages which was part of the two year modern award review. The decision saw an increase for first year auto Apprentices of up to \$94.20 per week to be phased in over two years.

Second year Apprentices also get a significant rise of \$72.45 per week which will also be phased in over two years.

Third and fourth year rates remain unchanged.

The MTA and its interstate counterparts spent an enormous amount of time preparing the case for employers.

Importantly, the MTA's case argued that some rise was warranted.

What the MTA proposed was still a considerable increase, but fell well short of the Australian Manufacturing Workers Union claim of \$136.15 per week for a first year.

Automotive employer bodies argued a rise was warranted as it was becoming harder to attract high quality applicants to apprenticeships; other trades had higher pay, Apprentices were older and had often worked in other areas of retail earning higher pay.

Our position on an increase was backed by survey data from our Members.

We pointed out the importance of the Apprentice structure of education, highlighting that the remuneration was in fact a training wage.

A number of MTA Members gave up their time to appear before the Fair Work Commission to argue their case regarding the impact that the rise sought by unions would have on their business.

I would like to thank those Members for taking the time to stand up for not only themselves, but all Members of the MTA.

WorkCover continues to be an area where there are a lot of changes. Ultimately, we have been working with other industry associations and the Government to help review the entire system with a view of complete overhaul. This work has led to a number of improvements to the scheme including the triaging of claims, mediation, increased timeliness of independent medical

examinations, an extension of time for employer early reporting and the introduction of an in house psychologist to assist in the management of primary psychological claims. New leadership has been installed which has already led to positive changes. It is our understanding that this is the beginning of the complete overhaul and review of WorkCover. The MTA will continue to be involved as the new minority Labor Government continues to work towards improving the system.

Industrial Relations (IR) continues to be an area where our Members require assistance. With new privacy laws, the ever evolving Work Health Safety (WHS) area and the environmental sector, our IR staff are kept busy assisting Members.



New business partner, Tindo Solar's Adrian Ferraretto speaks at the President's Invitational.

BUSINESS PARTNERSHIPS

As part of growing the benefits for our Members, we saw the addition of a number of new business partnerships and renewal of old ones. Commonwealth Bank refreshed its offer to Members and Bupa restructured the process and package. We saw the addition of Tindo Solar, Kemps National Debt Recovery, BDO Accountancy and Advisory and Wicked Consulting Business Improvement Advisors. Our

business partners continue to add value to many of our Members and we will continue to look for new and exciting partnerships into the future.

MY BUSINESS INITIATIVE PROGRAM

The MTA in partnership with the Office of the Small Business Commissioner were pleased to introduce the new My Business Initiative program for Members.

The program provides Members with access to a panel of business owners and selected MTA partners to assist them as their Mentors.

Ideal for Members who are starting out or looking to grow their business, the aim of the program is to develop an on-going relationship between the Member and Mentor to achieve the goals the Member has for their business.

Many prosperous business owners credit a mentor's guidance in their success, as having an experienced person in the background that is completely removed from the business is invaluable. There to act as a guide, open up new networks and listen to ideas; there is much to gain from having a mentor. The program provides funding for Members to access mentors for three one hour sessions. The initial session will be at the Members cost, with the following two sessions funded by the Office of the Small Business Commissioner and MTA.

With the program commencing late in this reporting period, I am sure that there will be a number of Members excited to take the opportunity in the new reporting year.

CANCER COUNCIL SA BOWEL CANCER SCREENING CAMPAIGN

The MTA together with Cancer Council SA again ran its bowel cancer screening campaign as previously done in 2011. This



The electronic update.

campaign saw 43 per cent more Members request the FOBT screening kits and a six per cent increase in the number of kits returned. Importantly, three tests returned positive results and those affected have been provided the information needed to seek further medical advice and treatment if required. This is a great partnership and it is important to see that Members are continuing to partake in the campaign in greater numbers.

SUMMARY

I would like to thank our Board of Management for their ongoing commitment to ensuring the MTA remains a strong and influential organisation. Governance of the MTA remains a priority with all Board Members taking part in an annual session on this important corporate area. Information is also distributed to Board Members regularly on key issues which may affect their future deliberations.

Finally, I would like to thank each and every MTA Member for their support of the Association and its activities.

Your continued support is vital to our industry maintaining a strong political voice on your behalf.

Tim Buckley

ACTING CHIEF EXECUTIVE OFFICER

MTA Financial Report



Russell Smith

The past financial year has been one of steady achievement of the MTA.

For the first time in six years membership numbers marginally decreased from 1160 to 1142 as at 31st March 2014. This reduction was due to retirement of Members from the industry and degrading economic conditions

I thank all staff who have been involved in supporting existing Members and securing new Members for our organisations and I particularly thank all Members for their support of one of South Australia's leading business organisations.

Through the years the Australian Taxation Office handed down a requirement which meant there was a retrospective interest charge on a loan of \$3,000,000 that was previously interest free.

As a result of the interest adjustment MTA produced a deficit for the year of (\$668,220). Prior to adjusting for the interest expense on the loan the MTA reported a surplus of \$69,705. The MTA-GTS reported a surplus of \$916,034. Prior to the adjustment for the interest received on the on the loan the MTA- GTS reported a surplus of \$178,109.

The Consolidated Entity made a surplus of \$245,653.

During the year, the MTA continued its partnership agreement with SGIC

Business Insurance. The agreement provided for small commission to be paid to the MTA from each insurance policy underwritten in the retail automotive industry.

The MTA continues a long time partnership with Capricorn during the year which provides an annual sponsorship fee. Again I would like to thank Capricorn for their continued support of our Members and the retail automotive industry.

The MTA also continues to deliver a number of business partnerships across a range of services. During the year the MTA strengthened existing partnerships with the Commonwealth Bank and Bupa to improve the services for Members. We also added a new business partner, Kemps National Debt Recovery, BDO Accounting, Tindo Solar and Wicked Biz Advisors.

The audit committee met three times during the year as it provided oversight and advice on the governance and management of the Association's finances to the Board of Management.

The composition of the committee was:

- Russell Bates Financial Controller CMI
- Clive Polley (Board Member)
- Ron Lewis (Board Member)

The committee was also attended by our auditors KPMG.

On that note on behalf of the Board

of Management of the MTA, I would like to express my appreciation to KPMG Audit Partner Darren Ball and his team for their efforts, support and advice.

The MTA also has a remuneration committee which reviews matters relating to the Chief Executive Officer and senior staff.

The remuneration committee comprises of the full executive committee and met once during the year to consider the remuneration of the Chief Executive Officer.

The recommendation was then submitted to the full Board of Management for approval.

The key financial results are:

- A deficit in 2012/13 of \$658,220 for MTA (surplus \$334,468 in 2012/13)
- A consolidated surplus of \$245,653 (\$153,973 in 2012/13)
- Total consolidated Members' equity of \$20,867,072 (\$20,621,419 in 2012/13)

The MTA income is now largely derived from:

- Membership
- Business partners
- Rental income on our Greenhill Road Wayville, Royal Park Training Centre Schenker Drive Royal Park and Fullarton Road Norwood properties
- Investment income (including MTAA House)

- Management and administrative recoveries from the Group Scheme
- Printing and stationery

Membership income for the year was \$1,309,285 compared with \$1,303,111 in 2012/13.

Our investment in a Canberra office block which houses our national body, the Motor Trade Association of Australia, produced income of \$84,360 to the MTA in 2012/13.

Our current MTA asset profile as at 31st March 2014 shows:

MTAA House Canberra	12.0%
Royal Park Training Centre	5.0%
81 & 83 Greenhill Road Wayville	19.9%
3 Schenker Drive Royal Park	11.9%
46 Fullarton Road Norwood	18.8%
Other fixed assets	7.3%
Cash and term deposits	19.1%
Others (receivables, stock etc)	6.1%

The MTA continues to expand the services to Members through its printing and stationery facility which provides cost effective printing services to Members and also the MTA.

Finally I must recognise the efforts and support of the Board of the MTA, the executive committee, MTA management and staff who have again delivered another positive year for our Association.

Russell Smith

FINANCIAL CONTROLLER

Legal, Workplace Relations, WHS & Environmental Services

STAFF

The department has continued to respond to a rapidly changing and challenging business and employment environment.

Anna Moeller continues to lead the department of six which spans both Greenhill Road and Royal Park sites. Paul Eblen remains in his role of specialist industrial relations, health safety environment and training consultant, working in particular on government submissions and complex Member issues. He is strongly supported by Michael Sheehan who specialises in award enquiries, performance management and matters of national industry concern.

Gail Sutherland continues to provide administrative assistance to the team, specialising in leave entitlements and calculations. She has recently expanded her role to include WHS, environmental, auditing and Greenstamp accreditations. Gail also provides back up support to the WHS Coordinator at Royal Park.

Deb Hegarty remains with the team on a part time basis and is located at Royal Park. Her focus remains on Certificate IV WHS training and the review and implementation of internal WHS policies and practice.

Laura Taylor is located at the Royal Park site continuing in her role as WHS Coordinator. Laura has responsibility for all Apprentice

injuries, WorkCover and managing rehabilitation/effective return to work. She also coordinates and implements the WHS business plan, WHS policies and procedures across the organisation.

WORKCOVER

The Industrial Relations (IR) department has continued to lobby the Minister for IR in relation to an ongoing review of the administrative and operational aspects of the South Australian Workers Compensation scheme. This has led to changes in relation to premium calculations, the complexity of claim forms, rehabilitation costs and claims management.

The State Government has now announced an overhaul of the legislative aspect of the scheme and lobbying has already begun. MTA has been, and will continue to urge the Government to base any changes to the legislation and the scheme on known model outcomes. MTA has also made clear its position that any reform of the scheme must result in the eradication of the unfunded liability and a reduction in employer premiums to an average of 1.7 per cent.

RETURN TO WORK FUND

The IR department has been successful in obtaining funding to create and launch a set of job dictionaries tailored for use in the motor trade industry. Job dictionaries assist employers,

workers and their medical practitioners to identify suitable alternate duties within the work place to facilitate a rapid, safe and sustained return to work. This project will continue through to March 2015.

TELEPHONE AND ELECTRONIC ADVISORY SERVICE

Responding to telephone and e-mail enquiries continues to be the main service provided by the department. Common enquiries include rates of pay, leave calculations, WorkCover, WHS obligations, performance counselling and termination procedures. A number of Members also require assistance with customer disputes, privacy issues, warranty claims and contractual agreements.

TRAINING

The IR department has continued to coordinate and deliver both accredited and non accredited training. The sessions conducted by or through the department are outlined as follows:

- Certificate IV WHS (accredited)
- Bullying and harassment
- Risk management
- Policies and procedures
- WHS legislative compliance for officers
- WHS for managers and supervisors



Brenton and Michael Caddle with their Greenstamp accreditation.

- WorkCover basics for employers
- Spill kit use
- Manual handling
- Electrical test and tagging
- Fire warden
- Privacy reform
- IR basics
- Environmental basics
- Use of ERIS
- Conducting workplace inspections

Tailored educational and practical courses are also available upon request. The majority of courses are able to be delivered on site or in regional areas by arrangement.

In addition to external training the IR department provides internal training services both directly and on behalf of the HR manager.

REVIEW OF APPRENTICE WAGES

Fair Work Australia (FWA) has now completed its review of Apprentices, Trainees and junior rates as part of the 2 year modern award review.

MTA and VACC conducted the case for the motor trade. This included independent research, surveying of Members, the sourcing and provision of evidence of non-wage benefits by employers/government allowances and providing the largest group of witnesses of any of the 33 industries represented.

The full bench considered the evidence of MTA SA regional and metropolitan witnesses as to the

impact of the ACTU claims on small business and group training placements. It was apparent in the final decision that the evidence of the state motor trade associations and VACC significantly contributed to the reduction in travel and other costs sought by the ACTU. The final wage increase to be applied to Apprentices engaged after 1 January 2014 reflected a mid point between the motor trade associations' proposal and those of the ACTU. It is of note that motor trade associations across Australia were the only organisations to put in a counter proposal in relation to Apprentices wage and allowances.

REVIEW OF TIME BASED APPRENTICESHIPS

The Training and Skills Commission (TASC) in South Australia has commenced a review of time based apprenticeships across selected trades. MTA Members in the identified trades were contacted and feedback was provided.

The attempt to reduce the duration of particular apprenticeships is based on the principle that on the job competency can be achieved using various methodologies. This includes theoretical learning, on the job training, specialist training and franchise training. MTA has argued that trades such as agricultural and heavy/light vehicle mechanical trades should not be part of this review as little or no statistical data exists evidencing early sign offs.

It was further argued by the MTA that the need for this amendment to time based apprenticeships was unnecessary as legislation enabling early sign off already exists, where 75% of the term has been completed.

The national training body for the motor industry, Auto Skills Australia (ASA), is currently reviewing time based apprenticeships in mechanical and collision repair trades. ASA has a view that increased flexibility in assessment of skill at varying stages of an apprenticeship is important as some eastern state training authorities such as Queensland have already moved to competency based training creating a continual lobby for a nationally consistent competency based scheme.

AWARD MODERNISATION

FWA has completed their mid-term review of all modern awards that were drafted and implemented from January 2010. While that review did include the above Apprentice review, its other focus was to identify and resolve any practical problems arising out of the intense program of drafting 120 awards to replace the several thousand awards and agreements in place prior to 2010.

As a part of this exercise the motor trade organisations across Australia shared responsibility for reviewing the Vehicle Manufacturing, Repair, Services and Retail Awards 2010

Legal, Workplace Relations, OHS and Environmental Services Continued

and the Clerks Private Sector 2010 Award. They identified obvious drafting errors, omissions or changes required to ensure the smoother operation of these awards and attempted to broaden the parameters of the mid term two yearly review.

In 2014, some four years after the introduction of the modern awards, the final and comprehensive review of specific award standards has commenced with completion possibly two years away. This review will impact on all industry in varying degrees exploring issues such as flexible work arrangements, leave, shift work, casual work arrangements and penalties.

Skills For All Funding – Certificate IV Work Health Safety

MTA has expanded its scope to deliver the upgraded Cert IV in WHS to the motor trade and broader industry. A total of nine groups of approximately 10 attendees have commenced training over the past calendar year. The number of registrants more than doubled the conservative estimates that had been based on the reduction and capping of *Skills For All* funding.

WORK HEALTH AND SAFETY AUDITING AND SERVICE PROVISION

The IR department continues to conduct WHS audits for both metropolitan and regional Members under the program originally established in 2011. This confidential service is offered at a highly

subsidised rate to assist Members to understand and meet their WHS obligations. The service continues to be popular with Members and is of even greater importance with the end of the grace period in relation to the new harmonised WHS legislation.

The IR department also continues to provide a general advisory service to Members in relation to WHS. IR staff are able to assist with SafeWork prosecutions and notices, develop workplace policies and create and deliver tailored onsite WHS training and advice.

ENVIRONMENTAL MANAGEMENT

The demand for environmental assessments and Greenstamp accreditation has continued to increase over the past 12 months.

This is likely to increase even further with the introduction of the new shop grading program and the attendant environmental requirements. The Greenstamp program has now achieved national harmonisation with new branding and consistent accreditation standards.

In addition to accreditations and auditing the IR department provides environmental advice and training. Environmentally friendly spill kit products and training at discounted rates is also offered to Members.

ERIS

Over 120 Members now subscribe to ERIS, MTA's online employment relations information system. This system provides information and

tools to assist with WHS, IR, human resources and payroll. With over 5000 pages of industry specific information, email reminders, policy builders, record keeping and workplace inspection tools ERIS reduces paper work and streamlines processes. MTA will continue to offer subscribers free training on the use of ERIS throughout 2014.



TRADE DIVISIONS

MTA

2013-
2014

Australian Automobile Dealers Association of SA



Paul Page

Chairman

Hilar Puvi May – Dec 13
Paul Page Dec 13 – current

Vice Chairman

Paul Page May – Dec 13
Michael Claridge Dec 13 – current

Committee

Neville Gibb
Gino Raschella
Shaun Swift
Leroy Uren
Ditmar Guehrer
Peter Thomas

Division Manager

Roger Ballantine

The focus for the Australian Automobile Dealers Association of SA (AADA) activities has been at the national level from around September last year.

All of the state and territory associations (MTA's and VACC) have focused on addressing the necessary changes due to the creation of the 'new AADA'.

As a new entity, AADA promises to represent new car franchise dealers on national policy and franchisor relationship issues.

Hillar Puvi resigned as the Chairman of AADA in October 2013 and as an MTA Board Member, to allow himself to participate fully in the establishment of the 'new AADA' and its ideals.

A series of meetings have been held in each capital city to outline the structure, funding requirements and proposed activities.

It is clear that the 'normal' functions and activities of the state associations such as federal/state issues, industrial relations, WorkCover, environmental and training will not be addressed by the new group.

NATIONAL ISSUES - AMIF

Richard Dudley, CEO of the Australian Motor Industry Federation (AMIF) has addressed the following issues in the past year:

- Access to technical information
- Personal property security register
- Federal budget submissions
- Luxury car tax (with the federal election announced)
- Franchise code
- Internet advertising
- OPEL exit from the Australian market
- Fringe benefit tax changes

AADA/AMIF has reacted with a submission to an ongoing project by the Productivity Commission who is evaluating the impact of red tape on small business.

Of recent concern is a continuing move by Federal Treasury to re-introduce an Australian financial services license requirement for all point of sale 'vendor introducers'.

A dealer voice nationally is vitally important given some of the issues

we are facing such as the impact of the Carbon Tax, personal property securities law, franchising, Australian consumer laws and consumer credit reform.

The Australian consumer law 'warranties against defects' requirements and the previously introduced 'consumer guarantees' have an increasing potential to impact on business as consumer awareness grows.

Unfortunately, the consumer guarantee legislation does not allow for the unique circumstances associated with vehicle retailing - in particular the question of a refund as a result of a 'major failure'.

On behalf of the state MTA's/VACC, Mr Richard Dudley has approached the Federal Government to review the application of this legislation and its impact on motor vehicle retailing.

AUTOMOTIVE MANUFACTURING CLOSURE

As an industry we have many challenges to deal with, not only at a government level, but also from the manufacturer side. These challenges can threaten the viability of our businesses with the large investments dealers have. The recent announcements reporting the cessation of motor vehicle manufacturing in Australia brings a level of uncertainty to all sectors including car buyers.

What impact this will have in the long term to the economy remains to be seen. Despite the relatively low number of people directly employed



AADA meeting July 2013.

in the manufacture of passenger vehicles in Australia, it is difficult to place a positive spin on this announcement.

FEDERAL AND STATE ELECTIONS

The past 12 months has seen the election of a Liberal Coalition Federal Government with an announced plan by Prime Minister, Tony Abbot, to abolish the Carbon Tax. This is a welcome step towards reducing ever growing business overheads.

The recent re-election of a State Labor Government bring with it some changes to the Ministry. This includes a new Minister for Transport, Stephen Mulligan, who we hope to establish a good working relationship with.

MARKET

Total new registrations in SA for the year ending December 2013 totalled 69,820 units (including commercial vehicles) which was an increase of +4.2 per cent when compared to 2012.

SUMMARY

I would like to thank former CEO John Chapman for his untiring efforts in lobbying on behalf of this industry. I also wish to thank Roger Ballantine, MTA staff and our AMIF staff in Canberra for their ongoing dedication.

Paul Page

CHAIRMAN

Automotive Repair & Engineering Division



Brian Weeks

(Incorporating the Automatic Transmission, Steering and Suspension, Brake Specialist, Radiator Repairer, Auto Electrical and Engine Reconditioning Divisions)

Chair, Board Representative & State Delegate AARA

Brian Weeks

Vice Chair

John Eglezos

State Delegate Engine Reconditioning Association of Australia (ERAA)

Peter Cox

Committee

Peter Stewart

Darryl Siggs

Craig Gough

Matthew Gough

Michael Eglezos

Phil Turner

Phil Turner Jnr

Danny Shane

John Hurley

Peter Cox

Scott Colmer

Division Manager

Michael Ping

AUTOMOTIVE REPAIR DIVISION MEETINGS

The Automotive Repair and Engineering Division met twice during the 2013/14 period. The meetings for the period were well attended.

The February meeting was also an Annual General Meeting with Brian Weeks being re-elected as the Chairman and John Eglezos re-elected as the Vice Chairman.

The committee continues to tackle a range of ongoing issues affecting independent repairers including Arctick auditing, vehicle registration stickers and access to technical information.

VEHICLE INSPECTIONS

The Minister for Transport and Infrastructure Hon Tom Koutsantonis presented the option of a voluntary inspection system for vehicle inspections to the MTA Board in late 2013.

The Minister outlined the proposal which would allow MTA members to receive a government endorsement which they could use to promote their vehicle inspection credentials.

In addition the Government would promote the value of vehicle inspections to the wider community and the need for safer vehicles.

A working group was established to work out the finer details for the Voluntary Vehicle Inspections Scheme. Tabled at the March 2014 meeting was the discussion paper on the Voluntary Vehicle Inspection Scheme and the Unroadworthy Vehicle Report which the MTA had put together. The meeting was represented by the MTA Acting Chief

Executive Officer, Tim Buckley and its Division Manager, Michael Ping, Department of Planning, Transport and Infrastructure (DPTI), RAA, SAPOL and Consumer and Business Services (CBS). The positive outcome from the meeting was that the MTA will provide Consumer and Business Services (CBS) with a light vehicle inspection form that provides minimum safety standards that light vehicles would have to meet. Once a suitable safety standard can be agreed upon, Consumer and Business Services (CBS) will work with the MTA to promote the scheme as a matter of public interest.

CLOSE

I would like to thank our outgoing Division Manager Jason Polgreen who has moved to the Operations Manager role at MTA Royal Park and our new Division Manager Michael Ping, Vice Chair John Eglezos and all of our committee members for their continued attendance and input at our regular committee meetings.

Brian Weeks

CHAIRMAN

Auto Parts Recycler Division



John Hitchcock

Chairman

John Hitchcock

Vice Chairman & Board Representative

Ron Lewis

Committee

Anthony Norris

Mark Kraluis

Michael Cavanagh

Brad Harmer

Stuart Cawthorne

Darran Van Der Woude

Robert Nash

Hugo Pellegrini

Division Manager

Peter McMahon

Another 12 months has passed and the industry is facing increasing pressure from many sides. From panel sales to the crash industry, we are seeing price matching from all sectors in the market including aftermarket parts, OEM parts from dealers and parallel parts.

This climate is driven of course by the motor vehicle insurance companies, who not unlike other very large multi-national type companies operating in Australia are shareholder profit driven and industry sustainability is not a high priority.

Other impacts have been sales online. While many Members operate on Gumtree and Ebay, they still have to comply with Government red tape and the cost of running a business in this state, but individuals are free to sell whatever they want online.

We also face competition from businesses who operate outside the system. This includes businesses that appear to not be registered, do not comply with any council by-laws or environmental laws, and do not adhere to WHS requirements.

The industry is changing faster than many can keep up with. For example, LKQ one of the world's biggest suppliers of second hand and aftermarket parts has arrived in Australia in a joint venture with Suncorp – one of the country's largest insurers. Owing brands such as AAMI, APIA and Shannon's will present another impact on our sales volumes, prices, stock value and retention of clients.

The committee has been raising issues on behalf of the industry such

as land tax, payroll tax, predatory pricing and issues with auction houses.

Auction houses is one that effects a large number of Members who seem to have no rights if there are issues concerning purchases and items arriving 'not as shown'. The MTA is taking this issue through the proper channels of investigation by our Federation in Canberra.

Lastly, a big thank you to the committee, who always make time for our industry, and to our Division Manager Peter McMahon, who continues to work for the recycling industry.

John Hitchcock
CHAIRMAN

Body Repair Division



Chairman

Jeff Williams

Vice Chairman

Olivia Colangelo Couch

Committee

Jason Miller

Joe Artini

John Jakutiavicius

Tom Campaniello

Daryl Morgan

Rob Ephgrave

Board Representative

Jeff Williams

Division Manager

Peter McMahon

I would like to start this year's annual report to the Body Repair Division on a national theme and in particular, the industry's national representative body, the Australian Motor Body Repairers Association (AMBRA).

AMBRA is made up of body repairers from each state association. Over the last few years, AMBRA, a group passionate about our industry has been collectively working on initiatives for industry with the future in mind.

One of those initiatives is the AMBRA national shop grading program – a program designed by repairers for repairers. All states and territories have agreed for the introduction of the program to be staged gradually. The Northern Territory and Queensland have been the first

states to launch the program, with some major insurers in each jurisdiction including it as part of their network agreements. AMBRA representatives have also met with most insurers to advise them of the industry's initiative.

While AMBRA is well aware of a major insurers 'standard' being introduced to their network of repairers, the AMBRA program has been designed to provide business owners with the choice to choose if they wish to be part of the program, and at what level of involvement.

Our clients should expect that the repair industry has a minimum standard, and price shouldn't be the major criteria when repairing their investment safely regardless of who they are insured with.

The real time real money era is here. We have seen Suncorp release Thatcham escribe which has real times in the online package, Youi are using Audatex and if you ignore the rate allowed by Youi and concentrate on the times, these are real manufacturer times, which leads me to e-mta.

It has been a long time coming, but there is light ahead with the politics which have delayed this industry based initiative now out of the way.

So if you haven't done so already get your shop rate done and see how much you are really missing out on.

The external review of the MVIRI Code of Conduct has been carried out with over 30 recommendations; the changes proposed and if agreed

to by both sides of industry, will radically change this document.

The Small Business Commissioner of South Australia is another initiative available to repairers. Providing an industry with Dispute Resolution Code accessible by all small businesses in SA, this comes on top of the MVIRI Code of Conduct and is another protection for repairers.

In the Adelaide market or South Australia in general it's been very patching for a long time now, with equipment sales sluggish except where repairers have been able to be part of Suncorp's reduced network.

I-Car training numbers have been down on previous years and we have also seen some rationalisation in our market. While this period has been flat, the insurance industry has been capitalising on a depressed market, driving repairers average repair cost and profit margins down as they are searching for work.

There is no insurer which dominates the SA market, as might be the case in the eastern states, so the playing field is a little fairer, but not by much and for how long is anyone's guess. With this in mind the industry cannot afford to compromise on repairing vehicles safely and efficiently. Therefore, we should also not compromise on the return on our investment.

One repairer once said to me, "I am quite capable of going broke by myself, I don't need an insurer to help me."

These words have stayed with me



I-Car CEO Richard Pratt with Body Repair Division Chair Jeff Williams.

because he was absolutely right, why should I compromise my investment, my family's income and what I have worked for all my life to keep an insurers KPI where they need it.

Where over the last 20 or so years it has been the repair industry under cutting each other now it's the insurers in a war amongst themselves all trying to match each other's average repair cost demanded by their boards and the casualty of this war is the repairer again, the small business owner the one with a family at home not a shareholder.

And regardless of what you are told the insurers don't care if you are profitable or not nor do they care if you can meet their sometimes unreachable targets, they will just find someone else to repair their cars and fill it up with their brand,

while you are left saying where did every one go?

We have been aware for some time that a changing environment was coming, at various MTA meetings and gatherings around Adelaide we have discussed that there appears to be less accidents, more road works, and better vehicle technology. With this collision avoidance we need to be proactive.

The days of being force fed vehicles by work providers is over. The new era of being proactive and selling ourselves is upon us, and we need to change. We need to market ourselves, look at the numbers constantly and develop strategies to keep our customers in our shops. We also need to fully inform our customers about the insurer they have chosen.

We need to develop business plans not for next week, but for the next

five years. We need to know exactly what it costs us to open the doors each day. Knowing this will help in how we write an estimate.

We are nearing the time where we need to be business people - not just a panel beater or spray painter who also owns and runs a small business.

In closing, I must thank the support given to me by the MTA Board and the Body Repair Division Committee. These Members give up their time to provide input and feedback because they believe in our industry.

A special note to John Jakutavicius, who at his own expense commutes to Adelaide from Mount Gambier. We would not have achieved so much over the last two years without John's dedication.

I would also like to pass on my many thanks to Peter McMahon, our Divisional Manager who continues to fight for our industry.



Brenton Stein

Service Station Division

**Chair/Board Representative/
State Delegate ASSCSA**
Brenton Stein

Committee
Frank Agostino
Jack Lawson
Malcolm Keast
Stamatis Karalis
Peter Samuels
John Teague/Scott Teague
Jim McGuire

Division Manager
Michael Ping

- The oil code review – a formal review conducted in 2014 by the federal department of industry.
- ACCC update - supermarkets have quickly offered up to 14 cents a litre fuel discount where groceries are purchased at a supermarket run service station convenience store.
- Predatory pricing issue/below cost selling.
- State service station fuel theft and 'drive off' update.
- Fuel quality standards – ASSCSA has applied to join the Commonwealth fuel standards consultative committee.
- Underground petroleum storage systems – fuel monitoring legislation by state.
- Vapour recovery one and two - state update.

FUEL PRICE BOARD REGULATIONS

On 1 October 2013, the new State Government petrol price board regulations which commenced and aims to eradicate the display of discounted fuel prices on price boards. However, the State Government informed us that there would be a transitional arrangement which included a non-enforcement period.

At the time the non-enforcement period was left open-ended awaiting the Federal Legislative and Governance Forum on Consumer Affairs (CAF) November meeting.

This meeting was held, and with no clear agreement on a national code for petrol price board regulations, the State Government has notified us of the commencement date of the enforcement period.

The South Australian Fuel Industry Code 2013 (price board regulations) will be enforceable as of 1 January 2014.

Key elements which you must comply with are:

- Prohibition of displaying discounted petrol prices
- The display price at the bowser must be lower than the advertised fuel price board where there is a pricing discrepancy between the two.
- The expiation fee for the breach of the Code is \$6,000 for a corporation and \$1,200 for a person.
- We will be monitoring those retailers who use discounting systems and would encourage Members to notify the MTA or the Office of Business and Consumer Affairs if you notice retailers breaching the regulations.

SHOPPER DOCKETS

The MTA has made repeated requests to the ACCC to investigate the market dominance of supermarket chains in the retail fuel market over the last few years.

Undertakings provided to the ACCC by Coles and Woolworths with regard to their fuel discount offerings will come into effect on

The Service Station Division held one meeting in June for the 2013/14 period. The meeting was also an Annual General Meeting with Brenton Stein elected as the Chairman. The committee continues to tackle a range of ongoing issues affecting independent service stations, with some significant wins over the 2013-2014 period.

NATIONAL SERVICE STATION DIVISION MEETING

The Australian Service Station and Convenience Store Association (ASSCSA) met on 27 March 2014 for an AGM in the MTA SA Boardroom. Items discussed included:



New price board regulations supported by MTA has seen the removal of discounted unleaded prices from South Australian price boards.

1 January 2014. This seeks to ensure that the discounts offered by Coles and Woolworths are capped at four cents per litre for the next five years. Any discounts offered will only be funded by that party's respective fuel retailing operations. This has the effect of terminating the cross-subsidisation that was understood to have been occurring between those fuel retailing operations and other entities under the 'parent body' corporate umbrella. In January and February, Woolworths and Coles continued to offer eight cent and 14 cent discounts respectively.

On 25 February 2014 the ACCC issued a release regarding court action ACCC is taking against Coles and Woolworths over breaches to undertakings made by them last December.

The directions hearings for the ACCC action against Coles and Woolworths are set for 3 April 2014 in the Federal Court Sydney.

VEHICLE THEFT REDUCTION / PETROL DRIVE OFFS

The MTA continues to represent the industry with State Police in a variety of forums, through the vehicle theft reduction committee and the petrol

drive offs and on sole operator safety meetings.

CLOSE

I would like to thank our outgoing Division Manager, Liam Hunt who has moved back to his full time role as Communication Manager with the MTA, our new Division Manager, Michael Ping and all our committee Members for their continued attendance and input at our regular committee meetings.

Brenton Stein
CHAIRMAN

Commercial Vehicle Industry Association of SA



Clive Polley

Chairman

Clive Polley

Committee

Bill Lane

Darryl Smith

Shane McEvoy

Peter Morelli

Division Manager

Roger Ballantine

ECONOMIC OUTLOOK

South Australian new commercial vehicle registrations for the year ending 2013 increased by 9.2 per cent.

For the first quarter of this year, new registrations for light and heavy commercial vehicles were up by +1.5 per cent overall, when compared to the same period last year.

While there have been excellent returns from this year's crop harvest and several big projects nearing completion, the recent announcements regarding the end of passenger vehicle manufacturing has had an effect on the state economy.

HEAVY VEHICLE TRAINING

The MTA Training and Employment Centre at Royal Park continues to grow the heavy vehicle training facility. We can now conduct diesel technician training up to Stage III.

The MTA has also added common rail diesel to its up-skilling training schedule for industry professionals to increase their skills in this area.

MTA is also in consultation with the

mining and civil construction industries with a view to training people.

NATIONAL HEAVY VEHICLE REGULATOR (NVHR)

As we now know the introduction of the national heavy vehicle laws did not progress smoothly as a result of several deficiencies within the processes, the primary one being the issuing of permits.

MTA sought clarity on the requirement for everyone in the sales/service sector to 'carry certain documents' when driving an accredited vehicle under mass or maintenance. This is now revoked.

Members also received a hard copy of the Vehicle Standards Bulletin (VSB6) and the procedure involved in obtaining Registered Engineering Status (RES) for a suitably qualified employee.

VEHICLE ROADWORTHY INSPECTIONS

Members need to be alert to the fact that roadside inspections by SA Police and the Department of Transport, Planning & Infrastructure (DPTI) of the heavy vehicle truck fleet are unlikely to diminish and an investigation into a serious road crash could link the servicing dealership under 'chain of responsibility' legislation.

COMMERCIAL VEHICLE INDUSTRY ASSOCIATION OF AUSTRALIA (CVIAA)

CVIAA members (state CVIA's) continue to meet twice yearly to discuss issues of national interest.

Suncorp Joint-Venture with LKQ will likely have an impact in the areas of crash, mechanical/engine repairs and spare part supplies.

NATIONAL WRITTEN OFF VEHICLE REGISTER (WOVR)

The Australian Heavy Vehicle Repairers Association (AVHR – a Division of MTA-NSW) is seeking to have all written off heavy vehicles recorded on the WOVR as a statutory write-off. There does not appear to be any state support for this extreme view they have taken.

AUSTRALIAN CONSUMER LAWS (ACL)

The CVIAA will vote in April 2014 on a proposal to seek legal advice on an action plan to have the definition of a 'consumer' as it relates to acquiring a vehicle or trailer (at any price) for use principally in the transport of goods on a public road altered. It is expected that this proposal will be endorsed.

SUMMARY

This past year has seen significant changes within this industry. With the resignation of the MTA CEO, John Chapman, and the resignation of the NHV Regulator, Richard Handcock.

MTA has formed a new section of the CVIA division (meeting separately) and is providing a forum for bus and coach owner operators.

I would like to thank committee members for their contributions throughout the year, former MTA Chief Executive Officer, John Chapman, Business Development Manager, Roger Ballantine and MTA staff for their ongoing assistance.

Clive Polley

CHAIRMAN

Farm & Industrial Machinery Dealers Association of SA



Chairman

Mathew East

Vice Chairman

Malcolm Eglinton

Board Representative

Colin Butcher

Committee

Roger Paech

Norm Hood

Darren Graetz

Roger Vater

Division Manager

Roger Ballantine

FIMDA members completed the 2013 calendar year, with varying results largely dependant upon where they were located and what particular type of agricultural activity their business catered for.

Our member business success is most often directly proportional to the seasonal success of our constituent farmer customer base.

Last year I reported that used machinery inventory build-up was becoming a problem and this continues to be a large ongoing concern. Along with the erosion of margins, this provides the greatest challenge for farm machinery dealerships.

The ever present and exponential growth in the amount of government imposed red tape is another major factor in accounting for a diminishing bottom line in most FIMDA member businesses.

As MTA Members we appreciate that we are made aware of our obligations in regard to complying with these regulations. However, I would like the industry to have a more active voice in participating in discussion with government prior to the introduction of new laws or regulations. It is important that we dealers are not left with the dilemma of making our business operate around laws that in practice are either unnecessary, time consuming or serve no practical purpose.

With the recent state election and the announcement of Independent MP, Geoff Brock, being included in the Labor Government ministry as Minister for Regional Development

it does now give us an avenue to highlight the areas of bureaucratic regulation that are an impediment to our business operations on a daily basis.

In addition with the selection of a new Minister for Transport, Stephen Mulligan, I hope that we can get action on some of the red tape issues relating to machinery registration and transport/movement on public roads.

I intend to continue to provide a forum where members are free to express your views without prejudice and where you can discuss problems and draw on the experience of other dealer members.

I would like to thank Business Development manager Roger Ballantine, former CEO John Chapman, member Colin Butcher for his work as the FIMDA representative on the MTA Board and as our representative on the national body, FIMDAA and all of MTA staff for their support and guidance over the past 12 months.

Mathew East

CHAIRMAN

Motorcycle Industry Association of SA



Chairman & Board Representative
Martin Guppy

Vice Chairman
Mark Flynn

Committee
Doug Pitman
Richard White
Nigel Agar
Peter Forster
Bill Norman
Evan Byles
Alan Ashmoore
Mick Tucker
John Barnsley

Division Manager
Roger Ballantine

ECONOMY

The national motorcycle, ATV and scooter market year ending December 2013 (113,289 units) decreased by (-2.2 per cent) over the 2012 result according to FCAI figures. In SA, new registration figures of 4041 units had a slight increase of (+0.5 per cent) when compared to 2012. There were mixed fortunes for the established Japanese brands in relation to market share with Honda being the overall market leader.

NATIONAL MOTORCYCLE FORUM - AMIA

A teleconference was held on 17 September 2013 for the Annual General Meeting. All states were represented with Paul Peterson (MTA-Q Delegate) accepting the nomination for the position of Chairman, with MTA-Q providing the secretarial function.

Items discussed included: The legal opinion re warranty reimbursement, state motorcycle licensing requirements, growth in grey imports, franchising issues, helmet standards and unassembled 'crate' motorcycles.

OFF-ROAD RECREATIONAL RIDING FACILITIES

The MIASA Division, through MTA, continues to lobby the State Government for support in establishing suitable off-road areas for recreational riding to match other progressive state governments.

The Victorian State Government has the 'Trail Bike Initiative', with \$5 million of funding which has included, as one of its recommendations, the construction of '12 purpose built trail bike areas in state forests.'

MTA supported three forest trail Rides held in the Mount Crawford, Wirrabara and Second Valley Forest areas. The events were well organised and strongly supported, demonstrating the suitability of our forest areas to trail riding on motorcycles. As a result of this, three more events are planned for this coming year. Ultimately, we hope that the forest areas will be opened up as in other states.

INTERNET SELLING

One of the biggest threats to traditional retailing in this country is the continuing growth of internet selling. Members would be aware of the impact this is having on the financial viability of their business, with diminishing parts and accessories sales. I think we all will have observed 'customers' trying on branded clothing for fit, examining accessories/parts all without a direct sale being made.

The Australian Design Rule (ADR's) compliance requirements on new road motorcycles does maintain new sales in Australia. However, everything else is a target for overseas operations.

With the announced closure of vehicle manufacturing in the near future there is a push for the



Trail bike ride in November 2013.

Productivity Commission to abolish ADR's and utilise international standards. Should this be adopted, it would have an impact on new motorcycle retailing to some degree.

MOTORCYCLE LICENSING

On 5th January 2014 the Sunday Mail published an article 'Licence to end easy ride'. This was aimed at riders of 50cc restricted scooter riders. MTA immediately responded to the Government on the issues and the ramifications of such a proposal.

Minister for Road Safety, Ian Hunter responded by saying "no decision has been made to introduce specific licensing and training requirements for riders."

CEO RESIGNATION

On behalf of members of the Motorcycle Industry Association I would like to acknowledge the support of the former MTA CEO John Chapman in promoting motorcycling.

CONCLUSION

In conclusion, I wish to thank the division committee, Division Manager, Roger Ballantine and all MTA staff for their efforts during the past year. Let us hope that our economy can improve substantially in the coming months.

Martin Guppy
CHAIRMAN

Licensed Vehicle Dealers Division



Andy Forrest

Chairman
Andy Forrest

Committee
Norm Cooper
Jay Richards
David Vincent
Andrew Holdich
Derryn Ising

Division Manager
Roger Ballantine

Trading conditions for the year have not seen any measurable improvement over the previous year for the majority of independent used car retailers. Used car retailing has been the toughest in living memory with consumer spending down and with slim margins.

Small to medium independent dealer operations have continued to close their operations largely due to the decline in sales, slimmer margins and the overall costs of being in business today.

The auctioning of State Government owned vehicles is another example of the continuing competition for late model vehicle sales that dealers face. The growing number of consumers purchasing vehicles this way indicates confidence in the product and a willingness to take a chance at auction knowing of the security of a manufacturer warranty. The growth in internet marketing

and the direct sale of used vehicles has changed the face of dealer retailing forever. The impact of fixed price auction selling, both at auction houses and over the internet.

Unless your vehicle is exceptionally rare or in demand, to receive enquiries you must have a price point which is at the lower end for that particular vehicle.

Dealers need to remain vigilant for flood damaged vehicles from Queensland and New South Wales that will eventually find their way onto the market by 'private sale/backyarder' operators.

Another area that dealers need to be very aware of is the Australian Consumer Laws (ACL) and the potential impact should a consumer have an issue with a vehicle they have purchased, regardless of its age or kilometers travelled.

Members still need to be mindful of exercising care when offering employment to a salesperson. It is an offence to employ a salesperson with a dishonesty conviction in the past 10 years.

MTA staff and committee members continue to meet with various government departments to discuss industry related matters as well as pressuring for Tax Reform.

We have continued to hold regular meetings with Consumer and Business Services (CBS), Commissioner Paul White, to ensure that they are made aware of any irregular activities and to make sure that compliance efforts are focused

in the right areas. Unfortunately, the Commissioner has announced he will be retiring in early April 2014. Paul White has demonstrated a genuine interest in understanding the complex nature of our regulated industry and the issues created when other parties are allowed to compete unfairly. We do wish him well in his retirement.

The recent announcement of the cessation of vehicle manufacturing in the near future in Australia is going to have an impact that will be felt for many years to come.

An interesting development is a push by motoring organisations (AAA) for the Productivity Commission to remove import tariffs on both new and used vehicles. Dealers will need to be alert to any impending changes as existing used vehicle values will be affected.

Another concern with an open market would be large operators taking advantage of relaxed importation laws and flooding our market with used imports.

Finally, I would like to sincerely thank the committee, Business Development Manager Roger Ballantine, former CEO John Chapman and all MTA staff for their efforts during the year.

Andy Forrest
CHAIRMAN

Towing Services Division



John Jansse

Chairman & Board Representative

John Jansse

Vice Chairman

Robin Pitchers

Committee

Brenton Caddle

Kevin Mullen

Ralph Scuttela

John Hitchcock

Division Manager

Peter McMahon

The past 12 months has seen the Tow Division committee discuss a more ambitious and optimistic outlook. We have addressed the issue of parking tow trucks in some council areas and seek to gain an exemption under Australian Road Rule 312.

This work is ongoing for all councils and with the Government returned and the Minister responsible changed, the MTA and the committee will continue to lobby for this reform.

The 2013/14 review of tow fees saw an increase to charges of approximately 2.4 per cent or just over \$8 on average. Looking ahead,

after the 2014/15 tow fee review the current system will be reviewed by independent external consultants working with the MTA Tow Division committee, the Accident Tow Inspectorate and the Registrar of Motor Vehicles.

I believe the next 12 months will be a period of tougher market conditions and Members are strongly advised to ensure they are compliant with all legislated requirements such as WHS and environmental law.

Finally, I wish to thank the committee for their support over the last 12 months and Divisional Manager Peter McMahon, for all his assistance.



John Jansse, Kevin Mullen and John Hitchcock.



Tyre Dealers Division

Chairman

Marcus Baldacchino

Committee

Jon Coupe

Graham Stewart

Tim Knott

Simon Gliessert

Arthur Pashalis

Peter Routley

Division Manager

Michael Ping

MEETINGS

The Tyre Dealers Division met for the first time in a number of years on 27 February 2013. The meeting was an Annual General Meeting where I was officially appointed to the role of Tyre Division Chair. Meetings were scheduled for 18 July 2013, and 11 December 2013 but cancelled due to a lack of numbers.

TYRE STEWARDSHIP AUSTRALIA

Tyre Stewardship Australia (TSA) has been established by tyre importers to administer a national tyre product stewardship scheme. Minister for the Environment, the Hon. Greg Hunt MP, launched TSA on behalf of the tyre industry on 20 January 2014.

Through the scheme, TSA aims to increase domestic tyre recycling, expand the market for tyre-derived products and reduce the number of Australian end-of-life tyres that are

sent to landfill, exported as baled tyres or illegally dumped.

TSA will be responsible for administering the scheme and conducting education, communication and market development activities.

THE TYRE PRODUCT STEWARDSHIP SCHEME

Guidelines outlining the operations of the industry-led tyre product stewardship scheme for end-of-life tyres were established in consultation with industry and Australian state/territory governments.

Key features of the scheme are:

- Any stakeholder in the tyre supply chain – including tyre and vehicle importers, retailers, fleet operators, local governments, collectors, recyclers and the mining industry, may apply to become a participant in the voluntary scheme.
- Participants commit to play their part in ensuring end-of-life tyres go to an environmentally sound use.
- The guidelines for the tyre product stewardship scheme are available on the SCEW website.

The scheme will impose a levy on participating tyre importers to fund the operation of the scheme, including market development and research. The collection and recycling costs associated with ensuring end-of-life tyres go to an environmentally sound use which are likely to be passed on to consumers at around the same level as disposal charges that are paid by many tyre consumers now.

ACCC AUTHORISATION

The Australian Tyre Industry Council applied for authorisation of the scheme on 28 September 2012. The Australian Competition and Consumer Commission (ACCC) has granted authorisation for the scheme for five years until 3 May 2018.

CLOSE

I would like to thank the outgoing Division Manager, Jason Polgreen who has taken up a new role as Operations Manager at MTA Royal Park and Michael Ping the new Division Manager for all his efforts over the past year.

I encourage Members to voice your concerns regarding any matters relating to our industry so that we can discuss these issues at our regular division meetings.

I look forward to working further with Michael throughout the 2014/2015 period as we continue to build the Tyre Division to past attendance and activity levels.

Marcus Baldacchino

CHAIRMAN

Vehicle Rental Division



Rob Davey

Chairman

Rob Davey

Committee

David Beard

Tony Harris

Paul McGinity

Division Manager

Michael Ping

DIVISION MEETINGS

The Vehicle Rental Division met in June 2013 and had a very productive meeting. Items discussed included stolen vehicles, Kemps debt recovery, international drivers licence, vehicle inspections, registration of pressure vessels and stolen vehicles.

SOUTH AUSTRALIAN VEHICLE THEFT REDUCTION COMMITTEE SAVTRC BRAINSTORMING SESSION

Michael Ping arranged for Rob Davey to attend a brainstorming session involving people from various industries to discuss how to minimise theft.

The agenda for the meeting included topics such as:

- Objectives
- Key statistics
- What works
- Future risks
- Strategies

WHAT WORKS

- Anti-theft technology
- GPS tracking
- Statutory write-off criteria
- End of life system
- Second hand goods act
- Vehicle security awareness
- Police presence
- Visual deterrence
- CCTV
- Four E's – education, enforcement, engineering and evaluation
- DPTI cameras
- Identity checks
- Intervention programs

FUTURE RISKS

- Shift in cultural groups
- Information easily accessible
- Technology – false documentation
- Manufacturer responsibility
- Parts and repairs costs
- Disposable vehicles
- Lack of funds – car theft 'low priority'
- Privacy legislation
- Connected car technology risks
- What we don't know

POSSIBLE STRATEGIES

- Use road safety funding to combat issues (re-birthing, youth offenders)
- Mandated tracking devices
- Tougher penalties for vehicle theft
- Changes to ADR's

- Provide discount for GPS tracking
- Include heavy vehicles/plant equipment/off road bikes on wrecked/written off register
- Promote the right messages
- Working with other high risk industries to educate on strategies

CLOSE

I would like to take this opportunity to encourage all committee members and members of the division to make the effort to attend the Vehicle Rental Division meetings. I wish to thank outgoing Division Manager, Jason Polgreen who has taken up a new role as Operations Manager at MTA Royal Park and new Division Manager, Michael Ping for all his assistance over the past 12 months.

Rob Davey

CHAIRMAN

Zone Report 2013/14

The Country Zone Meeting Program is an important part of the Association's activities and provides Members with the opportunity to network with other businesses, raise any issues and participate in training/business workshops supported by the State Government.

The Association's Members cover a large majority of South Australia, from small rural towns to the larger regional centres. The Country Zone meetings ensure that all Members get the opportunity to meet face-to-face with the MTA.

Over the past 12 months, the MTA has conducted a total 28 Country Zone meetings. Over 470 Members have attended Zone meetings, with an average of 17 Members per meeting.

Annually the Association holds a President's Invitational held every October. Open to all Members to attend, this year it was attended by 85 Members and was a fantastic opportunity for all Members to meet. The keynote speaker for the evening was Adrian Ferraretto from Tindo Solar, with a Membership recognition ceremony also included on the night.

The MTA would like to acknowledge and thank the Zone Office Bearers for their contribution in making the Zone meetings a success.

ZONE OFFICE BEARERS

ADELAIDE HILLS

Chair

Phillip Turner

Mount Barker Truck & Bus Repairs

Vice-Chair

Ashley Harris

Charleston Garage & Farm Services

KANGAROO ISLAND

Chair

Phil Neindorf

Nepean Motors

Vice-Chair

Jason Milhouse

Turner's Tyre Service

LOWER EYRE

Chair

Robert Duns

Duns Bros

Vice-Chair

Wade Grey

Frank Garveys Crash Repairs

Secretary

Scott Bascombe

Bascombe AutoAg

LOWER NORTH

Chair

Wayne Marschall

Wayne Marschall Crash Repairs

Vice-Chair

Gordon Alderslade

Barossa Valley Toyota

MID NORTH

Chair

Butch Bennett

Butch Bennett Crash Repairs

MURRAY BRIDGE

Chair

Paul Blenkiron

Blenks Automotive & Performance

Vice-Chair

Frank Furfari

Frank Furfari Motors

RIVERLAND

Chair

Kym Webber

Waikerie Crash Repairs

Vice-Chair

Stuart McKay

McKays Auto Centre

Secretary

Carolyn Morelli

Morelli's Allweld Repair Service

SOUTH EAST

Chair

Peter Roberts

O.G Roberts & Co

Vice –Chair

Paul Gazzard

Carlin & Gazzard

Secretary

John Jakutarvicius

SOUTHERN

Chair

Anthony Norris

Grand Auto Wreckers

Vice –Chair

Steve Braun

Steve's Body Shop

UPPER NORTH

Chair

Neville Gibb

Gibb & Sons Pty Ltd

Vice-Chairman

Richard Boston

Boston Ford

UPPER SPENCER GULF

Chair

Darren Willis

D & G Tyre Sales

YORKE PENINSULA

Chair

Tom Rosewarne

Rosewarne's

Secretary

Peter Miller

Rosewarne's

THE MTA GROUP TRAINING SCHEME INC.



2013-
2014



Chairman's Report

There is nothing pedestrian in the training environment. That can be said without question.

The MTA's Group Training Scheme (GTS) made up of the Group Training Organisation (GTO) and the Registered Training Organisation (RTO) is the State's largest industry based automotive private training provider and Apprentice employer, operating from our Training and Employment Centre (TEC) located at Royal Park.

In the past year alone, our RTO delivered over 138,000 training hours in automotive apprenticeship training for motor mechanics, diesel mechanics, panel beating and vehicle painting. This included over 6,000 hours in up-skilling courses direct to industry personnel.

The GTO conducted over 300 interviews from 1600 applicants and commenced 138 new contracts of training. On top of this, 2,541 Field Officer visits were made to our 500 Apprentices in the field hosted at our 250 Host employer sites. During this, all of regulatory requirements were met. This included consulting regularly with industry to ensure we deliver the most relevant training inline with current national training packages.

However, to remain a leader in automotive training and employment requires constant monitoring of our business practices. This ensures our organisation is compliant in meeting the national standards for Group Training Organisations (GTO's) or being adjudicated as compliant by the Australian Skills Quality Authority

(ASQA), the national regulator of the Vocational Education and Training (VET) sector.

AUDITS

It is pleasing to report that during the year MTA GTO stood up to the rigours of both a desktop and site audits against the National Standards for GTO's. By passing both of these audit processes the MTA GTO meets the National Standards for GTO's which provides a formal framework that promotes national consistency and quality for group training across Australia.

Similarly, it is pleasing to report that our internal audit for the RTO has identified areas of non-compliance, and while they are not threatening to our ongoing operation due to their unremarkable nature, it ensures that an improvement plan is put in place. Nothing escapes our attention for compliance and continual improvement.

I would like to thank all staff involved in the audit processes. They are time consuming and exhaustive exercises, but necessary to ensure we remain a respected leader in Apprentice and Trainee training and employment.

REVENUE 2013-14

General trading revenue for the period was \$407,531. This does not include interest earned, nor a retrospective interest payment adjustment received on a previous non-interest bearing loan. A full financial report is presented separately to this report.

UP-SKILLING COURSES

The *Skills in the Workplace* grant

from DEFEEST for up-skilling courses has allowed MTA to deliver Member requested training in Kadina and soon in Mt Gambier as well as Royal Park. Course topics include Wheel Alignment, Hybrid BEV, Common Rail Diesel, Remove & Replace SRS, Welding and the most popular courses, Forklift and Air Conditioning training.

Up-skilling training is a result of State Government funding; allowing industry to take advantage of heavily subsidised course costs to ensure a knowledgeable and skilled workforce exists to meet current and future workplace demands.

In addition to this, the quality of our training is receiving recognition from outside of SA. For the first time, we had an Alice Springs based Charles Darwin University Automotive Lecturer travel to Adelaide to participate in the MTA's Hybrid Course. With no local training provider in Alice Springs, the participant took to the internet in a bid to find an appropriate course in the Service and Repair of Hybrid Electric and Battery Electric Vehicles. While a number of providers presented themselves, the quality of the training offered by the MTA is what sealed the deal. This is a great testament to the development of our coursework and its professional delivery.

AUR12 TRAINING PACKAGE

The development of the AUR12 training package was a comprehensive job that required re-writing workbooks to match new unit changes. This included the



Rob Tucker and MTA Trainer Stephen Richardson.



Neville Gibb.

re-writing of session plans/ assessments, the development of summative skills assessments, writing new units and reviewing all training resources.

This has been an expensive and exhaustive task on our resources, but essential to our ongoing training compliance. I would like to thank TEC staff for their dedication in seeing this project through to completion. Our training materials are now far superior in the learning text as well as the quality of the finished publication.

CLIPSAL 500

The Clipsal 500 continues to be a highlight on our annual calendar as we provide the opportunity for a number of Apprentices to experience the life of a Motor Sport Mechanic/Repairer. We also saw a former Apprentice, Joshua Rust, gain a position with Lucas Dumbrell Motorsport as a direct result of the Clipsal 500 event. Josh was placed with Lucas Dumbrell Motorsport for the two years where he was able to show his talent and ultimately offered a full-time job.

HOST AND APPRENTICE SURVEYS

The Host and Apprentice surveys provided valuable information on where we are performing well and where we can improve. Analysing stakeholder/client feedback and satisfaction data on the services we provide reflects our commitment as a GTO to continuously improve our policies and procedures.

104 Hosts responded to our

survey which gave qualitative and quantitative results. I am pleased to report that generally we performed very well, but areas of improvement include:

- Information not being provided to Hosts in terms of Apprentice Field Officers not visiting.
- Not enough information given for off-the-job training requirements of Apprentices.
- Phone or email enquiries not responded to or followed up.
- The off-the-job training provided to the Apprentice was also an issue that gathered quite a few disagree/strongly disagree answers and comments.

From this we have formulated a number of strategies to improve our performance.

Our Apprentice concerns were mainly about range of on-the-job training available, how to make a complaint, how to raise WHS concerns, training aids at the RTO needing updating and how to access counselling services. Measures have been put in place to address these issues. Ultimately, improved communication will overcome these issues.

END OF HOLDEN MANUFACTURING IN AUSTRALIA

The announcement of Holden ceasing manufacturing in Australia and in particular from their Elizabeth Plant from 2017 is a huge disappointment to the MTA GTS. Over many years, we have built a close working relationship with

the organisation and the Elizabeth plant. They have been superb with donating much needed training aids, including full working vehicles. Again, last year Holden donated two vehicles for us to use as aids to train our Apprentices, Trainees and to assist in our post-trade training. I would like to thank the entire team at Holden for their continued support, and although their business model is changing, I hope we can continue a strong relationship in the future.

SUMMARY

Thank all our TEC staff based at Royal Park. It was a year of transition, but they have come through building stronger processes and continuing to improve our business. I also wish to thank our Apprentices. They continue to impress me with their dedication, skills and passion for the industry.

Neville Gibb

CHAIRMAN



MTA Apprentices thankful for the SA Government's donation.



MAAP Advisors Tania Bury and Lyndal Riddell.

MTA Registered Training Organisation

MTA Registered Training Organisation (RTO) has had a difficult year in 2013/2014, due to the employment trends of the industry being unpredictable in the last 12 months. We delivered 138,076 training hours in the four main qualifications and up skilling courses.

In September 2013 the RTO was granted its re-registration as a national training provider for another five years from ASQA. In November we applied for the new AUR12 training package to be on it's scope of registration and were successful.

The RTO is currently in the process of reviewing, updating and writing new training materials from the AUR05 to AUR12 training package. This is to ensure we align ourselves with the changes applied to existing units and develop training material and resources for the new units added to the AUR12 training package.

The MTA motorsport repair team supported the 2014 Adelaide Clipsal 500 motorsport event with a team of selected apprentices and trainers along with our promotional drawcard, project Monaro. A team of 11 MTA apprentices were also hosted to V8 Supercar teams for the four day event in their pit garages.

The RTO has expanded its delivery of heavy vehicle road transport training to include Stage III in 2014. We are continuing to build our resources in the heavy vehicle training that was introduced in 2011/2012.

The RTO continues to support and build partnerships with vehicle



Rob Tucker participated in the Hybrid Upskilling Course.

manufacturers. Currently, KIA, Nissan and I Car use the training centres facilities to deliver training. These partnerships are important to the organisation giving us access to latest technology that is introduced in new vehicles.

IF YOU'RE EMPLOYING AN AUTOMOTIVE APPRENTICE DIRECT THEN MAKE SURE YOU SELECT MTA AS YOUR TRAINING PROVIDER

The MTA has been the leading industry association for the retail automotive trades since 1926 currently representing over 1100 Members.

In 1983 it was decided that the industry needed to have training which was run by industry for

industry and The MTA Group Training Scheme (GTS) and subsequently the RTO was established.

The RTO has been specifically training South Australians in:

- Light vehicle technicians (motor mechanics)
- Heavy vehicle technicians (diesel/commercial mechanics)
- Body repair technicians (panel beaters)
- Refinishing technicians (spray painters)

For more information go online today:
www.mta-sa.asn.au/RTO or contact
 Telephone: (08) 8241 0522

Mario Marrone
TRAINING CENTRE MANAGER



MTA apprentices Alex Saracini and Daniel Smith worked in the winning Red Bull team at the Clipsal 500.

MTA Group Training Organisation

There is no doubt that the 2013/14 reporting period has been difficult in the recruiting and placing of automotive Apprentices. The MTA Group Training Organisation (GTO) fell short of recruiting 230 Apprentices for the year by 92 commencements. While this may reflect poorly on not achieving a budget it is a result of applying more discerning recruitment practices to ensure MTA recruits and trains industry desired Apprentices. *Figure 1* gives a graphic explanation on the trends between the number of Apprentices employed and the actual number working in comparison to our prescribed budget.

Generally speaking, the employment results also reflect a quieter or 'softer' trading environment. In this case, it is about adjusting supply to meet demand requirements.

Overall, 77 motor mechanics, 30 diesel mechanics, 11 panel beaters, nine vehicle painters, seven school based apprentices, three other trades and one trainee commenced with MTA. The total number of cancellations for the year was 94 which is eight better than budget of 102.

The administration and operation departments have worked diligently at ensuring compliance requirements are met and processes/procedures

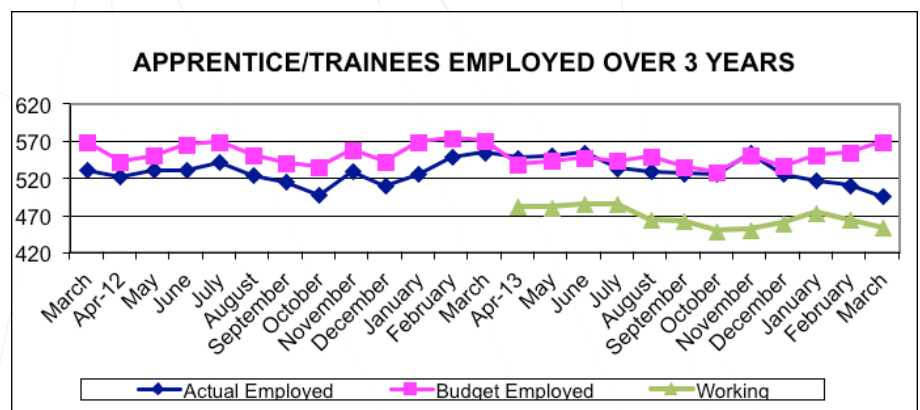


Figure 1

are streamlined to ensure efficiencies and effectiveness are improved. Our achievements in attention to detail and the development of appropriate policies were rewarded with passing the DFEEST audits this year.

A total of 82 Apprentices engaged with some 250 Hosts from across the state completed their training. 278 Apprentices were placed with Hosts and 2,541 Apprentice visits were made by MTA Field Officers during the year.

As an education and training institution, it is beholding of us to ensure our staff receive regular training to ensure our knowledge and skill base continues to improve in accordance with our work environment. Various staff received formal and informal training in legislative compliance for officers,

EEO & values, privacy, compliance training for national standards, bullying and harassment, certificate IV in governance, enhancing leadership, fire warden, child safe environment, risk assessment, WHS, first aid and certificate IV WHS training.

As a requirement of the national standards for Group Training Organisations, MTA surveyed Hosts and Apprentices to collect and analyse stakeholder, client feedback and satisfaction data on the services MTA provides as the basis for continuous improvement to its policies and procedures. The invaluable responses have been analysed and actions have commenced to address clients concerns and improve our service levels.

EMPLOYED	ACTUAL 2011/12	ACTUAL 2012/13	ACTUAL 2013/14	BUDGET 2013/14
April	528	523	548	538
May	527	531	550	543
June	544	531	555	548
July	541	542	534	543
August	521	524	529	549
September	516	515	527	535
October	516	498	526	528
November	539	530	554	551
December	522	510	526	536
January	540	543	517	551
February	534	549	511	554
March	532	555	496	568
March	532	555	496	568



Print advertising in eQUIPD magazine 2014.

It is pleasing to report that during the year GTO stood up to the rigours of a desktop and site audits against the national standards for GTO's. By passing both of these audit processes, the GTO meets the national standards for Group Training Organisations – a formal framework that promotes national consistency and quality for group training across Australia.

Attracting Apprentice applications is very challenging given the highly competitive environment of VET. Once again our marketing mix

has involved print media, internet, radio, direct mail marketing, our attendance at over 40 school information or career events throughout the state and various school excursions of our training facility at Royal Park. This year with schoolies in mind, an advertising campaign was conducted at Victor Harbour by placing venue advertising in a number of hotels in the district. Strategically this is about ensuring every possible marketing opportunity is used to give MTA an advantage of attracting apprentice applicants.

Overall, I am pleased to report that the GTO stood up to a testing and demanding year, punctuated with the rigours of audits and a flat trading environment. With an Apprentice base of around 500, it takes a lot of dedication and effort from the staff to keep things in order and moving in the right direction. Therefore, thank you to all MTA staff who have helped during the year.

Tim Buckley
GENERAL MANAGER
SERVICES AND RECRUITMENT

Work Health Safety

The MTA WHS Coordinator and WHS Manager under the direction of the MTA WHS group developed a business plan incorporating strategies, KPI's and targets for the 2013/14 period. The plan consisted of six strategies that targeted issues highlighted from the previous year's injury data, WHS external audit and input from staff.

Some of the strategy outcomes implemented for the 2013/14 period included:

- All policy procedure documentation and host employer site assessments updated to reflect the new WHS legislation.
- All inspection checklists were

updated to reflect changes to legislation.

- WHS added to all meeting agendas.
- WHS training for all staff carried out on an annual basis.

Some initiatives from the WHS Group for the 2013/2014 year include:

- Implementation of new scarper tool for vehicle painters due to excessive laceration injuries caused by using razor blades.
- Research into new safety goggles for the panel beating Apprentices to minimise injuries involving foreign bodies entering the eye area.
- New plant and hazardous chemical risk assessment

procedures created and issued out to managers to complete, including Greenhill Road.

A target was set by the WHS group to reduce the compensable injury rate from 11% in 2012/13 to less than eight per cent during 2013/2014.

This target was not met with the compensable injury rate for the 13/14 year at 11.5 per cent. There was a total of 68 injuries compared to the 63 injuries for the 12/13 year with seven of those being lost time injuries (more than 10 days lost). This is a disappointing result. It will be set as a goal in the 2014/2015 business plan to reduce this number to meet the eight per cent compensable injury rate. The

OVERALL INJURIES 2013/14

MONTH	08/ 09	YTD 08/ 09	09/ 10	YTD 09/ 10	10/ 11	YTD 10/ 11	11/ 12	YTD 11/ 12	12/13	YTD 12/ 13	13/14	YTD 13/14	TARGET
April	9	9	5	5	8	8	6	6	6	9	9	7	Less Overall Injuries in 2013/2014 by 10% Current YTD = 68 Target = 57 2012/2013 Total = 63
May	8	17	7	12	5	13	8	14	14	9	18	8	
June	6	23	4	16	11	24	7	21	21	5	23	7	
July	15	38	12	28	6	30	5	26	26	6	29	6	
August	4	42	8	36	5	35	9	35	35	6	35	4	
September	7	49	11	47	5	40	12	47	47	6	41	10	
October	9	58	6	53	8	48	7	54	54	2	43	5	
November	8	66	9	62	5	53	3	57	57	4	47	7	
December	9	75	4	66	7	60	4	61		3	50	3	
January	10	85	5	71	3	63	5	66	61	4	54	3	
February	6	91	8	79	8	71	9	75	66	4	58	4	
March	4	95	8	87	12	83	8	83	75	5	63	4	
Total =	95		87		83		83		83	63		68	
Number of App/Trn Per Year	488		507		519		532		555		568		

apprentice numbers did, however, increase from 555 in the 12/13 year to 568 in the 13/14 year.

The months of May and September 2013 proved to be where the highest injuries occurred, while the lowest number of injuries occurred in December 2013 and January 2014, with three injuries for both months.

A target was set by the WHS Group to reduce manual handling injuries by 10 per cent for the reporting period.

During the April 2012 – March 2013 period, five injuries were reported.

For the period of April 2013 to March 2014, 10 injuries were recorded.

This highlights a significant increase from the previous reporting period, doubling the previous figure.



Mark Ward, Tammy Dunbar and MTA WHS Coordinator Laura Taylor.

Although the number of Apprentices has increased, the amount is still disappointing. However, the target for the awkward positioning injuries was met, with only four being recorded for the period.

Manual handling has always been an issue within the automotive industry

– with Apprentices in particular. The WHS Group will continue to strive towards lowering these particular injury rates. Possible implementations include; more specific industry training, mechanical aids, working with Host employers to foresee the risks and refresher training.

MANUAL HANDLING INJURIES 2013/14

MONTH	08/09	YTD 08/09	09/10	YTD 09/10	10/11	YTD 10/11	11/12	YTD 11/12	12/13	YTD 12/13	13/14	YTD 13/14	TARGET
April	3	3	2	2	3	3	1	1	1	1	1	1	Less Overall Injuries in 2013/2014 by 10% Current YTD = 10 Target = 4 2012/2013 Total = 5
May	1	4	5	7	1	4	1	2	0	1	3	4	
June	2	6	0	7	1	5	0	2	1	2	0	4	
July	1	7	3	10	0	5	0	2	0	2	1	5	
August	0	7	2	12	1	6	4	6	1	3	0	5	
September	1	8	0	12	1	7	1	7	0	3	3	8	
October	2	10	2	14	3	10	1	8	0	3	0	8	
November	3	13	1	15	0	10	2	10	0	3	1	9	
December	0	13	2	17	1	11	1	11	1	4	1	10	
January	1	14	2	18	0	11	1	12	0	4	0	10	
February	3	17	0	18	0	11	0	12	1	5	0	10	
March	2	19	4	22	3	14	2	14	0	5	0	10	
Total =	19		22		14		14		5		10		
Number of App/Trn Per Year	488		507		519		532		555		568		

AWKWARD POSITIONING INJURIES 2013/14

MONTH	12/ 13	YTD 12/ 13	13/ 14	YTD 13/ 14	TARGET
April	0	0	0	0	Less Overall Injuries in 2013/ 2014 by 10% Current YTD = 4 Target=4
May	0	0	0	0	
June	0	0	0	0	
July	1	1	0	0	
August	1	2	0	0	
September	0	2	3	3	
October	0	2	1	4	
November	1	3	0	4	
December	0	3	0	4	
January	0	3	0	4	
February	1	4	0	4	
March	0	4	0	4	
Total =	4		4		
Number of App/Trn Per Year	555		568		

A target was set by the WHS Group to reduce laceration injuries by 10 per cent for the reporting period.

This target was not met. There was a zero per cent decrease in laceration injuries for the 2013/2014 period, with zero less reported injuries than the previous reporting period. Yet, this is still a great result from previous years considering the extra number of Apprentices employed in the 2013/2014 period. This result shows that the implementation of gloves and extensive WHS training to all of our Apprentices appears to have helped control the laceration injuries. Further work into different scraper ideas should reflect positive results in the 2014/2015 year.

A number of changes in the WHS legislation and internal WHS systems in the past year have begun to take effect. Improvements have been seen in the WHS of the MTA and all Host employer sites. The MTA will continue to look towards the future and strive to lower injury rates of all workers, and WHS Group has a positive outlook for the 2014/2015 year.

LACERATION INJURIES 2013/2014

MONTH	08/ 09	YTD 08/ 09	09/ 10	YTD 09/ 10	10/ 11	YTD 10/ 11	11/ 12	YTD 11/ 12	12/ 13	YTD 11/ 12	13/ 14	YTD 13/ 14	TARGET
April	1	1	1	1	3	3	1	1	3	3	1	1	Less Overall Injuries in 2013 2014 by 10% Current YTD = 17 Target = 15 2012/ 2013 Total = 17
May	4	5	2	3	1	4	3	4	2	5	1	2	
June	1	6	2	5	2	6	2	6	1	6	1	3	
July	6	12	6	11	2	8	0	6	1	7	0	3	
August	1	13	3	14	3	11	2	8	3	10	3	6	
September	2	15	1	15	2	13	1	9	3	13	0	6	
October	1	16	1	16	2	15	3	12	0	13	2	8	
November	2	18	2	18	4	19	1	13	1	14	3	11	
December	5	23	0	18	2	21	0	13	1	15	1	12	
January	4	27	0	18	1	22	2	15	0	15	1	13	
February	1	28	2	20	3	25	2	17	2	17	3	16	
March	0	28	2	22	3	28	4	21	0	17	1	17	
Total =	28		22		28		21		17		17		
Number of App/Trn Per Year	488		507		568		519		532		555		

As at: 31 March 2014

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graph TD
    BM[MTA Board of Management] --> ACEO[Acting Chief Executive Officer/ Secretary Tim Buckley GHR]
    BM --> MTA_GTS[MTA GTS Board]
    ACEO --> MTL[Manager Legal & Workplace Relations Anna Moeller 0.94 GHR]
    ACEO --> FCM[Financial Controller Russell Smith GHR]
    ACEO --> HRM[Human Resource Manager Emma Finley 0.55 GHR]
    ACEO --> GSM[General Manager Services & Recruitment Tim Buckley RP]
    ACEO --> CMS[Communications Manager Liam Hunt GHR]
    ACEO --> TCM[Training Centre Manager Mario Marone RP]
    MTL --> RA[Reception/Admin Assistant Joedie Smelin GHR]
    MTL --> AM[Administrator Tammy Nolan 0.6 GHR]
    MTL --> EA[Executive Assistant Tracy Simpson 0.85 GHR]
    FCM --> IRE[Industrial Relations Health, Safety, Environment & Training Consultant Paul Eiben GHR]
    FCM --> SIO[Senior Industrial Officer Michael Sheehan GHR]
    FCM --> WHS[Workplace Health and Safety Training Advisor Deborah Hegarty Casual RP/GHR]
    FCM --> WHS_Co[Work Health Safety Coordinator Laura Taylor RP]
    FCM --> AS[Administration Support Gail Sutherland GHR]
    FCM --> AAC[Assistant Accountant Christine Bawden GHR]
    HRM --> PSM[Payroll Supervisor Jan Leese GHR]
    HRM --> PM[Payroll Officer Trish Batty 0.8 GHR]
    HRM --> PT[Payroll Trainee Tracy Thompson GHR]
    HRM --> BDM[Bus. Dev. Manager Repair, Tyre Dealers Engine Reconditioners Vehicle Rental Michael Ping GHR]
    HRM --> BDM_C[Bus. Dev. Manager Collision, Dismantle Towing Peter McMahon GHR]
    HRM --> BDM_M[Bus. Dev. Manager AADA, LMVD, CVIA Roger Ballantine GHR]
    HRM --> OM[Operations Manager Jason Polgreen RP]
    HRM --> FO1[Field Officer Joe Cillo RP]
    HRM --> FO2[Field Officer Franco Albuino RP]
    HRM --> FO3[Field Officer Vacant RP]
    HRM --> FO4[Field Officer Richard Stock RP]
    HRM --> FO5[Field Officer Intervention Services Tania Reval RP]
    HRM --> AO[Accounts Officer Irene Flores GHR]
    HRM --> AO2[Accounts Officer Zeljka Bajcetic 0.73 GHR]
    HRM --> AL[Administration Team Leader Jo-Anne Govermann RP]
    HRM --> SA[Senior Administration Officer Sue Chaplin 0.5 RP]
    HRM --> R[Receptionist Toni Jackson RP]
    HRM --> RA2[RTO Administration Officer Kylie Criddle RP]
    GSM --> PSM2[Payroll Supervisor Jan Leese GHR]
    GSM --> PM2[Payroll Officer Trish Batty 0.8 GHR]
    GSM --> PT2[Payroll Trainee Tracy Thompson GHR]
    GSM --> BDM2[Bus. Dev. Manager Repair, Tyre Dealers Engine Reconditioners Vehicle Rental Michael Ping GHR]
    GSM --> BDM_C2[Bus. Dev. Manager Collision, Dismantle Towing Peter McMahon GHR]
    GSM --> BDM_M2[Bus. Dev. Manager AADA, LMVD, CVIA Roger Ballantine GHR]
    GSM --> OM2[Operations Manager Jason Polgreen RP]
    GSM --> FO12[Field Officer Joe Cillo RP]
    GSM --> FO22[Field Officer Franco Albuino RP]
    GSM --> FO32[Field Officer Vacant RP]
    GSM --> FO42[Field Officer Richard Stock RP]
    GSM --> FO52[Field Officer Intervention Services Tania Reval RP]
    GSM --> AO2[Accounts Officer Irene Flores GHR]
    GSM --> AO22[Accounts Officer Zeljka Bajcetic 0.73 GHR]
    GSM --> AL2[Administration Team Leader Jo-Anne Govermann RP]
    GSM --> SA2[Senior Administration Officer Sue Chaplin 0.5 RP]
    GSM --> R2[Receptionist Toni Jackson RP]
    GSM --> RA22[RTO Administration Officer Kylie Criddle RP]
    CMS --> CC[Communications Coordinator Jenna McLennan GHR]
    CMS --> PSM3[Payroll Supervisor Jan Leese GHR]
    CMS --> PM3[Payroll Officer Trish Batty 0.8 GHR]
    CMS --> PT3[Payroll Trainee Tracy Thompson GHR]
    CMS --> BDM3[Bus. Dev. Manager Repair, Tyre Dealers Engine Reconditioners Vehicle Rental Michael Ping GHR]
    CMS --> BDM_C3[Bus. Dev. Manager Collision, Dismantle Towing Peter McMahon GHR]
    CMS --> BDM_M3[Bus. Dev. Manager AADA, LMVD, CVIA Roger Ballantine GHR]
    CMS --> OM3[Operations Manager Jason Polgreen RP]
    CMS --> FO13[Field Officer Joe Cillo RP]
    CMS --> FO23[Field Officer Franco Albuino RP]
    CMS --> FO33[Field Officer Vacant RP]
    CMS --> FO43[Field Officer Richard Stock RP]
    CMS --> FO53[Field Officer Intervention Services Tania Reval RP]
    CMS --> AO3[Accounts Officer Irene Flores GHR]
    CMS --> AO32[Accounts Officer Zeljka Bajcetic 0.73 GHR]
    CMS --> AL3[Administration Team Leader Jo-Anne Govermann RP]
    CMS --> SA3[Senior Administration Officer Sue Chaplin 0.5 RP]
    CMS --> R3[Receptionist Toni Jackson RP]
    CMS --> RA3[RTO Administration Officer Kylie Criddle RP]
    TCM --> TA[Trainer / Assessor Accountable Officer Stephen Richardson RP]
    TCM --> TA2[Trainer / Assessor Jim Beare RP]
    TCM --> TA3[Trainer / Assessor Mark Duke RP]
    TCM --> TA4[Trainer / Assessor John Pollis RP]
    TCM --> TA5[Trainer / Assessor Wayne Arnold RP]
    TCM --> TA6[Trainer / Assessor Vinca Salzone RP]
    TCM --> TA7[Trainer / Assessor Russell Barnes RP]
    TCM --> TA8[Trainer / Assessor Renae Moore Vacant RP]
    TCM --> TA9[Trainer / Assessor John Strauss Casual RP]
    TCM --> TA10[Panel Beater Trainer / Assessor David P. Mann RP]
    TCM --> TA11[Vehicle Painting Trainer / Assessor Matthew MacDonald RP]
    TCM --> TA12[Vehicle Painting Trainer / Assessor Sam Roccatti Casual RP]
    TCM --> TA13[Heavy Vehicle Trainer / Assessor David Askew RP]
    TCM --> TA14[Cleaner/Caretaker Gary Smith RP]
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GHR = MTA HOUSE Level 1, 81 Greenhill Road, Wayville SA 5034
 RP = MTA Training & Employment Centre
 3 Frederick Rd, Royal Park SA 5014



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