

# MOTOR TRADE

Official Magazine of the Motor Trade  
Association of South Australia

December 2019

Boylen +



## TAKING A STAND ON BEHALF OF COLLISION REPAIRERS



# 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.**

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**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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# CONTENTS



8

## ADVOCACY OVERVIEW

The MTA has taken a stand on behalf of collision repairers before the Economic and Finance Committee. Read about this and other progress in relation to our advocacy on behalf of members.



10

## WELCOME NORTHERN TERRITORY!

The MTA is delivering an expanded range of services to Northern Territory Members.



12

## SMALL BUSINESS COMMISSIONER PRIORITIES FOR 2020

The Small Business Commissioner has a number of priorities in his sights for 2020 following a busy 2019.



14

## FAMILY TIES MOTORING ON

For more than 40 years, the staff at Barossa Nissan have been selling and servicing new and used vehicles in Nuriootpa. We interview one of the earliest MTA members and find out more about their family business.



17

## GLOBAL AUTOMOTIVE RECYCLING

In addition to Australia, eight other nations have signed an historic Memorandum of Cooperation which is aimed at providing a global voice and action for automotive recycling businesses.



18

## NEW MTA MEMBER

From GTO Apprentice to new MTA member, owner of Performance Auto & Dyno, Davor Pribicevic is following his passion for servicing high performance vehicles.

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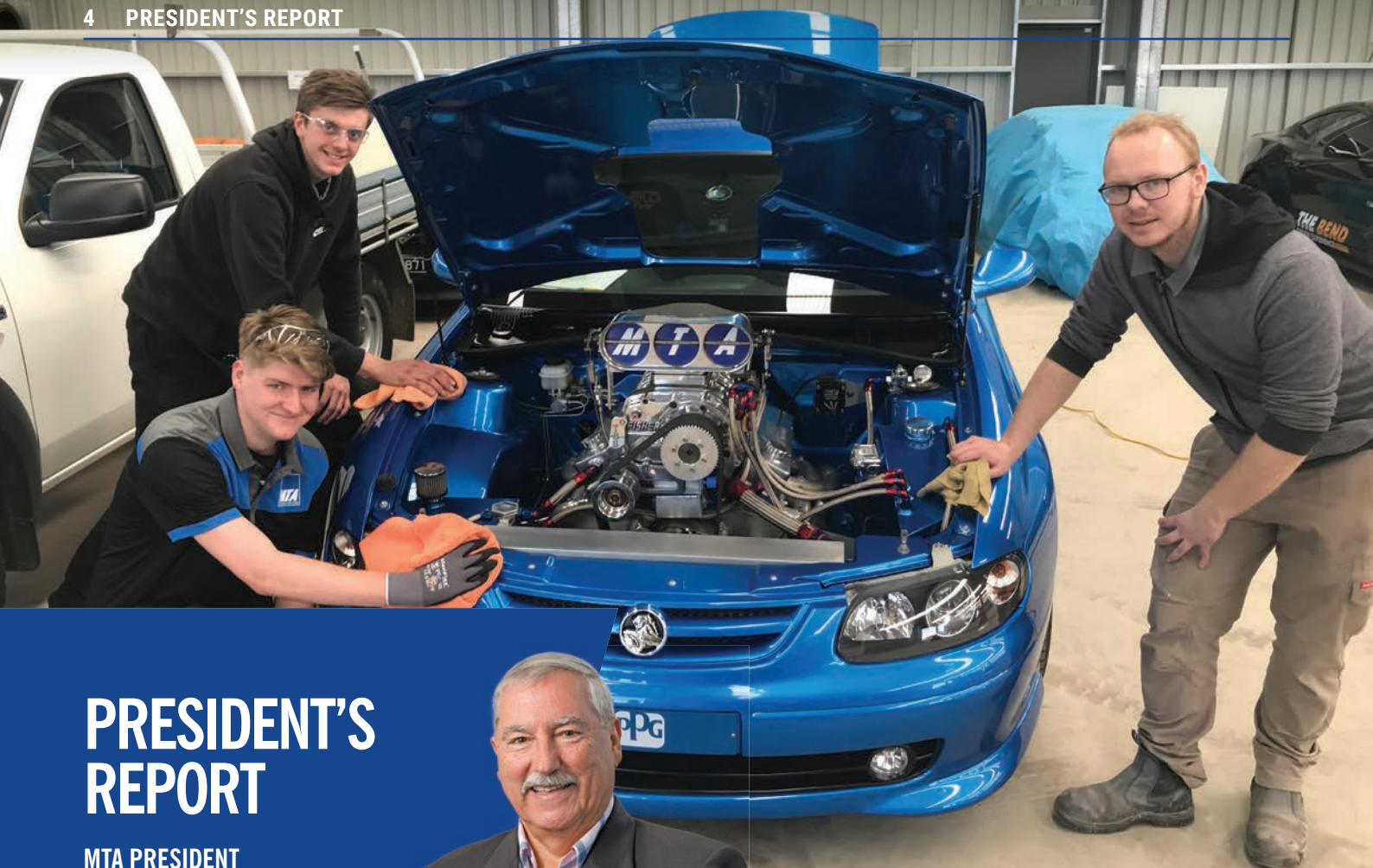
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## PRESIDENT'S REPORT

MTA PRESIDENT  
FRANK AGOSTINO

We welcomed Northern Territory members in October and encouraged them to take advantage of our services and reinforce to you that a priority for the MTA is to achieve outcomes in a number of areas for your business.

I was fortunate enough to meet with Northern Territory members at our networking event last month and we have much more in common than the distances that separate us.

I encourage all members in the Northern Territory and South Australia to attend Divisional and Zone meetings that provide an opportunity to receive first-hand information from the MTA's Specialists and helps them to understand the priorities for your business.

One of the many issues that unites automotive businesses throughout Australia is the skills crisis and this is an area that the MTA continues to meet head on.

Year to date, we have employed more apprentices than ever before and the number of apprentices we train across South Australia continues to grow. We now employ over 500 apprentices and have a total of 970 in training across the state in a number of trades, taking our total training market share to over 50 per cent.

The MTA has now also become the sole trainer of Automotive Refinishing Technology and Automotive Body Repair Technology in South Australia. There are many opportunities for your business

to seize across all automotive trades and I look forward to seeing continued success in 2020 as we offer young people an opportunity to follow their passion and undertake a rewarding career within the automotive industry.

The introduction of our three and five day pre-employment programs have given potential apprentices a taste of what an apprenticeship is like in an effort to source better candidates for your business. Our Schools Pathways Program has continued and we have engaged with over 63 secondary schools this year as well as increasing our promotion of apprenticeship opportunities.

Since the launch of our Automotive Innovation Hub in September, we have continued to engage with automotive industry leaders to bring new and exciting technology to our Training and Employment Centre in Royal Park, providing an added benefit to our apprentice learning and promotion of automotive trades.

I look forward to seeing the continued growth and development of the Automotive Innovation Hub, demonstrating the opportunities it can bring to South Australia.

2020 promises to be another busy year as we continue our focus on your business needs and continued support of the automotive industry across South Australia and the Northern Territory.

Have a Merry Christmas and a safe and happy New Year.







# CEO'S MESSAGE

MTA CEO  
PAUL UNERKOV



2019 has been one of the biggest years in recent memory for the MTA. With the Parliamentary Inquiry into the relationship between body repairers and insurers, land tax changes, access to automotive repair and servicing information and an automotive franchising code all impacting a significant number of members.

The MTA has reached out to support collision repairers who made submissions to the Economic and Finance Committee for the inquiry into the collision repair and insurance industry.

This inquiry is an opportunity for the South Australian Government to provide solutions, recommendations or outcomes that could have the potential to bring fairness and transparency to an industry sector that has been damaged by a lack of governance and to protect vulnerable consumers and small businesses in South Australia.

We appeared before the Committee and asked them to implement policy and to protect fairness and business confidence in South Australia by mandating and tightening the industry Code of Conduct as well as protecting consumers from the possible decline of choice, quality and safety of repairs.

The latest land tax proposal from the State Government has passed and will take effect from next year.

While the final iteration of the reform package is improved from the initial proposal, many members still hold concerns over the retrospective nature of the Bill and the size of the first surcharge, which approaches \$10,000 from 2022/23. I encourage you to read more about the changes to land tax in this edition of Motor Trade.

The Federal Government's announcement that they will mandate a law to provide fair and equitable access to motor vehicle service and repair information was welcome news for some in the automotive industry as we continue to seek fair access to repair information at a fair price for both dealers and repairers. We have been working closely with the MTAA and the Federal Government to ensure that a mandated law works for the whole industry and I look forward to seeing further progress before any legislation is finalised.

The MTA has been advocating for a fairer franchise environment by

way of an automotive industry-specific Franchising Code of Conduct. Following eight months of investigations, the Federal Government's Franchise Taskforce released a Draft Regulatory Impact Statement (RIS) which outlines the findings and recommendations of the final report of the Parliamentary Joint Committee into Franchising. We worked with the MTAA to ensure that members' thoughts and concerns were heard by the taskforce and acknowledged in the RIS. We will continue to consult with members who operate under a franchise agreement and work with the MTAA to develop a detailed response to the RIS in an effort to ensure automotive franchising issues are understood and resolved quickly and fairly by the Federal Government.

I am pleased to announce that we have appointed three new staff members who will complement existing member focussed MTA Specialists. Darrell Jacobs to the position of General Manager of Member Solutions, Kaes Cillessen to the position of Industry Policy and Government Relations Manager and Chris Morey to the position of Workplace Relations Manager.

Darrell has spent the last 17 years within the automotive industry at Mitsubishi Motors in a variety of marketing roles and most recently as CMO and Head of Communications. Darrell will have an important role, working to strengthen our advocacy and membership services.

Kaes will be integral to advocating on behalf of your business and the broader automotive industry on a range of policy and legislative issues. Some of you may have contacted him already in relation to our advocacy activities and he will continue to act as our conduit between your business and government.

Chris will be working hard to ensure that members remain protected and assisting them with Workplace Relations advice.

There are many opportunities that continue to emerge in the automotive industry and the MTA will be building upon the outcomes achieved this year, expanding our membership and training opportunities across the Northern Territory and South Australia.

I wish everyone a Merry Christmas and a Happy New Year. Stay safe on the roads.



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## ADVOCACY OVERVIEW

### BODY REPAIR SPECIALISTS DIVISION MEMBERS STANDING UP TO INSURANCE COMPANIES IN SA STATE PARLIAMENT

A number of Body Repair Specialists Division members attended the Economic and Finance Committee public hearings in October and November in relation to the inquiry into the collision repair and insurance industry.

The hearings provided an opportunity for Members of Parliament to ask collision repairers and insurers how their businesses and customers are affected by insurer behaviour. The hearings also discussed the issues of steering, “funny time / funny money”, use of non-genuine parts and assessment procedures.

The Committee is due to hand down its findings late this year or early 2020. The findings of this inquiry will be an opportunity for State Parliament to provide solutions, recommendations or outcomes that will bring fairness and transparency to the collision repair and insurance industry.

### LAND TAX

On Thursday the 28th of November 2019, the State Government was successful in passing the Land Tax Reform Package through State Parliament. The passing of this reform package followed six months of amendments and negotiations with industry associations, including the MTA.

When the proposed changes were introduced, we engaged and consulted with members who consistently raised their concerns and who highlighted the impact the changes will have on their businesses. More than 90 per cent of respondents who opposed the reform package throughout all its iterations had their voice heard by key decision makers in State Parliament, including

the Labor Opposition, SA BEST, Hon. John Darley MLC and the Greens.

While the final iteration of the Land Tax Reform Package is much improved from the initial proposal, many members still hold concerns over the retrospective nature of the Bill and how it will impact their business.

The final Land Tax Bill passed in State Parliament includes a reduction in rates across a number of tax brackets, as well as a \$25m compensation fund for individuals and businesses who experience a significantly higher land tax bill as a result of the changes which come into effect in the 2020/21 Financial Year.

### SUBMISSION ADDRESSING AUSTRALIAN APPRENTICESHIPS NATIONAL SKILLS NEEDS LIST

We made a formal submission in response to the Federal Government’s review of the National Skills Needs List which identifies trades in Australia that are experiencing skills shortages. The central focus of the Federal Government’s review is the methodology in relation to skills training and identifies how these skills should be prioritised.

We took our advocacy one step further and reminded the Federal Government that there are many automotive trades experiencing a skills shortage that should be a priority, not just Automotive Refinishing Technology, which was the only trade initially identified by the Federal Government for AISS payments early this year. We provided substantial data to the Federal Government and referred them to the MTAA’s national industry scan: *Directions in Australia’s Automotive Industry Report*, which clearly outlines automotive trades being impacted by the skills shortage.





## ACCESS TO REPAIR AND SERVICING INFORMATION

We have welcomed the Federal Government's announcement of their intention to introduce a new mandatory data sharing law in Australia that will provide fair and equitable access to motor vehicle servicing and repair data to automotive repairers.

The new law will mandate that all service and repair information that car manufacturers share with dealership networks must also be available for independent repairers to purchase and will be implemented in primary legislation to provide flexibility in its design and robust dispute resolution processes. It will also remove grey areas in the current voluntary arrangements by explicitly setting out a list of safety, security and environmental information that must only be released to appropriate businesses as well as set out the clear criteria for access.

We remain committed to continuing to work with the Federal Government and the MTAA in finalising the legislation, ensuring that this new law produces a balanced outcome for independent and franchise repairers, as well as dealerships.

## HEAVY VEHICLE NATIONAL LAW REVIEW

We have consulted with members and made submissions in relation to all Issues Papers from the National Transport Commission (NTC).

Members have had an opportunity to provide a critical analysis of policies and issues having an impact on their business in relation to the Heavy Vehicle National Law and the NTC will now focus on identifying problems raised in submissions to generate solutions.

There will be a consultation Regulatory Impact Statement (RIS) released in early 2020 and we will continue to consult with

members and NTC to achieve positive and meaningful safety reforms for members who operate or work on heavy vehicles.

## ELECTRIC VEHICLE STRATEGY

States and Territories are seeking feedback from different stakeholders to help consider Electric Vehicle (EV) policies and implementation parallel to the NTC's. We have asked Northern Territory members for their response to a discussion paper which was released by the Northern Territory Government in November. South Australia undertook this exercise a few months ago to discuss the impact of EV implementation and infrastructure requirements with the South Australian Government, members and other industry stakeholders. We are now in communication with both governments in relation to the implementation of their EV strategies in an effort to ensure members and consumers can take full advantage of the opportunities that EVs present.

## EXEMPTIONS AND EXPIATION NOTICES FOR TOW TRUCK OPERATORS

We have identified examples where current exemptions of expiation notices have provided relief for tow truck operators.

Tow truck operators have been asking us to advocate for exemptions and we have found through our investigations that some current exemptions already exist that do provide relief for common workplace situations such as picking up disabled vehicles from areas previously considered inaccessible. These areas have often lead to an expiation notice unjustly, costing tow truck operators time and money.

We have been in regular contact with Towing Division members to advise them of our findings, providing a much needed benefit to their businesses, making operations easier for them.

# WELCOME NORTHERN TERRITORY!

The MTA is expanding its operations outside of South Australia to deliver an increased range of services for automotive businesses in the Northern Territory.

MTA CEO Paul Unerkov said, "This is an opportunity for Northern Territory members to work with us to take advantage of our knowledge and our capacity to support the industry across both jurisdictions, particularly in the Workplace Relations and Advocacy spaces."

"To achieve solutions to common issues across the Northern Territory and South Australia, we will serve not only as a conduit between members and government but ensure that the industry has a strong voice to key decision makers in Parliament."

"We have already engaged in conversations with the Northern Territory Government and Charles Darwin University (CDU) in relation to automotive apprenticeship training. It is important that solutions to CDU's cuts to automotive electrical, paint and panel qualifications are found quickly."

Former MTA NT President, Guido Merlo said, "We're very excited with this agreement as it provides an ability to supply a much bigger menu of services and products to all members in the Northern Territory."

Membership Representative, Rodger Sewell will continue to have a presence in the Northern Territory, visiting members to ensure they are receiving value from their membership and that automotive businesses remain protected.

Rodger said, "I'll be on the road, visiting members from Alice Springs to Darwin and everywhere in between, ensuring that automotive businesses are receiving the support they need. I'm looking forward to catching up with many of you in the future!"

MTA members in the Northern Territory now receive:

- Access to five dedicated Workplace Relations Specialists who can assist you with legal advice, work, health and safety, HR and award rates
- Industry and advocacy support
- Access to the knowledge and insight of our dedicated Industry Engagement Specialists across the automotive retail, service and repair sector
- Continued discounts through selected Business Partners
- Regular communications to ensure that you are kept informed on issues relating to your businesses
- Access to MTA Print and Stationary member discounts



Manoli Pastikos - A&H Panel Works.





Paul Van de Broek - Auto Trend Winnellie.



Michael Easton - Territory Bandag.



Kevin Swanson - Darwin Motor Group.

# SMALL BUSINESS COMMISSIONER PRIORITIES FOR 2020

Everyday our office deals with issues which affect small businesses. We receive thousands of enquiries a year seeking information or assistance with particular problems.

Of these, about 250 or so will move into a formal case space where there is a genuine dispute between a business and another business or local or State Government. We then seek to negotiate a solution between the parties.

One issue which continues to regularly appear is the problem of being paid on time for work done or goods supplied, this is particularly so with big businesses.

I have seen enough examples of poor payment behaviour over the past five years to prompt me to call for new legislation to compel big businesses to pay small businesses on time.

Simply it is time for a legislative approach which forces big businesses to not only implement better payment terms but also report on their performance.

To see businesses having to wait 90 days or more for payment is simply unacceptable – small businesses are not banks for big business.

The benefits to the more than 143,000 small businesses from improved and consistent cash flow would be immense.

I have called on the State Government to pursue this area with vigour through the Council of Australian Government (COAG) to implement national legislation to force bigger businesses to improve their payment terms.

I note that the Federal Government is now seeking to enshrine better payment terms for small business as part of new tender arrangements and is developing a national large business reporting framework to encourage fairer, faster payment times and terms for small business.

I remain critical of big businesses poor payments in this area, noting that the Business Council of Australia had implemented a voluntary payment code for its big business members but there is no mandatory reporting requirement in terms of payment performance. Take up by BCA members has been lukewarm.

Unfortunately we need legislation to ensure fairness and to address the imbalance of power between big and small businesses – 30 day terms as a legislated maximum would be a good start.



Small Business Commissioner John Chapman.

At that point, there could be a requirement to pay interest on the outstanding amount after 30 days, similar to that which the South Australian Government is legally required to adopt under its *Late Payment of Government Debts (Interest) Act 2013*.

This is not just me speaking, statistics from accounting software firm, Xero, has found that late payments to Small and Medium Businesses are a systemic problem and their data shows that payments arrive on average 23 days late. Xero calculated the value of "big business late payments to small business at \$1.15 billion a year.

Another simple way to address this would be through unfair contract terms law which the Federal Government has committed to improve.

Simply you could require that any contract term which has a payment clause outside of 30 days be declared illegal and that the ACCC would have the powers to apply a penalty and, if necessary, prosecute the offending business.

A good starting point for better payments would be to commence with publicly listed companies and their subsidiaries who would have to report publicly on their payments performance.

While on the topic of big business, the MTA is to be congratulated for taking up the issue of unfair practices of insurers in the collision repair industry with our political representatives.

The State Parliaments Economic and Finance Committee is inquiring into the state's motor vehicle and insurance industry and I have provided a submission at the request of the Committee.





The Committee specifically sought information relating to my existing powers under *Fair Trading (Motor Vehicle Industry Dispute Resolution Code) Regulations 2014*. This Code was established specifically to deal with disputes involving the motor industry.

The Code provides me with powers, if necessary, to require parties to answer questions, exchange information, attend meetings and attend mediation or otherwise take part in an alternative dispute resolution process.

The Code is a tool which can assist me in resolving disputes. On two occasions I have had to activate the Code in disputes involving vehicle manufacturers who, to that point, refused to adequately engage with my office.

It is fair to say that once they were put on notice, the level of engagement significantly improved.

One of the biggest challenges for collision repairers in making a complaint, is the fear that they will not get further work from an insurer. I am well aware that there are also many issues around quoting including the dreaded "*Funny Time, Funny Money*".

While I do not have powers to determine an outcome, I know the MTA is keen for the Office of the Small Business Commissioner to be able to conduct a process where an independent determination can be made on a dispute outside of the Courts.

I appeared before the Committee in November and provided my views on current dispute resolution arrangements and how these could be strengthened as well as my concerns about the imbalance of between small repairers and insurers.

Another area which I know impacts on many MTA members is the area of roadworks disruption.

MTA members are often in high profile, high traffic sites as visibility is important to gaining new business.

In my five years in this role, there has been a constant round of issues raised by small businesses affected by road and other infrastructure works.

In October 2019, I released a new document "*Open to Business – Making Roadworks Work*"

We have now drafted a set of guidelines which I expect State and Local Governments will follow on managing roadworks impacts on small businesses.

Both levels of Government will have no excuses for not adopting the principles laid out in this document.

In my role, the issue of roadworks affecting small businesses has been one of the most difficult to deal with as Governments seem to think it is okay to rip up and close roads with little consideration of the impact on small businesses.

Through the intervention of my office, there has been some improvement in the way Government and councils undertake these projects in the past two years, but there is still a long way to go before small businesses will feel confident that their livelihoods are not going to be destroyed by poorly planned and managed projects.

We have put this document together as a guide for government, contractors and small businesses. It is a working document including checklists.

There are many areas project proponents and managers can assist in, particularly with early and genuine consultation with businesses which will be affected. Business impacts include customer traffic declines, access for deliveries and waste disposal, dust, mud and noise.

The new guide also outlines actions small businesses can take before, during and after construction.

Not all impacts on projects can be mitigated and I remain firm of the view that Governments' should be open to properly assessed and structured compensation for businesses which can demonstrate serious losses as a result of a particular project.

Fair compensation is an area I will continue to lobby hard for and it is time to have debate about this rather than continue to bury small businesses when roads are dug up.

Copies of *Open to Business – Making Roadworks Work* can be found on our website at [www.sasbc.sa.gov.au](http://www.sasbc.sa.gov.au) or simply by calling our office on 8303 206 and we can send you out a copy.

I would like to wish all MTA Members and their families a very Merry Christmas and a safe, prosperous and happy 2020.

## FAMILY TIES MOTORING ON

**FOR MORE THAN 40 YEARS THE FRIENDLY STAFF AT BAROSSA NISSAN HAVE BEEN SELLING AND SERVICING NEW AND USED VEHICLES IN NURIOOTPA AND THE SURROUNDING REGION.**

In long standing companies, family ties are often at the root of successful ventures, and Barossa Nissan in Nuriootpa is no different, with the Siegele name standing the test of time.

Alfred Siegele brought out a blacksmithing business he was working for at the time in 1927. The company has seen many changes but still operates on a successful venture based on trust and loyalty and built on family.

That success is also built on community mindedness, through involvement in sponsorships, sporting participation and various other activities.

Current managing partner and grandson of Alfred, Mike Siegele, along with his brother Jon, have been involved with the Barossa Valley Rotary Club in many positions for 27 years, including President. Mike's wife Glenys has recently been honoured for 40 years in Meals on Wheels.

As for the business, it started out as A.L. Siegele (Central Garage), then A.L. & W.A. Siegele, W.A. Siegele & Co., until adopting the Barossa Nissan name in 1990.

"We have progressed from the early years with International Harvesters until the early 1950s, when we also became dealers for Singer and Rover," Mike said.

"About a decade later we dealt in Mitsubishi and Isuzu, then Datsun (Nissan) around 1972, and now I believe we are the oldest family-owned Nissan dealer in Australia.

"Over the years we have also dealt in Daewoo for a period, and Honda motorcycles, as well as Kubota tractors, while staying true to Nissan, and recently we have taken on board Renault, to expand our market."

The company joined the MTA (established in 1926) in that organisation's early years, which makes Barossa Nissan one of the MTA's longest serving members.



Barossa Nissan



A.L. Siegele (Central Garage)

Mike is appreciative of Barossa Nissan's MTA membership, which includes assistance with advice on industry matters, legal issues with staff needs and just generally information when needed.

"It hasn't always been the easiest road to travel, as we did struggle through the late 1980s and early '90s when Nissan stopped in Australia, but we fought our way back," Mike said.





from left, Mike, Jon and Christian (all Siegele)

"We are pleased with staff loyalty, which is highlighted by the number of long service taken recently.

"And now with Renault, there are exciting times ahead, as we can offer a range of vehicles not available with Nissan, and with the electrical side of cars, we are looking at the future sustainability.

"The way customers are using the internet before making purchases and the service needs of vehicles has changed, and we are changing with that."

While the Siegele name is synonymous with Barossa Nissan, it is also associated with many sporting endeavours and the music industry.

Mike's mother, 93-year-old Phillis is still active and plays golf weekly at the Barossa Valley Golf Club.

Barossa Nissan sales manager Christian, Mike's son, played cricket with Nuriootpa – like his grandfather – as well as playing at district level with Tea Tree Gully and East Torrens, and for two seasons in England (2000-2001).

Family members also played local football and netball, while Jon's son Parker is a pro wakeboarder.

Back in 1966, Mike was a member of the band "The Chosen Few", which won the South Australian section of the Hoadley's Battle of the Sounds, and competed in Melbourne for the national title, won by another Adelaide band, "The Twilights".

Mike played the organ and was the lead vocalist, while in the 1980s, Jon also ventured into the music business.

There have been four generations of the Siegele family working for the company, beginning with Alfred, his son Bill, his grandsons Mike and Jon, and his great grandchildren Lucy, Stefan and Christian.

Barossa Nissan has also won numerous awards of recognition for excellence in sales, service and customer satisfaction, with Mike and Jon receiving invitations to travel overseas to Japan and Italy because of the high standards they have achieved.



Jon Siegele receiving 45-year award from then Nissan CEO Richard Emery

**"IT HASN'T ALWAYS BEEN THE EASIEST ROAD TO TRAVEL, AS WE DID STRUGGLE THROUGH THE LATE 1980S AND EARLY '90S WHEN NISSAN STOPPED IN AUSTRALIA, BUT WE FOUGHT OUR WAY BACK."**



# ELECTRIC POWER STEERING COMMON FAULT

2003 - 2010 MAZDA RX8

**There have been reports of some common issues with the electric power steering (EPS) in Mazda RX8's.**

The EPS system has a control unit mounted under the PCM, which is located on the driver side of the battery. The steering gear has the electric motor built into the body of the rack with a torque sensor mounted on the input shaft.

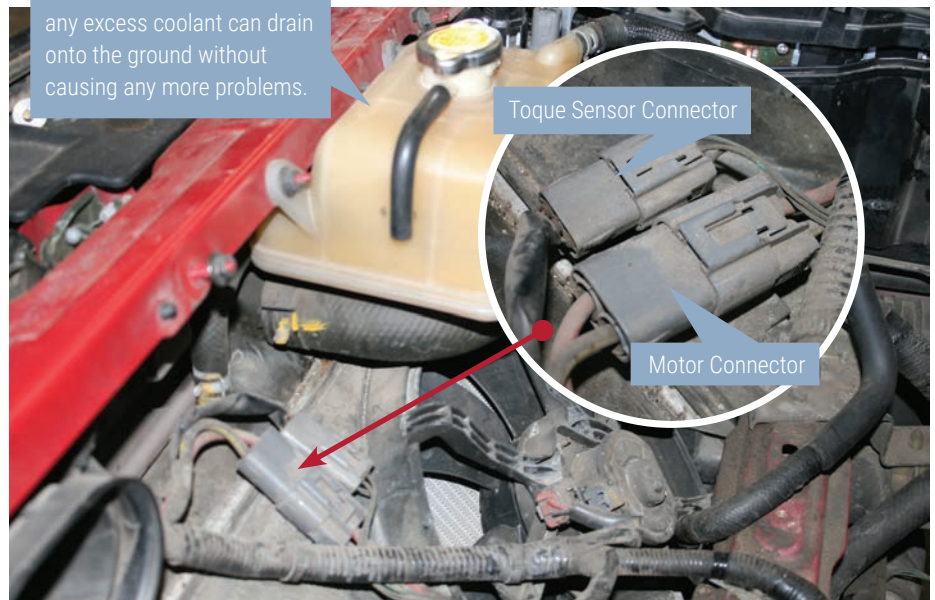
The common fault relates to a design fault in which the outlet for the radiator overflow bottle is above the connectors in the wiring harness that goes to the electric motor and the torque sensor. The connectors can fill up with coolant due to the way they are facing, which eventually causes high resistance or a short in the circuit. Resulting in fault codes and intermittent or complete lack of EPS operation.

The common fix is to disconnect the harness and clean the terminals and pins with contact cleaner. Then, extend the overflow bottle hose so that it drains out below the car, preventing the issue from recurring. It is also a good idea to clean the connectors on the control unit and on the rack.

If any faults persist, please contact the VACC's Technical Advisory Service for wiring diagrams and diagnostic procedures.



The overflow bottle allows coolant to get into the EPS connectors. Extend this hose down and below the car so any excess coolant can drain onto the ground without causing any more problems.



## EPS NEUTRAL POSITION RESET.

1. Front wheels must be aligned in the straight ahead.
2. Raise the front of the car so there is no weight on the wheels.
3. Lower the front of the car so the wheels touch the ground making sure
4. Connect a compatible scan tool.
5. Select Torque Sensor Calibration or equivalent from the menu.
6. Set neutral position.
7. Start engine and turn steering wheel slowly left and right no more than 90° in each direction.
8. Make sure that the steering effort is the same in each direction. If not inspect the system for faults.



# GLOBAL AUTOMOTIVE RECYCLING

## AUTOMOTIVE BUSINESSES ARE TACKLING RECYCLING ISSUES ON A GLOBAL SCALE!

In addition to Australia, eight other nations have signed an historic Auto Recycling Association Memorandum of Cooperation (MoC) which is aimed at providing a global voice and action for automotive recycling businesses.

Automotive recycling associations from Brazil, Canada, Japan, Malaysia, New Zealand, Poland, the United Kingdom, and United States are now signatories of the MoC.

MTAA CEO and APRAA spokesman, Richard Dudley, said the signing of the MoC was the start of a new global voice for the automotive recycling industry that will directly assist hundreds of automotive recycling and dismantling businesses across Australia and provide a unified voice on behalf of their businesses.

Richard said, "The MoC and improved access to intelligence and information with kindred auto recycling associations will strengthen our ability to achieve better policy and regulatory outcomes for Australian consumers and auto recycling businesses."

Automotive recycling associations around the world are experiencing the same issues as those in Australia and the MoC will bring these issues to light, hopefully leading to progress on conversations which will tackle automotive recycling in a harmonised way with government. Issues include the development of an End of Life Vehicles policy and guides to best practice in relation to recycling of vehicles for sustainable operations.

### AUSTRALIA IS ONE OF THE LAST DEVELOPED NATIONS IN THE WORLD WITH NO END OF LIFE VEHICLE PROGRAM

Richard said, "We are also working hard to obtain an End of Life Vehicle (ELV) policy and regulations that will harmonise and improve Australia's treatment of more than 700,000 vehicles coming off Australia's roads each year."

"Ultimately, we need to have a debate about incentivisation, decommissioning costs and policies that could be put in place to ensure we reduce the amount of waste going to landfill, benefitting businesses and consumers. We also need government oversight, as other countries have, otherwise we won't be regulated in Australia."



MoC signatories with MTAA CEO, Richard Dudley.

The MoC will give a stronger voice for the industry at a State, Federal and International level about responsible waste recycling and make progress on such an ELV policy in Australia.

Decades ago, when plastics were presented as a cost effective and suitable replacement for manufacturers, recycling policies should have been put in place by all levels of government to reduce the amount of waste going to landfill.

This MoC highlights the responsibility that government can have in recognising the problems that automotive recyclers are having and see them as representatives for automotive treatment facilities, effectively reducing the amount of vehicle waste going to landfill.

We have been speaking with the Environmental Protection Authority (EPA) and Hon. David Speirs MP, Minister for Environment and Water, about how we can work with the South Australian Government in tackling environmental issues for members. A roundtable discussion with the Department and the EPA is planned in the near future about recycling issues in general, an End of Life Vehicles Policy, the MTA's Green Stamp program, bumper bar and plastics recycling and action against backyard operators.

If MTA Automotive Dismantler members would like more information on the MoC, contact our Industry Engagement Specialist, Paul Back on (08) 8291 2000 or email [pback@mtasant.com.au](mailto:pback@mtasant.com.au)





## FROM MTA GTO APPRENTICE TO OWNER OF PERFORMANCE AUTO & DYNO, DAVOR PRIBICEVIC

MTA Apprentice Alumni, and new MTA member Davor Pribicevic, is now running his own business, Performance Auto & Dyno in Seaford.

Davor started the business two years ago following his passion for performance tuning and servicing.

Davor said, "I've been working on cars for as long as I can remember. I've always had a passion for tinkering and improving cars, seeing how much performance I can get out of them."

"I qualified as a Light Vehicle Technician in 2003 after completing my apprenticeship through the MTA's GTO."

Davor said it was exciting to start his own business, working on specialised tuning jobs to every day runabout cars saying, "Since I started the business, we've worked on everything from 'old school' race cars that club members bring in to standard servicing jobs, diesel tuning and total engine conversions."

"My wife and son work in the business as well, and Davor Jr is on his way to being a mechanic as well."

Speaking about why he joined the MTA six months ago, Davor

**"I WORK WITH OTHER AUTOMOTIVE MECHANICAL WORKSHOPS ON SPECIALISED TUNING JOBS AND OUR CUSTOMERS APPRECIATE THAT AND LOOK AFTER US IN RETURN."**

said it was always on the cards saying, "After I got past the initial barriers of setting up the business, getting all the financials in place, I became a member for the extra support."

"Importantly, I don't see other automotive businesses as competition. I think we're all here to work together in the industry."

"I work with other automotive mechanical workshops on specialised tuning jobs and our customers appreciate that and look after us in return."

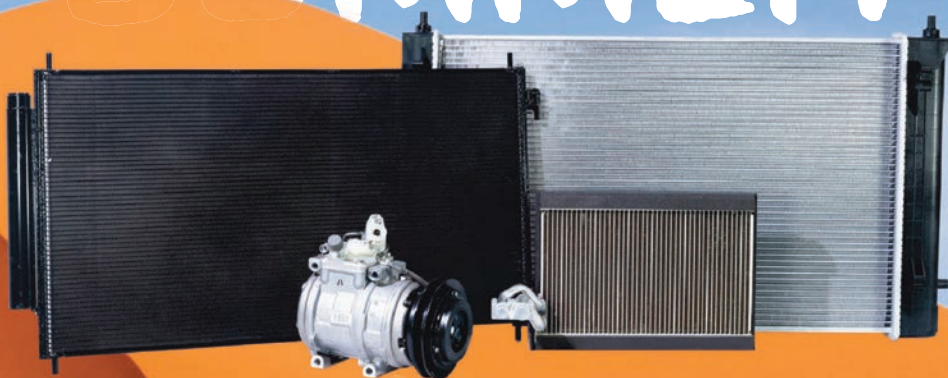
Davor's workshop has had many cars roll through the doors including race-spec Ford Cortina's and Mustangs, drag cars, show cars, vintage Jaguar's, BMW's and even an Audi R8.





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# MEMBERSHIP AND APPRENTICE VISITS



Christopher Mowbray at Adelaide City Jeep.



Joshua Pump at Autocheckers.



Karl Stead at Adelaide City Jeep.



Callum Onley at Solitaire Automotive.



Jarod Pyatt at The City of Marion.



Light Vehicle Technician Apprentice, Emma-Lee Chamberlin at Spencer Motors, Port Pirie.





New Member, Brad's All Mechanical Repairs.



New Member, Flagstaff Coaches.



New Member, Pedro's Paintwork.



New Member, Pedro's Paintwork.



New MTA member, Sabjit Singh from Pipili Automotive Services.



Sam Mitchell at Triple A Crash Repairs.



Samuel White at Detrac Diesel.



Zac Robertson at Jarvis Toyota.



# DIVISIONAL NEWS

## Heavy Vehicle Inspection Scheme Stage 2

The State Transport Minister, Stephan Knoll, has said that from next year, vehicles with a Gross Vehicle Mass, in addition to trailers with an Aggregated Trailer Mass of more than 4.5 tonnes, must have an inspection every two years at an official checking station once they reach four years from the date of manufacture. Heavy vehicles will need to be inspected annually once they reach 10 years after manufacture. The Transport Minister has also advised that inspection costs will be regulated and capped at \$268 per initial inspection and that some exemptions will apply.

In addition to this announcement, the Department of Planning, Transport and Infrastructure (DPTI) has told us that discussions are still underway to select a System Manager for the Heavy Vehicle Inspection Scheme (HVIS). The Department indicated that the commencement date for Stage 2 is likely to be in 2020, with an official start date to be confirmed to the industry once a successful contractor has been found.

## Critical Takata airbags

20,000 vehicles already under recall for defective Takata airbags have been classified as "critical" by the ACCC. As defined in the original Recall Notice, a "critical" Vehicle is one that is already on the Active Recall list but poses a heightened safety risk, even more so than others on the Active Recall list.

The ACCC strongly recommends that owners of these "critical" vehicles stop driving them immediately and arrange for the vehicle to be towed for replacement.

These vehicles are treated the same as if they are on the Active Recall list. That is, they cannot be sold, even to another dealer. Further to this, the MTA's advice is that any members who come into contact with one of these vehicles, through sales or repairs, should strongly suggest to the owner that it should not be driven under any circumstances until the airbag is replaced. Failure to replace any of these critical airbags could result in the driver or passengers suffering serious injury or death.

Having a quality customer experience process, and prior to staff driving a vehicle, may be to have a system in place where your staff members are aware of the list of "critical" vehicles below and check on [www.IsMyAirbagSafe.com.au](http://www.IsMyAirbagSafe.com.au) to see whether the vehicle should not be driven.

- Holden: 2010 Holden Cruze
- Honda: Honda City MY2012, CR-V MY 2011, Insight MY2012-2013, Jazz MY2012-2014 & Jazz Hybrid MY2012-2013, Honda Civic MY2006-2011, Jazz Hybrid MY2012 and Legend MY2007-2012, Honda Accord MY2001-2007 and Honda MDX MY2003-2006
- Toyota: 2003 – 2005 Toyota Echo and Rav4
- BMW: BMW 5 Series (E39) MY2002-2003, BMW 3 Series (E46) MY2001-2006 & BMW X5 (E53) MY2003
- Mitsubishi: 2007 – 2014 ML & MN Triton

Members and road users can check whether their car is affected by the recall by visiting:

- [www.IsMyAirbagSafe.com.au](http://www.IsMyAirbagSafe.com.au) or by texting 0487 AIRBAG (247224).
- For a list of vehicle manufacturer helplines and information on Future recalls, visit [www.productsafety.gov.au](http://www.productsafety.gov.au).

Do not hesitate to contact the MTA's Industry Engagement Specialist, Nathan Groves by calling 8291 2000 if you have any questions about your obligations under the Takata recall.

## Federal Government introduces new quad bike standard

The Federal Government has introduced a new safety standard in relation to quad bikes. The *Consumer Goods (Quad Bikes) Safety Standard 2019* came into effect on the 11<sup>th</sup> of October this year and expects to provide:

- Improved information for potential purchasers
- Enhanced quad bike stability
- Rollover protection to reduce injuries and deaths.

The new standard follows the ACCC Quad Bike Taskforce's recommendations for the adoption of a mandatory safety standard for all new quad bikes sold in Australia.

The standard requires that within 12 months, all new quad bikes will need to have information affixed to them about the degree of slope at which they will start to overturn. Within 24 months, all new general use quad bikes will need to conform to minimum standards for stability on slopes. In a disappointing move that has been argued against for nearly two years by industry groups and some manufacturers, the standard will also require that, within 24 months, all new general use quad bikes sold in Australia will need to have an operator protection device or rollover bar.

The MTA genuinely hopes this measure will help to reduce the loss of life that has been seen but fear the roll over protection will not reduce serious injury or death. We have been asking the Federal Government to instead focus on consumer education, enforcement of wearing helmets and educating quad bike users of the dangers of children riding an adult quad bike.

Contact your Industry Engagement Specialist, Nathan Groves, by calling 8291 2000 if you have any questions about the new safety standard.

## Second-hand Vehicle Dealers Act

Consumer Business Services (CBS) has internally discussed the review of the *Second-hand Vehicle Dealers Act 1995* and will release a consultation paper in early 2020.

It is expected this will be a high level review of the Act in its entirety and members will have the opportunity to provide feedback to our Industry Engagement Specialist, Nathan Groves and our advocacy team in the near future.





## Lane can now help your business with signage!

Lane's now have the ability to supply a range of solutions for promotional display, signage and point of sale material that you may require to promote your brand. With an extensive printing division featuring **wide format UV flatbed**, laser, high speed web inkjet and offset machinery, we have the equipment and knowledge to see projects through from conception to installation.

If you have any questions regarding your printing needs contact **Matthew** on **0419 998 837** or **mhaddad@laneprint.com.au**



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**Stickers**



**Pull Up Banners**



**A-Frame**



**Display & Media Walls**

# BUSINESS PARTNERS INDEX

## APPRENTICE HOSTING



### 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@mtasant.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@mtasant.com.au

## PARTS BUYING

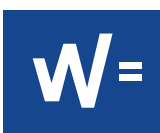


### Capricorn

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.

T: 1800 EASIER (1800 327 437)

## 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

OurAuto Insurance provides smart, reliable solutions to automotive businesses. OurAuto Insurance is the MTA's preferred supplier of insurance for members and can give you the right cover at a competitive price.

**T:** 1300 687 288

[ourautoinsurance.com.au](http://ourautoinsurance.com.au)

## WEBSITE SERVICES



### OurAuto Digital

OurAuto Digital specialises in online

- marketing solutions that are tailored to your
- business, including website design, online
- marketing, and website hosting. Obtain a
- quote and find out how OurAuto Digital can
- help your business.

**T:** 1300 687 288

[ourautodigital.com.au](http://ourautodigital.com.au)

## PRINTING & GRAPHIC DESIGN



### MTA Print

MTA Print is your one stop shop when it comes to your printing needs – we are more than just business cards! We are small run digital & offset specialists, with services including motor trades stock stationery, forms & products (\$25 trade plate covers), an in-house graphic designer for your logos, printing, digital advertising and social media, special product sourcing (you ask, we find), books, pads, sequential numbering and perforation for invoice books, job cards, flyers, stickers (service & lube as well), booklets and training manuals. MTA Members get a 20% discount on all products. They're hot for everyone.

**T:** 8440 2666 **E:** [print@mtaofsa.com.au](mailto:print@mtaofsa.com.au)

[www.mtaofsa.com.au/print-stationery](http://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](http://mtaasuper.com.au/employer-benefits). You should consider the PDS in making a decision.

**T:** 1300 362 415

[www.mtaasuper.com.au](http://www.mtaasuper.com.au)

## UPSKILLING TRAINING



### 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@mtasant.com.au](mailto:adminroyalpark@mtasant.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.

**T:** 1300 687 288

[tech-centre.com.au](http://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@mtasant.com.au](mailto:IContact@mtasant.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](http://www.officeworks.com.au/mtasa)

# ARE YOU ENGAGING AND PAYING YOUR CASUAL STAFF MEMBERS PROPERLY?

The MTA's Workplace Relations (WR) Department have recently been receiving calls from members in relation to annual leave loading and whether it attracts superannuation payments. The view has previously always been that leave loading in the majority of modern awards, including the Vehicle Manufacturing, Repair Services and Retail Award 2010, was an additional payment as compensation for the loss of opportunity to work overtime during a period of leave.

Because of this interpretation, the advice has always been that leave loading does not attract superannuation as it is not classified as ordinary time earnings (OTE).

In March 2019, the ATO clarified their position on this matter. They have expressed that the onus is now on employers to prove, with written evidence that the leave loading is aimed to be compensation for loss of potential overtime. The evidence would need to come in the form of express words of an award or agreement or other written evidence (for example, a documented policy) that clarifies the reason for the entitlement, and reflects the mutual understanding of both parties to the agreement that gives rise to the entitlement.

If employers do not have this evidence, the ATO expects them to ensure they obtain it as soon as practicable, or alternatively assess their future entitlements on the basis that their annual leave loading falls within OTE. In respect of the Vehicle Manufacturing Repair Services and Retail award 2010, it states the following:

## 29.9 Payment for period of leave

[29.7(a) substituted by PR992635 ppc 29Jan10; 29.7 renumbered as 29.9 PR 583095 ppc 29Jul16]]

- a. Instead of the base rate of pay as referred to in s.90(l) of the Act, an employee under this award, before going on annual leave, must be paid

the wages they would have received in respect of the ordinary hours the employee would have worked had the employee not been on leave during the relevant period. During a period of annual an employee will also receive a loading as follows:

- i. Day workers  
Employees who would have worked on day work only had they not been on leave – 17.5% loading.
- ii. Shiftworkers  
Employees who would have worked on shiftwork had they not been on leave – 17.5% loading or the shift loading, whichever is the greater but not both.
- b. Subject to clause 29.9 (c), the wages to be paid must be worked out on the basis of what the employee would have been paid under this award for working ordinary hours during the period of annual leave, including allowances, loadings and penalties for all purposes of the award, first aid allowance and any other wages payable under the employee's contract of employment including any over award payment.
- c. The employee is not entitled to payment in respect of overtime, special rates or any other payment which might have been payable to the employee as a reimbursement for expenses incurred.

Whether or not this clause in the award is enough to justify "express words of the award" is yet to be known. The MTA's WR Department would suggest, to err on the side of caution, either pay the super as OTE or have a clause in either an employment contract or policy that states the leave loading paid is to compensate for the loss of opportunity to work overtime. Having records that overtime is normally worked, and how often, may also help determine the requirement.

As for salaried employees, as they do not get paid an additional amount for overtime worked, any leave loading would now be classified as OTE and therefore superannuation needs to be paid on that portion. Another suggestion is to include the leave loading as part of any above award payment with the inclusion of an offsetting clause in the employment contract.

Another regular question we receive is in relation to whether or not annual leave, long service leaves (LSL) and personal/carers leave accrues while on unpaid leave. While on any form of unpaid leave, employees do not accrue annual leave, LSL or personal/carers leave. The time off, however, does not break the continuity of service. It is important to note that this application is in relation to the Long Service Leave Act 1987 (SA), and members who are subject to the Federal Vehicle Industry (Long Service Leave) Award 1977 may have different accrual and continuity rules to abide by.

Another example of this is unpaid parental leave. When an employee goes on unpaid parental leave, which can be up to a maximum of 24 months (with agreement), the time off does not count towards their LSL entitlement. However, an article published on 14 October 2019 states that the State Opposition will be investigating amendments to the SA Long Service Leave Act SA 1987, following changes to the Victorian Long Service Leave Act 2018 which now ensures "any period of paid parental leave and up to 12 months unpaid parental leave will count as service, and no amount of parental leave will break continuity of service".

The MTA will keep members updated on this investigation as more information comes to light. Members seeking further clarification on any of the above are encouraged to contact the MTA's WR team by calling 8291 2000.





# GETTING THE RIGHT SALES STAFF

BY DINI SOULIO, COMMISSIONER FOR CONSUMER AFFAIRS

Every car dealership wants their team of salespeople to be highly successful – to achieve vehicle sales targets and to build good client relationships with their customers so that there may be further sales in the future. Hiring the wrong person can be disastrous for your business. It can lead to poor sales and lasting damage to your reputation.

Consumer and Business Services (CBS) offers the following advice to help dealers hire and manage a stellar sales team.

## CHECK THE SALESPERSON'S HISTORY

When hiring new sales staff, one of the most obvious requirements a dealer will check is the person's track record in making sales. If employing someone just starting out in the field, the dealer will want to make sure that the applicant has the right level of energy, people skills and commitment to making sales.

But regardless of the applicant's charisma and/or previous track record for closing deals, dealers must also be aware that under the *Second-hand Vehicle Dealers Act 1995* they cannot employ salespeople who have been:

- convicted of an indictable offence of dishonesty

- convicted of a summary offence of dishonesty in the last 10 years
- suspended or disqualified from an occupation, trade or business in Australia.

Otherwise, a dealer could face a maximum penalty of \$100,000. The salesperson also risks the same penalty.

As part of the recruitment process you can ask applicants to provide a National Police Certificate (NPC) which shows a summary of any offender history in Australia. More information about police record checks is available at [www.police.sa.gov.au](http://www.police.sa.gov.au)

## PROVIDE THE RIGHT TRAINING

Make sure all sales staff are aware of the legal requirements for vehicle sales including:

- cooling-off rights for buyers
- a copy of the schedule notice to be given to a purchaser before taking possession of the vehicle
- contract requirements
- when the dealer has a duty to repair defects.

In addition, staff will also need to understand the requirements for sales more generally under the Australian Consumer Law such as:

- not misleading customers or providing false information
- avoiding unconscionable conduct (i.e. high pressure sales tactics).

## RESPOND QUICKLY TO ANY ISSUES

Dealers are responsible for their staff, and the dealership could face prosecution or disciplinary action if a salesperson breaches the legislation. As soon as a dealer becomes aware of potentially unlawful conduct by sales staff, the dealer may need to take corrective action for any customers who have been affected, and should also put processes in place to prevent the incident or conduct occurring again in future.

## SEEK ADVICE

For more information about the rights and responsibilities of vehicle dealers and their staff:

- See the publication 'Motor vehicle sales & repairs - an industry guide to the Australian Consumer Law' (visit [www.cbs.sa.gov.au/resource-centre](http://www.cbs.sa.gov.au/resource-centre))
- The Motor Trade Association (MTA) provides an advisory service for members in relation to consumer law, document drafting and customer disputes.

# SOCIAL MEDIA FOR SALES GROWTH

## YES, IT CAN BE A SALES CHANNEL

It's no secret that younger people use social media to find new businesses to use – or to avoid. It might be sourcing a new or second-hand part, a new car or a local mechanic.

But did you know that 80% of social use occurs on a phone?

If you are creating a sales channel through your social platform, and then sending people to your website, you want to make sure they are having a good experience the whole way through.

That means you need to provide potential customers with a fantastic mobile experience when they visit your website.

Why invest time and money into your social and then lose it when people get to a website that is too hard to navigate on mobile?

## TOOL UP

Every platform that you use - whether it be Facebook, Instagram, LinkedIn or something else - has customer analytics and information that you can access for free.

You should use these insight tools to learn more about the demographics of your social media audience. What are their interests and their activeness, and what gets them excited?

## ONE WOW IS WORTH FIVE BLAH BLAHS

Balance being active and overkill. Don't post just for the sake of posting.

Post when you have relevant information, something that you think will be interesting. Share it at a good time so people can jump on board. Don't just constantly pump out words, photos and videos because you will actually be penalised if people aren't engaging with you.

## TIMING

When you post to most social media platforms, it's important to get engagement within the first 30 minutes. That means you need to learn the most effective times to post.

Many social platforms do not post your content to everyone in your group – but they will distribute a post further if they find it is popular.

- If you are trying to target mums and dads, maybe it is 3:15 on a week day when they are waiting in a car park to pick up their children.
- Trying to reach professionals? Try posting at lunch time or commuting hours.

## GET TRAINING

We regularly provide one-on-one training for companies that want to handle their social media in-house. People often have an okay level of competency but need direction on how to maximise their efforts.

You can also use companies such as Boylen to evaluate your efforts from time to time.



## WORKPLACE RELATIONS

**Workplace relations, HR and payroll are becoming more complex, and regulators are becoming more ready to prosecute not just business, but owners, directors and managers, for any breaches of workplace relations law.**

This interactive workshop equips owners, managers, Human Resource and Payroll staff with the information, tools and knowledge needed to properly support employees and the business and ensure compliance with law.

**Covered in the topic is current information about:**

- ▶ employment contracts,
- ▶ awards,
- ▶ classifications,
- ▶ wages,
- ▶ policies
- ▶ and other processes and procedures.

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

**Date:** Wednesday 22nd January 2020

**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](http://www.mtaofsa.com.au/training)

For pre-enrolment, enrolment, application and fee information:  
8291 2000 | [wr@mtasant.com.au](mailto:wr@mtasant.com.au) | [www.mtaofsa.com.au/training](http://www.mtaofsa.com.au/training)





## CLASSIFIEDS

### EMPLOYMENT OPPORTUNITY

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@pringlecrouch.com.au](mailto:jobs@pringlecrouch.com.au).

AUTOMOTIVE MECHANIC. Jarrow 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 [jarrow@adam.com.au](mailto:jarrow@adam.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](mailto:mike@tcbrake.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@repcocom.au](mailto:kclark@repcocom.au).

CAVAN AGRICULTURAL AGENCIES require 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](mailto:admin@cavanag.com.au).

ADELAIDE VEHICLE CENTRE is seeking sales trainees due to expansion. Please contact David Vincent at [avcsales@bigpond.com](mailto:avcsales@bigpond.com).

### WANTED TO SELL

MOLNAR 4 POST HOIST - Wheel alignment compatible (rear slip plates included), 2 Jacking beams - 2 tonne lift each. Disassembled and ready for pick up. Serviced regularly by licensed repairer. Cables replaced about 5 years ago. Ramps extended for easy access of lower cars. 3 phase. \$4,500 ono - Pick up Swan Reach, SA. Contact 0429 702 256.

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.

AUTO AGENCIES P/L is an Automotive Spare Parts business established 35 years in Northern suburbs. Servicing S.A metro,

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SA OIL RECOVERY. Parts washer solvent 4 sale. Free waste oil collection. Rag and oil filter collection. Phone 0408 876 552.

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WRECKING PLUS MORE. One of South Australia's largest auto recyclers. We recycle most makes and models from the 60's to current. Always buying wrecked, defected, end of life vehicles, cars, trucks, buses, utes, 4x4 and SUV. Locations at Greenacres, Hackham, Port Wakefield and Port Augusta. Contact [pw@wreckingplusmore.com.au](mailto:pw@wreckingplusmore.com.au) or call 8369 1111.

OLD AUSSIE CLASSIC CAR. Holden, Ford or Valiant sedan, restored or not. Contact Kym Anderson on 0419 949 159 or [kym@portlincolnaravans.com.au](mailto:kym@portlincolnaravans.com.au).

NISSAN & DATSUN DISMANTLERS. We have/want NISSAN Pulsar \* NISSAN Tiida \* NISSAN Skyline \* NISSAN Micra \* NISSAN Bluebird \* NISSAN Pintara \* NISSAN Silvia \* NISSAN Maxima DATSUN 1000, 1200, 120y, SUNNY 1600 180b, 200b, 240k Bluebird & Stanza models in all body types \*NISSAN 4X4, van & utes. Wrecking late model NISSAN Xtrail, Daulis. FREE CAR PICK UP. Grand Auto Wreckers - NISSAN & DATSUN SPECIALISTS [www.grandauto.com.au](http://www.grandauto.com.au) or call 8382 6066.

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.

To include a free classified in the March 2020 edition of Motor Trade, email your listing of no more than 50 words to Madelaine Raschella at [mrascella@boyley.com.au](mailto:mrascella@boyley.com.au) by Friday 31st January 2020.

# MTA -SA BOARD OF MANAGEMENT

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A man with glasses and a dark blue polo shirt is working on a car engine in a workshop. He is using a long metal tool to adjust a part of the engine. The background is slightly blurred, showing other parts of the workshop. A large purple curved line separates the image from the text on the left.

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