

MOTOR TRADE

Official Magazine of the Motor Trade
Association of South Australia

July / August 2015

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2015 Apprentice of the Year Tax Reform Update



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PRESIDENT'S REPORT

BY MTA-SA PRESIDENT FRANK AGOSTINO

Business at the MTA continues to be full steam ahead. Critically the last few months has seen both the Federal and State Governments hand down their budgets. In the lead-up we asked for budgets that would inject confidence into the business community, improve consumers' willingness to spend and get our economy moving. What we have seen is some positive steps in the right direction from both Federal and State budgets.

Federally, small businesses received a tax cut of 1.5 per cent (for business with turnover under \$2m), 5 per cent discount to unincorporated businesses and an immediate tax induction for small business for the purchase of assets under \$20,000. These are some small measures which hopefully will see members invest more in their business and grow. It hasn't been the complete reform needed of our federal taxation system. We are hopeful that the Federal Government will make systematic reforms with the White Paper into taxation reform currently reviewing submissions, including that of the Australian Motor Industry Federation that includes our members' views. Critically we continue to advocate for reform of the GST.

GST reform is required to offset a number of state based taxes, such as stamp duty, payroll tax and land tax, which create unnecessary duplication and red tape for business.

In our submission and meetings with the State Government on tax reform we called for them to implement changes

that would make our state taxation system efficient, equitable, simple and sustainable. On the whole, we believe that the government has made some important steps to do this, and with the promise of taking South Australia from the least competitive state from a business taxation perspective, to the most competitive state, this can only be positive for business. The proof will be realising the promises. While there are a number of individual tax reforms still needing to be looked at, we believe that on the whole the government has delivered on these four key areas and has made the first step in the right direction of real taxation reform for South Australia. For this to be realised, the reforms must inspire businesses to invest, grow and prosper and we will be continuing to look at how our industry responds to these changes.

Nationally the number of other opportunities to put members' voices forward has increased with critical reviews on the Motor Vehicle Standards Act, Senate Inquiry into the automotive industry, the competition review and as mentioned above, the White Paper into taxation. Through AMIF, we continue to put members' views forward to ensure that our federal legislature understand the impacts that their policies could have on our sector.

Our sector continues to be like many others, a green shoot breaking the soil after a long drought. But as we all know, for that shoot to grow and realise its full potential, it needs continual care and maintenance. Now is the time for

governments to be satisfied that the green shoots are breaking the soil, but they must realise that they need to continue to work hard and look at sensible policies to support the retail automotive sector thrive to meet its potential.



GST reform is required to offset a number of state based taxes, such as stamp duty, payroll tax and land tax, which create unnecessary duplication and red tape for business.



New Board

We have recently held our Board of Management elections, which will be confirmed at our AGM in late July. We would like to thank John Janse and Paul Page who have represented their divisions and members over the years and have decided to step down.

This has provided the opportunity for a number of new members to put their hand up and nominate for the Board of Management. We welcome Mark McGuire of Hotline Car Parts and Brenton Caddle of Caddle Crash Repairs. We look forward to their ideas in helping us grow as an Association and helping the MTA provide the best services, training, employment and advocacy for the industry.



Our sector continues to be like many others, a green shoot breaking the soil after a long drought.



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**Government response
to the State Tax Review**

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GRADUATES URGED TO UPSKILL AND ADAPT

An impressive cohort of 107 young South Australians graduated from the MTA Group Training Scheme at a special ceremony held at the Adelaide Entertainment Centre.

A highlight of the night saw the coveted Apprentice of the Year Award awarded to Jarrad Hamood, who has been hosted at Rolys Automotive Services (see story page 10).

President Frank Agostino congratulated the 106 apprentices and one trainee on their achievement and said they had demonstrated three qualities they would need to continue on their path of success:

- Resilience
- Hard work
- Passion for the industry.

Frank urged the graduates to apply to their career the same work ethic they displayed during their studies “and you will go far”.

Stressing the need to keep their skills up to date with the changing needs of the market, he even cited Darwin’s theory of evolution, pointing out that it was not the strongest that survived “but the ones most responsive to change”.

Fittingly, he spoke of the Association’s new leadership and new vision, stressing “we must all continue to adapt”.

The night was a celebration of the graduating apprentices, apprentices who worked in the Motorsports Repair Team at the Clipsal 500 and the MTA’s major award winners.

David Pisoni, Shadow Minister, Employment, Skills & Training presented the graduating apprentices with their certificates.

He also related his personal story of securing an apprenticeship, which along with hard work and taking calculated risks, led him to be successful in business.

“Apprenticeships are a terrific start for wherever you want to be,” he said. Mr Pisoni echoed Frank Agostino’s comments about “moving with the times” and praised the MTA for its culture of “looking ahead”.

Clipsal 500 CEO, Mark Warren, presented the certificates to the apprentices who made it through a tough

selection process to work at the Clipsal 500 with the V8 Supercar teams, Stadium trucks and at the MTA repair tent.

He addressed the audience on the event’s ongoing quest for innovation and spoke of the organisation’s pride in being able to provide industry experience trackside to the apprentices.

This year, the MTA received nominations of the highest calibre. As such, for the first time we awarded a winner and runner up in five of the six award categories. Congratulations to all award winners:

Bob Goldsworthy Award

Sponsored by the Motor Trade Association of SA

Winner: William Oliver, hosted at Des Higgins Motors

Runner-up: Blake Richards, hosted at Andrew Pelham Crash Repairs

Most Outstanding MTA Training Centre Student

Sponsored by KIA Motors Australia & PPG Automotive Refinish

Winner: Henry Shields, hosted at A W Vater & Co.

Most Outstanding 1st Year Apprentice

Sponsored by Crash Supplies & Hip Pocket Workwear & Safety

Winner: Michael Manno, hosted at Jarvis Ford Hillcrest

Runner-up: Josh Robertson, hosted by Unley Nissan and Renault

Most Outstanding 2nd Year Apprentice

Sponsored by Teng Tools

Winner: Michael Olivieri, hosted at Bollella Motors Glanville

Runner-up: Zacc Cuso, hosted at Stepney Auto Repairs

Most Outstanding 3rd Year Apprentice

Sponsored by Capricorn Society

Winner: Rohan Schrapel, hosted at Solitaire Automotive

Runner-up: Tyler Jacobs, hosted at Sovereign Automotive

Apprentice of the Year

Sponsored by MTAA Super and BUPA

Winner: Jarrad Hamood, hosted at Rolys Automotive Services

Runner-up: Daniel Casey, hosted at Hanley Auto Repairs

Award Winners



Apprentice of the Year - Jarrad Hamood.



Training Centre Student Award - Henry Shields.



Most Outstanding 1st Year Apprentice - Michael Manno.



Most Outstanding 2nd Year Apprentice - Michael Olivieri.

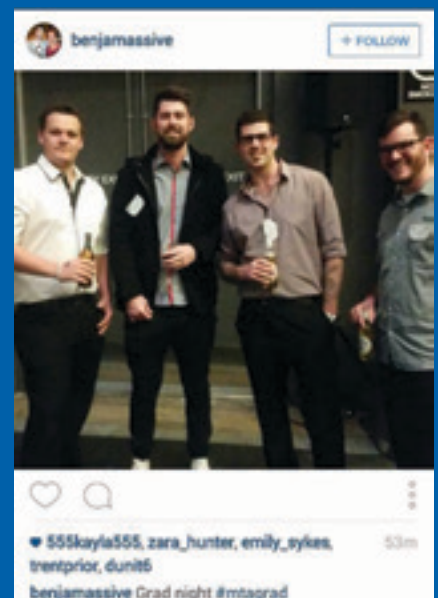


Most Outstanding 3rd Year Apprentice - Rohan Schrapel.



Bob Goldsworthy Award - William Oliver.

What you were posting...





Diesel Mechanic Graduates.



Light Vehicle Graduates.



Panel Beating Graduates.



Light Vehicle Painting Graduates.

Speakers



David Pisoni.



Cameron Lees.



Frank Agostino.



Jake Jones.



Paul Unerkov.



Mark Warren.



AND THE APPRENTICE OF THE YEAR IS ...

The Apprentice of the Year is the most prestigious award bestowed by the MTA Group Training Scheme.

This year, the very worthy recipient was Jarrad Hamood, hosted at Rolys Automotive Services. In a break from normal practice, a runner-up was also announced, which was testimony to the high quality of the 107 graduates this year. That honour went to Daniel Casey, hosted at Hanley Auto Repairs.

Motor Trade magazine caught up with Jarrad shortly after his win at the graduation ceremony at the Adelaide Entertainment Centre.

"It was a bit of a surprise but it was a great surprise though," he said. "I didn't expect to come out with the Apprentice of the Year award, it was really great."

One of the most enduring memories of his apprenticeship was the opportunity to be involved with the Clipsal 500.

"A highlight was working with the Red Bull team at the Clipsal this year. It was really great to actually see what happens behind the scenes there and everything that goes on there."

"I worked on Whincup's side at the Red Bull racing. I got to clip on his fan on the front and also spin the wheels so ... you don't get hot spots and that causes bit of shudder."

"I also got to help the guys out in the tyre tent cleaning all the rims up and measuring the tyre depth and measuring pressures of the tyres."

"It's crazy to see how hot the tyres are when they come off, you've got to wear gloves and even still it goes through the gloves. But it was a really great experience to see what goes on behind the scenes there, it was awesome."

Jarrad had high praise for his host employer, Rolys Automotive Services.

"It's really great. We've got a good bunch of guys down there so it always makes it easier to work."

Asked how he got along with his host employer, he replied:

"He's really good you can speak to him just about anything. Anything you want to know or do, he's really good about it all."

The experience has given Jarrad a real sense of ambition and he was also inspired by the success of the guest speakers at the graduation ceremony.

"They were really great, it was a great inspirational talk, just seeing how young the guys are and how far they have gone," he said.

"Just to see what's out there I guess what you can actually do in your life and how far you can really go, it's really good."

"Hopefully one day possibly owning my mechanical shop would be great but just moving up is always good."

His advice to an apprentice starting out now reflected the comments about resilience by President Frank Agostino.

"Just to stick with it. There's its ups and downs but in the end you always enjoy it and get something out of it."

"There is always something new to learn, especially in the automotive industry, especially to do with electrical and stuff. I love doing diagnosing and that sort of thing. Just go as far as you can."

For his award, Jarrad receives a \$2000 cheque sponsored by MTAA Super and 12 months Health Insurance sponsored by BUPA.



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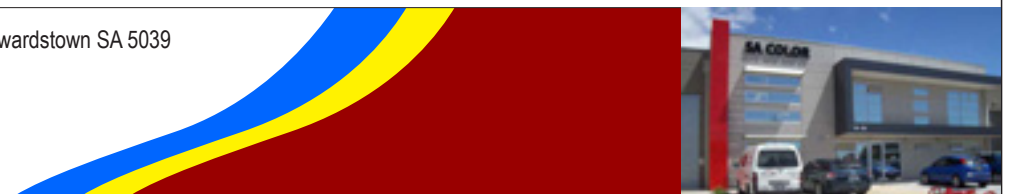
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YOUNG, ENERGETIC... AND GROWING!

Former MTA 4th year Apprentice of the Year, Cameron Lees, is a shining example of what can be achieved, even in difficult operating conditions, as Solid Engineering and Mechanical goes from strength to strength.

A guest speaker at the MTA Group Training Scheme graduation ceremony, Cameron spoke about his journey from starting as an apprentice to becoming the owner of his own automotive and fabrication service centre in Lonsdale. An MTA apprentice from 2006 to 2010 – and the 2010 Apprentice of the Year – he is now aged 27 and employs five staff. His story starts at age 15, when Cameron's passion for cars led him to buy his first vehicle, a Datsun 1600. His passion developed and the decision to pursue a career in the industry started with MTA vocational study in automotive technology at high school. From there he embarked on a formal apprenticeship. "It was an insight into seeing how dealerships ran and being able to, you know, touch my first spanner," he recalls. His unbridled passion for Datsun's continued to grow and he subsequently discovered a business called Datsport, a supplier of new, used and reconditioned parts. After some persistence, the owners Barry Burns and Tracy Edwards took him on and became his host employers.

"Working for a small automotive business allowed me to become involved in the running of the business where I gained invaluable insight and experience not only the mechanical work but also in the fabrication, business, and the financial side of things." After completing his apprenticeship, Cameron continued to work at Datsport. When Barry and Tracy closed the workshop,

Cameron took over in 2013. "Bazz knew I was ready to take a step and I was lucky enough to have him behind me".

"This was the moment Solid Engineering Mechanical was born." Solid Engineering and Mechanical specialise in general mechanical repairs, specialised engineering, high performance upgrades, race car preparation, restoration work and custom builds/conversions.

Cameron started out as a contractor for Datsport before acquiring his own client base and then employing a young casual staff. He began expanding as soon as he was able and "in mid 2014 business had grown so much that I was required to take my first full time employee".

The business continues to expand. By January 2015, this growth meant it was time to move to a larger premises.

Cameron says achieving his ultimate goal of a one-stop shop is getting closer,

"If there is any advice I can give apprentices it is, if you want something, put your mind to it. Do not give up. Surround yourself with supportive and passionate people, and always pursue your passion. If you do what you love, you will never work a day in your life,

"We're young guys and our work is the stuff we live for, some of the team start at 7am and will work to 5pm, then after that they might work on their own cars until 9pm."

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*The MTAA Super Clearing House is accessible free of charge to default or registered employers of MTAA Super subject to application criteria. Other employers may be granted use of the service at the approval of the Trustee.

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RETURN TO WORK SCHEME LAUNCH



Greg McCarthy

Members from various divisions gathered in the MTA boardroom on 17 June for the launch of the new Return to Work Scheme in South Australia.

This new scheme represents the greatest reform to work injury management and compensation in the state in almost three decades.

MTA was fortunate enough to secure the Chief Executive Officer of Return To Work SA, Greg McCarthy, as the keynote speaker for the morning. Greg's presentation centred around the most significant reforms to the old WorkCover Scheme, changes to the claims management structure and the additional benefits that employers are now able to access through the new scheme in relation to injury management and prevention. Many members were surprised to hear that they are able to access some of these benefits without there even being a current claim in place. Peter Dunns of Dunns Bus Service said the seminar was extremely well presented.

"I rather sceptically thought that this would be the same old, same old and was pleasantly surprised in the knowledge that I gained from the seminar," he said.

"The speakers from Return to Work were like a whole new breeze blowing through what was an antiquated broken system. "There is a clear and concise effort to change from the negativity of the past to the positivity of the future.

"The new reference is to returning the injured to productive employment as soon as is practicable," he said.

Members also received a short presentation on the new premium structure and how these employer payments are calculated.

Perhaps the most popular moment of the day was receipt of the news that employer premiums (the old employer levies) had already dropped significantly, and were expected to continue to do so into the future.

The morning finished with an information session on the key changes to the workers compensation legislation, what this means for employers and tips to assist in managing the risks posed by the new laws, as well as maximising the potential benefits. Samples of the new Job Dictionaries - created by the MTA with the assistance of the WorkCover Return to Work Fund - were available to view on the day and can be provided to members in either electronic or printed form upon request.

Brenton Caddle of Caddle Crash repairs was impressed with the Job Dictionaries.

"The launch of the job dictionaries is great initiative by the MTA for members," he said.

"The product is a valuable resource to help train existing staff in work health and safety operations and could be used in any business to assist in the induction of new staff."

MTA will be holding practical workshops throughout the remainder of the year to assist members to navigate the requirements of the new legislation and ensure that premium payments are kept to a minimum.

For information on these workshops or copies of the Job Dictionaries please contact Laura Taylor:

08 8291 2000

ltaylor@mta-sa.asn.au



HR/WHS Member Package

The work health and safety (WHS) laws are complex, the penalties are high and developing and implementing a Work Health and Safety management system is time consuming and difficult to resource internally.

Add to this mix the increasing requirements from insurers that businesses have effective WHS management systems and the stress for small to medium sized business operators increases.

The MTA is offering a **member only package**, based on insurer requirements, to address all of these issues. This package provides a Comprehensive WHS management system that incorporates policies and procedures required by automotive businesses. It also incorporates necessary policy and procedures to assist with the day to day management of human resources.

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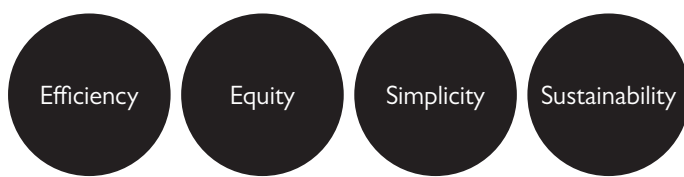
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THE STATE BUDGET AND TAX REFORM

WHAT DOES IT MEAN FOR BUSINESS?

On June 18 the Treasurer delivered a State Budget aimed squarely at the business community and creating a system that removes barriers and rewards effort for those who seek to invest, grow and employ South Australians. In response to the South Australian Taxation Review, and in a subsequent meeting with the Treasurer, MTA expressed concerns on behalf of its members regarding the anti-competitive and inefficient nature of the SA tax regime, making the cost of doing business in South Australia unattractive and often prohibitive. The MTA's submission made recommendations based on the following accepted principals to assess taxes:



Based on these principals, we have summarised what the Government included in the budget as its response to taxation reform.

Efficiency

- Savings to business of approximately \$180 million per year under the new workers compensation scheme
- Replacement of ex gratia relief schemes with legislative exemptions
- Extension of current payroll tax concessions with a view to a nationally harmonised approach to payroll tax, which may include its abolition
- Abolition of inefficient transactional taxes for business
- Restrained expenditure by government, resulting in a 0.9% decline over the next four years
- A commitment to public sector investment for the purpose of private sector growth resulting in a \$1.3 billion per year spend towards job creation and a stronger state
- Create jobs.

Equity

- abolition of a range of stamp duties on non real property transfers
- expansion of stamp duty concessions and exemptions
- abolition of share duty
- abolition of stamp duty on non residential real property transfers by July 2018
- abolition of stamp duty on transfers of units in unit trusts by July 2018
- an overall reduction of \$670 in tax reductions to business and families over the next 4 years
- South Australia to move from being the most expensive state in which to do business, to being the most competitive.

Sustainability

- Reduction in transactional taxes leading to the growth of existing local business
- \$15 million fund to attract and secure new investment in the state and for the development of key industry

- Promotion of South Australia to international markets
- Introduction of electric and hybrid vehicles as preferred mode of transport for CBD
- Northern Economic Plan to support the industrial transformation of northern Adelaide
- Investment in infrastructure
- Investment in health and education
- Investment in tourism and events
- Expansion opportunities for new and existing business in Northern Adelaide.

Simplification

- Removal of impediments to transactions allowing businesses to invest and grow, thereby creating jobs and lifting the economy
- Replacing concessions with legislative exemptions
- Consideration of a nationally harmonised approach to payroll tax.

The budget appears in theory to have delivered on a number of things members said they wanted with tax reform. Although there are obvious opportunities for the Government to go even further with reform, the MTA welcomes these steps and look forward to the government delivering on their promises.

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 A photograph of Senator Sean Edwards, a middle-aged man with grey hair, wearing a dark suit, white shirt, and a patterned tie. He is seated at a conference table, looking towards the camera with a serious expression. In front of him are several water bottles, including a clear glass one and a green plastic one. The background is slightly blurred, showing an office or meeting room environment with a screen and some papers.

VISION TO SECURE SA'S FUTURE

Senator Sean Edwards visited the MTA earlier this year. He spoke with Motor Trade about his vision and policies.

When you addressed the MTA's Board, you spoke about your vision for the future. What are the key points in that vision and why are they important to South Australia?

South Australia needs a transformative economic advantage. Weatherill's Labor has tried to tax our state and its people to prosperity and surprise, surprise it doesn't work. It's time they stopped tinkering at the edges and instead implement policies that inspire business, that directly motivate economic growth and that get SA back into the fast lane. That is easy to talk about but by definition it's not easy to accomplish – otherwise everyone would be doing it. The transformative economic advantage that South Australia needs is a stake in the nuclear industry. There are opportunities for spent nuclear fuel recycling and other activities in the nuclear fuel cycle that constitute phenomenal opportunities for South Australia and that will attract business activity from the eastern states, make local businesses more competitive globally and reduce the tax burden on South Australians. There is even the scope for free power generation under this model. That, in my view, is at the core of our economic recovery. Real reform requires often difficult discussion.

You were born in Clare and lived there for many years. How has this shaped your views about the particular needs of South Australia's regional businesses?

I was, and I still am, a SME business operator in the agricultural and advanced manufacturing sectors in the Clare Valley. I understand the pressures of business, I understand the responsibility of supporting a workforce that, when push comes

to shove, relies on you and the decisions you make daily. I also know the feeling of success after years of hard work. The Liberal Party understands small business too. It's in our DNA. For that reason I am very proud to be a member of the small business party. The new uncapped \$20,000 first year depreciation rules introduced in the Federal Budget are a good example of how we're promoting small business in Australia.

You sit on the Rural Affairs and Transport References Committee. When it comes to infrastructure and transport, what are your priorities?

I am from the regions and so I have a particular sensitivity to the need for good country roads. Roads are essential infrastructure, central not only to regional business but regional life and the condition of our roads is a pivotal safety issue. The Abbott Government recently announced a further \$1.1 billion in the Roads to Recovery programme to redress years of Labor neglect.

Much has been said about the closure of Holden and its knock-on effects. How do you see the future for the motor trade and manufacturing sector in SA?

The South Australian economy is changing rapidly and so is our workforce. South Australians know this well, with the closure of our once vibrant automotive manufacturing industry, caused by the pressure of global competition and the changing tastes of the Australian market. The Coalition Government doesn't believe in using taxpayers' money to endlessly prop up participants in a market that is changing; we believe in helping those participants adapt to that changing market.

To do this, the Coalition Government has a \$2 billion Automotive Transformation Scheme, a \$20 million Automotive Diversification Programme to help supply chain companies to diversify out of the domestic automotive manufacturing sector, and additional funding for training and assistance to displaced automotive workers. Many companies I have met with have taken advantage of this and I am seeking out more.

How can small business benefit from the China-Australia Free Trade Agreement?

The Government recently signed the highly anticipated China-Australia Free Trade Agreement (ChAFTA). It means that 95% of our exports to that market will very soon be tariff free and that Chinese electrical and white goods will be cheaper for Australian consumers.

The agreement also makes it easier for service providers to set up business in China.

This is particularly good news for South Australia, with China accounting for almost a quarter of our total trade.

Finally, many SA businesses are "doing it tough". You faced many ups and downs during your many years in business. What is your government doing to stimulate the economy?



The Federal Budget handed down in May is aimed squarely at stimulating small business, the often underappreciated driving force behind Australia's economic performance.

The Government's new \$20,000 first year depreciation rules and small business tax cut demonstrate our support for small business, and we support small business because it's central to the Australian economy.



**3M congratulates
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the great work they
have done for all of
the apprentices over
2014/2015.**

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Q&A WITH RICHARD DUDLEY

Richard Dudley is the CEO of the Australian Motor Industry Federation (AMIF)

Federally, AMIF has been active on many fronts for the benefits of the retail automotive sector. What has been some of the critical opportunities AMIF has been active in promoting MTA members' interest?

The Australian Motor Industry Federation has been very busy for the first six months of 2015 with numerous submissions to important government reviews and inquiries. Submissions have been provided on behalf of members including MTA-SA and its members to:

- The Tax Reform Discussion Paper,
- Motor Vehicle Standards Act Review,
- Competition Review,
- Oilcode Review,
- Small Business and Family Enterprise Ombudsman draft legislation and
- The Senate Inquiry into the Australian automotive industry.

The Federation was instrumental in securing the inquiry into the *whole* of the automotive industry. It is spending considerable resources in ensuring this inquiry learns about sectors other than vehicle manufacturing; the considerable changes affecting these sectors; and their ongoing importance to a nation that will remain reliant on road transport for the foreseeable future.

The Federation has already appeared before hearings of the Inquiry at Parliament House and has participated in workshops at the invitation of the Tax Board into the review of taxation and in particular Small Business issues arising from this review.

In addition, the Federation has been representing sector specific issues on motorcycle franchising issues, motor body repair code of conduct matters, and other issues with the ACCC and through its membership of the ACCC Franchising Consultative Committee and Small Business Consultative Committee. It has also conducted workshops with major sector committees on future strategic plans and specific input into the submissions on tax competition and the Senate Automotive Inquiry.

The Motor Vehicle Standards Act review has potential to transform retail sales of both new and used vehicles. How has AMIF been protecting Members through its representations?

The Federation has been determined in its representations to Government in opposition to the proposal to relax the rules

regarding the personal parallel importation of new cars as well as earlier threats to relax rules for the importation of used cars. It is pleasing to report that these representations along with others appear to have secured necessary results in the used car category. Government has stated publicly that it is 'disinclined' to pursue any relaxation of rules in relation to used cars.

However, the fight continues in relation to new cars, even though government appears to be now only considering personal importation of new cars that meet certain criteria.

Federation submissions to the Motor Vehicle Standards Act Review, along with meetings with Assistant Minister Briggs and his staff have stressed Federation Member concerns.

Representations have been strengthened with individual contact and meetings by MTA-SA CEO, Paul Unerkov and President Frank Agostino, with the Assistant Minister along with other Federation members including MTA-WA and VACC.

Together we have said that proposed changes would introduce unacceptable and unnecessary risk to the community and consumers.

We will continue to lobby against any change to any relaxation of parallel importation in any form until the issue is resolved.

How does the MVSA dovetail into the competition review, and what are the main areas of concern for our sector at the moment?

It is the Federation's view that connections of parallel importation and increased competition fundamentally ignores known facts. Like the fact that we already have the most competitive new car market in the world with more than 67 brands and almost 400 model variants servicing 23 million plus Australians. So what is the competition issue that needs to be addressed by any relaxation of importation restrictions?

The Federation believes no one has been able to provide a satisfactory answer to this question. Nor does the Federation believe any adequate answer has been provided to the equally important question of how shifting increased risk to consumers will maintain strong consumer protections?

The Federation has welcomed many recommendations of the Competition Review final report including the introduction of an effects test and a continued focus on unconscionable conduct and misuse of market power. However, concern remains whether

government will respond and accept that increased protection to abuse of market power or unconscionable conduct must remain central to any future competition policy.

The Federation has consistently argued that many of the problems faced by automotive industry sector businesses centre on the behaviours of larger market players towards smaller participants in the same supply chain. These issues are difficult to quantify and prove because of fear of retribution, prevents the effective gathering of evidence.

The Federation and its Members support competition and indeed encourage it. However, any future competition policy must maintain an effective balance between encouraging competition and maintaining focus on consumer protection and ensuring smaller players can continue to participate and provide consumer choice.

The Federation is continuing to provide feedback to Government as it considers its response to the final report, expected towards the end of 2015.

South Australia has just had a state based tax reform which has suggested many changes to make the state more competitive. How can changes to the federal taxation regime support simplifying the taxation system and cutting red tape for small business?

The work of MTA-SA in preparing its submission to the SA Government tax reform process was very helpful in guiding the Federation's submission to the national tax reform agenda. The insights of MTA-SA members, who responded to the MTA-SA tax reform survey, were the only contributions of individual member businesses in recent time to tax reform and provided some foundations for the positions adopted in the Federation's submission.

There are tough questions with tax reform and even tougher potential answers. Should the GST be broadened? Should the GST be increased? If you do one or the other or both, what other taxes are governments prepared to get rid of? What tax impositions are States and Territories prepared to trade off for comparative revenues from the Commonwealth? How do you achieve a new tax compact between the Commonwealth and the States and Territories that delivers streamlined tax collection, reporting, and reconciliation?

It was also clear that it is the combination of local, State, and Commonwealth government tax requirements that create the increased costs and workload. Members reported that the greatest impediments to business growth are the imposition of State and Territory based payroll tax and stamp duty.

Members reported there is a preparedness to examine these issues and even to potentially support change –but only if there are quantifiable returns in terms of reductions in the cost of doing business, the overall tax burden is not increased, and the reporting and other requirements are simplified.

The task of streamlining and simplifying tax for member businesses in South Australia and other jurisdictions will be almost wholly dependent on a willingness of the Commonwealth and States and Territories to identify and implement a better structure.

The Federation and Members will be continuing to engage member businesses to further refine requirements and put these before the review panel.

AMIF submission to the Senate Inquiry into the Automotive sector is a once in generation opportunity to support the development of a changing industry. What has AMIF suggested is the best way forward, and what can members expect out of the process?

All members are aware their world is changing – whether they like it or want it. The rapid application of technology, advances in automation, the convergence between smartphones and cars, the proliferation of data, the emergence of new propulsion systems, integration of systems, continuing concerns for the environment and our reliance on motor vehicles are now changing the face of arguably every automotive sector and businesses within them.

The Senate Inquiry provides one opportunity to focus attention on the more than 80% of the Australian automotive industry that has largely gone about its business of keeping Australians motoring for a century, but overlooked in recognition and policy.

The objectives of the Federation are to use the Inquiry, an Industry Summit and other avenues to address this problem. A cohesive government policy is urgently required that deals with: encouraging research and development; protecting consumers; ensuring fair competition; recognises emerging issues such as data, driverless car technology, and new propulsion systems; infrastructure requirements; identifies and supports the automotive skills and qualifications needed in the future; and to provide clarity in what government will invest in and what it won't.

The benefit to Members will be a more streamlined, coordinated and structured approach to government policy and regulation and a more cohesive approach by industry that better defines the operating environment and future requirements so businesses can plan, know their costs and have clarity over future directions.

For more than 40 years our members businesses have not featured in national automotive policy. In times that are more recent, and with the announcement of the cessation of vehicle manufacturing, we seemingly lurch from one isolated policy decision to another. Problems or issues are not tackled from an automotive industry perspective but usually some other driver. To bring focus to these issues the Federation is also hosting an Industry Summit in Canberra in August in attempt to bring politicians, policy makers, industry, and other parties together to discuss the major issues confronting our industry. The Federation hopes an outcome of this Summit will be a unified position of Industry on matters such as future training and skills requirements and for these positions to be put to government and new partnership identified.

When the last gate closes on vehicle manufacturing in October 2017, the automotive industry does not die as many are portraying.

More than 340,000 Australians remain employed in 100,000 automotive related businesses.

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There will be change, but there will be opportunities. We need to adapt and Government and industry need to be ready to seize them.

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EVENTS CALENDAR JULY/AUGUST 2015



JULY

- 20–21 Forklift Licence Training
- 21 89th MTA Annual General Meeting
- 27–29 Air Conditioning Course
- 28–29 Common Rail Diesel Fuel Systems

AUGUST

- 4 Upper South East Country Zone AGM Dinner Meeting
- 4 Workplace Inspection Training
- 12 Legislative Compliance for Officers
- 13–1 R/HR Basics
- 18–19 HEV & BEV Training
- 19 WHS for Workers
- 26 Bullying & Harassment Training
- 26 Mid North Country Zone AGM Dinner Meeting
- 27 Riverland Country Zone Dinner Meeting
- 28 Privacy Reform Training
- 28 WorkCover Training

To include a free classified in the March/April 2015 edition of Motor Trade, email your listing of no more than 50 words to cridgwell@boylen.com.au by 14th August 2015

DIVISION NEWS



Division Manager – Paul Back



We attended the Heavy Vehicle Industry Forum on 11th June at Parliament House. With the Minister for Transport, Stephen

Mulligan and National Heavy Vehicle Regulator (NHVR) CEO, Sal Petrocchio in attendance, discussion by several of our members helped guide the policymakers with instant feedback on the practical application of recommended changes.

All states have agreed to a national undertaking on Chain of Responsibility requirements under the NHVR to extend to roadworthiness which will assist SA in building the framework to introduce annual inspections for heavy vehicles. For Farm Machinery Dealers (and Primary Producers) major changes will eventuate as a result of Primary Producers South Australia's (PPSA)

Modern Transport System for Agriculture 90 Day survey. PIRSA and PPSA have identified the 90 day survey (used to collect information from industry stakeholders) has delivered quantifiable data and quality feedback.

Members from the Towing Division had the chance to highlight a problem with 'oversize' and 'safe and secure' definitions. It was pleasing to receive positive indications from the NHVR and the Department of Planning, Transport and Infrastructure in response to stakeholder feedback changes, and from July 1 'safe and secure' will have an improved definition.



Division Manager – Peter McMahon



The Body Repair Division Committee held an information session about spray booth safety at the MTA's Training and Employment Centre on 20 May. It was an opportunity for Body Repair members to inspect the MTA's facilities, meet the MTA trainers and listen to industry guest speakers. It was pleasing to see a good turnout, with over 40 attendees. Guest speakers included Greg Tunks

- PPG, Frank Rositano - Peregrine Industries and Anna Moeller – Manager MTA Legal and Workplace Relations. Greg and Frank provided insights into spray booth safety and efficiency, highlighting the importance of maintaining and changing spray booth filters regularly and provided tips about maintaining spray booths for optimal quality and results. Anna provided information into the requirements to ensure compliance, discussing the importance of maintaining correct records and maintenance schedules, and how members can be affected, both legally and financially by not meeting the compliance required. The day also included discussion about the recent Insurance Australia Group's (IAG) Request for Proposal (RFP). IAG owners are transitioning to standard model for assessment, allowances, processes and estimating platforms. The RFP is an invitation by IAG to interested

body shop owners to submit a proposal on how they think they can do business with IAG.

Greg has been involved in previous Request for Proposal's in New South Wales and Victoria, and provided attendees with information and tips about how repairers should go about submitting their proposals.

On behalf of the BRD Committee, I would like to pass on our thanks to Joe Espisito from PPG and his team for their support of the day.

The day also include discussions on the recent IAG RFP and Members were provided with an excellent discussion by Greg Tunks from PPG who has been involved in previous RFP's in NSW and Victoria.

The BRD Committee would like to pass on our many thanks to Joe Espisito from PPG and his team for their support of the day.



Division Manager – Michael Ping



The Auto Repair division held Round Table meetings in April and June. Round Table meetings are a new initiative designed to connect the Auto Repair industry, providing attendees with the opportunity to discuss ideas,

opportunities and challenges. Members from a range of business models and speciality's within the industry attended, including members with experience in European vehicles, a brake specialist, mobile specialists trading as independent repairers and franchise business owners.

This led to diverse discussion about the technical issues arising from vehicles being serviced and repaired in members' workshops. Members reported they are seeing a vast array of makes and models in their workshops, ranging from popular models like Holden, Ford and Toyota to the luxury models of Rolls Royce, Porsche and Audi.

The majority of members are facing the same technical issues including; engine tuning, electric brake calliper problems, resetting the electronic control units after replacing flat batteries and the diagnosis of electrical problems.

Other issues raised by members included increased warranty periods, longer service intervals, fixed price servicing, imported vehicles with different specifications, varying part numbers and marketing ideas for day-to-day business. The next Round Table meeting is scheduled on 1 September in Adelaide's North.

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NEW MEMBER PROFILE

DANIEL D'SILVA, DAN'S AUTOMOBILE SERVICES



How long have you been in business?

I became a qualified technician in 1987, completing my apprenticeship and training in the Middle East. I began my career at Al Ghanim Industries Kuwait, one of the largest automotive dealers for General Motors'. Starting as a technician, I progressed to becoming a Master Technician at this dealership. I later moved to Dubai where I started as a Senior Service Advisor and progressed to Service Manager, Service Engineer and Assistant Technical Manager. Since coming to Australia, I operated an automobile service business part-time from 2005 – 2008. I have started this business up again full-time from the start of this year.

How many staff do you employ?

I'm the sole business operator at the moment. I will look to employ another technician if business continues to grow.

What do you enjoy most about working in the retail automotive industry?

I have always been passionate about mechanical work. It is very rewarding to repair a vehicle that exceeds a customer's expectations. The joy of a satisfied customer is much more than the dollars I receive.

What are some of the challenges that you have come across in the retail automotive industry?

The most important thing to me is customer satisfaction. This is challenging, because every customer is different and you have to find a way to meet and exceed their needs.

I learnt about the importance of the customer's experience through my training and career development at Al Ghanim Kuwait, which has one of the best reputations in the region for customer satisfaction and service.

Why did you join as a Member of the MTA?

The MTA is the recognised body for the retail automotive industry, and members have to adhere to a strict Code of Conduct and meet legal requirements. I'm proud to be an MTA member to give my current and future customers the confidence that I run a professional service.



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Southern Cross Personnel offers all MTA members the opportunity to source skilled candidates nationally, locally and from overseas. We provide short term and permanent solutions for your business and can tailor the services to suit each members' specific requirements. Contact us on 8357 1882 or email info@southerncrosspersonnel.com

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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.

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AUTOMOTIVE BUSINESS OWNERS SHOULD START PLANNING FOR RETIREMENT NOW

STEVE FIMMANO, LEAD PARTNER, BDO

Retirement might still be years down the road, but working on a succession plan now will give you the time to protect your legacy and financial well-being.

If you're like most small business owners in the automotive industry, you may not have given much attention to a succession plan. Starting now could give you the jump start you need for a promising exit. In our experience, many small-business owners think of the enterprise as their superannuation fund. If you're not thinking about how to maintain the value of your business and preparing an exit strategy, it could adversely impact your retirement plans.

It's not just about your financial well-being, either - although that's a major consideration. As an owner of a dealership or repair shop, you may want to pass your business to the next generation, protecting the legacy of your life's work. The time to start planning is now.

Why later's not soon enough

Succession plans and exit strategies aren't just plans you put together when you know you're going to get out of the business. A long-term strategy aims at maintaining the value of your enterprise so you have the financial

standing you need and can protect the future of the company.

The challenges facing small and mid-sized enterprises (SMEs) in Australia's automotive industry make this task all the more pressing. Companies are encountering a number of issues, from higher compliance costs, to pressure from manufacturers to abide by certain standards. Technology for the sector is rapidly evolving, making it harder for organisations to stay at the cutting edge of their craft.

If you're not investing in technology and keeping up to industry standards, it will affect the value of your business. That could cause your company to just shut down when you retire and may leave you shorthanded financially.

Furthermore, with the baby boomer generation approaching retirement, the automotive industry is facing skills shortages that will affect smaller companies. The Department of Labour's December 2014 market research revealed that automotive trades have persistent skills shortages, and employers are particularly concerned about attracting young talent, especially since training in key areas has fallen around 20 per cent between 2011-12 and 2013-14. This could make it more difficult to

replace outgoing staff as well as name a successor. Having an exit strategy in place that anticipates these challenges and outlines clear steps will make the process more manageable.

Taking a proactive approach

By giving yourself sufficient lead-in time to plan your exit and prepare your business, you'll be able to put measures in place to maximise the value of your company and start training new workers or making operational adjustments to remain sustainable.

For many businesses, investing in the appropriate technology and other assets could be just the ticket to raise the value of the enterprise prior to retirement while ensuring it remains relevant and competitive in the future.

If your enterprise isn't valued where you need it to be when you retire, that's a risk - but one you can address if you start planning soon enough.

Seek professional advice and start planning early to give yourself and your business the best opportunity for a positive outcome.

BDO advisors can assist organisations at any stage by carrying out valuations, providing strategic advice for investments and assisting with succession planning.

PUSH FOR CONSUMERS TO BE PROTECTED BY NATIONAL LEMON LAWS

DINI SOULIO, COMMISSIONER CONSUMER AND BUSINESS SERVICES

With about 94,000 new car sales per month in Australia, the potential for some lemons to get into the market is pretty high. But in Australia, we don't have a so-called "lemon-law" — a specific law that aims to protect new car buyers by spelling out when a car manufacturer or supplier must repair, replace or refund a consumer's car. The definition of a lemon can differ, but is generally based on the number of unsuccessful repairs or days out of service within a specified time period or distance. Some countries do have lemon laws. Each is different, but the laws generally set limits on the number of:

- faults a new car can suffer;
- unsuccessful repair attempts on the same problem; and
- days a new car can be off the road for repairs.

When these limits are exceeded, lemon law requires the manufacturer or supplier to give the consumer a replacement or refund.

The rights of new car buyers in Australia are currently protected by the Australian Consumer Law (ACL) under the statutory consumer guarantees and applies to the purchase of new cars since 1 January 2011.

All goods, even those on sale, must be fit for purpose, safe to use, match their

description and demonstration model and be free of defects - these are the basic rights under consumer law.

If a consumer guarantee has not been met, consumers are entitled to a remedy which can include

- in the case of a minor failure, the trader choosing repair, replacement or refund, or
- in the case of a major failure, the consumer choosing either replacement, refund or
- requesting compensation for any drop in value of the goods and services

While it is arguable the statutory consumer guarantees, in effect, provide lemon laws for new vehicles, the ACL provides only broad and general protections. There have been ongoing consumer concerns about the ability of

consumers to successfully remedy an outcome as the result of purchasing a lemon vehicle.

As issues and recalls about lemon vehicles are usually of national significance, involving both local and overseas manufacturers, it is important that if such laws are to be introduced, it be done at a national level. The upcoming review of the ACL will provide an opportunity to consider whether lemon laws should be introduced.

Following the review, if lemon laws are specifically included as part of the ACL it would only apply to new cars as warranty rules for second-hand or used cars are different.

For more information on second-hand car warranties laws in South Australia call 131 882 or visit the cbs.sa.gov.au.



The rights of new car buyers in Australia are currently protected by the Australian Consumer Law (ACL) under the statutory consumer guarantees and applies to the purchase of new cars since 1 January 2011.





CEO'S REPORT

BY MTA-SA CHIEF EXECUTIVE OFFICER PAUL UNERKOV

In May the MTA held its night of nights for its apprentices, with the MTA 2015 Graduation and Award Ceremony at the Adelaide Entertainment Centre. On behalf of the MTA Board and staff, I'd like to congratulate all 107 graduates and award winners. I'd also like to thank our Training and Employment Centre staff and our host employers. Without this team of people supporting our apprentices, they would not be able to learn their trades and become successful qualified technicians.

On the training front, the hot topic at the moment is of course WorkReady, and the impact that it will have on the South Australian training market and in particular the MTA Training and Employment centre. The State Government announced that 90 per cent of the 51,000 subsidised training places under the new WorkReady program would be given to TAFE.

There was very little consultation with key stakeholders prior to the Government's announcement of the decision. This means that most private RTOs are now unable to enrol any further students outside of the traditional trades. Fortunately funding for MTA SAs core trades hasn't been affected.

MTA SA is keeping up with the information in the media around the WorkReady program which has seen much written about the State Government's intention, the Federal Government and state opposition's response and the impact on the private training providers.

We do have some concern with the lack of choice available and the impact on regional areas. We will continue to monitor and consult with both Federal and State Governments, and industry to ensure training and employment are linked to outcomes wherever they occur.

We are now a full quarter into our new financial year and it's pleasing to see the majority of members continue their **membership**. We are also seeing a good number of new members join, and as we highlight in each **Motor Trade Magazine**, we are attaining new members across all our trades. Although our industry is large, we have strong networks. We want all members to use their networks and promote the valued services offered by MTA for their business. At the moment we are offering new members who join, \$100 in MTA Credit to trial

our services. If you know someone who is thinking about MTA membership, now would be a great time to get them on board. We continue to work behind the scenes on a number of fronts to ensure there is a better business environment for members to operate in. Critically, we have seen some excellent results from Business and Consumer Services in prosecuting **unlicensed car sellers**. We continue to proactively promote the work which CBS is doing on this front in an effort to protect consumers from the dangers of purchasing a vehicle from an unlicensed seller.



On the training front, the hot topic at the moment is of course WorkReady, and the impact that it will have on the South Australian training market and in particular the MTA Training and Employment centre.



We have also continued to work with the Department of Planning Transport and Infrastructure to achieve results for members. In continued meetings, they are open to hearing about issues and how they can address them. This has included jointly visiting members who have raised issues to work through them for positive outcomes.

The Government's **new Worker Compensation Scheme**, Return to Work, commenced on July 1. MTA has spent significant amounts of time lobbying and putting forward members' ideas on the new scheme to ensure that what is in place would be better for members. Now that it is in place, we are ensuring members are in the best position to maximise the benefits of the new scheme. The members who attended the Return to Work



scheme launch held in June gained useful insights into what is required under the new scheme and how they can benefit from it. We will continue to offer sessions to members to enable all to gain the best understanding of how to operate with Return to Work.

Our scheduled visits to our **country members** continue and we are seeing a growth in the attendances at these meetings. What is most pleasing is the positive feedback we are receiving from members about our improved engagement and increased communications. It has also been pleasure to visit a number of members in their workplaces. Spending the time in workshop environment enables us to better understand members' businesses and highlight the added services and benefits MTA offers. It also enables us to strategically think about what we can improve on in the future to better service members' needs. The **metropolitan members** have also seen increased access with a number of divisions continuing the rollout of their roundtables. These events, held in local venues close to members' workshops, have enabled members to discuss those issues which are impacting individual trade divisions and develop plans in how best to address them. We continue to learn and build our understanding on what our divisions require to better service our members' needs.



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Association info

MOTOR TRADE ASSOCIATION

President: Frank Agostino

CEO: Paul Unerkov

Marketing & Communications

Manager: Liam Hunt



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Motor Trade Association

L1, 81 Greenhill Rd, Wayville

Ph: (08) 8291 2000 Fax: (08) 8291 2099

Toll Free: 1800 882 046

Website: www.mta-sa.asn.au

Email: mta@mta-sa.asn.au

PUBLISHING info

BOYLEN

L3, 47 South Terrace, Adelaide

Ph: (08) 8233 9433 Fax: (08) 8212 6484

Website: www.boylen.com.au

Sales Director: Kent Humphrys

Email: khumphrys@boylen.com.au

Graphic Designers: Lili Scuteri & Jacob Clark

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