

MOTOR TRADE

Official Magazine of the Motor Trade
Association of South Australia

October 2019

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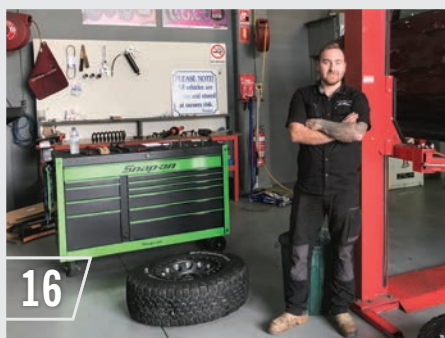
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14 COLLISION REPAIR & INSURANCE INDUSTRY INQUIRY

The South Australian Economic and Finance Committee have launched their Inquiry into the Collision Repair and Insurance Industry in an effort to investigate the pressure that automotive businesses and their customers have been placed under by insurance companies.



16 NEW MTA MEMBER – JORDAN DOBSON

MTA Apprentice Alumni, and new MTA member Jordan Dobson, is now running his own business, JD Complete Auto in Peterhead. From the moment you walk into his workshop, it is clear that this is a place you want to bring your car for a service, tune up or repairs.



17 AUTOMOTIVE INNOVATION HUB LAUNCHED

The Automotive Innovation Hub is based at the MTA's Training and Employment Centre in Royal Park and will focus on showcasing industry 4.0 automotive skills through new training programs and research and development innovation in the service and repair sector.

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PRESIDENT'S REPORT

BY MTA PRESIDENT
FRANK AGOSTINO



As I look through the content for this edition of Motor Trade, I am pleased to see many positive outcomes obtained by the MTA on behalf of the automotive industry, achievements of our apprentices and staff, both past and present, membership milestones and the number of members stepping up to make submissions to government. There is however, still a lot of work ahead!

One issue that has been generating a lot of concern for members is the issue of land tax.

The State Liberal Party came to government with a commitment to, "focus on lowering costs for all businesses in South Australia", which was to be achieved by reducing land tax and other business taxes. Unfortunately, the proposed changes to the way land tax will be levied in South Australia do not comply with this stated promise.

The Government has introduced legislation that will increase the total revenue received from land tax by increasing the amount paid by some individuals and companies.

It remains the MTA's view that the changes to land tax are likely to have a negative impact across our membership and in particular upon those members who own commercial sites.

The automotive industry can be a very land intensive sector and many small to medium size businesses that own their premises and employ, have indicated they may have to lay off staff if the proposed changes are passed by Parliament.

The unforeseen and retrospective nature of the proposed changes will hurt businesses that have legally set up ownership structures for the purposes of asset and estate planning, and in other cases, to lessen their exposure to the highest top rates of land tax in the nation.

Businesses that have acted within the law, who have "played by

the rules" and set up ownership structures to meet their financial needs have done nothing wrong, and yet, they are now facing the prospect of those "rules" being changed.

While jobs are the most obvious casualty, the retrospective changes will also hurt landlords as some leases do not allow you to pass on these increases and as many of our members are structured in an owner/occupier arrangement, they will only be passing the increases on to themselves.

During September 2019, the MTA surveyed members seeking views on the Reform Package and to gather information about how the land tax reform measures will specifically impact them and their business operations.

91 per cent of MTA members who responded to our land tax survey overwhelmingly indicated that they are opposed to the Marshall Liberal Government's land tax changes contained in the Reform Package. Those members have clearly stated that the effect of the proposed changes will be job losses and a stifling of investment.

Members also stated that the proposed changes will force them to shift the burden of higher land tax costs directly on to consumers, leading to potential increases in petrol prices, new car prices, and servicing and repair costs.

Members are also concerned about the lack of clarity surrounding the Valuer-General's controversial five-year program of state-wide property revaluations. Members remain fearful that the revaluation program will result in major increases in property valuations, serving to further drive up land tax assessments resulting from aggregation.

Labor Opposition, SA BEST and Hon. John Darley MLC, who we have met with, will have the power to block this harmful, retrospective legislation and I ask them to seriously consider the consequences it could have if the Bill is passed.

CEO'S MESSAGE

BY MTA CEO
PAUL UNERKOV



Our advocacy has continued in relation to the development of Automotive specific Codes of Conduct, we have held numerous discussions with the EPA and Department for Environment and Water on environmental issues, provided South Road upgrade concerns of members to the State Government and also made progress on the proposed Graduated Licencing Scheme for motorcyclists.

Submissions have also been made on your behalf in response to the State Government's Electric Vehicle Strategy, the National VET Review, PwC's Skills for Australia and the National Transport Commission's Issues Papers which address all aspects of heavy vehicle safety within the Heavy Vehicle National Law Review.

We have also provided input into the MTAA's submissions in relation to the Federal Government's Draft Automotive Franchising Regulatory Impact Statement and the Franchising Taskforce's latest Issues Paper.

I was pleased to see many members request assistance from our Industry Engagement Specialists regarding how to make a submission to the Economic and Finance Committee's Inquiry into the Collision Repair and Insurance Industry. Nearly 50 submissions have been made to this Inquiry and it presented an opportunity for Body Repair Specialist Division members to stand up on behalf of their industry and provide examples of insurer conduct that has had a negative impact on their businesses and their customers. In this edition of Motor Trade, I encourage you to read about the Inquiry and Chair of the Economic and Finance Committee, Sam Duluk's views on how this Inquiry can assist our industry to resolve the longstanding issues that collision repairers and their customers are facing when faced with unfair conduct from insurers.

Our advocacy and submissions to government at all levels would not be possible without the tireless efforts of members and I thank everyone who continues to be actively engaged with our advocacy activities.

In August, we facilitated an Information Session at MTA House in relation to how members can take advantage of the State Government's new Designated Area Migration Agreements (DAMA). These agreements appear to streamline the process for taking on a skilled migrant in areas where priority skills are needed. This meeting was well attended by members and it was clear that the skills shortage and finding skilled Automotive Technicians remains the number one issue our industry is facing. If you have exhausted all other avenues to employ skilled Australian citizens, I encourage you to look at how a DAMA could assist your business to employ a skilled migrant.

The MTA's Motorsport Repair Team was at the Bend again this year. Automotive Technician apprentices helped to prepare the Monaro for demonstrations, repaired damaged race vehicles and other apprentices had the opportunity of a lifetime assisting Supercar teams. Motorsport events such as these highlight the opportunities that we can provide for young people who, every year, take up the challenge to showcase their automotive repair skills on a national stage. I once again thank The Bend for the opportunities that they helped provide for our apprentices and look forward to next year's event.

We have welcomed some new faces to the MTA this year, both new members and staff. With many opportunities, but also threats emerging in our industry right now, our Specialists and Training and Apprenticeships services are available to provide the support your business needs.



ADVOCACY OVERVIEW

WAIVING OF INSPECTION REQUIREMENTS FOR INTERSTATE VEHICLES

The Department of Planning, Transport and Infrastructure (DPTI) has given Licenced Vehicle Dealers, who are EzyReg delegates, the same rights as new car dealers in relation to the waiving of inspection requirements for interstate vehicles.

This means that LVDs no longer need to have an interstate vehicle inspected at Regency, or a relevant location for those in regional areas, and can instead simply process the transaction via EzyReg.

This is a significant win obtained on behalf of LVD members and demonstrates what we can achieve when we work together, saving automotive businesses and consumers time and money.

AUTOMOTIVE FRANCHISING

We have provided input on behalf of members to the Federal Government's Draft Automotive Franchising Regulatory Impact Statement and the Franchising Taskforce's latest Issues Paper. We have also assisted the MTAA with their submissions in response to the Regulatory Impact Statement, the Issues Paper and MTA member input continues to be essential to our advocacy. Our ultimate ask is for an Automotive-specific Franchising Code of Conduct that incorporates the many needs of diverse businesses within the automotive industry.

GRADUATED LICENSING SCHEME

MTA staff and board members, Mark McGuire and Mark Flynn, met with the State Minister for Transport, the Hon. Stephan Knoll, to reiterate the MIAASA Committee's stance on the State Government's proposed Graduated Licensing Scheme (GLS) for motorcyclists.

The Minister listened to our views on the proposed scheme as we took him through our concerns, focussing on our opposition to the following two recommendations:

- Mandating the requirement of a motorcycle licence for moped riders. The statistics do not suggest at all that this would reduce rider fatalities or serious injuries.
- A requirement for a 12 month car licence tenure (provisional, not L plates), effectively increasing the minimum Learner age to 18. Our solution is to include L plates in that minimum car licence tenure, effectively increasing the minimum Learner age to 17. This still enables a potential rider to have had 12 months of on the road experience, even if it's in a car.

DISCUSSIONS WITH EPA

We had ongoing discussions with the EPA that challenged the proposed new licence fees for cost recovery associated with site monitoring for contamination, caused by leaking or decaying underground petroleum storage systems.



Lee Sutton and Nigel Whitehead from Nigel Whitehead Auto Repairs

The EPA has now proposed a tiered fee structure which is determined by the cost per litre of fuel sold per annum.

We have also requested that a permanent liaison at the EPA is put in place to assist in resolving issues important to members including end of life vehicles, the fight against backyard operators and continued education on waste management.

SOUTH UPGRADE CONCERNS

MTA members have expressed concern over the latest proposed South Road upgrade project and other intersections and how they will have an impact on their businesses.

We have reminded the State Department of Planning, Transport and Infrastructure of their promise to provide satisfactory support measures to businesses along South Road during the upgrade project.

Any unforeseen developments could have a negative impact on members in the areas awaiting development and it's essential that the State Government make provisions to minimise the negative impact on businesses.

UPDATING TRAINING PACKAGES

We have submitted recommendations to PwC's Skills for Australia that better reflect the modern training needs of automotive workshops.

PwC have now presented their findings to the five Automotive Industry Reference Committees in relation to proposed changes to Automotive, Retail, Service and Repair AUR training packages.

Essential changes to automotive training packages will ensure that your employees and future apprentices will be learning relevant automotive skills and that they are well equipped for changes in future technology.

We will continue to provide PwC with support and our expertise, ensuring that any updates to the AUR training packages reflect the training needs of your business.

VET REVIEW

We have provided our feedback in relation to the Federal Government's VET Issues Paper: *Vocational Pathways to Employment; A Review of VET for School Students*. Our submission will contribute to the Education Department's national development of a VET in Schools Policy.

We have offered to be included in further policy development and we will continue our discussions with the Department for Education to ensure that schools have a better understanding of the opportunities that VET pathways can provide.

HVNL REVIEW SUBMISSION

The Heavy Vehicle National Law (HVNL) is being reviewed in its entirety by the National Transport Commission (NTC).

We have consulted with members through surveys, Working Groups and individual consultations to determine what changes need to occur to ensure a more risk based approach rather than a prescriptive based approach for heavy vehicle operators.

We have now provided input into the first seven out of eight Issues Papers covering all aspects of heavy vehicle safety.

DIVISIONAL NEWS



AUSTRALIAN FINANCIAL COMPLAINTS AUTHORITY DELIVERS A BENCHMARK DETERMINATION ON BEHALF OF A COLLISION REPAIRER'S CUSTOMER

The Australian Financial Complaints Authority (AFCA) has found an insurance company, bound under the terms of its policy, to settle a policyholder's claim in accordance with her preferred car repairer's quote of \$5,654.40, plus interest, marking a significant win for the collision repairer, their customer and highlighting the misconduct of an insurer.

The policy entitled the policyholder to choose her own car repairer, but it also gave the insurer discretion to determine how much it would pay for repairs. The insurer argued that the amount quoted by the customer's preferred repairer was excessive and unreasonable and refused the policyholder's claim.

In arguing that the preferred repairer's quote was excessive, the insurer relied on a quote from another car repairer which was substantially lower, at \$2,430.31, however the insurer had not engaged a qualified assessor to inspect the damaged vehicle.

AFCA considered that it would have been reasonable for the insurer to engage a qualified assessor to inspect the damaged vehicle to assess the reasonable costs of repair, and that a lower quote from another repairer without an assessment was insufficient.

PENALTIES FOR BREACHING BAN ON EXCESSIVE CREDIT AND DEBIT CARD PAYMENT SURCHARGES

Following ACCC proceedings, the Federal Court has ordered a Europcar business to pay \$350,000 in penalties for breaching the ban on excessive credit and debit card payment surcharges.

The ACCC's Deputy Chair, Mick Keogh said, "This decision is a

warning to businesses that choose to impose surcharges. The onus is on them to get it right. A failure to comply with these laws may result in significant penalties."

The amount of each excessive surcharge was relatively small, at an average of just over \$1 per customer, but since there were thousands of consumer transactions, this number quickly added up.

Businesses can only pass on to customers what it costs them to process a credit or debit card payment, known as the 'cost of acceptance'.

Potential penalties and infringement notices:

- \$126,000 for a listed corporation
- \$12,600 for a body corporate
- \$2,520 for a person other than a body corporate

Court action resulting in pecuniary penalties:

- \$1,358,910 for a body corporate
- \$271,950 for a person other than a body corporate

If you have any concerns in relation to the vehicles loaned to your customers, contact your Industry Engagement Specialist, Nathan Groves, by calling 8291 2000.

TOW RATE REVIEW

Tow rates are currently being reviewed and in August, we made a submission to the Towing Regulator requesting an increase in Tow Fees. We have also started the five year towing review to adjust long term parameters, including storage fees and adjustments to fixed operating costs.

NATIONAL ADVOCACY

WE SAT DOWN WITH OUR NATIONAL BODY, THE MOTOR TRADES ASSOCIATION OF AUSTRALIA ABOUT THE ADVOCACY THEY ARE DOING NATIONALLY ON BEHALF OF THE AUTOMOTIVE INDUSTRY.

Q. The Federal Government's Franchising Taskforce is looking into the relationship between dealers and manufacturers, specifically their franchising agreements. What conversations is the MTAA having with the Federal Government in relation to the development of an Automotive specific Franchising Code of Conduct and could will such a Code benefit dealers and consumers?

A. MTAA and Members have made representations and advocated significant changes to Australian Consumer Law and the Franchising Code of Conduct over many years to address dealer franchising concerns, address power imbalances, and increase equity and fairness for new car, motorcycle and farm machinery dealers. As a direct result of representations and actions by the MTAA and members including MTA-SA, we have achieved significant incremental changes to the Australian Consumer Law (ACL), the Competition and Consumer Act (CCA) and the mandated Franchising Code of Conduct. For example, after the last review of the Franchising Code of Conduct, MTAA advocacy and representation helped secure changes to disclosure requirements by Franchisors (manufacturers) to ensure greater transparency.

MTAA was a strong participant in the recent Joint Parliamentary Inquiry into the Franchising Code of Conduct. For the first time MTAA was able to have new car franchising, motorcycle and farm machinery franchisee members present their own examples of poor behaviour and conduct by manufacturer franchisors. MTAA developed potential solutions including drafting a separate automotive Franchising Code of Conduct that could be used as a standalone Code (MTAA's preference) or alternatively as a schedule to the existing Franchising

Code of Conduct. MTAA participated in public and in camera hearings of this inquiry and was instrumental in getting the concerns of dealers outlined in a chapter of this Committee's final report handed down in April this year. The draft Code and other materials have been provided to the Commonwealth Treasury and Industry Departments to investigate as they consider a solution to automotive franchising concerns.

The Industry Department is progressing a solution to the concerns of automotive sector franchisees separately from the investigations of the wider cross government taskforce that is investigating and preparing a Government response to the recommendations of Joint Parliamentary Committee final report recommendations. The Industry Department has drafted a Regulatory Impact Statement (RIS), sought further information from MTAA and produced a further draft of the RIS. MTAA expects an announcement over coming weeks on a permanent solution to franchising concerns impacting the automotive sector including tenure, capitalisation and adequate time for returns on investment, and issues regarding termination and non-renewal as well as strengthened mediation and dispute resolution. Of significance is the inclusion of penalties and enforcement action to ensure any new rules and regulations can be enforced.

MTAA was the first peak automotive association to have a one-on-one session with the Government Franchising Taskforce and is engaged in ongoing consultation with both Industry and Treasury Departments. MTAA is confident that there will be changes to better protect franchisees and are the closest we have been to securing necessary changes.

Q. The Federal Government has committed to developing a Code of Conduct governing access to repair and servicing information. What progress has the Federal Government made? You could include MTAA lobbying, submissions and Drafts you are working on.

A. As this edition goes to print, MTAA expects the Commonwealth Government will be on the cusp of releasing their proposed solution to mandating and prescribing a scheme to guarantee access to service and repair information and technical data. MTAA expects this will either be a mandated and prescribed Code of Conduct or a full legislated solution (law and regulations) that will be administered by a yet to be named Government Department.

MTAA and Members have been frustrated by the amount of time Government and its Departments have taken to investigate and identify a solution given the Australian Competition and Consumer Commission identified the need for, and recommended, a mandated and prescribed scheme back in December 2017. MTAA understands that investigations of a solution have raised implementation and constitutional issues which required further work. MTAA has participated in discussions with the Treasury Department (who have carriage of developing the solution) throughout the process.

MTAA has taken again a leadership role in this matter engaging a United States based professional who was involved in the implementation and operation of the United States system for access provision; developed a comprehensive draft Code of Conduct and a suggested mechanism for implementing a Code based on the United States NASTF model. This extensive piece of work was provided to Government and the Treasury Department to promote options for a solution. In addition,

MTAA has had numerous meetings with Ministers and Ministerial Staff to continue to press for a solution in a timely manner. Like Franchising, MTAA is confident the Government will deliver a proposed solution for further consultation before the end of 2019 and will be seeking full implementation in early 2020 at the latest.

The MTAA led and facilitated actions by Government in 2014 to secure a Heads of Agreement between automotive industry peak organisations following a government investigation of the issue in 2012 /13. Unfortunately, no sooner had the ink dried on this agreement, some organisations walked away from the underlying commitments. Between 2014 and 2017 MTAA gathered substantial evidence that had not been available to the earlier inquiry that quantified the impact of lack of access to coding to complete the repair and presented this to government and the ACCC Market Study into new car retailing which highlighted the issue. All MTAA Member associations were involved in this investigation by the ACCC including prominent car, motorcycle and all representatives from farm machinery dealers; independent mechanical repairers and others.

MTAA and Members also bring a unique perspective to the issue because they have all parts of the automotive supply chain as members. This has enabled a balanced and consistent view of all automotive industries including potential benefits to automotive dealers by having improved access to information and not being subjected to unnecessary requirements imposed by franchisors.

Q. The skills shortage is the number one issue that automotive businesses across Australia are facing. What progress has the MTAA made with the Federal Government about how we can work together to tackle this longstanding issue, attracting and retaining skilled labour?

A. Skills shortages are impacting several parts of the economy and MTAA is advocating on several fronts with the Government including the development and implementation of automotive industry specific programs to increase

apprenticeships and traineeships, delivered by MTAA Members. MTAA and Members are also advocating for changes to Vocational Education and Training and specific programs targeting sections of the community, that should be delivered by industry rather than through 'whole of economy' programs.

MTAA is critical that government is not engaging in a partnership with specific industries such as automotive in the delivery of job creation strategies, preferring to adopt 'whole of economy' strategies and programs that do not capture the nuances or needs of discrete industries in the automotive sector. MTAA and Members have clearly demonstrated the skills shortage in automotive industries by developing and showcasing skills shortages through the publication of 'Automotive Directions' and by increasing awareness of this analysis with politicians and policymakers.

MTA-SA has invested in and secured considerable results from their Pathways Program in Secondary schools and this program is being suggested by MTAA as model national program to address perception and engagement issues nationwide.

MTAA also makes significant contributions and representation to six monthly reviews of Australia's skilled migration policies and skills shortages lists. Unfortunately, it is clear some of the information Government is reliant on for their decision making on where skills are in shortage is not as reliable as it might be if they partnered with industry. For example, job advertisement figures rarely reflect the actual shortages being experienced by automotive industries and individual businesses, such as mechanical repair or smash repair, because participants in these industries gave up advertising some time ago. Part of MTAA's advocacy work is to bring to the attention of various government departments the reality of what is being experienced by businesses in securing employees and the need for alternative sources of skills in the short term while still trying to attract more apprentices and trainees.

Q. There are many opportunities for automotive businesses to grasp such as electric vehicles, advances in repair and diagnostic technology and changes in mobility. How can automotive businesses best prepare themselves for the future and what is the MTAA doing in relation to making sure the Federal Government realises the importance of keeping up to date with changes too?

A. MTAA is constantly assessing, analysing and reviewing what is going on elsewhere in the automotive sector here and internationally. In addition, MTAA members gather important information from their business members and this information is translated into many submissions and other representations to politicians and bureaucracy on behalf of members and their business constituents.

MTAA has also identified opportunities to increase access to international information and technical data including courses and learning opportunities.

A recent example is the development of a Memorandum of Cooperation (MoC), initiated and facilitated by MTAA, on behalf of APRAA and recycling businesses with global auto recycling associations in the US, UK Japan, Malaysia, New Zealand and Canada. This MoC will realise improved information, collaboration and cooperation for MTAA Member auto recycling constituents. For example, the US Auto Recyclers Association has a comprehensive repository of technical and learning information and are investing in projects that will assist with global standards harmonisation, access to a database on the safe removal of batteries from vehicles, and others. These initiatives will be available to MTAA Member recycling and other industry businesses.

MTAA uses these initiatives in Canberra to leverage its understanding and access to worldwide auto businesses and associations and demonstrate a significant knowledge base for government.

MTAA Members are the largest associations in the country and cover the entire automotive sector from retail through servicing and repair to recycling. The

information and knowledge businesses provide to MTAA members and MTAA through dedicated associations such as AMBRA, AARA, APRAA, FIMDAA ASSCSA, ATDRA and others is enormous and unparalleled. This strength of coverage and membership enables MTAA and Members to be a 'go to' organisation for Parliamentarians and Commonwealth Bureaucracy for information about the Australian automotive sector and industries within it.

Q. The Luxury Car Tax is a redundant tax placed on some vehicles in Australia. Can you update members on the MTAA's advocacy to have this tax scrapped for the benefit of consumers and businesses?

A. This is a tough policy reform area and one that continues to frustrate MTAA and Members. The central problem is the Commonwealth Government gets 100's of millions of dollars in revenue for essentially doing nothing. In the past

decade more than \$5billion in revenue has been obtained from the LCT with more than \$695m alone last financial year. It is revenue they will not readily give up in tight economic conditions irrespective of how illogical and unnecessary the LCT is.

MTAA is using every opportunity to progress thinking on how the LCT can be removed or as a worst case how its impact could be minimised. MTAA is using the current focus on Free Trade Agreement negotiations with Europe as the latest leverage to get the LCT removed. Tariffs on automobile sales (which the LCT is) is an important consideration of this agreement.

In addition, MTAA continues to make representations to Finance and Treasury Departments and Government and opposition parliamentarians on a 'Plan B' option should Government continue to refuse to consider the complete

abolition of the LCT which of course is our preference.

The 'Plan B' option is built of a '4R' strategy:

- 1. Reduce** the LCT from the current level of 33% to
- 2. Raise** the threshold to a minimum of \$110,000
- 3. Remove** accessories and equipment as part of the sale price, and
- 4. Recalibrate** the LCT to be a true 'Luxury' Tax rather than just targeting cars.

Until Government can find a replacement for the revenue obtains, it will remain difficult to get the LCT abolished but MTAA will continue to seek every opportunity to get this unconscionable tax abolished or significantly changed to minimise its impact.



CHRISTMAS ESSENTIALS

Are you planning on holding a Christmas party for employees? Did you know that you are legally liable for the safety and conduct of employees at your Christmas Party?

Lawsuits arising from workplace Christmas parties cost Australian Businesses more than \$6,000,000.00 annually. Whether it is employees behaving badly, sexual harassment, injuries during or following the party or even public liability, the list of things that employers are liable for during a Christmas Party is frightening.

To help you avoid being caught out for Christmas, the MTA is holding a special training seminar which will address the following:

- ▶ How much of the party is considered 'work' and how much is just socialising?
- ▶ What issues do you need to consider when planning a Christmas Party?
- ▶ What are you liable for during and following a Christmas party?
- ▶ How can you minimise your risk and liability?
- ▶ What policies and procedures do you need to have in place?
- ▶ What do you do if something goes wrong?

Course Costs: \$195 MTA members | \$325 Non-members

Date: Wednesday 6th November 2019

Delivery Mode: Theory and practical applications. This Interactive Workshop will also be available via webinar.

For further information, please go to: www.mtaofsa.com.au/training/christmas-essentials

For pre-enrolment, enrolment, application and fee information:

8291 2000 | wr@mtaofsa.com.au | www.mtaofsa.com.au/training

MTA111.1OCT19



PREPARING SOUTH AUSTRALIA FOR ELECTRIC VEHICLES



Dan van Holst Pellekaan, Minister for Energy and Mining

WE ASKED THE SOUTH AUSTRALIAN MINISTER FOR ENERGY AND MINING, DAN VAN HOLST PELLEKAAN, WHAT HE THINKS ABOUT THE INTEGRATION OF ELECTRIC VEHICLES IN OUR STATE.

How do you believe that the impending electric vehicle (EV) revolution is going to impact businesses and consumers?

I expect the anticipated transition to Electric Vehicles (EVs) will provide great benefits to South Australian businesses and consumers, in particular by providing less noise pollution, better driver experiences and less transport emissions. There is also a great opportunity here in South Australia, with our leadership in renewable energy, to utilise EVs in way that strengthens our electricity network. For instance, our high penetration of rooftop solar PV means that we can have excess energy during the day, and we can have excess wind energy overnight when demand is low. Using smart charging technologies and market incentives, EV owners can capitalise on mopping up this cheap electricity and providing, over time, a significant source of flexible load to support grid security.

Eventually, when vehicle-to-grid and vehicle-to-home technologies mature, we will also be able to incentivise EV owners to provide electricity back into the grid when needed, or even power a home during a blackout. Using EVs as a source of flexible load will help smooth out the peaks and troughs, contributing to a more stable grid and reducing the need for costly network infrastructure upgrades. This will benefit all South Australians by ensuring we have clean, affordable, reliable electricity.

That said, as a resident of the north of South Australia, I know that overcoming tyranny of distance will be a challenge. I'm interested to see how hydrogen fuel cell electric vehicles may help address the distance requirements of heavy transport and be utilised in industries such as mining.

There are a lot of opportunities for businesses and people working in the automotive industry. With the increase of EVs on the horizon, how will South Australia look to utilise its competitive advantages to seize these opportunities?

Our high penetration of renewable energy, legacy in automotive capabilities, advanced manufacturing skills and generally lower cost of doing business in SA positions us well to capitalise on opportunities across the automotive supply chain. This includes manufacturing and assembly of EVs and components, development and provision of charging infrastructure and opportunities across the battery value chain. We are already in discussions with a number of local, national and global industry leaders to progress opportunities to provide new jobs, skills and training in advanced technologies.

At a recent Electric Vehicle Strategy Working Group at the MTA, the Department for Energy and Mining indicated that there are a lot of questions still to ask around EV charging infrastructure, in homes, public places and service stations. How is the State Government looking at legislation and reducing red tape for businesses?

While future public charging services will be provided and operated by the private sector, there is a role for governments in the short term in identifying key locations and brokering partnerships to provide charging infrastructure in key locations ahead of the market. Planning policy will need to ensure that new developments, whether at a precinct, apartment building or home scale, are provisioned for future charging, as retrofitting will be costly. To inform policy we need information of how EV owners actually charge their electric vehicles and the potential impact to the electricity network. These matters will be further articulated in the Strategy.



How will South Australia's electricity requirements need to change in the next few decades to accommodate an increase in EVs?

The Australian Energy Market Operator has forecast EVs are likely to be a significant source of demand by around 2028-29. Taking a smart, well-managed approach to EV uptake in South Australia means that we can use our abundant renewable energy resources to shift load and demand in a way that complements the grid. This will require changes to tariff structures and smart technologies, both of which are underway. For instance, SA Power Networks has recently introduced time-of-use charging to enable retailers to develop tariffs that can incentivise charging when there is excess renewable energy. Our energy system needs to become smarter to make sure that EV's provide benefits, not cause issues to the grid.

What opportunities are there for both MTA members and the State Government to grasp in relation to EVs?

There are a number of opportunities for both MTA members and government to work through in relation to EVs including:

- Trade skills and training opportunities.
- Ensuring safety and accreditation of infrastructure e.g. high voltage chargers.
- Noise and pollution
- Ensuring the road system is 'future proof'

The development of an EV industry in South Australia could very well be an opportunity for the MTA to expand its membership base.

How will the State Government work collaboratively with the automotive industry in relation to meeting EV targets and ensuring that businesses and consumers are not left behind?

There are new niche opportunities emerging for businesses who want to specialise in EV services, and traditional mainstream businesses will need to be aware of the rate of transition to EVs so that they do not get left behind in a changing market. Having already sought early engagement with industry stakeholders, the Government will continue to work with the automotive sector to identify and capture new opportunities for the industry.

What can the automotive industry do to prepare for the changes that EVs will bring? How will the State Government help with this?

The sector needs to be aware of the predicted rate of transition to electric vehicles in Australia and any significant developments, for instance, a new type of battery which could significantly increase the rate of uptake. Watching how the industry responds in other countries is also important. Countries such as the UK, Netherlands, USA (California) are already where we expect to be in about five years' time, and countries like Norway and parts of China may be where we expect to be in 10 years times. As these economies continue to transition to EVs ahead of Australia we should learn from their experiences.

The transition to EVs may see transformative changes in personal and public transport including smart connected vehicles, autonomous vehicles with the potential for driverless operation, and the further rise of shared mobility services. Mechanisms for how the government can support businesses to adapt and capitalise are under consideration, but a key role will be in providing information and funding opportunities.

It's an exciting time with the evolution of automotive technology. How is the State Government looking at preparing for the required base load power generation to support EV infrastructure?

The South Australian Government has a clear plan to ensure a reliable and secure energy supply for the state. We are accelerating the development of an interconnector to New South Wales, which will bring South Australia into the loop with the rest of the national energy market, bringing cheaper power, greater reliability and increased export opportunities for our renewable energy. We have a strong focus on energy storage, and are delivering a \$50 million Grid Scale Storage Fund to support large scale projects that will store our abundant renewable energy for dispatch when required. Our Home Battery Scheme and support of Tesla's SA Virtual Power Plant means we are attracting the interest of smart technology developers and manufacturers, while also helping to improve reliability by reducing demand on the grid especially during peak periods. We have also allocated \$30 million towards demand management trials that can show how distributed energy resources – such as rooftop solar, household batteries and EVs – can help make the grid more efficient and improve security.

COLLISION REPAIR AND INSURANCE INDUSTRY INQUIRY

Chair of the Economic and Finance Committee, Sam Duluk MP with MTA CEO, Paul Unerkov

The South Australian Economic and Finance Committee have launched their Inquiry into the Collision Repair and Insurance Industry in an effort to investigate the pressure that automotive businesses and their customers have been placed under by insurance companies.

The Committee have received 47 submissions from collision repairers, their customers and insurance companies, which we hope will contribute to a finding to mandate the Collision Repair and Insurance Industry Code of Conduct.

Chair of the Economic and Finance Committee, Sam Duluk MP said, "My Committee will investigate the relationship between the motor vehicle repair industry and insurance companies in South Australia."

"The Inquiry aims to increase consumer transparency, fairness in the industry and how we can ensure that we have a vibrant and successful industry in the future."

The MTA appeared at the first hearing on Wednesday, the 16th of October at Parliament House and the Committee is also planning hearings in late October and early November with collision repairers who have made submissions.

Following these hearings, it is expected that the Committee will make their recommendations by the end of this year and we look forward to seeing the outcome.

It is important for MTA members and consumers that a Code of Conduct is mandated to reduce the unjustified cost pressures being placed on collision repairers to complete work for customers.



MEMBERSHIP AND APPRENTICE VISITS



Brett Norsworthy owner at Automotive Doctor.



Inge G Bengel: Winner of the Door Prize for Careers Day 2019.



Courtney Hodgson at Mt Gambier Isuzu.



Sean Ciechanowicz at Jarvis Subaru.



Joseph D'Angelo at Stepney Auto Repairs.



Riley Matthews at St Marys Automotive Repairs.



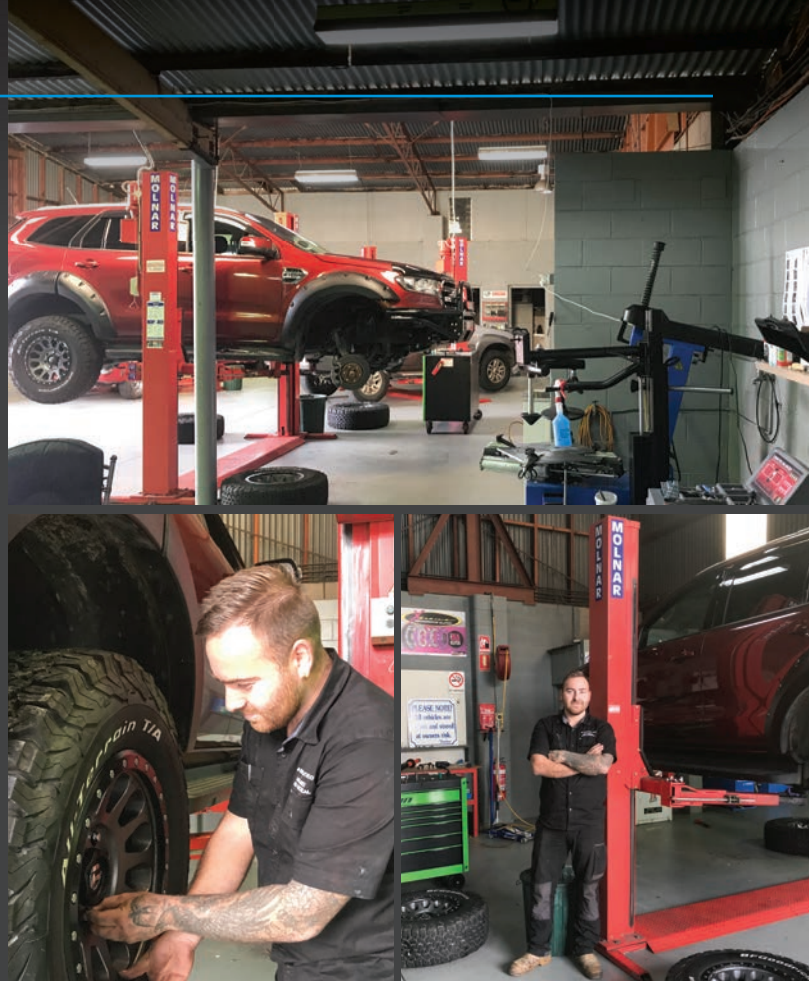
Willis Jenkins at OG Roberts.



Stephen Manning at Aldinga Crash Repairs.



Todd Quigley at High Quality Car Sales.



FROM MTA APPRENTICE TO BUSINESS OWNER — JORDAN DOBSON

MTA Apprentice Alumni, and new MTA member Jordan Dobson, is now running his own business, JD Complete Auto in Peterhead.

From the moment you walk into his workshop, it is clear that this is a place you want to bring your car for a service, tune up or repairs. It's complete with couches, clean workspaces and even a bar!

Jordan said, "I tried to get my business up and running for two years around the area. The owner of this place was leasing it and we've had a chat about me purchasing it as well, which is the goal."

"IF YOU CAN SHOW THEM THE ROPES, IT'S WORTH IT IN THE LONG RUN FOR YOUR BUSINESS."

"It's hard setting up your own business but it's definitely been worth it. I've had to put in the money and a lot of time after hours but seeing it all get off the ground and out of my garage at home was great. If you've got the drive to work hard, you'll succeed."

"My business was running out of my home garage but the time came when I had to expand and obtain bigger premises. When I was up and off the ground at this place, I became a MTA member."

"When inspectors and the MTA call in, they always get a shock at how clean everything is. There's nothing worse than working in a poor work area, it just sends the wrong message to your customers and any apprentices that I want to take on in the near future."

Jordan did his apprenticeship through the MTA's Group Training Organisation and finished his apprenticeship in 2009, successfully qualifying as a Light Vehicle Mechanical Technician while being hosted at Metro Holden and then at Corjay Aire Automotive at Lockleys.

"I was at Metro Holden for three years. I finished my apprenticeship at Corjay's in Lockleys and worked there for another three years. I also did some subcontracting work with the RAA for a while, expanding my skills and getting out on the road."

Having been a MTA apprentice from first year through to graduation, to now owning his own business, Jordan is keen to show future Automotive Light Vehicle Technicians what the industry is all about and said, "I want to take on my own apprentice so that I can meet demands but also pass on my skills. I want apprentices to have the same opportunities that I was given."

"You do need to take on someone that has a passion for the industry but apprentices also have to start somewhere. I did! Apprentices need to be given opportunities. If you can show them the ropes, it's worth it in the long run for your business."

"The MTA was really good for me. I should pay Vinnie, John, Steve and Jim a visit soon and they can see how far I've gone."



AUTOMOTIVE INNOVATION HUB

“THESE NEW AND INNOVATIVE TRAINING TOOLS WILL PROVIDE A NEW PERSPECTIVE TO THE INDUSTRY AND STIMULATE CAREER OPPORTUNITIES.” – MTA CEO, PAUL UNERKOV

The Automotive Innovation Hub is based at the MTA's Training and Employment Centre in Royal Park and will focus on showcasing industry 4.0 automotive skills through new training programs and research and development innovation in the service and repair sector. The Automotive Innovation Hub will also play an essential role in promoting career opportunities to prospective apprentices and schools as part of our Schools Pathways Program.

Importantly for the 900 plus apprentices which we currently train, the Automotive Innovation Hub will provide exposure to new digital technology tools and skills that automotive businesses and consumers are demanding now or in the not too distant future.

Minister for Industry and Skills, Hon. David Pisoni MP said, “I commend the MTA and Tradiebot Industries for partnering on this initiative which demonstrates how important it is for vocational education and training to be up to date with the latest in modern technology.”

Australian based innovative leader, Tradiebot Industries, will be contributing a number of new technologies and training solutions that showcase advances in productivity, efficiency and

developments within the automotive service and repair sector. These new technologies include the practical use of virtual and augmented reality, simulations and 3D printing to assist repairs.

CEO of Tradiebot Industries, Mario Dimovski said, “This is a perfect partnership and location to launch such a venture and kick start the local automotive service, repair and digital manufacturing industry in SA.”

“Tradiebot is an industry leader in automotive innovation and we aim to transfer these skills and technologies through this centre to the local industry and students that will make up the future of our workforce. The MTA has set the trend and is leading the way in Australia by tackling ongoing issues and thinking about the future of the industry.”

We have some very exciting plans for the centre and the state. We have already started talks with other innovative leaders, industry and Government partners to conduct future R&D activities at the Automotive Innovation Hub. This is just the beginning of what the Automotive Innovation Hub will have to offer!



CAREERS DAY HIGHLIGHTS AUTOMOTIVE CAREER OPPORTUNITIES TO SCHOOL STUDENTS

Our annual Careers Day in August proved to be a big success with over 150 students from 13 high schools participating in a tour of the Training and Employment Centre in Royal Park.

Our ongoing engagement with schools and initiatives such as Careers Day are essential to showcasing opportunities within the automotive industry and the career pathways available to young people. We will continue our work with schools and identifying

students who have a passion for the industry in an effort to increase quality apprentice intakes and deliver real job outcomes for them.

We thank the industry stakeholders and members who were involved in our Careers Day including CMI Toyota, CMV Truck Sales, Emmett's John Deere and PPG Industries.

We also thank Jarvis for supplying a Mustang, Adelaide Motors BMW for the X3 Competition SUV, KIA Motors for two electric vehicles and Fleurieu Cranes for displaying the largest crane they have! It just fit through the front gate!





APPRENTICES STEP UP IN THE ENGINEERING WORKSHOP AND SUPERCAR TEAMS AT THE BEND

MTA trained apprentices again had opportunities to experience the fast-paced world of motorsport at The Bend Supersprint, repairing damaged race vehicles and preparing the MTA's Monaro for demonstrations on the track, while others took up the challenge to work in Supercar teams!

Light Vehicle Mechanical Technician apprentice, Toby Mills, was hosted with Brad Jones Racing for a third time and said, "I love it more each time I go. The cars are getting better, faster and I recommend it to anyone. If you're an apprentice, put your hand up for it!"

Supercar team, Brad Jones Racing said, "A big thank you to the three legends Toby Mills, Ben Roethera and Jason Patty from MTA Automotive Apprenticeships for their help over the Taillem Bend

Supercars event. Your hard work and dedication made a huge impact to the team."

Light Vehicle Mechanical Technician apprentice, Phillip McBribe, hosted with Gary Rogers Motorsport said, "Being with the big boys has been great. Learning how everything works and being a part of their team has been a rewarding opportunity."

Apprentices who repaired Neil Oatway's Ford XY GT, received high praise from his team.

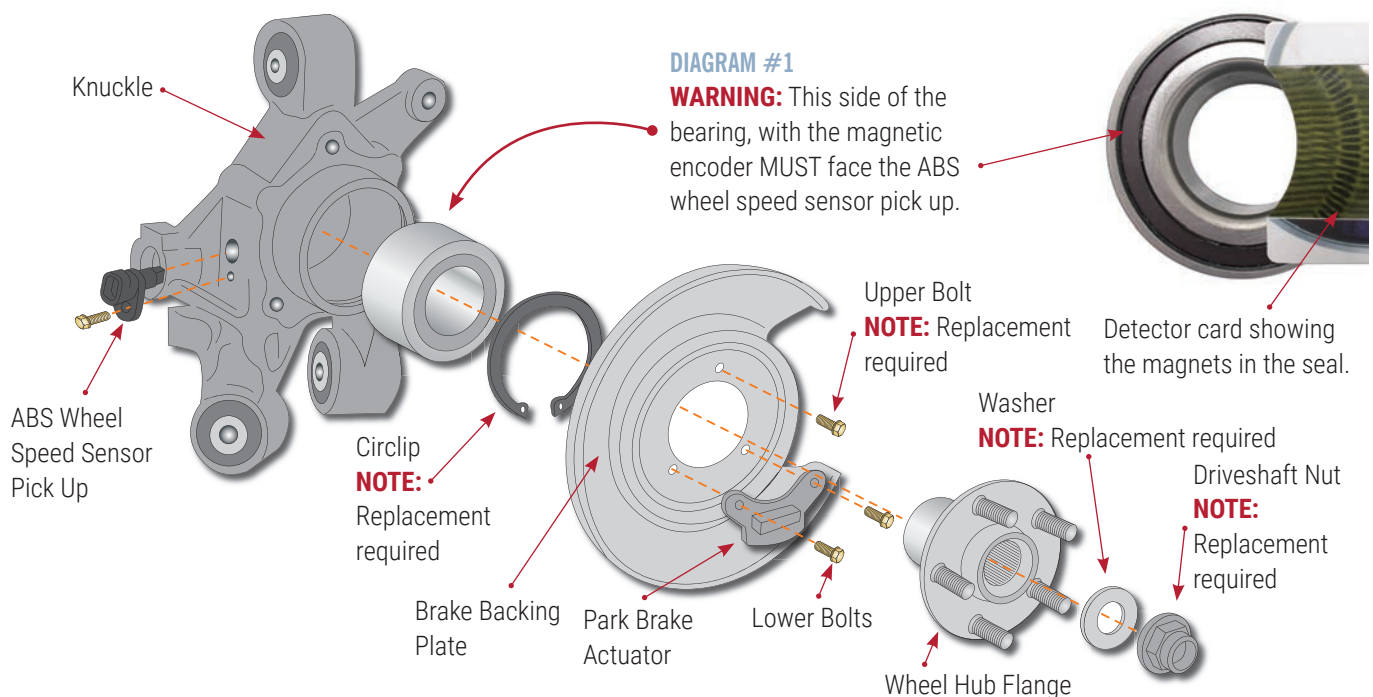
Neil, who is now 75, had one last chance to run his car at an event of this calibre. Bob Vanderkamp, Service Manager at South Coast Marine Service Centre said, "You guys are just champions and have made a competitor's week and normally, it would have been over before it really started!"

"Keep showing your talents at events like this."



HOLDEN COMMODORE VE-VF: THE REAR WHEEL BEARING REPLACEMENT TRAP

2006 - 2013 VE COMMODORE | 2013 - 2016 VF COMMODORE



The procedures for the VE and VF wheel bearing replacement are similar, however, there are some slight differences that you should be aware of. Also, they both share the same common trap, which you will only find out that you have been caught in during the test drive, and then you start again.

THE VACC TIMES GUIDE RECOMMENDS 2.0 HOURS PER SIDE, FOR REPLACING REAR WHEEL BEARINGS.

REMOVAL PROCEDURE

1. Mark the position of the suspension arm bolts in relation to the arms before loosening the bolts.
2. Remove driveshaft nut.
NOTE: Replace nut and washer.
3. Using a suitable tool (VE use J42129, VF use 7208), press the driveshaft from the hub flange.
NOTE: DO NOT use a hammer.
4. Remove the rear knuckle and hub assembly from the vehicle.
NOTE: The lower control arm must be supported with a jack for personal safety.
NOTE: Replace all torque nuts.
5. With the assembly secured in a bench vice, remove the ABS wheel speed sensor pick up.
6. Using a suitable workshop press, press out the wheel hub flange.
NOTE: The wheel bearing will be damaged and must be replaced with a new unit every time the wheel hub flange is removed.
7. Remove the parking brake shoes. Not shown in above diagram.
8. Remove the brake backing plate from the knuckle. 3 bolts.
NOTE: Replace the upper bolt.
9. Remove the circlip from the knuckle that retains the wheel bearing and discard.
10. Using a suitable workshop press, press out the wheel bearing and discard.

THE TRAP: THE ABS TONE WHEEL/ENCODER IS IN ONLY ONE SIDE OF THE BEARING...

WARNING: This side of the bearing, with the magnetic encoder **MUST** face the ABS wheel speed sensor pick up.

DIAGRAM #2

Side with encoder must face the sensor pickup. Face inboard.



DIAGRAM #3

This metal side must face out.



The wheel speed sensors for the ABS in this vehicle have the tone wheel/encoder built into the wheel bearing seal to save space and weight. It consists of a ring of magnets with an alternating polarity that will generate a signal in the pickup when the wheel is rotated. Here is the trap, if you fit the bearing the wrong way around, the tone wheel/encoder will be out of range of the sensor pickup, which will result in no signal output, a DTC, an ABS warning light and you must start again.

For the OE bearing the tone wheel/encoder side of the bearing is darker coloured (dark brown like coke in a glass) and must face

inboard to the centre of the car. Aftermarket bearings can have a black rubber seal on one side (**See Diagram #2**) and a metal seal on the other (**See Diagram #3**). It is the black rubber side that is the tone wheel. It is best to check before you install the bearings to be sure. You can get a test detector card or encoder tool that will show the magnets in the bearing seal (**See Diagram #1.**), or you can check for magnetism with a paper clip.

The tone wheel/encoders are easily damaged by other magnets, so keep them away from the magnetic tips of your screwdrivers and the speakers in the cars sound system.

REASSEMBLY PROCEDURE

- Using a suitable workshop press, gently press the new bearing into the knuckle in the correct orientation.
See Diagram #1 and explanation above.
- Fit a new circlip into the groove in the knuckle.
- Refit brake backing plate.
- Tighten upper bolt to 58 Nm. (new bolt required)
- Tighten the two lower bolts to 1st: 50 Nm, 2nd: 60°.
- Refit the park brake shoes.
- Using a suitable workshop press, gently press the wheel hub flange into the knuckle and bearing assembly, making sure that it is seated fully into the bearing.
- Refit wheel speed sensor and tighten the bolt to 7 Nm.
- Refit knuckle assembly into the vehicle.
DO NOT tighten bolts and nuts at this stage.
- Before refitting driveshaft into knuckle assembly, lubricate the splined hole with recommended differential oil, for ease of fitment and future removal.
- Hold the hub and tighten the new driveshaft nut to specification.
See Table #1.
NOTE: Over tightening will damage the bearing
- Refit the wheels and place the vehicle on level ground.
- Bounce the suspension several times to settle suspension into a neutral position.
- Tighten all of the bolts and nuts to the correct tension. **See Table #1.** Make sure that the marks you made before removal are aligned. Failure to do the above steps will lead to premature suspension bush wear.
- Check the rear wheel alignment.

FOR MORE INFORMATION ON THESE MODELS OF COMMODORES, LOGON TO TECH ONLINE OR CALL VACC'S TECHNICAL ADVISORY SERVICE.

TABLE #1

VE Steel Upper Control Arm	1st: 60 Nm, 2nd: 90° #Use new nuts (Before Aug 2007)
VE Aluminium Upper Control Arm	1st: 60 Nm, 2nd: 120° #Use new nuts (After Aug 2007)
VF Upper Control Arm	1st: 40 Nm, 2nd: 120° #Use new nuts
Lower Control Arm	1st: 40 Nm, 2nd: 120° #Use new nuts
"Y" Link	1st: 40 Nm, 2nd: 120° #Use new nuts
"I" Link	140 Nm
Driveshaft (Method 1: Preferred)	1st: 150 Nm, 2nd: Loosen 180°, 3rd: 425 Nm, 4th: Crimp Nut #Use new nut & washer
Driveshaft (Method 2: Alternative)	1st: 150 Nm, 2nd: Loosen 180°, 3rd: 50 Nm, 4th: 45° 5th: Crimp Nut #Use new nut & washer



ANNUAL GENERAL MEETING: A CELEBRATION OF LONG TERM MEMBERS



50 Year Members: Carlin and Gazzard



50 Year Members: Willaston Auto Body Repairs



25 Year Member: Clive Polley from
Independent Components

MOTOR TRADE



25 Year Member: Hillar Puvi from
Formula Honda



25 Year Member: Romeo Bruno from
West Car Clinic

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BUSINESS PARTNERS INDEX

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MTA Group Training Organisation

When you host an apprentice through MTA, you don't have to worry about advertising, interviewing, medical checks or being the legal employer for the Contract of Training. We shortlist based on the criteria you set, meaning we'll find you an apprentice that is right for your business. Forget WorkCover, payroll tax, annual leave, sick leave, training fees, wages and super - we'll take care of that. And there's more - MTA Field Officers also conduct regular workplace visits and contacts to ensure you and your apprentice have the support you need.
T: 8241 0522 E: adminroyalpark@mtaofsa.com.au

ACCOUNTING



BDO

BDO is one of the largest full service accounting and advisory firms in Australia. At BDO we are committed to the automotive industry, having provided a broad range of services to a wide range of clients in the industry for over 30 years, and now look to extend that to MTA members. Contact Steve Fimmano.
T: (08) 7324 6046 E: Steve.fimmano@bdo.com.au
www.bdo.com.au

WORKPLACE COMPLIANCE



MTA Audits

The MTA can provide WHS & HR workplace inspections and provide recommendations and support to fill the gaps required.
T: 8291 2000
E: wr@mtaofsa.com.au

PARTS BUYING

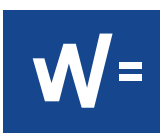


Capricorn

Capricorn Society Limited is the largest independent automotive parts buying co-operative in Australia, providing the majority of parts and services to mechanical workshops, service stations and crash repairers throughout the country. Call toll free to find out how you can save your business both time and money.

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FINANCE



Working Capital Finance

MTA's partner in working capital services offers members factoring at a discounted rate of 1.75%* and is only available to MTA members! No business financial statements - no details on your assets - no details on your other liabilities.

T: 02 9968 2328 E: admin@workfinance.com.au
www.workfinance.com.au

EFTPOS FACILITIES



Commonwealth Bank

The MTA offers ultra-competitive EFTPOS transaction rates for members through our partnership with Commonwealth Bank. Please contact the Commonwealth Bank to find out the latest deal. T: 13 22 21

EMPLOYEE ASSISTANCE



Access Programs Employee Assistance Program

Services to MTA members at the sessional rate of \$130* (plus GST) without any retainer. Five convenient locations: Adelaide, Bedford Park, Elizabeth, Salisbury, Noarlunga.

T: 8210 8102
www.accesssa.com.au

ENVIRONMENTAL ADVICE



GreenStamp

MTA Members can benefit from environmental compliance advice, briefings, training and on-site assessments. GreenStamp is an accreditation program that recognises and promotes businesses which have implemented sound environmental practices.

T: 8291 2000 E: IContact@mtaofsa.com.au

HEALTH INSURANCE



Health Partners

MTA's preferred Health Insurance Provider for Members, Members' employees and MTA Staff. Their offer includes a 6% discount on any health insurance product when paid for by a direct debit and 6% discount on special corporate packaged products when paid for by direct debit. Importantly it does not matter whether you are simply looking for basic extras covers or the top level hospital and extras cover, the discount will still apply. For more information contact the Health Partners Sales Team.

T: 1300 113 113 E: sales@healthpartners.com.au
www.healthpartners.com.au/MTA

CORPORATE MEMBERSHIP



The Qantas Club

The MTA Corporate Qantas Club membership scheme is open for MTA members and their partners and offers considerable savings. MTA members save \$220* upon initial application and reduced annual renewal fees.

BUSINESS INSURANCE



OurAuto Insurance

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T: 8440 2666 **E:** print@mtaofsa.com.au

www.mtaofsa.com.au/print-stationery

SUPERANNUATION



MTAA Super

MTAA Super is the national industry-based super fund that has proudly served the motor trades and allied industries for over 25 years. We make administering super simple and efficient. It's what makes us the preferred choice of over 40,000 employers. Call 1300 362 415 or visit mtaasuper.com.au/employer-benefits. You should consider the PDS in making a decision.

T: 1300 362 415

www.mtaasuper.com.au

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MTA Registered Training Organisation

MTA offers Upskilling courses to upgrade the skills of qualified automotive technicians. Courses include Air Conditioning, Common Rail Diesel, Forklift, Hybrid & Battery Electric Vehicles, Recognition of Prior Learning, SRS Airbags, Welding Qualification Preparation Course, Welding Qualification Test and Wheel Alignment. Members receive a discounted price on courses.

T: 8241 0522

E: adminroyalpark@mtaofsa.com.au

TECHNICAL REPAIR INFORMATION



OurAuto Tech-Centre

OurAuto Tech Centre is Australia's most comprehensive technical repair information resource. MTA members receive a 20% discount.

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tech-centre.com.au

WORKPLACE RELATIONS & IR TRAINING



MTA Training

MTA offers courses designed to help manage people, ensure compliance, navigate the complex regulatory environment & tackle difficult workplace issues. Courses include WHS & Safe Work Compliance, Show Me the Money (Debt recovery in your business), Worker's Compensation - The good, the bad and the ugly, Bullying - Behaving badly, In Service Testing & Tagging, Emergency Warden (Fire Warden Training), NHVL (Chain of Responsibility), IR/HR Masterclass, Tough Talks, Manage your Workers IR/HR Basics, Payroll Training, ACL Training and Christmas Essentials. Members receive a discounted price on courses.

T: 8291 2000 **E:** IContact@mtaofsa.com.au

OFFICE SUPPLIES



Officeworks

The Officeworks partnership gives business pricing only available to MTA members on a wide range of office essentials, by signing up to a 30 Day Business Account, as well as free delivery across South Australia including regional areas, excluding large or bulky items.

www.officeworks.com.au/mtasa



ABANDONMENT OF EMPLOYMENT

It is important for an employer to be aware that an abandonment of employment will not simply arise as soon as an employee has not turned up to work for a shift they were required to do and that an employer is aware of the rules that need to be followed to ensure there has been a genuine abandonment.

An abandonment of employment is usually characterised by an employee being absent from work without a reasonable excuse for an unreasonable period of time.

For an employee to properly have abandoned their employment, it must be clear that the employee has demonstrated an intention to no longer be bound by the terms of the contract of employment, for example, they have no intention to return to work or continue doing the role.

Abandonment of employment is not dealt with under the Fair Work Act 2009 and is not discussed in the Vehicle Award, Clerks Award, Passenger Vehicle Award or either of the Road Transport Awards (it is only discussed in 5 out of 122 Modern Awards).

Due to the absence of legislated

guidelines dealing with an abandonment of employment it is best practice for an employer to go to lengths to show numerous attempts at communicating with the employee were made. It also must be shown that they gave the employee a specified and reasonable time to respond to a notice of abandonment.

Dealing firstly with attempting to contact the employee, this cannot simply be a single call or email and would require multiple and various attempts at contact being attempted. This can include phone calls, emails, text messages, and registered mail.

If contact is made with an employee and they state they will not be returning then their employment can be terminated. If there has been no success with this contact however an employer should then try to contact the employee's nominated contact to see if they are aware of their whereabouts.

If the above does not result in any contact being made with the employee a letter should be sent, preferably by registered

post, asking the employee to make contact or their employment will be considered as abandoned. In terms of how long to give an employee to respond, as stated earlier a reasonable amount of time needs to be given, for example, one day won't be sufficient. It is also preferable to send this letter via registered post and another means, such as an email.

If the reasonable time period specified passes with no contact being made by the employee a confirmation of abandonment letter can be sent. Where employment is abandoned all accrued leave entitlements and unpaid wages must be paid out to the employee.

Where an employee does make contact during this process, whilst the employment can't be considered abandoned, you can still then proceed towards appropriate disciplinary action.

If you have a query regarding an abandonment of employment, please contact the MTA's Workplace Relations Department on 8291 2000 or by emailing wr@mtaofsa.com.au

AIRBAG

YOUR RESPONSIBILITIES – TAKATA AIRBAG RECALL

BY DINI SOULIO, COMMISSIONER FOR CONSUMER AFFAIRS

Consumer and Business Services (CBS) is reminding South Australia's automotive retail, service and repair industry of their responsibilities in relation to the compulsory recall of Takata air bags in place under the Australian Consumer Law.

While the Australian Competition & Consumer Commission (ACCC) reports that 80 per cent of recalled Takata airbags in Australian vehicles have been replaced since July 2017, there are concerns that some consumers are not getting the message.

The ACCC estimates that as of 30 June 2019 there were still approximately 604,000 Takata airbags remaining in 537,000 vehicles. In South Australia, it's estimated there are 39,422 Takata airbags that still need to be replaced.

Globally, ruptures of defective Takata airbags have been associated with at least 26 deaths and over 300 injuries. In Australia, one person has been killed and another seriously injured in separate incidents involving defective Takata airbags.

INDUSTRY MEMBERS AFFECTED

If you are a vehicle manufacturer, dealer, spare parts supplier, importer or you operate under the Registered Automotive Workshop Scheme (RAWS) then you have key responsibilities under the compulsory recall.

REPLACEMENT TIMEFRAMES

The compulsory recall requires suppliers

of vehicles with defective Takata airbags to replace all defective Takata airbags in Australian vehicles by 31 December 2020 (or later in some instances if approved by the ACCC).

Some vehicles have been recalled immediately, and others placed on a rolling basis, scheduled based on various factors including relative safety risk. A full list of vehicles covered by the recall are listed on the Product Safety Australia website at www.productsafety.gov.au/recalls

YOUR OBLIGATIONS

The ACCC has specific information explaining the obligations of suppliers.

Second-hand vehicle dealers must check the VIN and other recall information of each second-hand vehicle in their possession and:

- Affected vehicles that are under active recall cannot be sold.

Affected vehicles that are under future recall can be sold provided that certain information is provided to the purchaser both verbally and in writing and consent obtained for passing their details onto the vehicle manufacturer for follow up.

Businesses who supply spare parts must endeavour to identify whether any parts in their possession are, or contain, the affected Takata Airbag Inflators and where relevant make arrangements for the part to be safely retrieved by the vehicle manufacturer.

More information can be found on the Product Safety Australia website at www.productsafety.gov.au.

REVIEW OF THE SECOND-HAND VEHICLE DEALERS ACT

Consumer and Business Services (CBS) has commenced a review of the *Second-hand Vehicle Dealers Act 1995* (the Act) and the *Second-hand Vehicle Dealers Regulations 2010*.

The Motor Trade Association (MTA) has advocated for a review of the Act and has proposed a number of possible legislative amendments. CBS is currently considering the MTA's submissions, as well as consumer rights and expectations when purchasing a second-hand vehicle. The review will also explore other opportunities to modernise the legislation.

CBS will be seeking the views of the automotive industry and the broader general public to help inform this review.

A discussion paper will be released for consultation, outlining the key issues that have been identified and seeking feedback regarding any other issues, concerns or possible areas for improvement.

Further information including details regarding the consultation period will be made available on the CBS website at www.cbs.sa.gov.au in the coming weeks.



Looking to employ an apprentice or for someone to train your apprentice, call the MTA

The MTA is a Registered Training Organisation (RTO - provider number: 2293) training across a range of automotive trades at our dedicated training facilities across the State. We provide flexible training timelines, ensuring support for your automotive business.

The MTA Group Training Organisation (GTO) makes it easy to employ an apprentice, handling all recruitment and administration. And given the cost is all inclusive, you do not pay for when the apprentice is at trade school, on annual leave, any sick days or public holidays.

We work with the automotive industry and apprentices everyday, which ensures we understand the challenges business owners and apprentices face.

Contact the MTA Today: ☎ 8241 0522 ✉ adminroyalpark@mtaofsa.com.au

Entry into an apprenticeship:

- Year 10 or higher
- Successful completion of MTA's pre-selection process
- Provisional Driver's Licence or higher

Contract duration: 4 years (except API Apprenticeships)

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CLASSIFIEDS

EMPLOYMENT OPPORTUNITY

JOB VACANCIES: Are you a qualified diesel tech? Or have you been working on cars and would like to upgrade your qualifications to diesel? Would you like to live in a family friendly country environment? To find out how you can work on the latest farm machinery technology email jobs@pringlescrouch.com.au.

TWO POSITIONS VACANT - Qualified Diesel Technician and Qualified Automotive Technician. Bascombe AutoAg, Cummins, South Australia. Ability to work on a large range of machinery. Air Conditioner Licence preferred and Truck Licence preferred, but not essential. Strong work ethic and high standard of workmanship. Training provided. Contact Darren Kelly 040 8762 928 dkelly@bascombeautoag.com.au or Scott Bascombe 0427 762 980 or phone 08 8676 2980.

AUTOMOTIVE MECHANIC. Jarro Auto Service. A highly reputable one-stop-automotive shop, working on all makes and models, is seeking an enthusiastic and experienced Motor Mechanic to join our team. Willing to pay above award rate for the right person. Contact jarro@adam.com.au

CERTIFICATE 3 DIESEL MECHANIC. Full time position available. Working on a wide range of light and heavy vehicles to NHVR standards. Family owned business for over 65 years. Monday to Friday. LR & MP Ahrens Pty Ltd Shea-Oak Log. Contact Greg - 08 8524 9043 or email lahrens@dodo.com.au

HEAVY VEHICLE TRAILER MECHANIC WANTED. Experience with brake relines, suspension repairs, welding and wiring. Light vehicle mechanics encouraged to apply. Laundered overalls after qualifying period. Salary negotiable, dependent on experience. We are a quality assured and family owned South Australian company. Resume to mike@tcbrake.com.

ADELAIDE VEHICLE CENTRE is seeking sales trainees due to expansion. Please contact David Vincent at avcsales@bigpond.com.

REPCO AUTHORISED SERVICE has positions available for Mechanics and Managers. Experienced and/or qualified. Work near home with 48 sites all around Adelaide metro and country SA. Looking for a change? We offer benefits above the award. Great career opportunities. Email kclark@repco.com.au.

CAVAN AGRICULTURAL AGENCIES requires a Diesel Mechanic experienced in working with farm machinery. We also require a Metal Fabricator. If you are a flexible self-starter and are eager to be considered for this opportunity, then please send your resume to admin@cavanag.com.au.

WANTED TO SELL

TYRES & RIMS FOR SALE. New condition. Various sizes to suit Landcruiser Military & LC200, Hilux 4x4, Prado & more. Can email photos. Contact Tony 08 8842 2566 or email tony.hall@clarevalleytoyota.com.au.

BUSY AUTO PARTS FRANCHISE in western suburbs with large loyal clientele base, both trade and retail. I am selling, as after 16 years I wish to retire. Would make a good investment for mechanic ready to put down the tools. Price \$149,000 + stock. For more information please call 0422 003 211.

CAR DEALERSHIP, AGRICULTURAL DEALERSHIP, TOWING & COMPREHENSIVE WORKSHOP FOR SALE. Riverland town, extremely profitable and great lifestyle. Stuart McKay Owner / Dealer Principal. McKay's Auto Centre/McKay's Towing. 9 Francis St Waikerie, SA, 5330. Mob 0428 412 288. Work (08) 8541 2288. Stuart McKay - Stuart's Email stuart@mckaysauto.com.au

AUTO AGENCIES P/L is an Automotive Spare Parts business established 35 years in Northern suburbs. Servicing S.A metro, country and Northern Territory. Owner retiring due to health. Large turnover with good margins and solid customer base. Priced to sell. Contact owner, Gerry Murphy 0418 817 937.

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BOMBS WANTED - URGENT. Cash paid for all vehicles, smashed or end of life. We pick up FREE! Phone 8447 1200 for valuation and pick up time all areas. 1300 UPULLIT self-service auto dismantlers at Elizabeth, Gillman and Lonsdale.

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