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MAY 2019

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**SOUTH AFRICAN PETROLEUM RETAILERS' ASSOCIATION**

**RMI UPDATE:** PARTINFORM VISITS WELKOM; HEARING-IMPAIRED VOCATIONAL PROGRAMME;  
WHEN IS AN EMPLOYEE ACTING IN THE COURSE AND SCOPE OF EMPLOYMENT?; HAVE YOUR SAY  
AT THE WAGE MANDATING ROADSHOWS; NADA COMMENTS ON NEW DEALER VEHICLE SALES STATS





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**A digital version of this magazine is  
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ACRA (component remanufacturers);  
ERA (engine re-builders and automotive  
engineers); MDA (motorcycle, scooter,  
quad and jet-ski/outboard engine dealers);

MIMA (Motor Industry Manufacturers' Association); MIWA (the full spectrum  
of workshop operators); MPEA (wholesale and retail part dealers); NADA  
(new and used car and truck dealers); VTA (vehicle testing); SADFIA (diesel  
pumproom operators); SAPRA (Fuel resellers, convenience store and car wash  
operators); SAMBRA (South African Motor Body Repairer's Association);  
SAVABA (vehicle body builders) and TDAFA (tyre dealers and fitment centres).

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# BELONGING IS BETTER BUSINESS



## Here's why...

### ⇒ *Legacy and unity*

- We've been representing the retail motor industry for more than **100 years**.
- With more than **8,000-member** businesses, our unity is our strength.

### ⇒ *Your voice*

RMI represents the industry at:

- Centralised wage negotiations.
- Various **MIBCO** and Industry-related Boards and committee structures.
- Various South African Bureau of Standards (**SABS**) committees and working groups.
- The National Regulator for Compulsory specifications (**NRCS**), defending our industry when compulsory specifications and standards are compromised.
- The Moto Health Care Fund, Industry Provident Funds and the Sick, Accident and Maternity Pay Fund.
- Meetings hosted by reputable organisations recognised by government, big business, consumers and relevant stakeholders like Business Unity SA (**BUSA**).



### ⇒ *Supports your business*

- Professional industrial relations advice ensuring procedural and substantive fairness when disciplining staff.
- Chairing of disciplinary hearings and **AUTOMATIC** entry at the **CCMA**, **DRC** and Labour Court.
- Exceptional CPA support at the National Consumer Commission (**NCC**) and the Motor Industry Ombudsman of South Africa (**MIOSA**).
- Facilitation of a business-to-business complaint where both parties are RMI members, with a complaint resolution rate in excess of 95%.
- Training needs and representation via **merSETA** and **W&RSETA**.
- Industry-specific products like **RMI4BEE**, **RMI4LAW**, **RMI4OHS** and **RMI4SURE**.



### ⇒ *Keeps you in the know*

- Industry labour relations seminars.
- *Automobil* magazine and weekly web letters.
- Commenting on industry topics in the media, and participating in and hosting numerous conventions and shows.







Jakkie Olivier, CEO of the RMI

# Do apprenticeships make financial sense for your business?

For two years, the RMI, merSETA and IMI UK embarked on a research project on whether it makes financial sense for automotive employers in South Africa to take on apprentices. After the project was completed in 2018, the resounding answer was yes. South African automotive employers can achieve up to a 200% return on their investment from contracting or employing apprentices.

The research focussed on three occupations, namely auto mechanic, body repair and spray paint. The research criteria was made up of three parts. Firstly, to apply modern data collection and analysis techniques at automotive employers for the three trades. Next to ascertain the estimated business value in Rands that an apprentice can be expected to deliver, and lastly to develop a Return On Investment (ROI) calculator for use by employers.

The data collection and analysis included utilisation which referred to worked hours in proportion to attended hours, efficiency which was sold hours compared to work hours, and productivity – sold hours in relation to attended hours. A ratio was then formulated to identify the ROI.

What's interesting is that small and medium sized employers are reluctant to contract and train apprentices. Why? Because the perception is that apprentices don't pay their way and it's costly to train them. This perception has now been disproved by scientific research.

Historically there has been a lack of measurable apprentice performance and productivity data. Essentially no access to current and reliable information. We believe this problem has been resolved by the ROI Calculator which is available, free of charge to employers.

It is a web-based, easy and user-friendly tool. Employers only need to input three items – expected sold hours for the selected occupation, the charge-out rate applicable in the business, and the apprenticeship duration. Using this information, the ROI Calculator's algorithm will calculate, in seconds, the estimated ROI for the apprentices as if they were employed by the business. It incorporates actual employer costs including: time and level-based national minimum apprentice wages; training; level and trade testing; and ancillary costs and opportunity costs to calculate a truly reliable ROI.

The ROI Calculator intelligence already has productivity data (in the form of standard productivity curves) attributed to actual apprentices enrolled on the Competency Based Modular Training programme installed. All data remains anonymous.


It is such an easy process – there are literally three steps. As an employer all you need to do is log on to <http://roi.merSETA.org.za/>, follow the steps and a headline figure of the gross benefit in Rands is displayed, with a choice of three apprenticeship durations.

This information is supplemented by a graph showing the net monthly Rand benefit and cumulative ROI. A second click of a button reveals a graph of the rolling monthly net benefit up to the end of the apprenticeship where the full apprentice ROI is displayed.

The ROI Calculator shows without doubt that when well-recruited and guided through an apprenticeship, an apprentice can pay back the investment (and more) that the employer made during the apprenticeship period.

As the RMI, along with merSETA and the IMI, we are proud to promote the Apprentice ROI Calculator to you. We need more automotive employers to recruit apprentices for the economic benefit of our sector and communities so we are appealing to all our RMI members to make use of this ROI tool.

We urge you to be proactive by employing apprentices and investing in the youth for increased productivity. As an industry we have to address the automotive skills shortages, reduce unemployment and be part of real transformation.

The reality is that there has been no real skills development and/or under-investment in human capital for many years in our country. Skills have been outpaced by technology and there has been a loss of businesses and profits. Improved skills will result in increased productivity. It is all about professional standards and changing of perceptions. Consider an apprentice. Use the ROI Calculator. You may be surprised by the results. It is never too late to make a difference. 

For information on the RMI and its workings, visit [www.rmi.org.za](http://www.rmi.org.za) or call 011 886 6300



# CONSTITUENT ASSOCIATIONS



## Who do they represent and what are their objectives?

The RMI is a proactive, relevant, retail and associated motor industry organisation recognised as the leading voice in South Africa's automotive aftermarket, serving the daily needs of its members and playing a key role in enabling motor traders to deliver top class service to motoring consumers. Here are the associations which fall under its umbrella...



### ACRA (Automotive Component Remanufacturers' Association)

ACRA represents component remanufacturers involved in the remanufacture of safety-critical components and radiators, an ever-growing industry in which keeping abreast of change is crucial for business owners.



### ERA (Engine Remanufacturers' Association)

ERA represents motor engineers who re-machine, rebuild and remanufacture engines in South Africa. ERA members promote the reuse of engines, parts and components in a manner that is green and sustainable. ERA members create employment and skills development opportunities, directly in their own machine shops and indirectly through suppliers to the industry and component manufacturers.



### MDA (Motorcycle Dealers' Association)

MDA represents members who are motorcycle dealers – these members benefit from an extensive array of value-add services and products such as commercial insurance, labour legal assistance and representation, consumer dispute resolution, and a strong relationship with the Association of Motorcycle Importers and Distributors.



### MIMA (Motor Industry Manufacturers' Association)

MIMA members are Parts, Equipment and Component Manufacturers and suppliers to Original Equipment Manufacturers and the automotive aftermarket that exports into Africa and other countries in the world.



### MIWA (Motor Industry Workshop Association)

MIWA, the largest association within the RMI, strives to keep its members informed about the ever-changing auto repair industry, thereby ensuring that vehicles are repaired to acceptable standards designed to make them perform better and safely on South African roads.



### MPEA (Motor Parts and Equipment Association)

MPEA represents South Africa's auto part traders, including wholesalers, retailers and independent operators in the replacement motor parts industry. Genuine replacement parts are available at accredited MPEA spares outlets at affordable prices, backed by the manufacturer's warranty.



### NADA (National Automobile Dealers' Association)

NADA represents the interests of business people who own or operate new vehicle franchise dealerships and qualifying used vehicle outlets. NADA is committed to the image enhancement of the retail motor business, facilitating the interface between dealers and OEMs/distributors, building relationships between dealers and customers and bringing relevant industry issues to the attention of government.



### VTA (Vehicle Testing Association)

The VTA represents private vehicle testing stations that are committed to operating within the law in accordance with the Road Traffic Act and the relevant SANS standards. In this highly regulated environment, the association represents the interests of its members at government working groups and is committed to enhancing the reputation of the industry in all the spheres.



### SADFIA (South African Diesel Fuel Injection Association)

SADFIA members operate fully equipped pump rooms aimed at providing cost-effective service solutions for owners of diesel powered vehicles seeking fuel injection system testing, repair or replacement.



### SAMBRA (South African Motor Body Repairers' Association)

SAMBRA is an active leader in the motor body repair industry and consolidates, communicates and regulates repair standards in the motor body repair industry. SAMBRA ensures the provision of technical and business skills training that meets the demands of the industry and instils confidence in consumers and industry stakeholders.



### SAPRA (South African Petroleum Retailers' Association)

SAPRA represents and promotes the interests of petroleum retailers in South Africa and fosters strong relationships with the Department of Energy, oil companies, banks, financial institutions and other stakeholders that have an impact on the sustainability of the service station industry.



### SAVABA (South African Vehicle and Bodybuilders' Association)

SAVABA members are professional, certified and regulated vehicle body builders in South Africa who manufacture commercial vehicle body applications (tanker, coal, refrigerated trucks and trailers) and bus bodies (commuter and tourist type). Members manufacture using the latest equipment and highly trained staff to ensure strict compliance with SABS standards and other legal specifications.



### TDFA (Tyre Dealers' and Fitment Association)

The TDFA is the only representative body for tyre dealers nationally. The association works on all issues relevant to tyres and the fitment industry. Strategically, the TDFA is positioned as an intermediary between government, the tyre industry and consumers and is recognised by government and industry leaders as the legitimate voice representing tyre dealers.



### RMI contact details

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# We are different

Being different is difficult, because society caters to the majority (out of necessity, not malice). Whether you're living without the use of your legs, your eyes, or even an aversion to certain stimuli, life can be harder for you. Being deaf or hearing impaired presents a number of challenges, from not getting announcements in public places and events and having trouble communicating in the dark, to struggling to set up job interviews.


Although it's hard to find exact statistics on the number of deaf and hearing impaired people in South Africa, it is estimated that around 0.7% of the population has difficulty hearing. That's approximately 40,000 people.

It's no surprise that the deaf and hearing impaired battle to find employment, especially when you consider how difficult it must be to set up and sit through a job interview.

Email has improved communication with potential employers, but the interview still relies on a face-to-face interview with a lot of talking required.

It's heartening then, to hear about the hearing-impaired vocational programme that is training and successfully placing youngsters in automotive workshops. And given the feedback from the owners of participating workshops, it's clear that these individuals have so much to offer the industry.

Read about this programme on page 18.

Other areas of focus this issue include the winner of the Autotrader Car of the Year, marijuana in the workplace, and Wesbank's comment on new vehicle sales in March. 

## Enrol in our Nated Engineering Studies Motor Trade Course.



**Education**  
Driven by the AA

- Further your education and improve your job prospects!
- Form a strong foundation for your future in the motor industry.
- Complete it even if you don't have a Matric certificate.
- Manageable 3-4 month blocks: Complete your N1 - N3 levels one level at a time, and receive the certificate for the level passed.
- We provide you with more realistic insights to your future workplace by combining theory and practical/applied skills training.
- The Automobile Association (AA) has over 12 years' experience in occupational training, you know you will receive the best training for your future.

### Entry requirements:

- N1: Grade 9 with mathematics and physical science
- N2: National Certificate with mathematics and physical science, N1 or equivalent
- N3: N2 or equivalent

### Enter the following trades:

- ✓ Automotive Electrician
- ✓ Automotive Engine fitter
- ✓ Diesel Fuel Injection Technician
- ✓ Diesel Fitter
- ✓ Diesel Mechanic
- ✓ Motor Mechanic

### Contact us for more information:



**PHONE: 086 133 3668**

Select option 1 for Head Office Main Campus: Midrand



**EMAIL: AANated@aasa.co.za**

Visit: [aa.co.za/tools-and-information/aa-technical-college](http://aa.co.za/tools-and-information/aa-technical-college) for more information.



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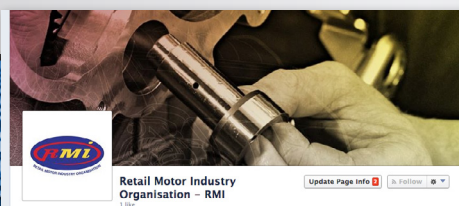
Cape Town: 021-939-9440

### Free State/Northern Cape:

Bloemfontein: 051-430-3294

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# HOT STUFF

## Continental's CPC and MiX Telematics provide integrated fleet management solution

**Continental has extended the capability of its innovative ContiPressureCheck (CPC) tyre management system with the integration of the MiX Telematics platform to provide fleet customers with optimised tyre monitoring and the transmission of real-time information to fleet managers.**

ContiPressureCheck is a continuous tyre pressure monitoring system that uses sensors fitted inside each tyre to provide drivers with information on tyre status via an on-board display. CPC provides a seamless interface to the MiX Telematics on-board computer, which enables the recording and transmission of information received from the tyre sensors to the MiX Fleet Manager system.

"ContiPressureCheck is a leading technology for

truck tyres that drives down overall operating costs by ensuring that all of the tyres are operating at their ideal pressures and temperatures," says Darren Voges, Business Development Manager for the Truck Business Unit at Continental Tyre South Africa. "This helps lower fuel consumption, reduces the risk of tyre-related breakdowns or failures, extends tyre life and maintains the value of the casing for retreading."



## Snap-on-Tools introduces the ECPNA021 250 Lumen rechargeable penlight

### The new standard in penlights

#### Features and benefits

- First penlight specifically designed for/by automotive technicians
- 200 lumen spot light/250 lumen work light
- Individual switches for each light provides faster, easier interaction
- Variable brightness memory switch (0-100%) not only allows for 'stepped' brightness levels, but remembers what was last selected
- Carries an IP65 rating signifying advanced protection against damaging liquids and dust
- The first 'Duel Fuel' light; operate with lithium-ion or alkaline batteries
- Robust construction built of quality materials to withstand multiple drops and demanding environments
- Stylish design with magnetic dock for recharging

**For pricing contact Snap-on Customer Services 086 176 2766 or e-mail [enquiries@snap-on.co.za](mailto:enquiries@snap-on.co.za)**



#### WARNING

- Wear safety goggles (user and bystander)
- Do not look directly at LED lamp. Serious eye injury can result
- Do not use the lamp near an open flame
- Always fully charge to extend battery life
- Disconnect power before servicing
- Electrical shock can cause injury
- Read additional safety warnings on pages W1 to W4 in Catalog 1400





# TAKING CARE OF OUR OWN IN CASE OF EMERGENCY

**LIFE IS PRECIOUS.** That's why we have partnered with *Europ Assistance* to provide emergency services to all our members and their dependants. This includes:

- 24hr emergency contact centre with medically trained agents.
- Immediate response by emergency team and ambulance.
- Information to help you assist the person until the ambulance arrives.

**HAVE AN EMERGENCY? CALL 0861 009 353**

**PLEASE PROVIDE THE AGENT WITH:**

- Your name and contact number.
- A brief description of the incident.
- The address or location of the incident.







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taking care of our own



# Sick, Accident And Maternity Pay Fund

## Why participation is a 'no-brainer'

**The Sick, Accident and Maternity Pay Fund (SAF) is a benefit fund administered by the Motor Industry Bargaining Council (MIBCO), solely and exclusively for use by members of the RMI**

Whilst participation in the fund is compulsory for employees that are members of the Motor Industry Staff Association (MISA, [www.misa.org.za](http://www.misa.org.za)) and who are employed by RMI member employers, members may elect at their sole discretion, to add either all, some or none of their other non-MISA employees to the fund.

SAF represents very real and tangible benefits for participating RMI members. It provides a means of payment for employees who utilise sick leave at a highly affordable rate, which is indicated in the table below. It also removes the necessity for micro-, small and medium-sized employers to administer sick leave benefits for their employees, as this is done by MIBCO.

	Sick Fund	Maternity Fund	Death & Funeral	Total New Contribution
Male	R14.99	-	R3.50	R18.49
Female	R14.99	R7.06	R3.50	R25.55

### Benefits

#### MISA members

**Sick leave** – first 10 days at 100% of wages/salaries  
Next 5 days at 50% of wages/salaries

Employers will pay the MISA members directly and claim the benefit back from the fund afterwards.

#### All other employees

**Sick leave** – 15 days at 75% of wages/salaries

#### Other benefits, for all employees

**Accident Pay** – Up to 40 days at 75% of wages/salaries

**Maternity Pay** – Up to 17 weeks at 30% of wages/salaries

Employees registered on the fund, also receive the following additional benefits after 8 consecutive weeks' contributions:

- A death benefit of R15,000 per fund member (increased from R10,000), upon the passing of the member;
- A funeral benefit of R10,000 for the fund member, as well as his/her spouse/partner, children between the ages of 14 and 18 and R7,000 for children under the age of

14, to a maximum of 3 claims per year (an existing benefit); and

- A funeral benefit R7,000 in the case of the still-birth of a child of the member (a new benefit).

All death and funeral benefit-related queries may be directed to MISA on call center number 086 099 4147 or email [info@ms.org.za](mailto:info@ms.org.za)

Over many years, it has been proven that the use of SAF by employers has drastically reduced the amount of sick leave used by employees, which no doubt improves overall productivity and therefore, profitability of businesses.

### FAQ

**Q: Can an employer choose to tell non-MISA employees, by using an internal memo, to claim directly from MIBCO for claims such as sick leave?**

**A:** Yes (Fund Rule 6.2 and 6.3)

**Q: And what about claims relating to accidents (not IOD) and maternity? Can non-MISA employees claim directly from MIBCO?**

**A:** Yes (Fund Rule 6.2 and 6.3)

**Q: Where can I find the latest SAF membership application form to register employees?**

**A:** Got to the Mibco website – [www.mibco.org.za](http://www.mibco.org.za) – and look for the fund rules annexure 'B'

**Q: Am I obliged to keep a hard copy of the SAF fund rules in the workplace?**

**A:** Fund rules do not compel an employer to keep a hard copy, however it is advisable. The rules can be found on the MIBCO website ([www.mibco.org.za](http://www.mibco.org.za))

**Q: When must medical certificates be submitted to employers?**

**A:**

- **Non-SAF members:** When the employee has been absent for 2 consecutive days or absent on more than 2 occasions in an 8-week period/cycle then a medical certificate needs to be submitted.
- **SAF member:** Non-union members as well as NUMSA members need to submit medical certificates when absent on any day.
- **SAF member:** MISA members absent from work for 1 day do not need to submit a medical certificate except when

it relates to absenteeism on a Friday or a Monday or any day preceding or following a normal day off.

**Q: Should an employer upon the request of non-union and NUMSA members register those employees with the SAF?**

**A:** No, it is the discretion of the employer to register non-union and NUMSA members with the fund

**Q: How does the SAF rules influence the basic principles (MIBCO Main Collective Agreement clause 5.2) in respect of sick leave?**

**A:** Clause 5.2 (8) of the MIBCO Agreement stipulates that any person who is entitled to sick pay benefits in terms of any sick fund scheme is not entitled to any sick paid leave from his / her employer in terms of clause 5.2.

**Example: a MISA SAF registered employee falls ill and has exhausted his/her 15 days paid sick leave for that year.**

**Q: Is he/she entitled to 30/36 days sick leave in a 3-year cycle as per clause 5.2 of the Mibco Main Agreement?**

**A:** No. Any SAF registered employee is not entitled to normal sick leave benefits as per clause 5.2 of the MIBCO Main Agreement. This MISA employee is entitled to 100% for the first 10 days; 50% for the following 5 days and no payment for the balance of that fund year (1 Jan to 31 Dec).

**Example: a non-union or NUMSA SAF registered employee falls ill and has exhausted his/her 15 days paid sick leave for that year.**

**Q: Is he/she entitled to 30/36 days sick leave in a 3-year cycle as per clause 5.2 of the MIBCO Main Agreement?**

**A:** No. Any non-union or NUMSA SAF registered employee is not entitled to normal sick leave benefits as per clause 5.2 of the Mibco Main Agreement. This employee is entitled to 75% for the first 15 days and no payment for the balance of that fund year (1 Jan to 31 Dec).

**Q: In the event of maternity leave, which rules apply and what benefits can a female employee registered with SAF expect?**

**A:** Any SAF registered employee (MISA/non-union/NUMSA) receives maternity pay up to 17 weeks at 30% of wages/salaries. An additional supplementary benefits (in respect of salary) claim can be submitted at the same time to the Department of Labour's UIF section.

**Q: In the event of maternity leave, which rules apply and what benefits can a female employee not registered with SAF expect?**

**A:** Any female employee not registered with SAF maternity benefits are regulated by Motor Industry Main Agreement clause 5.3 – no payment up to 6 consecutive months. Claims for benefits can be directed to the Department of Labour's UIF section.

**Q: In the event of an employee having joined as an SAF member during the course of the fund year, e.g. September, what benefits can this employee enjoy?**

**A:** The SAF year is from 1 Jan to 31 Dec. SAF benefits (sick, accident and maternity) will be pro-rated. This means that if the employee joins at the beginning of September they will receive the equivalent of 4 months' worth of benefits.

**Q: Will any deductions be made from the SAF registered employee?**


**A:** No, the SAF is an employer fund and administrated by MIBCO. RMI members as employers in the retail motor industry contribute to the fund.

**Q: In terms of the NUMSA members on the SAF, can employers choose to not proceed with offering this benefit to them after 1 February 2016, as they have the option to not offer it to non-union members?**

**A:** Yes, indeed. From 1 February 2016, SAF membership became voluntary for NUMSA members and non-union employees – in fact, all except MISA members.

**Q: If an RMI member has only NUMSA and non-union employees, can he put the staff**

**voluntarily onto the SAF, or does he need to formally consult with these employees to join the fund?**

**A:** The choice is the employer's. It's good to consult, but not legally required given that the fund represents improved benefits from the Main Agreement. 

All queries relating to sick, accident and maternity leave should be directed to the RMI. Contact details appear below:

**Johannesburg**

**Tel:** (011) 886 6300

**General Manager:** Jeff Molefe

**IR specialist:** Phuti Manamela

**Durban**

**Tel:** (031) 266 7031

**General Manager:** Erwin Stroebe

**IR specialist:** Janina Kalidass

**Cape Town**

**Tel:** (021) 939 9440

**General Manager:** Erwin Stroebe

**IR specialist:** Brent Barichiev

**IR specialist:** Johanita Olivier

**Pretoria**

**Tel:** (012) 348 9311

**General Manager:** Jeff Molefe

**IR specialist:** Jeff Molefe

**Bloemfontein**

**Tel:** (051) 430 3294

**General Manager:** Jeff Molefe

**IR specialist:** Jacques Viljoen

**Port Elizabeth**

**Tel:** (041) 364 0070

**General Manager:** Erwin Stroebe

**IR specialist:** Eckhardt Oelofse

**IR specialist:** Nolubabalo Mjila (East London)





# NADA comments on the new dealer vehicle sales statistics



Mark Dommisie, Chairperson of the National Automobile Dealers' Association (NADA)

"The new vehicle market continues to perform within our expectations of a downward trend, as consumers find themselves increasingly under pressure," says Mark Dommisie, Chairperson of the National Automobile Dealers' Association (NADA), which represents franchised car and commercial vehicle retailers in South Africa.

"Many dealer principals within the NADA network have commented on noticeably slower foot traffic on showroom floors. This is clearly a sign of economic pressures on household

budgets. On a positive note, the commercial vehicle segment for the first quarter of 2019 showed resilience, selling 41,874 commercial vehicles across the board (Light to Heavy), with a minor 24-unit reduction from the comparative period in 2018, which is good news indeed. The commercial vehicle market is showing encouraging signs of stability, which bodes well heading into the elections, especially considering the challenges being faced by the industry and economy. It appears that this segment of the market will continue to perform at these levels," he concludes.



From left to right: Vikas Khandelwa (CEO, BNP Paribas South Africa), Berlina Moroole (Head of Risk, Internal Audit and Sustainability, Motus Holdings), Jacques Michel (Head of BNP Paribas, Middle East & Africa), Osman Arbee (Chief Executive Officer, Motus Holdings), Ockert Janse van Rensburg (Chief Financial Officer, Motus Holdings) and Willem Reitsma (Group Treasurer, Motus Holdings)

Motus Holdings Limited, a South African automotive company, has added a Sustainability Linked Loan (formerly known as a Positive Incentive Loan) feature to its existing \$30 million loan with BNP Paribas to complement its strengthening commitment to environmental awareness and sustainability.

The Sustainability Linked Loan (SLL) mechanism – in which the cost of credit is linked to a reduction in Motus' water and

fuel consumption – will help the company to further its environmental commitments towards the low carbon energy transition.

The unique SLL structure links preferential interest rates with sustainability targets in an effort to support and incentivise Motus in driving its sustainability strategy whilst also meeting its financing needs. This alignment ultimately reflects the vision of placing sustainability at the core of its business strategy.

**MOTUS**





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# Hearing-impaired vocational programme delivers on the workshop floor

**Dozens of hearing-impaired individuals are enjoying fulfilling careers thanks to a skills development public private partnership established within the retail motor industry**

**M**otor repair workshops are reporting considerable success with graduates from the programme, which offers a SAQA-registered qualification.

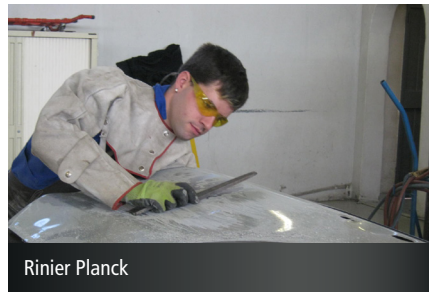
“Much of the success of the learnership programme stems from the work experience they gain, which has been facilitated by the warm acceptance the graduates have received at various motor repair workshops around the country,” says Jakkie Olivier, CEO of the Retail Motor Industry Organisation (RMI). The workshops involved are accredited to RMI-association SAMBRA (South African Motor Body Repair Association) and two – Brooklyn Motor Lab and Jock’s Autobody – have reported continuing interest in the programme.

The project involves close collaboration between merSETA, the National Institute for the Deaf (NID), the insurance sector, motor body repair workplaces, and an accredited skills development provider with the outcome of delivering work-ready, hearing-impaired graduates.

On 13 December 2018 the latest class of 12 hearing-impaired motor body repair learners graduated following completion of various custom skills programmes, such as vehicle spray painting and motor body repair. Three graduates from the previous year have been employed at Brooklyn Motor Lab and Jock’s Autobody.

Workshop owners and managers claim their easy acceptance is due to the graduates’ superior work ethic and on-the-job performance.

Wayne Coutts, owner of Brooklyn Motor Lab, for instance, describes his two full-time hearing-impaired employees as a



Rinier Planck

revelation. The two – Dirk Jacobus (DJ) Barkhuizen and Rinier Planck – worked in the workshop on a work-study module of their programme and were offered full-time employment at its conclusion two years’ ago. They have since passed their trade test. So pleased is he with their work performance that he has taken on three more learners as part of the training programme.

“They are go-getting, awesome workers. I can give them almost anything to do,” says Coutts.

In a highly-enabling move, the workshop employees and owners supported and assisted Barkhuizen to raise funds for a hearing operation, which has improved his hearing, though he still cannot speak. Planck has better hearing and can speak – though communication was clearly the major challenge in the programme.

Both Coutts and Jock’s Autobody liaison officer, Sylvester Scholes, say the success of the programme stems from existing staff making the effort from the beginning to find a common platform of communication, with some even learning some sign language, and with eye contact being the key connection.

Jock’s Autobody has one graduate full-time on staff and has a steady turnover of




Dirk Jacobus (DJ) Barkhuizen

learners attending for work-study modules. “He (the graduate) is one of our best workers, and is very diligent. Because he had worked here from time to time, there were no communication problems when he finally joined us fulltime,” says Scholes.

Learners on the programme are rotated through a range of workshops to gain diverse experience.

Delivery of the practical training programme by the skills development provider to hearing-impaired learners demands an understanding of both the automotive body repair industry and a sound delivery methodology to these learners.

“This demonstrates how motor repair workshops and the retail motor industry can be effective catalysts for both skilling and up-skilling,” says Olivier. “Our willing employers assist the skills development provider with the practical experience learners with disabilities need to acquire in their journey to become work-ready.”

RMI, an employer organisation, and the Motor Industry Staff Association (MISA), a labour organisation, joined forces in 2017 to encourage employers and staff in the retail motor industry to embark on similar gender mainstreaming and disability programmes. 

# Nissan to produce Navara pickup in SA

**Nissan has announced a R3 billion investment in its facility in Rosslyn, Pretoria to prepare the plant for production of the next generation Nissan Navara pickup**

**T**he move expands the role of the plant as a Light Commercial Vehicle manufacturing hub for Nissan.

The Navara will join the popular NP200 and NP300 models, which are already built at Rosslyn and sold in the domestic market, as well as up to 45 pan-African countries.

Production is expected to start in 2020 and will create around 1,200 new jobs directly at the facility as well as across the local supply chain. Depending on market conditions, it is anticipated Navara's arrival will add 30,000 units to Rosslyn's current annual production volume of 35,000, creating the need for a new, second shift at the plant.

The announcement was made at the Rosslyn plant and attended by the President of the Republic of South Africa Cyril Ramaphosa, Peyman Kargar, Chairman of Nissan's Africa, Middle East and India region (AMI) and Mike Whitfield, Managing Director for the Nissan Group of Africa.

President Ramaphosa said the decision to produce the Navara in South Africa was further proof of the increasing contribution of the automotive industry to the country.

"Automotive is already the largest part of South Africa's manufacturing sector, contributing around 7% GDP annually and accounting for a third of manufacturing output," he said.

"Africa is an essential part of Nissan's M.O.V.E. to 2022 midterm plan in which we aim to double our presence across the Africa, Middle East and India region," said Kargar. "We already have a strong industrial footprint in Africa including plants in Egypt, Nigeria, South Africa and a planned facility in Algeria."

The investment in Navara production will result in further modernisation of the Rosslyn plant, including a new, flexible production line and additional facilities, as well as training and upskilling of staff.


Working with the Automotive Industry Development Centre (AIDC), a local government agency that promotes small businesses in the supply chain and skills development, Nissan has identified 15 black-owned companies that it will support in step with its preparations for the new Navara. It plans to partner with these businesses as it ramps up production and increases its spending on local content.

To date, Nissan and the AIDC have incubated eight new component manufacturers and related companies from its Broad Based Black Economic Empowerment start up programme.

In total Nissan has 318 B-BBEE suppliers which make up 34% of the total number of suppliers in South Africa.

"The new Navara is the perfect model for South Africa and our workforce is ready to build it, supported crucially by the government's Automotive Production and Development Programme (APDP)," said Whitfield. "Vehicles already account for around 14% of total exports from South Africa.

"Navara production will allow us to expand Rosslyn's role as an export hub for Light Commercial Vehicles and contribute further to the local automotive sector, fully in line with the goals in the next phase of the APDP."

Navara has won multiple awards across the world since its launch, including the 2016 International Pickup of the Year. 




# Have your say at the Wage Mandating Roadshows

**Members were informed of eminent wage negotiations scheduled for 2019 in the Driver's Seat article in the February 2019 edition of the *Automobil***

In particular, members were urged to participate in the wage negotiations mandate roadshows in order to ventilate their needs, aspirations and business requirements insofar as it concerns the terms and conditions of their employees.

The mandating roadshows have commenced and the ones held in East London and Port Elizabeth were exceptionally well attended. The roadshow schedule aims to take these events to all the major centres, as well as some of the smaller towns in the country, given that the views of members are incredibly important in the shaping of the RMI's mandate during negotiations.

The outcomes of wage negotiations should not prejudice the viability and sustainability of any member business and consequently, members should share their views on affordability and labour flexibility when attending these roadshows. 

The forthcoming roadshows are scheduled as per the table below:

Venue	Date	Time	Venue	Date	Time
Durban	06 May 2019	10:00	Pretoria	14 May 2019	10:00
Bloemfontein	07 May 2019	10:00	Worcester	14 May 2019	10:00
Kimberley	09 May 2019	10:00	Richards Bay	15 May 2019	10:00
Cape Town	10 May 2019	10:00	Port Shepstone	16 May 2019	10:00
Randburg	13 May 2019	10:00	Potchefstroom	16 May 2019	12:00
Riversonderend	13 May 2019	13:00	Witbank	17 May 2019	10:00
			Polokwane	20 May 2019	12:00

Once the roadshows have been completed and a mandate for the RMI compiled, negotiations will commence in all earnest and as per the table below:

Dates	Activities
08 April 2019	Invitation for Non-Parties to submit input
25 April 2019	Closing Date: Non-Parties to submit input
26 April 2019	Distribution of Non-Party input to Parties
27 April 2019	Closing date for Parties to submit needs and demands
29 April - 17 May 2019	Parties mandating process
22 - 23 May 2019	First Round of Negotiations
05 - 06 June 2019	Second Round of Negotiations
To be confirmed	3rd Round of Negotiations
28 June 2019	Signing of Agreement
To be confirmed	Anticipated publication of New Main Agreement and Wage Schedule

**Any member who is unable to attend the roadshows, may submit a written mandate to [Jan.Schoeman@rmi.org.za](mailto:Jan.Schoeman@rmi.org.za).**

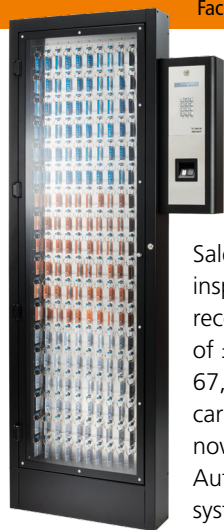
# Traka Automotive in action at Jardine Motors Group

traka  
ASSA ABLOY

One of the UK's largest dealer groups uses Traka key management to eliminate lost key events and increase stock transparency across multiple networked sites



Alex Scott – UK Sales Manager Traka Automotive and Roger Dawkins Group Safety, Security & Facility Manager, Jardine Motors Group



Jardine Motors Group is one of the largest car dealership groups operating in the UK. It has over 3,600 staff employed across more than 70

Sales, servicing and pre-delivery inspection (PDI) centres. It recorded 2017/2018 annual sales of £2.1bn (R38.34bn) from over 67,000 new and approved used car sales in 2018. Jardine Motors now has 52 sites using the Traka Automotive key management system.

We decided to spend a day with Jardine's earlier this year to take a look at how the group is using our key management system across four networked sites in Milton Keynes in the UK: a BMW Mini Sales & Service Centre; an Audi Sales & Service Centre; and Skoda and Volkswagen Sales, Service Centre and Valet facility. These three sites are served by a 430-car capacity PDI centre located nearly 10 miles (16km) away from the dealerships themselves.

Across all four large sites there are a total of 12 Traka Automotive key cabinets and slots for some 2,580 iFobs, each holding up to three sets of a car's keys. Biometric finger print recognition provides highly secure access to all cabinets for the 368 authorised staff employed across all four sites. Over 200 networked laptop and desktop PCs currently have access to the Traka Automotive software for viewing key records and movements and locating which cabinet any set of keys they need is located across any of the four sites.

## Car and car key losses stopped

"The Traka Automotive software's Management Information and Reporting facility enables me to very quickly find out which sets of car keys are not safely secured in a Traka cabinet at the end of each working day," says Roger Dawkins, Group Safety, Security & Facility Manager, Jardine Motors Group. "There is no doubt that having full visibility over every set of keys makes all staff think twice about leaving keys in their desk draw, pocket or driving one of our more luxurious models out for the night.

"If you look back to the time before the installation of Traka Automotive's latest software, there was some abuse of stock by some staff and contractors. We were exposed to the risk that cars would simply disappear between a process like valeting and coming back onto the dealership for display or customer pick-up. Now all of that has stopped. We've had no incidents of car theft or lost keys since the system was fully networked."

## In summary

Jardine Motors Group is now using the Traka networked key management system in three-quarters of its sales, service centre and PDI centres to unlock the following verifiable benefits:

1. Eliminating lost key events which the dealership had to pay for which cost upwards of R3,000 each time.
2. Helping improve used car stock turn.
3. Speeding up vehicle movements between four networked sites in Milton Keynes.
4. Providing valuable management information to senior managers and sales team to aid stock management and control – providing a great deal more stock reporting and transparency.
5. Increasing sense of accountability and ownership (of key whereabouts) amongst authorised staff.
6. Improving customer experience & CSI scores – particularly associated with rapid reporting to customers of their car's whereabouts and delivering it back to them in a timely manner.

Roger Dawkins summed up at the end of our afternoon with him:

"The Traka Automotive key management system is perfect for Jardine Motors Group. It's a top-notch system which fits exactly with our brand values and desire to deliver a first-class experience to all our customers, every time they come into one of our showrooms or service centres. Traka is simply the best partner to help us deliver on this key brand promise."

Traka Automotive is now operating in South Africa and can be reached by phone on 011 761 5025 or via email to [Nicholas.Richardson@Traka.com](mailto:Nicholas.Richardson@Traka.com) / [www.traka-automotive.com](http://www.traka-automotive.com)

# MotulEvo launches in South Africa

**Automatic cars have always been a popular option in South Africa, with an estimated 10.2 million such vehicles on the country's roads in 2016**

One major drawback of choosing an automatic over a car with manual transmission has been the lack of service centres equipped to change automatic transmission fluid (ATF).

That is set to change, however, with the launch of Motul's MotulEvo automatic gearbox maintenance system. Successfully pioneered in 13 European countries, the MotulEvo system is set to transform the experience of driving and servicing automatic vehicles nationwide. ATF demand in South Africa is projected to almost double by 2025 (from 2016 levels), so this is a timely entry into the market.

MotulEvo is not just one product, but a complete package of products and services that combine to give trained retailer or workshop staff the capacity to flush, analyse and change automatic transmission fluid.

"We are excited to be able to bring the MotulEvo system to South Africa," said Mercia Jansen, Motul Area Manager for Southern and Eastern Africa. "It will provide garages and workshops with the tools they need to enhance their customer service offering and grow their business. The arrival of MotulEvo underlines our commitment to both the industry and vehicle owners as a supplier of quality oil and lubricant solutions."

The MotulEvo system has three key components: the MotulEvo flush

machine; a dedicated proprietary website; and the provision of training for retailer and workshop personnel.

The flush machine comes complete with all the fittings required to work on the majority of automatic transmission vehicles. The latest version is equipped with new oil analysis software and a database of ATF requirements and specifications for over 500 vehicles.

Easily accessible through smart devices, the MotulEvo website is fully customisable and offers locally relevant information (thanks to geo-location technology) regarding maintenance protocols, oil and oil filters, gearboxes and identification plates.

Perhaps the most powerful aspect of this new system is the training component. Available at three different levels, MotulEvo Basic – the focused training concentrates on the technical and commercial aspects of the system; MotulEvo Essential – practical tips and best practice for using the flush machine; and MotulEvo Expert – theoretical and hands-on automatic transmission training.

With training tailored to the differing needs of retailer and workshop staff, MotulEvo is designed to counteract some of the more concerning trends being observed among automatic vehicle owners.

Because of the previous lack of opportunities for ATF changing,

vehicle owners have tended to go for longer between gearbox services and extended use of lubricants. Even with quality lubricants, not following the manufacturer's advice regarding maintenance and care of drive systems can result in high levels of ATF contaminants.

This in turn can lead to anything from minor issues (such as jerking, delayed shifting or implausible gear shifting processes) to the need to replace the entire transmission, which can be a very costly procedure.

The advent of MotulEvo in South Africa is an important step towards better and more frequent automatic transmission services, an enhanced driving experience for owners, and new revenue-generating opportunities for retailers and workshops.

For more information about the MotulEvo automatic gearbox maintenance system, please visit: <https://za.motulevo.com/en/>





# Genuine Parts. Genuine Savings



John Segaar, Customer Service Division National Sales and Marketing Manager for Ford Motor Company of Southern Africa

## Ford expands Trade Club operations with more parts and better prices

Engineered and tested to exacting specifications, Ford Original Equipment (OE) parts meet all legislation relating to safety and environmental standards, offer great value for money and guarantee a perfect first-time fit.

Using Ford OE parts ensures that the parts you order are brand new manufacturer-approved replacements that are covered by our comprehensive Parts & Accessories Warranty to provide reassurance and help to protect customer safety.

In an age where vehicles are becoming increasingly high-tech, customer expectations for reliability and performance have never been greater. Ford Genuine Parts offer the ultimate reassurance and help maintain the high standards expected even if the vehicles leave the Ford dealer network.

The list of parts available on Trade Club includes regular service items such as filters and spark plugs, along with brakes; cooling and air-conditioning components; electrical and lighting; steering and suspension; clutches, turbochargers and exhausts; as well as sensors and control valves. The full range of approved Motorcraft oils, lubricants and antifreeze products are also available.

This year, Ford Trade Club will also introduce Omnicraft parts. Omnicraft is Ford's newest parts brand, specifically designed and engineered to fit a wide range of non-Ford makes and models. Omnicraft gives you the capability to service a wider range of car

brands with high-quality parts, at a competitive price.

As we grow, the Omnicraft range will include more parts to satisfy your customers' needs. All Omnicraft parts are high quality and engineered to fit a wide range of makes and models, which can help enhance overall customer satisfaction and expand your business.

"Ford dealers and independent outlets both have an important role to play in keeping Ford drivers happy. However, until now, we have not had a uniform program that can serve the independents, and that's what the new Ford Trade Club aims to do," says John Segaar, Customer Service Division National Sales and Marketing Manager for Ford Motor Company of Southern Africa.

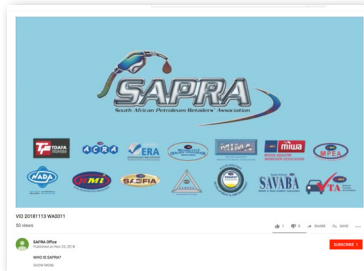
Ford's extensive research has shown that, given a choice, the independents would prefer to fit genuine Ford parts because they know the quality and efficiency of a first-time fit. Segaar adds that Customers also feel reassured as the parts were designed and tested by Ford for their vehicle, and are backed by a comprehensive warranty."

"Over 1700 independent outlets have already enrolled in the Ford Trade Club, and we are developing the program into something that will be seen as a significant turning point in the South African original equipment (OE) aftermarket," Segaar concludes. 

Ford Motor Company of Southern Africa continues to expand its support for independent vehicle service outlets with Ford Trade Club, which supplies Ford Genuine, Ford Motorcraft, and now Omnicraft parts to members for servicing and maintaining various Ford models.

Ford Trade Club membership is open to qualifying South African service and repair outlets, bodyshops and fleet workshops, allowing members access to thousands of popular Ford Genuine, Motorcraft and Omnicraft parts through Ford dealers at special Trade Club prices. Ford Trade Club members also have access to an exclusive website where they can view parts and prices, obtain technical product information and order online.

# South African Petroleum Retailers' Association



Vishal Premalal – SAPRA Director

**While discussions with the Department of Energy are still underway, the Amended DTI Generic B-BBEE Codes are to be used**

The South African Petroleum Retailers' Association (SAPRA) is an association under the RMI umbrella, representing over 750 retailers nationally. SAPRA represents the interests of all petroleum retailers in South Africa, with the aim to improve growth and profitability of the retailer in a sustainable manner. For a quick overview on SAPRA click on the video link on the website landing page [www.sapra.co.za](http://www.sapra.co.za) or directly on <https://www.youtube.com/watch?v=X4hrZVNiTe0>

## State of the fuel retailing industry in South Africa

9 Observations made by SAPRA

**1. 93 Octane Price** In September 2018, the DoE embarked on initial discussions with industry to place a price cap on 93 octane fuel. Discussions are in place to analyse the full impact of this in the first quarter of 2019. SAPRA is concerned that the far-reaching impact of the proposal has not been explored to the full extent. We envisage that a proposal of this magnitude, coupled with current market conditions including low demand, margin under-recovery and continuing rising costs, could result in significant job losses. This amidst our

honourable President's recent Jobs Summit conference, wherein a special plea was made for all sectors to collaborate and bring about meaningful contribution to job creation.

**2. De-Regulated Diesel** Diesel being de-regulated causes market forces to play out, consequently distorting fair competition. Dominance is administered by bulk or large retailers, placing significant pressure on the smaller retailer. Examples of such pressures include discounting diesel as a consumer drawcard to leverage advantage over small retail sites.

**3. B-BBEE** The looming Petroleum Liquid Fuel Charter that is due for implementation in 2019 has created a level of uncertainty amongst retailers. This may impact business sustainability and consequent job security.

**4. Electric Vehicles** Longer-term reflection on the electric vehicle (EV) and the transformation/disruption this will bring to a traditional fossil fuel retailer is evident in developed economies. There is an African perception that the EV will not become a reality anytime soon. This is a concern that needs proactive monitoring if we are to remain relevant. In order for South Africa to remain globally competitive, there is a need for earlier adoption of these changes. If not external and emerging forces may take dominance in this space, forcing existing business to not ordinarily adapt to the change. Possibilities include automation, AI, robotics and self-help services which may become a reality sooner than anticipated. There are no immediate job absorption considerations or guarantees for employees in the traditional retailer operation.

**5. Evolution In Mobility** With the culture of car ownership changing to mobility, there are concerns that the carpark for traditional consumer-owned vehicles will shrink in the short to medium term.



**6. Loyalty Programmes** The advent of loyalty programmes in fuel retailing is a game changing disruptor when it comes to consumer spend. Loyalty programmes are not regulated and new entrants are evolving all the time. The impact a new loyalty programme has on an existing fuel retailer/s is significant; evidence shows that up to 30% of margins may be affected, thereby skewing the perceived level playing field.

**7. Politics** Macro-economic factors like the Rand/Dollar and the price of Brent Crude, compounded by local political mayhem and corruption has had a significant impact on the price of fuel, as evidenced of late, forcing already cash-strapped consumers further into a downward cycle. The longer term effect of this may impact retail fuel sales and retailer sustainability.



**8. Trends** A new trend observed recently amongst employees is the growing despondent work attitude, refusing to accept responsibility, and consequently challenging management. When reprimanded, these staff continue to transgress until they are dismissed. They do this deliberately to gain access to their pension/provident funds on termination. Without exception, within six to eight months, these employees are back to apply for work again, sometimes to the same employer. This practice has a long-term impact on staff social welfare. It is clear that staff are under significant financial pressure and are willing to compromise long-term life savings for short- to medium-term debt relief. This pattern is not unique to fuel retailing only. This continued practice will place more pressure on government grants in the medium- to long-term. Unintended consequences for the retailer include loss of uniforms, training and related expenses that cannot be ordinarily recovered.

**9. RAS** The Regulatory Accounting System is administered and interpreted differently by oil companies, creating disparity amongst competing retailers.



# Petroleum Liquid Fuel Charter alignment to B-BBEE

## What you need to know for now

In South Africa's Economic Transformation Strategy of the BEE Commission, it states:

"Economic growth, development and BEE are complementary and related processes. Government's approach is that BEE must be an inclusive process and not an exclusive process. No economy can grow by excluding any part of its people and an economy that is not growing cannot integrate all of its citizens in a meaningful way. As such this strategy stresses a BEE process that is associated with growth, development and enterprise development, and not merely the redistribution of existing wealth."

The South African Petroleum Retailers' Association (SAPRA) embarked on a long and tedious journey, with many affected stakeholders, to develop a Petroleum Liquid Fuel Charter (PLFC) that would bring about transformation to the existing fuel sector and is aligned to government's objectives on Broad-Based Black Economic Empowerment. In the last 18 months alone the accelerated number of full-day meetings grew to over 50. Stakeholders from upstream and downstream were engaged to provide input. The diversity that exists inter-stakeholder, coupled with the many nuances that exist in some sectors, like regulated margins, volumes and thresholds, made the task quite daunting. That said, the members of the task team relentlessly continued to accelerate forward with the ultimate objective being to develop a code for implementation in the first quarter of 2019.

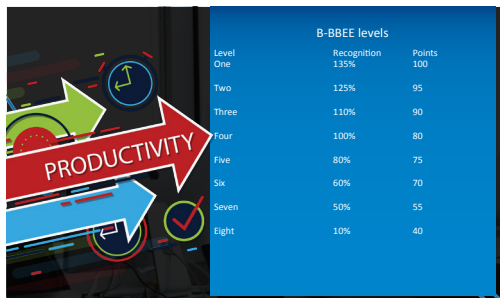



SAPRA is committed to assisting industry to achieve meaningful transformation that is fair and reasonable, practical, implementable and sustainable. SAPRA is committed to the NDP for South Africa and believes that many of the ambitious targets set in the NDP may be achieved through meaningful transformation.

SAPRA engaged the services of a B-BBEE specialist, Wayne Harrison, to ensure that an equitable SAPRA position is developed and deliberated on. Harrison got involved at Special Task Team level, whilst SAPRA Vice Chair Sello Manomela and SAPRA Director Vishal Premllal were involved at Charter Council level. Through the journey, SAPRA's National Executive Committee engaged with industry stakeholders, members and subject matter experts to solidify a

SAPRA mandated position. After many deliberations a final SAPRA position was drafted and deliberated on at the PLFC. Regrettably, not all items in the SAPRA submission were adopted for the draft code, despite submissions having had sound empirical data to validate the submission.

Nevertheless, SAPRA continued to give full co-operation to the Charter Council. We hammered on and are now at the final draft stages. On completion the document will be handed over to the Minister for final sign off. Thereafter a gazetting process will follow where all and sundry are able to submit comment. We understand that in these exercises all comment received gets reviewed and feedback will normally occur via scheduled regional feedback roadshows.



At the depth of the PLFC movement, progress was intervened with a letter received from the DoE on 9 April 2019. The DOE gave the PLFC clarity on the letter sent out to stakeholders, that B-BBEE will be enforced from DOE side for the issuing and renewal of licenses. All license holders need to comply with the B-BBEE act, which at this stage will imply that license holders need to comply with the Amended DTI Generic B-BBEE Codes. We understand that this development has created confusion and will keep retailers updated as more information becomes available. 

**Contact SAPRA on 011 886-6300, visit [www.sapra.co.za](http://www.sapra.co.za) or join the SAPRA LinkedIn page <https://www.linkedin.com/in/sapra-office-3a3751174/>**

#### Profile of a service station in SA

- 1) Highly regulated business
- 2) Governed by more than 30 Acts
- 3) Open 24 hours per day, 7 days a week and 365 days per year
- 4) High turnover with an average gross margin of 9% to 13% and net profit before tax of 0,8% to 2%
- 5) Very high risk environment because of the large amounts of cash on site
- 6) Exposed to armed robberies, client theft, employee theft, fraud, etc.
- 7) High turnover of employee as result of long working hours and working conditions
- 8) Health and safety compliance criteria



## Forecourt sales

The smallest sub-sector of the retail motor industry as measured by Statistics SA is also the only part that showed some improvement on a year ago albeit only in nominal terms for December 2018.

Convenience stores saw a real decline in the last two months of 2018, but this sub-sector only adds 4% to the total motor industry.

Fuel sales, which is the largest sub-sector by sales of the retail motor industry making up 30%, have also not seen growth since October 2018. Twenty-nine out of the last 48 months has seen actual declines in retail fuel sales after removing the impact of fuel price changes.


Fuel sales remain under pressure and SA is still selling 22 billion litres a year of diesel and petrol, as it has been doing since 2015 according to SARS fuel tax data. This includes sales to trucking firms, farmers, Transnet and local governments,

which is therefore not all retail fuel sales.

It is clearly the consumer who reacts to a difficult time in the SA economy by driving less. This may be via lift clubs, and it may also involve motorists not going on holiday as much as before.

Retail fuel sales reached a peak in early 2015 and since then have been on a very flat trend. With new technology and a weaker consumer, we do not expect any increase in retail fuel sales for the next year or two.

Fuel price for the inland region prices are again on the way up and will not help volume growth in any major way. We do suspect that some relief – but small – will come toward the year end.

There is a concern that fuel price increases will again bring the economy close to a standstill as higher fuel prices are not what the economy needs right now. It is also not what consumers can afford. 

Source: Economist.co.za





# Bosch parts made in South Africa

**Bosch opens a factory in Brits, where its international designs are produced for South African original equipment manufacturers**

The Bosch Brits facility occupies 77,915m<sup>2</sup>, consists of two manufacturing plants and a training facility, and holds the ISO 14001:2015 and IATF 16949:2016 quality standards. The electro mechanical plant manufactures starters, alternators, wiper motor systems, body electronics and brake callipers. The electronics plant produces electronic units for both automotive and non-automotive units.

In applying best practice of lean manufacturing principles, the facility layout minimises waste of materials and operator movements. Highly motivated and multi-skilled Bosch Production System (BPS) operators ensure high levels of productivity and customer demands dictate the movement resources around the manufacturing lines. Machine cell layouts have been designed to lend themselves to a high


level of flexibility which allows for a high level of complexity and fluctuation in volume and variation in derivatives.

The electronics facility boasts some impressive international standards in technology with Surface Mount Technology placing up to 20 components per second onto a PC board, with an accuracy of 40 microns. Automatic Optical Inspection is used for solder paste application inspection as well as electronic component placement accuracy inspection. For corrosion protection of components, accurate conformal coating spray technology is used and finally, x-ray technology for the inspection of non-visible or hidden details.

Continuous improvement is the ethos applied through all aspects of manufacturing. This includes a constant drive to further improve the skills level of

each employee within the organisation, and extends to operational efficiency including machine availability and maintenance.

Within the facility, the Training Centre has been established as an enterprise development project whereby all learners on the various Bosch programmes undergo vocational training within the facility. In addition, Bosch staff enjoy the opportunity to upskill their knowledge at the facility.

Bosch's footprint and knowledge of the African market has made it a preferred partner to well-establish automotive brands that want to gain access to the growing African consumer base. 



# BOSCH





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### What is a learnership?

A learnership is a structured learning process for gaining theoretical knowledge through an accredited training provider and practical skills in the workplace, leading to a qualification registered on the NQF. A learnership is outcomes-based and not time-based and allows for recognition of prior learning. Learnership duration varies but the average is about 12 months.

### Who is eligible to enter a learnership programme?

Any person, employed or unemployed, may apply to register for a learnership:

- If you are employed, you may register for a learnership programme within the sector where your company or organisation operates; or
- If you are unemployed, you may register for placement in a learnership programme at your local labour centre or with employers in your area.

The Department of Labour refers unemployed individuals, who meet the minimum criteria, to employers looking for learners.

### How does one apply for a learnership programme?

- If you are employed, find out which learnerships are available in the sector in which you work. Upon deciding which learnership programme is appropriate, you will need to enter into an agreement with your employer stating your rights and responsibilities as a learner; or
- If you are unemployed, you must register your profile at the nearest Department of Labour office, after which you may be referred to employers who may be looking for learners to enter learnership programmes.

### What is an apprenticeship?

The apprenticeship system is a well-known technical training system, which covers both practical and theoretical components offered in listed trades. Once you have completed your training, you will need to pass a trade test to qualify as an artisan.

### Who is eligible for an apprenticeship programme?

Any South African citizen, 16 years or older. There are different admission requirements for the various trades. Competence in Maths, Science and English will enhance your chances of selection.

### How does one apply to enter an apprenticeship programme?

- If you are unemployed, you may apply to a company that is offering an apprenticeship programme; or
- If you are employed, consult with your employer as to the requirements and correct procedures to be followed to enter an apprenticeship programme.



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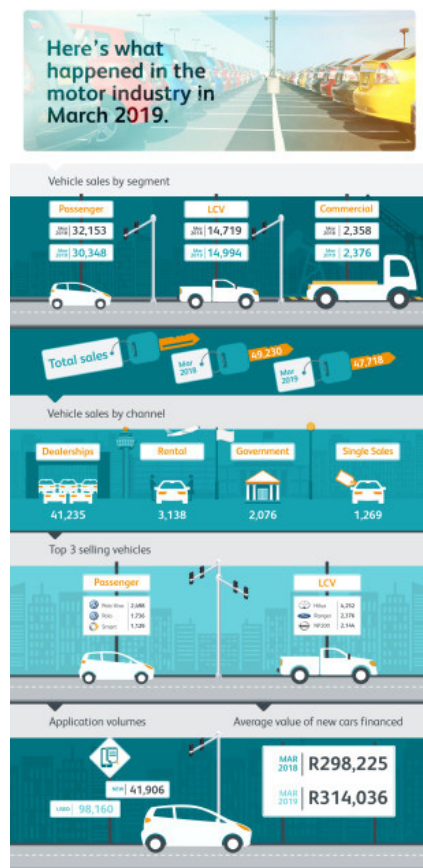
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# LEADERS IN CLOSING THE SKILLS GAP



# Pressure builds in compressed market

**New vehicle sales continued their consistent downward slide as the first quarter drew to a close**



WesBank is a member of FirstRand Bank Ltd. All Authorised Financial Institutions are Registered Credit Providers (NCRCPs).

**WesBank**

While March 2018 sales were relatively robust, March 2019 industry sales ended on 47,718 units, 3.1% down year-on-year according to the National Automobile Association of South Africa (NAAMSA).

The weakening Rand and overall shadow of possible ratings agency downgrades didn't help March new vehicle sales as consumer and business confidence continued to come under pressure.

"Household budgets also continue to take strain as a result, directly



Ghana Msibi, WesBank Executive Head of Motor Division

impacting demand for new vehicles as motorists to hold onto their vehicles for longer," says Ghana Msibi, WesBank Executive Head of Motor.

Additional fuel price increases in April contributed to this burden, as will the continued impact and threat of load shedding.

"At least interest rates remained unchanged, providing some relief for consumers," says Msibi. "WesBank data shows a slowly shifting trend away from fixed rate deals – good finance practice in a low-interest rate environment – towards linked deals. With interest rates unlikely to decline in the short term, the opportunity to fix rates in your finance contract remains."

Passenger car sales once again took a bigger knock, declining 5.6% to 30,348 vehicles sold. Consumer demand across the board was down once again as evidenced by sales through the dealer


channel (down 8.7% in for passenger cars and LCVs down 3%) and an on-going shift from new to used. Government sales more than doubled year-on-year in the passenger (114.2%) and LCV (111.6%) segments, helping to off-set the market decline slightly.

Commercial vehicles came to the rescue in the positivity stakes. Light Commercial Vehicle (LCV) sales – which had shown a glimmer of hope during February – continued to buoy the market with sales

up 1.9% to 14,994 units. Medium and Heavy Commercial Vehicles also showed growth of 6.2% and 5.3% respectively, albeit in small volumes of 775 and 474 units. Extra Heavies and Buses declined 3.6% and 12.9% respectively.

Considering the overall performance of the first quarter, total market sales contracted 4.8% compared to the first quarter of 2018. Passenger cars contributed 8.7% to that decline, while LCVs countered with 3.1% growth.

Msibi remains optimistic for the market's performance in the second half.

"While sobering, the market picture is not all doom and gloom, nor unexpected. We forecast first-half sales to be slow with a better-performing second half," he said. "The market will remain under pressure during April, which will be impacted by public holidays and resultant fewer selling days, as well as a wait-and-see mentality heading up to elections in May." 

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# Compressors

## and the laws surrounding them

**Nearly every workshop has a compressor of some description. These range from the reciprocating piston to Screw, as well as Vane Types, all of which are fundamentally different but all achieve the same end result, just at different rates and pressures**

**B**efore we go into any further discussion, it is important to note that the following rule is to be applied in terms of the regulation of Pressure Equipment.

- *A vessel under pressure applies to units in service from 1992 to July 2009*
- *Pressure Equipment Regulations applies to units post-July 2009*

In the retail automotive aftermarket, the pressures range from about 50,000 to 120,000 Pascal. Now, you may be wondering why the reference to pressure is in Pascal and not in kPa or Bar. The reason is that the pressure equipment regulations require all pressure measurements to be reflected in Pascal only. Herein lies a key to part of the compliance requirements for compressor receivers.

The SANS 347 standard set out that in a system where the pressure range exceeds the 50,000 Pascal level, all the receivers (vessels) become regulated systems. These regulations are set out in various levels for compliance. Firstly, which type of gas or liquid is being pressurized and is it dangerous or non-dangerous? Secondly, what are the pressure levels that are used in a calculation along with the receiver (vessel) size?

There are five categories of a system that apply to all pressurised systems. Number 5 is unregulated sizes which fall under the Sound Engineering Practice SEP (not regulated but conforms to best practice design). Thereafter the categories 1, 2, 3 and 4 apply according to these limits:

- < 5,000 SEP
- > 5,000 Cat. 1
- > 20,000 Cat. 2
- > 100,000 Cat. 3
- > 300,000 Cat. 4

The easiest way to determine where your system falls in terms of categories is to ask yourself these three questions:

1. What gas are you compressing (air or any other gas.)?
2. What size is the receiver (vessel)?
3. What pressure are is the system set to?

We can explore this as such

- Gas – air
- Receiver size – 300L
- Operating pressure – 8.0 Bar

In terms of the Pressure Equipment Regulations, the values are now reflected as:

- Receiver size – 0.3m<sup>3</sup>
- Operating pressure – 80,000 Pascal

Now take the receiver size and the operating pressure and multiply the two together.

RS x OP

0.3m<sup>3</sup> x 80000 Pascal = 24,000

Therefore this setup will, when applied to the non-dangerous gas schedule, be a category 2 system.

Sections of the Pressure Equipment Regulations

1. Definitions
2. Scope of application
3. General requirements
4. Duties of manufacturers
5. Duties of importers and suppliers
6. Duties of users
7. Approval and duties of approved inspection authority
8. Registration of a steam generator
9. Pressure equipment marking
10. Pressure and safety accessories
11. Inspection and test
12. Risk-based inspection
13. Repairs and modifications
14. Records
15. Access
16. Door interlocks
17. Gas reticulation equipment and systems
18. Transportable gas containers
19. Fire extinguishers
20. Offences and penalties
21. Repeal of regulations and annexures
22. Short title

The reason for the changes in the units of measurement in terms of volume and pressure being so important is the data plate. This is the same as a licence document for a vehicle. The data plate displays the following all of which is directly related to the safety of the operation of the receiver (vessel) and is verified every three years.

- Manufacturers name
- Country of origin
- Year of manufacture
- Manufacturer's serial number
- Reference number, date and edition of the Health and Safety Standard
- Design pressure in units of Pascal
- Design temperature for both minimum and maximum degrees Celsius
- Capacity in cubic metres (m<sup>3</sup>)
- Unique mark of an approved inspection authority as applicable
- The Hazard category in accordance with the requirements of SANS 347


Where the data plate is not present and fixed permanently to the receiver (vessel), the testing facility is obliged by law to insist on the data plate being made available, either from the original source or through the recertification of the receiver (vessel) by an AIAM (Approved Inspection Authority Manufacturing), which can be a very expensive option to pursue.

It is important to note at this stage, that there are a number of people who are responsible for the management of a receiver (vessel).

1. **Owner**
2. **Operator**
3. **Competent Person** – the person who has been found competent to service the compressed gas/liquid system. This person may also perform the pressure test on a receiver (vessel) provided that all the necessary information is

available on the data plate which is fixed to the unit.

4. **AIAS** (Approved Inspection Authority Service) – is the entity that determines the receiver (vessel) meets the ongoing specifications of the standards whilst in service and that all relevant documentation is current and complete.
5. **AIAM** (Approved Inspection Authority Manufacturing) – the entity that will verify the manufacturing processes and relevant standards have been applied during the manufacture of the receiver (vessel) and has tested the unit to ensure it complies with the specifications. This same entity certifies the unit fit for service.

It is the responsibility of the supplier of the receiver (vessel) to provide the correct data plate fixed to the unit upon delivery. This falls under section 4 of the PER "Duties of Manufacturers" or section 5 "Duties of Importers and Suppliers". 

This is the first in a series of articles on the subject of compressed air. The next instalment will deal with the piping/plumbing in use in the workshop environment.

As a Caveat to the message in this article, any RMI member may make use of the free service to verify the data plate affixed to the compressor in service in the workshop. In order to make use of this service, a good quality photograph of the data plate must be sent via email to *Hedley.judd@rmi.org.za*. The data plate will be assessed and feedback provided directly for any corrections that may be required in order to conform to the Pressure Equipment Regulations.



Typical mounted vane compressor



Single piston reciprocating piston compressor



example of a compressor which would not necessarily pass a test



Large volume reciprocating piston compressor





# Using telematics to save on fuel

**In the latest budget speech, as expected, it was announced fuel levies were to be increased**

Once these levies were added to the normal petrol price hike, motorists had to fork out an additional R1.34c/L of petrol and 81c/L of diesel. A carbon tax will also be added to the fuel prices in June. Drivers filling a 50L tank will be paying up to R280 just on taxes each time they fill up

Consequently, as the fuel price continues to increase at an alarming rate, companies need to do whatever they can to reduce their fuel usage. The managing director of Legratron Electronics, Itumeleng Matshego, says companies can use telematics to reduce their fuel consumption by up to 15%. "One of the best ways to reduce fuel consumption is to improve driver behaviour. Some of the biggest causes of fuel consumption are harsh braking or acceleration, speeding, driving at RPMs over 3000 and excessive idling.


"Consequently, vehicle telematics can be one of the most important tools in reducing fuel usage. It can provide fleet managers with driver performance data essential for rectifying driver behaviour that is costly both in fuel usage and potential collisions," explains Matshego.

These are three main ways that telematics can help you reduce fuel expenditure:

- Improve economical driving: telematics can be used to identify uneconomical driving and determine how best to improve these problem areas. Fleet managers can use telematics to decide if rectifying the problem requires minor corrections or more extensive measures such as training.
- Better route planning: fleet managers can use telematics to determine the precise location of each vehicle in their fleet to improve routing and dispatching. You can eliminate

unnecessary trips. It can also be used to help drivers avoid traffic jams. For companies that may suddenly need to send a driver to a customer, telematics can be used to determine which driver can most easily and quickly be diverted.

- Reduce unauthorised usage: telematics can be used to keep an eye on drivers that use company vehicles and fuel for personal reasons. It can also be used to reduce drivers wasting time resources by taking unnecessarily long routes.

As rising expenses continue to place pressure on business, fleet managers need to save wherever possible. "As fuel expenditure is one of biggest expenses for fleets, this should be an area of priority. Telematics can be one of the most powerful tools to help reduce these expenses," says Matshego. 

# MIDAS is still SA's 'go-to' automotive accessories store

**It wasn't that long ago, comparatively speaking, that a motorist looking for vehicle parts would brace himself for a journey into one of the rougher parts of town, look for a small, dusty storefront and then negotiate prices with a person surrounded by hundreds of boxes, sitting behind a counter that had seen better days**



In 1983, 35 years ago, things changed. It was the year that the 'auto-supermarket' hit local shopping venues and shopping for spares and accessories revolutionised automotive shopping for the better. Along came the Midas chevron – the bright orange and black stripes and the bold identity, which pointed the way to gleaming premises, professional salespeople, the counter and a whole lot more choice, with accessories beckoning the car enthusiast everywhere.

It was a store that had that undefinable 'new car smell'. It wasn't long before stores had opened across the country. The world had changed for local car DIY enthusiasts and people from the automotive trade looking for a steady source of reasonably-priced parts.

"The vision was to provide customers with well-stocked stores where merchandise could be touched and examined before being purchased. A decision was made to introduce this concept into the automotive parts and accessories segment of the market, reinforcing it with a name synonymous with saving money, and a unique home-grown, game changing store was born," says Shannon Drake, National Franchise Manager at Midas. "The business model was ideal from two points of view. It enabled the group to establish an outlet for automotive

wholesalers and opened up a retail concept that could be franchised and create its presence across the country."

Today, Midas is entrenched in South Africa and SADC countries. With as many as 300 stores in urban and rural areas, the Midas name is familiar in Namibia, Botswana, Swaziland, Lesotho, Mozambique and Zimbabwe which together account for 30 stores outside of South Africa.


The accent on the business is the provision of quality 'hard' parts that are required to keep a vehicle running sweetly and carry a manufacturer's warranty, as well as a wide range of accessories for the enthusiast who wants to add light bars, car seat covers and even USB outlets that can operated through a car's cigarette lighter.

"Midas today is about one-stop shopping for the motorist in an attractive, airy store which is run by motoring enthusiasts. We are proud of the fact that one of our major differentiating factors is the practical advice that comes with a Midas purchase. This has helped expand our customer base from people who are totally car-focused to everyday customers looking for vehicle add-ons," says Drake.

Of the 300 Midas stores, 30 are company-owned and managed, and the remaining 270 are owned and operated by single-store and multi-store franchisees.

The growth of the Midas franchise has made it the 'go-to' store for all things automotive.

The market for accessories has grown and the demand for parts has continued its popularity with more customers taking over basic servicing of their own vehicles as a way of escaping the rising cost of car maintenance when cars get older or emerge from maintenance contracts.

"We look forward to growing our brand and another 35 years as South Africa's most-loved automotive stores," says Drake. 





# Ford begins exports to Europe

**Ford Motor Company of Southern Africa (FMCSA) is expanding its vehicle export operations by adopting a multi-port strategy with the first shipment of 1,000 locally-assembled Ford Rangers from Port Elizabeth to markets in Europe**



Currently, all of Ford's incoming and outbound vehicles are processed through Durban Harbour's Roll On Roll Off (RORO) Terminal, which is the country's primary import and export hub for most original equipment manufacturers (OEMs), importers and distributors.

"We are experiencing unprecedented demand for the Ford Ranger around the world, and have invested over R3 billion in the recent expansion of our production capacity in our South African operations to fulfil these orders," said Ockert Berry, Vice-President Operations, Ford Middle East and Africa.

"Together with Transnet, we evaluated how a multi-port strategy could benefit both parties by improving the use of current assets, reducing costs, avoiding the ongoing congestion in the Durban terminal and utilising other ports for imports and exports," Berry said.



To facilitate this process, Ford has broadened its outbound logistics portfolio to support the multi-port strategy for Port Elizabeth, and will be shipping vehicles twice per month to various receiving ports in Europe.

The Ford Rangers, which are produced at Ford's Silverton Assembly Plant in Pretoria, are being transported to Port Elizabeth using Transnet Freight Rail infrastructure. Traditionally, Port Elizabeth-based vehicle manufacturers transport units to Gauteng by rail,

and these rail assets return empty. Ford will now be using the return leg to move export vehicles from Silverton to Port Elizabeth for shipping to selected markets around the world.

"This will assist us in making the shipping and delivery from South Africa more cost effective, efficient and faster," said Berry.

Rajesh Dana, Port Manager, Port of Port Elizabeth said: "The Transnet National Ports Authority is extremely excited at the launch vehicle volumes that Ford will be processing through our port. The high number of these launch volumes further provides the Transnet operating divisions the opportunity to ensure that our OEM partners experience world-class facilitation through our port. Of further importance is the role that this operation will play in the long-term strategy of the port becoming an automotive hub."

The Transnet integrated logistics solutions across three of the operating divisions, to accommodate the FMCSA launch exports units, allows for optimisation of strategic infrastructure, moving of cargo from road to rail and improving the efficiency of export logistics.

"Not only will this project result in increased export volumes through the port of Port Elizabeth, but it will also allow for value-added logistic services within the port," Dana said. "This will allow us to showcase our world-class automotive industry port services and allow the port to take a step closer in becoming a premier automotive hub for South Africa." 



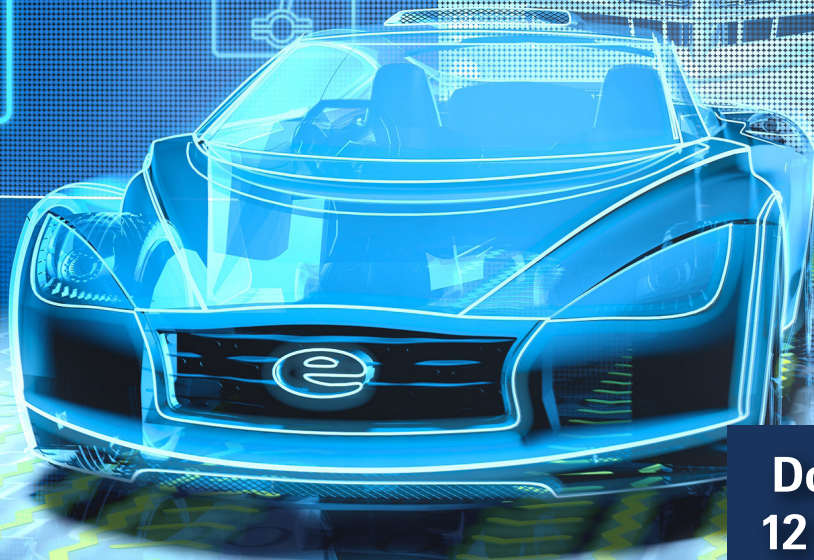
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# Growth opportunities for local suppliers lie in increased localisation

**With another year comes the release of the annual, insightful South African Automotive Supplier Industry Benchmark Report, produced for the National Association of Automotive Component and Allied Manufacturers (NAACAM)**

Based on extensive research and benchmarking activities conducted by specialist consultancy B&M Analysts, the report takes a deep dive into the automotive sector of South Africa, highlighting key benchmark data for local suppliers as well as comparators from both developed and less-developed regions.

The latest report shows assembly growth in the automotive industry, extending beyond our borders to other African countries as well, including Algeria and Morocco. Focusing on South Africa specifically, light vehicle volume has increased by 1.4% in the past year, reaching 582,000 units in 2018, and is projected to hit a total of 642,000 by 2020.

As far as supplier performance goes, South Africa showed some positive results with domestic suppliers increasing their average Rand sales in real terms by 10.7% in the last two years, with a similar growth rate evident in 2017 and 2018 of 5.1% and 5.4% respectively.

We are pleased to see that the local suppliers' growth is far stronger than the comparative production volume growth for the SA OEMs," says Renai Moothilal, NAACAM Executive Director. "It is encouraging to note that the top-performing 25% of local suppliers achieved sales growth of 16.5% or better, in the last year. These

findings suggest that local firms are securing increased diversified local business opportunities at a Tier 1 and Tier 2 level and not solely dependent to OEM volumes."

However, the report also outlines a dip in the number of customer respondents that believe there are opportunities to increase their current buy with SA Tier 1 firms.

"Despite this, opportunities do still exist with local OEMs in the areas of supplying more of current products, supplying additional products in the existing range, and supplying newly developed products," says Moothilal.

From an enhancement and localisation perspective, the report presented a few important points for consideration, encouraging South African-based suppliers to unlock possibilities for growth by further localising their operations.

While some progress has been made in relation to the stock holding of raw materials, the report made it abundantly clear that far more focus is needed on the reduction of this high-cost item for local suppliers as it is still considered the largest waste cost. Suppliers should, therefore, continue to implement Supply Chain Management (SCM) best practices to further reduce raw material stock levels. This focus on reducing

raw materials should go hand-in-hand with an increased and proactive drive to localise and reduce import levels.

The localisation drive must be two-fold – firms should identify value-added opportunities that they can undertake themselves, as well as those that can be utilised by local suppliers. This is crucial in support of achieving a short-term local content target of 42% for the SA-based OEMs by 2023, and taking the industry up to the 60% average targeted by the SA Automotive Masterplan to 2035.

Speaking at the launch of the report, Douglas Comrie, B&M Analysts MD, noted that "whilst the South African Automotive Supplier Benchmark Report 2019 confirms that local suppliers are, in many cases, well positioned to grow through increased localisation and/or exports, levels of investment and skills development spend had to be increased rapidly or component manufacturers would find themselves not well placed to unlock the opportunities that the new policy framework gave them"

The South African Automotive Supplier Industry Benchmark Report is jointly delivered with B&M Analysts as part of NAACAM's effort to keep local component manufacturers and industry stakeholders up to date with relevant sector trends and developments, and make informed decisions in an always changing global automotive manufacturing landscape. 

# AMQ PROGRAMME

## (Automotive Management Qualification)

### 78824 National Certificate NQF Level 5 Motor Industry Management (merSETA)

#### Learning Assumed to be in place:

- Communication at NQF level 4.
- Mathematical Literacy at NQF Level 4.
- Employed within the Automotive Industry
- Minimum 2 years managerial experience

#### Duration of Programme:

- 16 Months
- Starting August 2019 – Ending December 2020

#### Programme Cost:

- R 72 500.00 excl. VAT

#### Venue:

- BCS Training Academy

#### Relevant Target Group:

- Business Owners
- Dealer Principals
- Sales Managers
- Services Managers
- Parts Managers
- Aftersales Managers

#### Minimum Programme Requirements:

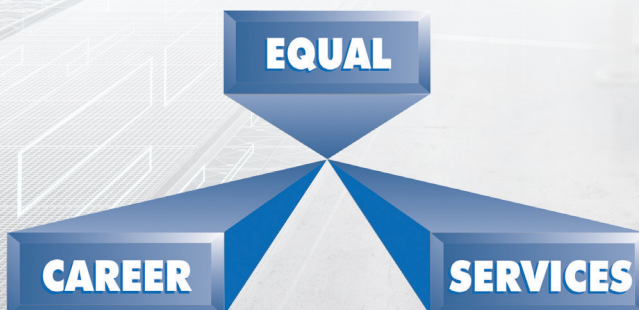
- Nominees must have at least two-years management experience within the Automotive Industry
- Mentors must be nominated before commencement of training programme
- Workplace approvals must be in place before commencement of training programme

#### Main Areas to be covered:

- AMQ Programme Introduction
- Financial Introduction
- Fundamentals of Human resource Management
- Finance and Operations Management
- From Manager to leader
- Key Business Drivers
- Managing Business Relations
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# Myths and stories from the motoring public

## A selection of automotive fables

**The third most popular subject men talk about is cars. They spread half-truths, complete fabrications or downright lies that have to be debunked from time to time. Some of them are easy to counter but others sound so logical that they live on forever.**

### **T**he oil industry buys out new inventions that make cars more economical

This myth often surfaces in combination with a claimed new invention that saves fuel but is suddenly no longer available. The truth is that any such invention would make the inventor very rich because the motor industry will get to him even quicker than the oil companies in order to incorporate the invention into their cars. At the moment the motor industry is spending a fortune on research to make cars use less fuel while the oil industry is doing research on bio-fuels and other alternatives. The chances of an outsider coming up with a worthwhile improvement are very slim.

### **An engine wears out quickly when it's running at full power**

An engine running under designed conditions at full throttle will last a long time. This is shown by the fact that new engine designs are repeatedly endurance-tested for up to 1,000 hours at full throttle before mass production starts to ensure they will last for years. Most drivers never get the chance to run at full power for long and on a trip of 2,000km more than 95% of the wear takes place during the first 10km while the engine is below normal temperature.

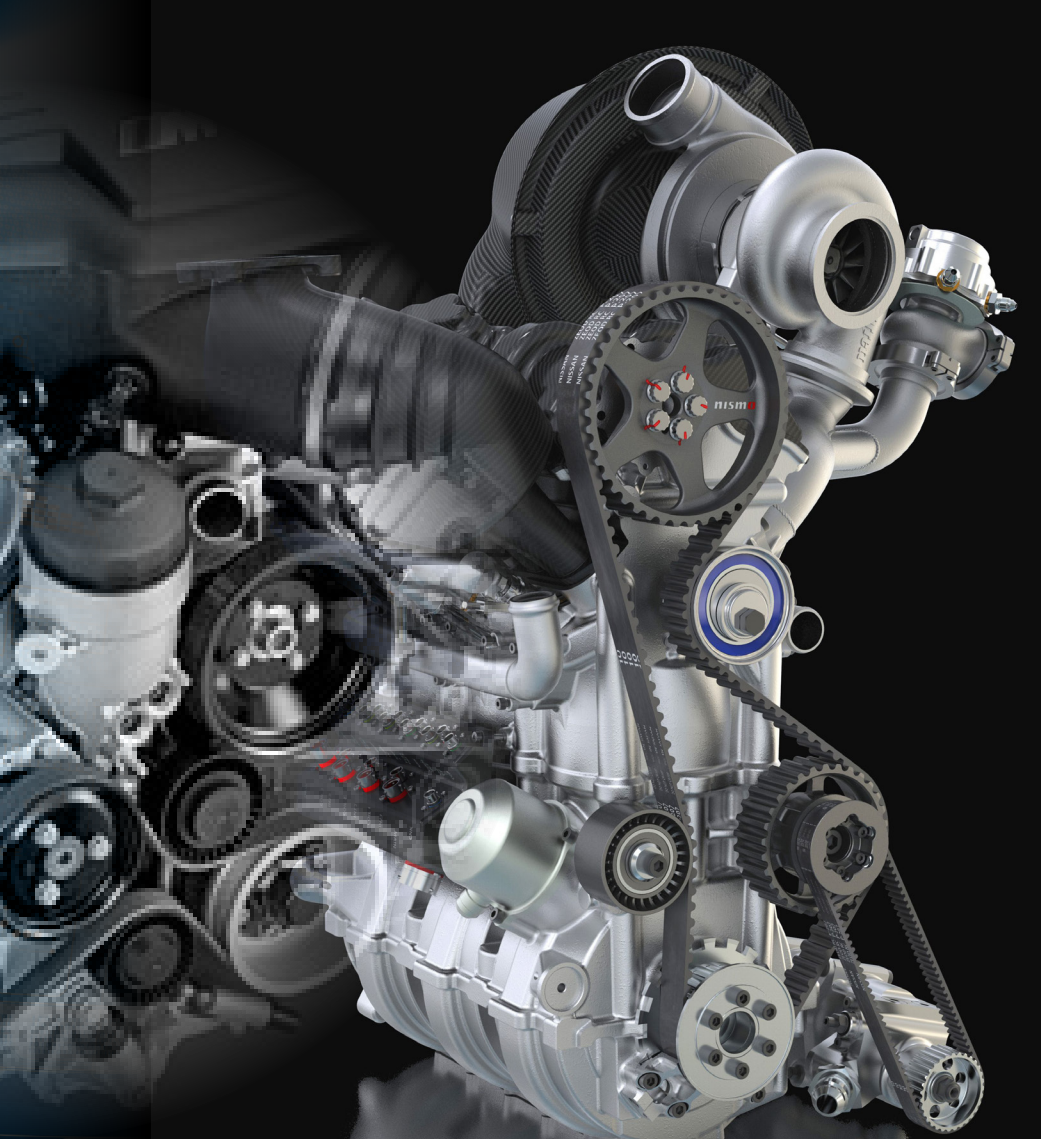
### **An engine does not like to be revved**

Many motorists tend to stay in the highest gear as much as possible while driving, to keep the engine speed low. This is fine at small throttle openings,

but leads to high internal pressures at large throttle openings. This is called lugging and if you regularly employ large throttle openings in the highest gear at low engine speeds the pressure stress from a large combustion load will not only stress out the engine internals but also increase the interior engine temperature very rapidly. If you do this regularly on a turbocharged engine the turbo is bound to fail. The ideal is to use the lower gears freely in town.

On the other hand, the internal stress that an engine feels is greatest when the revs are high without a load. This causes inertia stress but luckily this stress and the above-mentioned pressure stress arise from forces that act in opposite directions so that when you combine the two, such as when cruising at high speed, the combined stress is within limits.





If you rev an engine in neutral the inertia stress can get very high, and many modern engines have software that limits the revs in neutral.

### **An engine's cooling fan works all the time**

Many people know this is no longer true, but they still blame the fan at the first sign of overheating. The fact is, the fan is only necessary up to about 80km/h. Above this speed the airflow through the radiator is fast enough to cool the engine. This explains why electric fans do not work all the time, but are activated while running at low speeds and even after parking, if the engine needs cooling down.

### **An engine pulls stronger on high octane fuel**

This belief is very widespread, but

can easily be debunked. An engine performs best when running on the octane rating it is designed for. A fuel's octane rating is a measure of its resistance to spontaneous detonation. If an engine is running on a fuel with an octane rating that's higher than the engine needs there can be no benefit. In fact, at octane ratings close to 100 the energy content of the fuel drops slightly, so that the engine will perform worse than it would at the correct octane value.

### **It's good for an engine to idle for some minutes when first starting**

Many people practice this ritual, despite the fact that many owner's manuals warn against it. They believe that all the parts should be close to the working temperature when they drive off. This is bad practice, because

an engine can only idle if the mixture is slightly rich, but in this state of tune some of the fuel remains unburnt and tends to migrate to the sump. Not only does this wash oil away from the bores, but the oil in the sump also gets diluted with fuel over time. The result is increased engine wear. This effect is worsened by the larger clearances between parts that are common when an engine is cold. The correct thing to do is to drive off immediately but slowly for the first few kilometres so that the engine and gearbox can warm-up together and fast but under very little stress.

### **The car's alternator will recharge a flat battery**

Twenty years ago this used to be just about true, but modern batteries are constructed differently. They're known as starter batteries, and constructed so that they can deliver a high voltage for a short period of time, to start the engine as quickly as possible. Unfortunately it also means that they haven't got a lot of reserve energy, and will go flat quite quickly if they have to power a car's lights. It also means that every time they go flat they lose about 10% of their capacity. The alternator cannot restore the battery to the previous condition; neither can an external charger, but it will do a better job. Caravan batteries are like the older car batteries; they can discharge a low current for a long time, and they can be recharged more successfully.

### **The overdrive top gears fitted to most cars will increase the car's top speed**

It may, but it may not. Initially, most cars had top gear ratios of 1:1, but overdrive ratios have become almost universal. These are ratios like 0,87:1 so that the engine rotates slower than the gearbox output shaft. The purpose of such a ratio is to reduce engine speed while cruising to save fuel. This usually



(but not always) results in a drop in engine power, compared to a 1:1 top gear, with the result that you would often have to change to a lower gear to achieve the car's maximum speed.

### **Removing a thermostat will often cure overheating**

This is the correct thing to do if the thermostat has failed in the closed position, but most of the time it makes more sense to first find out why the engine is overheating. Removing the thermostat will cause the engine to take longer to warm-up as well as cause the engine temperature to fluctuate as more or less power is demanded by the driver. This will increase the possibility of the engine wearing out prematurely.

### **Fitting bigger wheels and tyres will cause a fuel saving and improve maximum speed**

This will cause the engine to rotate slower at any given vehicle speed than before the change. Theoretically this is supposed to result in better fuel consumption, and it occasionally does. Most of the time it doesn't. The result will depend on the gear ratios chosen by the manufacturer and most of the time the change will be so small that you can hardly measure it.

### **Piston ring gaps must be spaced when installing new pistons and rings**

This is one of those mysterious pieces of advice that half the automotive world believes – and the other half doesn't. The Chrysler dynamometer operator's manual states that there is no need to do this. Piston rings do rotate, each at their own speed, when seen from above. The amount depends



on engine speed, vibration levels, oil type and condition, wear patterns plus the amount of carbon present. In contrast, many workshop manuals state that the gaps should be spaced; otherwise there will be a small loss of compression. Research has shown that oil consumption is slightly more when the ring gaps happen to be in line, but this condition seldom lasts for long.

### **An engine performs better on a cold day**

This is actually true, unless there is so much moisture around that the normal oxygen levels in the air is diluted. We can get some idea of the changes in power output due to the under-bonnet temperature and pressure by applying the petrol engine correction factors published in the SABS standards for dynamometer testing. The correction formula adopts the average sea level pressure of 99kPa and a temperature of 25°C as reference standards.


Applying the formula for a naturally aspirated petrol engine, we find that, at a barometric pressure of 86kPa, such as often occurs in Gauteng, the power loss would be 18%, compared with the coast, but if the temperature dropped to 0°C, then the power loss would be only 12%.

At the coast a temperature of 0°C would imply a power gain of 5%.

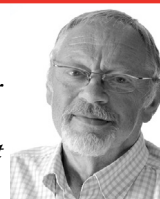
Similarly, if the under bonnet temperature in Gauteng went up to 42°C, the power loss would be 22%, compared to the coast, while at the coast a temperature of 42°C would mean a loss of 3,4%.

### **You can save fuel by coasting in neutral while going downhill**

This may or may not be true, depending on the car model you're driving. If your engine gets its fuel mixture from a carburettor then it will deliver some fuel in neutral to keep the engine going and slightly more fuel if you're coasting in gear while the engine is rotating faster.

Modern fuel injection will deliver some fuel to keep the engine going while you're in neutral but cut off the fuel supply while coasting in gear. You'll save fuel by staying in gear. 

*Jake Venter has worked as a mechanic, as an engineer in an engine assembly plant and as a lecturer, but now prefers journalism.*





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# The ultimate lights for your 4x4

**Whether you're out camping, seeking adventure on night-time drives, or getting in some choice moonlit fishing, Probe's lighting has you covered**



Probe distributes lighting systems by Vision X, a global brand that offers consumers a diverse range of lighting for boats, off-road and all-terrain vehicles, and 4x4 drives. And according to Probe CEO Rick Rovelli, Vision X has a 20-year track record of innovation in lighting product design that has enabled a flexible product with simplified installation and reduced external components.

While it's good to know that a product is backed up by sophisticated technology, outdoorsy South Africans are more concerned with the performance of the light.

"What people are looking for is a light that can withstand robust conditions, is long-lasting and will meet their lifestyle and budget," Rovelli says.

Vision X has a comprehensive product line, offering a wide range of bulb types and light patterns to meet every off-road or camping requirement. Not only do they enable great visibility for off-road exploration at night and in poor weather conditions, but beyond their function, people also like the way in which they can transform the appearance of the vehicle, giving it that a great 'safari' look and feel.

LED lights are leading the market as the bulb of choice. They are popular because of their energy saving capabilities, using

just one tenth of the amount of energy used by halogen bulbs. They are also durable, last longer than any other bulb, and come in different colours and shapes to suit all styles.

"The Vision X LED Light Cannon Series is the ultimate light for off-road use," says Rovelli. "They are unmatched by any other fixture on the market, with some of the options providing a distance of almost one kilometer of usable light."

Due to the Cannon series product flexibility, they are regarded as 25 lights in one, due to accessories such as the polycarbonate snap-on colour cover that can alter the beam pattern and change the colour. They are usable under any weather condition due to the proper colour cover, and can be quickly changed from a spot cover to a flood cover for a wider beam when necessary."


The Vision X Cannon series can be sold as a single fixture or as a complete Light Kit consisting of two lights and a dual wiring harness with lighted rocker switch. Probe carries the 12.7cm (25w) to 17cm (50w)



light kit and 17cm Cannon covers that come in blue, red, amber and blackout.

The other Vision X light popular with off-road consumers is the Xtreme light bar series designed for hazardous driving conditions.

"They are the brightest bar on the market and an innovative Prime Drive technology controls vital functions such as temperature control and dimming at different intervals to lower the bar's overall temperature and maximise the lifespan," says Rovelli.

Probe's VisionX lighting solutions are directly available from LA Sport 4WD Megastores nationwide. 



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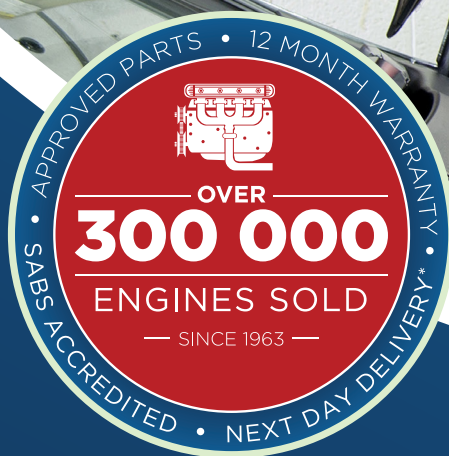
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**ISUZU**



# Partinform visits Welkom

**Partinform continues on its quest to promote good quality parts and brands by visiting towns and cities in South Africa**



As always the organisation of the event was superb, with everything prepared well in advance by the Partinform Team, led by Charmaine Innes. The venue was compact but more than adequate for the seamless running of the show. The expected number of guests was 75 and an outstanding show of interest and commitment from the Welkom automotive sector saw well over 85 people attending the show.

All displays had great interaction with guests, with some enquiries continuing well into the closing stages of the show. Queries ranged from technical to sales and distribution, where concerns and perceptions were addressed directly, thus allaying some of the misconceptions in the market. This is the real benefit and purpose of the show, hence it

was felt the effort was well rewarded for all the participating companies.


The RMI table fielded numerous enquiries as to the role and purpose that the RMI fulfils in the industry, and questions were raised regarding the Sick, Accident and Maternity fund, which in some instances were able to be addressed directly by Natalie da Silva from MISA, who assisted on the stand for the evening.

The level of participation in the competition by the guests was one of the best with a high level of competitiveness being displayed amongst the teams (who of course all knew one another). The winner for the evening Handre Coetzee (Technical Advisor at Engine Parts), who collected the first prize of an invitation for two to the annual year-end event

which, this year, is set to be held at the RedStar Raceway, where the teams will compete against each other in the remarkable Reynard V6 Racing cars. This is a wonderful opportunity for the winners to show their best driving skills and to hone their skills to a new level.

The event ended with a jubilant team of representatives from all participating companies enjoying a well-earned late dinner after the show had been packed up and cleared away.

All in all, another great event by Partinform.

The next Partinform event will take place at Cars In The Park, Pietermaritzburg on the 26 May 2019. 

If you need more information contact Charmaine at Charmsevents on 082 381 9026 or Email [charmseventa@mweb.co.za](mailto:charmseventa@mweb.co.za)



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# AGV systems improve automated production

**Automated and flexible production processes are the answer to increasing quantities, smaller batch sizes, and high production speeds**

Automated guided vehicle (AGVs) systems and their smaller relatives, automated guided carts (AGCs), were once mainly the preserve of production logistics in the automotive industry. SICK Automation's portfolio ranges from sensor solutions for small AGVs or automated guided carts (AGCs) right through to specialised AGVs.

Now, it is poised to conquer the world of intralogistics processes in the field of factory automation. These masters of logistics on wheels offer considerable potential within the electronics industry for tackling large production volumes, lots of small production stages, variable processes, and production environments with a high degree of protection.

Automakers are abandoning inflexible conveyor belt systems in favour of production islands. By using islands, companies are able to respond efficiently to a variety of production specifications. For example: they can accommodate the kinds of custom-made products that are increasingly becoming the norm. As a result, further processing can be individually tailored to workpieces and hold-ups at individual stations can be avoided (because, as an example, the order of production steps can be varied). Automated transport systems are responsible for transferring the

body parts between assembly islands – a scenario that would also work well in the electronics industry.

SICK has spent years helping its customers to develop production and logistics processes that are more flexible and more highly automated. The result? Comprehensive solutions based on

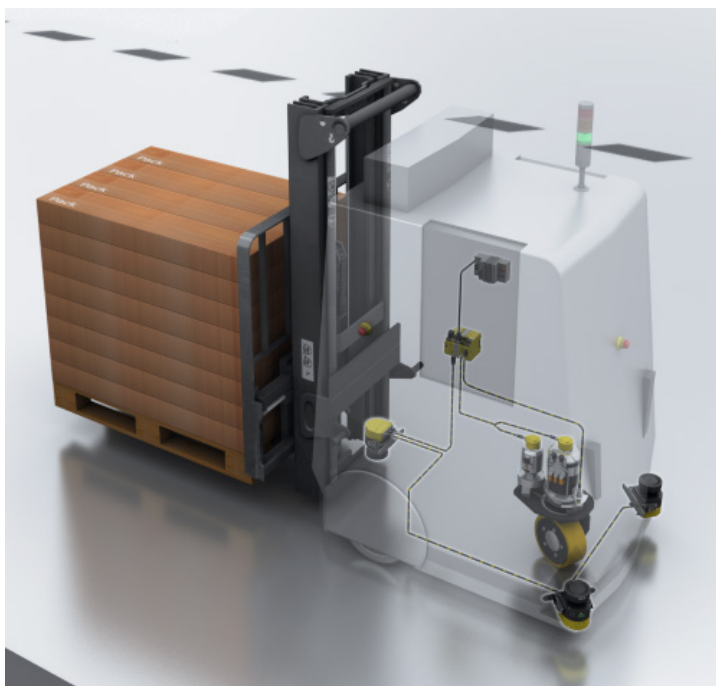
SICK offers solutions for all navigation, safety and detection tasks with its co-ordinated sensor products, which are all available from a single source. Code readers and RFID technology automatically detect what an AGC is carrying, laser scanners guide the vehicle, and encoders monitor the speed and direction of travel. The sensors are also

not limited to the vehicle itself. They also represent the link between the automated guided carts and the production control system.

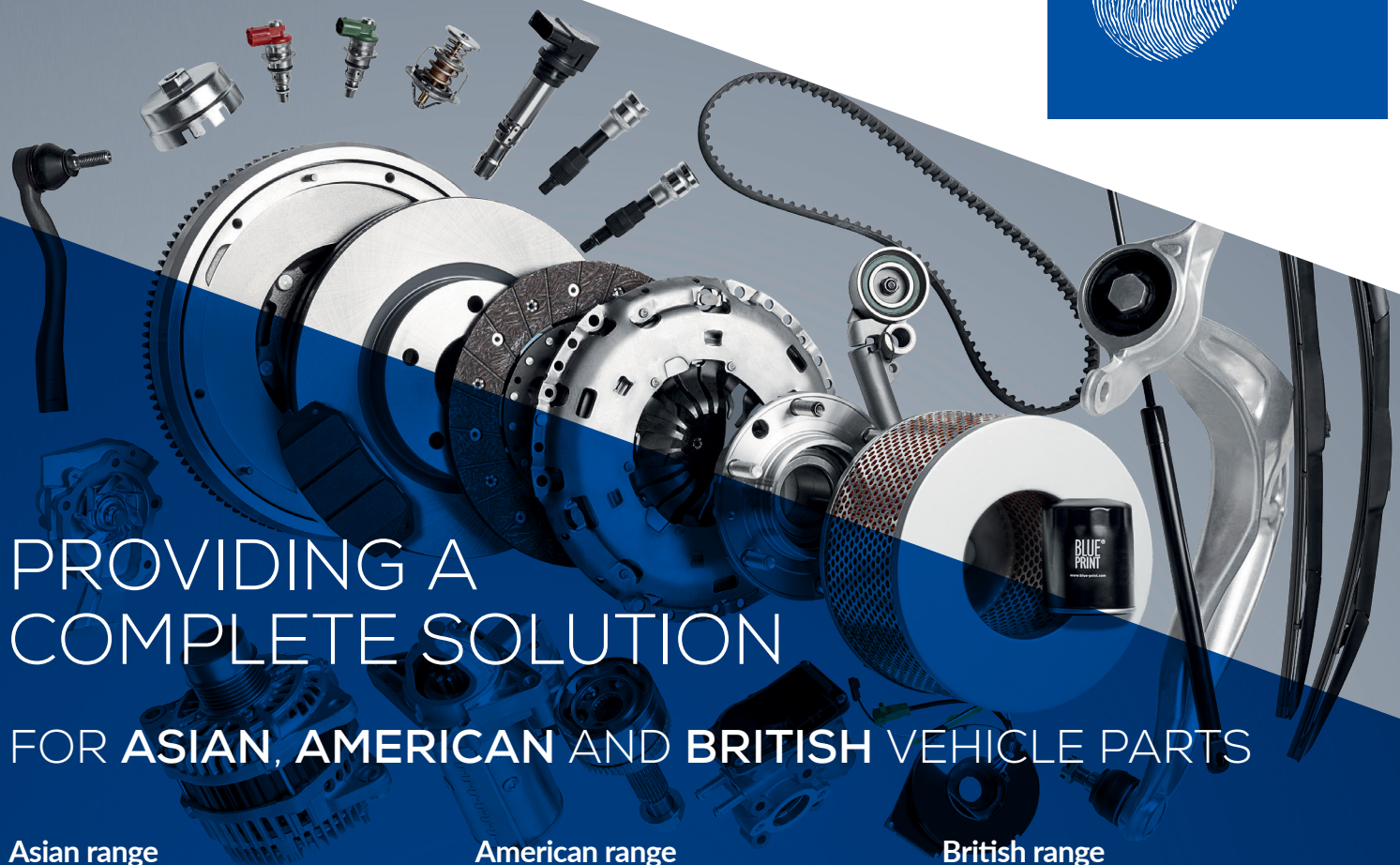
AGCs usually still rely on a ready-made route network to travel between the production islands, which typically involves using magnetic or optical lane guidance. Free navigation based on reflectors or contour detection is gaining ground among AGVs and AGCs. The ability to create travel routes with absolute flexibility using SLAM methods (Simultaneous Localisation and Mapping) is already becoming a reality. This means specific requirements or a particular

system can be accommodated flexibly by making the necessary changes to them.

It is not only the customisable functions of the AGCs that are worth noting but also the energy efficiency of these little racers. The 'onboard electronics' only consume as much energy as is actually required so that these agile navigators do not spend most of their time at the charging station.



intelligent sensor technology and consulting capabilities that bring together mechanical engineering know-how with expertise in electronics. The company has successfully implemented a number of automated guided vehicle systems. These are already showing how an extensive range of sensor functions can be combined for the purpose of transporting products safely in all kinds of processes.



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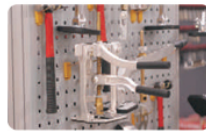
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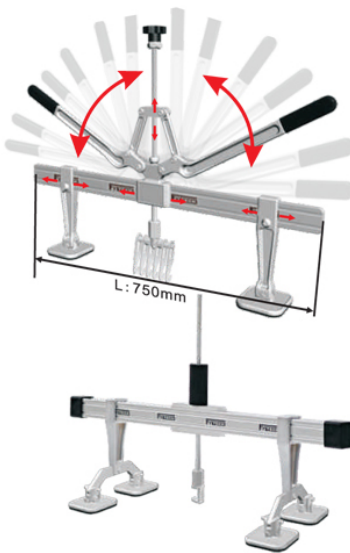
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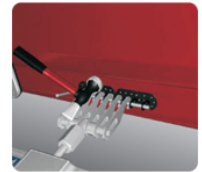
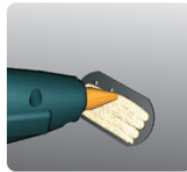


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# Cannabis in the workplace

**The Constitutional Court has recently declared the private use of cannabis legal. This judgment has created certain degrees of uncertainty for employers. How does this effect the existing policies in the workplace? Is an employer able to take disciplinary steps against an employee who has tested positive at the workplace, but consumed the cannabis at home?**

Not being able to discipline employees who report for work under the influence of drugs, such as cannabis for instance, would wreak havoc to say the least. Especially if the work to be performed is of such nature that being under the influence will not only endanger the safety of the employee who is not sober, but also fellow employees. In any event, the employer has a duty to ensure the safety of its employees.

In a recent arbitration, it was decided that although the use of cannabis for private purposes is legal, the dismissal of the employees for testing positive for the use of cannabis whilst on duty was fair.

## Summary of the recent arbitration matter

The respondent's (employer) operations were of such nature that the employees worked with large machinery and extremely dangerous vehicles which was present at the employer's business premises on a daily basis. The equipment that the employees worked with could

have resulted in fatalities at the workplace if it was not handled with the necessary care. The respondent ensured that the necessary safety measures were in place to protect both the employer and employees.

The respondent also had a clear policy within the workplace, which prohibited substance abuse. Every employee was duly aware of this policy and regular meetings took place where the employees were again informed and made aware of the employer's position with regards to substance abuse.

The applicants contended that the dismissal was unfair due to the fact that they did not use any substances nor smoke cannabis at the workplace.

The applicants were found guilty of being "under the influence of intoxicating substances whilst on duty" and they were subsequently dismissed.

They referred the matter to the Commission for Conciliation, Mediation

and Arbitration (CCMA), challenging the fairness of the dismissal. For a dismissal to be fair, the commissioner should take the following into account (Schedule 8: Code of Good Practice: Dismissal):

- 7 (a) *whether or not the employee contravened a rule or standard regulating conduct in, or of relevance to, the workplace: and*
- (b) *if a rule or standard was contravened, whether or not –*
  - i) *the rule was a valid or reasonable rule or standard;*
  - ii) *the employee was aware, or could reasonably be expected to have been aware, of the rule or standard;*
  - iii) *the rule or standard has been consistently applied by the employer; and*
  - iv) *dismissal was an appropriate sanction for the contravention of the rule or standard.*

The Commissioner found that it was common cause that the respondent had a substance abuse policy. The policy clearly states that the employer adopts a zero tolerance for substance abuse. It was further common cause

that the applicants were aware of the policy. They confirmed that they were aware that the policy stated they could not use drugs at the workplace.

All the applicants indicated that they smoke cannabis in their private time. The question that was raised is whether it was reasonable to have a rule in the workplace in this regard. The Commissioner held that:

*[69] Is it reasonable to have a rule in place at the workplace in this regard? The Constitutional Court in the case of Prince v Minister of Justice and Constitutional Development and others; Rubin v National Director of Public Prosecutions and others; Acton and others v National Director of Public Prosecutions and others (4153/2012) [2017] ZAWCHC 30; [2017] 2 All SA 864 (WCC); 2017 (4) SA 299 (WCC) (31 March 2017) [reported as Prince v Minister of Justice and Constitutional Development and others and related matters – Ed] has just this week pronounced that legislation criminalising the private use of cannabis is inconsistent with the Constitution. The court found that the provisions are only unconstitutional to the extent that they trench upon the private use and consumption of a quantity of cannabis for personal purposes, which the legislative considers does not constitute undue harm.*

It was found that the above corresponded, and was consistent, with the legality of other substances such as alcohol. When one is intoxicated it becomes dangerous, and that becomes the element for consideration. Cannabis, like alcohol, impairs a person's ability to perform duties with the necessary expected care and skill – in which event the employer may proceed to discipline the employee when the use of cannabis impairs the ability of the employee to such an extent that the action (or omission) of the employee becomes an offence. If the employee's sound judgement is

impaired by the use of substances, the employer would be well within its right to discipline the employee accordingly.

In the instances where companies work in dangerous environments and with dangerous equipment it is considered reasonable for it to introduce policies in the workplace prohibiting employees from reporting for duty under the influence of alcohol or any other substances. The Commissioner found that the rationale behind the rule within the company is consistent with the level of danger in the workplace.

The Commissioner found the dismissal of the applicants to be fair.

Although it is still a slippery slope when dealing with cannabis in the workplace, the employer should rather be safe than sorry – this should be achieved by ensuring the safety of all employees in the workplace. Employers are urged to ensure that its disciplinary codes and policies are revisited and that provision is made for prohibiting the use of cannabis in the workplace. The disciplinary code should clearly provide that if an employee consumes cannabis at home, he/she may not be under the influence or test positive for cannabis whilst at work.

Employers should ensure that all employees are aware of the policy and the policy should be applied reasonably and consistently throughout. The policy will normally be a zero tolerance for substance use/abuse in the workplace

– this should include being under the influence at work, even if the substance was used at home.

It is common practice for the Department of Labour to close companies due to occupational and safety risks and consequently, employers have to make priority of this aspect. The employer has the duty to ensure that the workplace is a safe and hazard-free environment.

In conclusion, the employers should also declare the workplace a public space to avoid employees from using – and possibly be successful with an argument of 'private use' – when in the workplace. Employees should abstain from arriving at work under the influence, or using substances during work hours due to the fact that it could result in a dismissal. There is a fine line between 'private use' and being sound and sober in the workplace – and the latter shall prevail.



**Douw Breed is a Director at Barnard Incorporated Attorneys, Centurion.**







# Acknowledgement of debt Debtors beware!

**In terms of South African law, it is common practice for debtors and creditors to negotiate debt and terms of payment on a 'without prejudice' basis. In general, parties feel liberated to negotiate without prejudice due to the fact that these settlement negotiations are usually inadmissible in litigation**

**T**he primary object of settlement negotiations is to avoid litigation and to ultimately settle the matter amicably.

In terms of the Prescription Act 68 of 1969, a claim (debt) will prescribe within a period of three years if the creditor failed to claim or institute legal proceedings to collect the outstanding amount. The three-year period commences to run from the time that the claim (or debt) comes into existence.

The legal question that arises is whether an AOD should intercept

the running of time with regards to prescription? Or should the debtor's admission to liability remain without prejudice and not be taken into account with regards to litigation? These legal questions were addressed in the matter of KLD Residential v Empire Earth Investments 2017.

In the abovementioned case, the creditor (plaintiff) served the debtor with a summons (during 2013) in an attempt to collect the outstanding payment which was long overdue. The debtor (defendant) in response filed a special plea – making the averment that the creditor's claim had

already prescribed<sup>1</sup>. The effect of a special plea of prescription is that the creditor's claim has expired – thus he will have no leg to stand on. However, the creditor replicated the special plea by alleging that the debtor's attorneys had written<sup>2</sup> to the creditor's attorneys during July 2011, which contained an acknowledgement of the debt owing to the creditor – interrupting the running of prescription.

The creditor relied on Section 14 of the Prescription Act:


*"(1) The running of Prescription shall be interrupted by an express or tacit acknowledgement of liability by the debtor.*

*(2) If the running of Prescription is interrupted as contemplated in subsection (1), prescription shall commence to run afresh from the day on which the interruption takes place or, if at the time of the interruption or at any time thereafter the parties postpone the due date of the debt, from the date upon which the debt again becomes due."*

Although section 14 of the Prescription Act is clear, the question before the court was whether or not an acknowledgement of debt can (or should) be admissible in terms of litigation, when the admission to liability was made in correspondence that was without prejudice? The debtor contended that the acknowledgement of debt was made without prejudice and cannot be considered as interrupting the running of prescription. The creditor was opined that prescription had started to run afresh as contemplated in section 14 of the Prescription Act.

The court found that an exception to the without prejudice rule should be applied when determining prescription. The court concurred with section 14 of the Prescription Act – the acknowledgement of debt did indeed interrupt the running of prescription and prescription started to run anew from the date of the acknowledgement of the debt – which in essence meant that the creditor's claim did not prescribe and that the debtor's special plea of prescription could not succeed.



The above judgement is groundbreaking. Debtors can no longer rely on the without prejudice rule when pleading prescription, due to the fact that an exception to the rule exists. Debtors should be weary when entering settlement negotiations on a without prejudice basis, especially because the admission of liability of a debt intersects the running of prescription. With each acknowledgement of debt, prescription starts to run once more and the creditor will remain entitled to pursue legal proceedings if the debtor does not make payment as agreed. The creditor's claim will only prescribe after the period of three years have lapsed from date of the acknowledgement of debt, even if the debt was admitted without prejudice. 



**Chantal Smith**  
Candidate Attorney at  
Barnard Inc Attorneys

<sup>1</sup> The Creditor's claim was stale - which means it was older than three years at the time of commencing legal proceedings. The claim arose during 2006 and legal proceedings were instituted during 2013.

<sup>2</sup> The letter was written without *prejudice*.

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# Merc wins AutoTrader Car of the Year

**The Mercedes-Benz A-Class is the 2019 AutoTrader South African Car of the Year by a healthy margin!**



The sought-after award was presented at a spectacular function at Shepstone Gardens in Johannesburg on 4 April. The win was an extremely momentous occasion for Mercedes-Benz, which last won the South African Car of the Year in 1987 with the Mercedes-Benz 260E.

"The judges were particularly impressed with its interior comfort, stunning design, innovative technology, terrific road manners and exemplary safety features. Furthermore, the advanced engine offers the optimal blend of efficiency, performance and driving fun," says Rubin van Niekerk, chairman of the South African Guild of Motoring Journalists.

Incredibly, members of the public reached the same conclusion as the highly qualified jury members, who collectively have 584 years of experience in the motor industry. For the first time in the competition's 34-year-long history, members of the public could cast a vote via the AutoTrader website – and pick a car that they believed

most deserving of the AutoTrader South African Car of the Year title.

"After 55,000 consumer votes, I am delighted to reveal that the public vote yielded exactly the same result: they also chose the Mercedes-Benz A-Class," says George Mienie, CEO of AutoTrader.

The Mercedes-Benz A-Class has also been named winner of the Family Sedan/Hatch Category at the 2019 AutoTrader South African Car of the Year.

The jury commented favourably on the car's design and craftsmanship. The judges were particularly impressed with its interior comfort, stunning design, innovative technology, terrific road manners and exemplary safety features. Furthermore, they liked the fact that the advanced engine offers the optimal blend of efficiency, performance and driving fun. The judges were also impressed with the improvements to ride-quality and steering feel, which are revolutionary for this important entry-model to the Mercedes-Benz range.

The new A-Class offers more utility value and world-class safety features, making it more youthful than ever but grown-up and comfortable like never before. It is available in two variants – the A 200 and the A 250 Sport, with the diesel, sedan and Mercedes-AMG models expected in South Africa later this year. The A 200 generates 120kW and 250Nm of torque with a 7G DCT dual-clutch transmission (5.2 l/100km). The A 250 Sport generates 165kW and 350Nm, and is available with the 7G-DCT dual-clutch transmission which provides a claimed fuel consumption of 6.2 l/100km.

The A-Class features an industry-leading, in-vehicle command centre, Mercedes-Benz User Experience (MBUX), pairing natural voice recognition with voice-activated artificial intelligence technology to seamlessly integrate with today's multitasking lifestyle.

"With 'Hey Mercedes', the A-Class has not only revolutionised the way drivers and their cars interact, but completely redefined modern luxury in the compact car segment," says Selvin Govender, Marketing Director of Mercedes-Benz Cars South Africa.

"The A-Class is truly the lead star of our good news story. We appreciate the public's vote and continuous support, and thank the Guild of Motoring Journalists and AutoTrader for a great awards evening," concludes Govender.







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# Autoboys strengthens offering

**Leading auto glass and parts provider Autoboys now has South Africa's most comprehensive automotive offering thanks to new paints that it's brought to market**



Autoboys is known for its high-quality parts and perfection in glass-fitting. The company has over 70 outlets across South Africa, 290 insurance partners and 169 fitment vehicles.

And now Autoboys has also added high-quality paints — in the form of the PPG Nexa Aquabase brand — to its comprehensive automotive offerings in South Africa.

Autoboys has secured exclusivity in South Africa for the PPG Nexa Aquabase brand, which is the only true waterborne system on the automotive market and which has a dominant market share in countries such as the UK.

PPG is currently the largest paint company in the world and carries many motor manufacturer approvals, including the likes of VW, Toyota, Ford, Nissan and a range of other international OEM (Original Equipment Manufacturer) brands.

PPG Nexa Aquabase's colour database consists of 700,000 colours, meaning

that it caters for almost every production vehicle on the planet. A-grade and even B-Grade panel beaters will find this offering highly valuable for their businesses.

"By bringing these paints into the country, we're now the only comprehensive majority black-owned national provider in South Africa when it comes to the supply of body parts, glass, mechanical parts and paint. With all our abrasives, polishers and solvents that go with the paint, we truly have the complete solution for the body and paint shop," says Shawn van Eeden, Autoboys' National Refinish Manager. "What also makes the addition of PPG Nexa Aquabase to our lineup significant is the fact that it is one of the few paint brands in the country that is approved by most of the major motor manufacturers."

The paint range is currently available at Autoboys' outlets in Southdale (JHB), Annlin (PTA), Vereeniging and Bloemfontein. The paint is expected to be available soon in the Eastern and Western Cape as well as KwaZulu-Natal.


Before the end of the year, most Autoboys automotive outlets across South Africa and Botswana will stock PPG Nexa Aquabase as well.

Autoboys parts managers and staff have recently also attended training courses hosted by PPG and acquired the necessary hands-on skills to bring them up to speed on the automotive refinish market.

This process has involved employing both internal and external staff that have previous experience with the paint.

PPG itself has a rich history as it was founded in the US in 1883 and today it is a global supplier of paints, coatings, optical products, and specialty materials.

PPG helps customers in industrial, transportation, consumer products, and construction markets and aftermarkets to enhance more surfaces in more ways than does any other company.

"We are equipped, trained and ready to assist customers with using PPG's highly respected products. We're looking forward to supplying the market with this high-quality offering," says van Eeden. 

# Mercedes-Benz South Africa hosts the MEC at East London plant

**Member of the Executive Council for Finance, Economic Development, Environmental Affairs and Tourism Lubabalo Oscar Mabuyane visits Mercedes-Benz Plant in South Africa to discuss progress made since the R10 billion investment announcement**

Eastern Cape Member of the Executive Council for Finance, Economic Development, Environmental Affairs and Tourism, Lubabalo Oscar Mabuyane paid a special visit to the Mercedes-Benz plant in East London. The purpose of MEC Mabuyane's visit was to discuss the progress made to the expansion programme of the site nearly a year after Mercedes-Benz Cars announced the investment of €600 Million (R10 billion) towards the expansion of East London plant.

"We came to engage MBSA about its investment and to get a progress update on the rollout of the work linked to the investment. We are happy with the progress we see. The announcement by Mercedes-Benz to inject R10 billion into the expansion of the plant for the new generation C-Class signals to the positive momentum Mercedes-Benz South Africa is making to realise economic growth in the Eastern Cape.

The provincial government will continue providing investment incentive support to Mercedes-Benz to grow as a business. It's growth is good for the provincial economy. When Mercedes-Benz South Africa grows, South Africa grows. We are happy that this investment comes with skills development, training, contracts for small businesses as suppliers and

jobs for local people. A central priority for government is to work with key stakeholders who will support the socio-economic development of the Eastern Cape province through enabling economic growth, employment, poverty eradication and reducing inequality," said Mabuyane.



MBSA Executive Director Human Resources, Abey Kgotle; MEC, Oscar Mabuyane; MBSA CEO, Andreas Engling and Buffalo City Mayor, Xola Phakathi

Construction for the wide expansion of the plant is currently underway, equipping it for the production of the next generation C-Class. With the R10 billion investment, segments of the plant will be expanded, including a new body shop that is designed for higher capacities and features, laying the foundation for Industry 4.0 readiness.

For the addition of three lines within the assembly shop, 700 tons of steel will be installed. Using innovative methods, the

new paint shop will be increasingly energy efficient and environmentally friendly. Overall, the energy consumption per vehicle produced will be further reduced by 25%.

During the visit, MEC Mabuyane also visited the Mercedes-Benz Learning Academy (MBLA) - a flagship and sustainable Public Private Partnership borne in cooperation with the National Treasury and the Jobs Fund. The MBLA demonstrates the commitment of Mercedes-Benz South Africa to empowerment, skills and youth development within the automotive manufacturing sector. Since 2004, the MBLA has offered excellent quality training and transferrable skills, qualifying hundreds of skilled artisans in East London and the Eastern Cape.

"As a net exporter and a positive multiplier of the economy of the East London region, the investment provides us with an opportunity to continue writing our story of manufacturing excellence into the future. We are pleased to have hosted MEC Mabuyane and other key stakeholders and the opportunity to show the progress of our plant expansion programme," said Andreas Engling, Mercedes-Benz South Africa CEO and Executive Director Manufacturing. 



# Axalta drives innovation

**With 17,000 of its daylight lamps in bodyshops around the world Axalta continues to drive innovation and demonstrates its ongoing commitment to meeting customers' needs with branded daylight lamps**



**A**xalta, a leading global manufacturer of liquid and powder coatings, and the refinish industry leader in digital colour management has, to date, sold 17,000 Axalta daylight lamps globally since they were introduced in 2015.

In line with Axalta's proven innovation leadership position in digital colour management, the LED daylight lamps make the entire automotive paint repair journey faster, easier and more reliable as they are designed to simulate differing light conditions and intensities. In Axalta's EMEA region, the daylight lamps are available from Axalta's portfolio of refinish brands – ChromaLamp from Cromax; ColorSpot from Spies Hecker; Standolux iQ from Standox, and Color Inspector from Syrox, Challenger, Duxone and Nason Finishes. Color Inspector is also available in North America and Asia Pacific.

"The modern, energy-saving LED-technology behind our daylight lamps



ensures that refinishers work with the best lighting conditions, which is critical to achieving right-first-time results," says Dr Martin Wulf, Colour and Technical Manager for Axalta's Refinish Systems business in Europe, the Middle East and Africa (EMEA). "The lamps mimic six different levels of ambient light, making them perfectly suited for use throughout the whole refinish process – everything from damage appraisals and checking colour matches, to examining freshly painted surfaces for coverage and hiding issues. The technology ensures that our refinishers operate in the best possible lighting conditions."

Thanks to the smart arrangement of energy-saving LED bulbs, the daylight

lamps can represent bright natural daylight as well as simulate lower-level light around sunset. These are both important when checking colour, especially for metamerism.

"The convenient wireless operation of the lamps, powerful batteries and ergonomic handling make them an invaluable cost- and time-saving tool for the professional bodyshop, and this is tangibly evident in the 17,000 units in the market," says Wulf.

For more information about Axalta and its refinish brands, please visit [www.refinish.axalta.eu](http://www.refinish.axalta.eu) and for more information on each brands' daylight lamp, please contact the local sales representative. 

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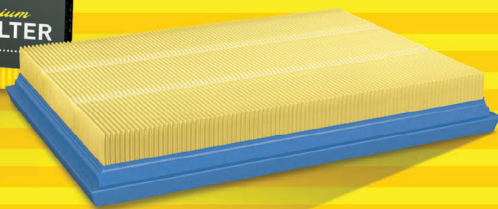


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# When is an employee acting in the course and scope of employment?

Answers by experts to questions received recently by the RMI

**Q:** X, an employee of Tick-Tock Digitals (Pty) Ltd (the employer), injured his lumbar spine when the lift he was travelling in fell approximately seven floors. He was inside the lift for the purposes of gaining access to his office which is/was situated on the 48th floor of his employer's building.

As a result of this, he instituted court proceedings in the High Court where he claimed damages he allegedly suffered as a result of the injuries he sustained from his employer. The employer opposed the aforementioned claim and raised a special plea by placing reliance on the argument that X suffered the injuries during the course and scope of his employment and thus his claim was covered by COIDA.

**Do you support the employer's view? Does X have a claim against the employer?**

**A:** This matter was dealt with in *Dee Gee v Transnet SOC Ltd* (30085/2015) [2019] ZAGPJHC 2 (29 January 2019). The High Court (HC) had to determine whether an accident arose out of, and in the course of, an employee's employment. In terms of section 35 (1) of the Compensation for Occupational Injuries and Diseases Act (COIDA), an employee who suffers an 'occupational injury' has no action for the recovery of damages against his/her employer. In terms of the definitions in COIDA, an 'occupational injury' is one that is sustained as a result of an accident arising out of and in the course of an employee's employment and resulting in a personal injury, illness or death of the employee. The phrase 'arising out of and in the course of employee's employment' was the crux of this matter, taking into consideration that the incident occurred when the employee was en route to his office in a high rise building where he is employed, which is owned by the employer.

The employer, in an attempt to avoid liability, submitted that the incident occurred whilst the employee was at the premises owned by the employer and during the employee's course and scope of employment. According to the employer, the employee was, at all relevant and material times, an employee and was acting within the scope of his employment with the employer. Therefore, it follows that the employee was covered by COIDA and cannot claim against the employer as is stipulated in section 35 of COIDA. The claim was statutorily barred as the employer is indemnified by section 35 of COIDA.

The employee submitted that this was not an injury on duty arising out of or in the course of the employee's employment, and when the accident occurred, the employee was not executing his contract of employment but was merely on his way to his place of work.

In establishing whether the incident was an injury arising out of or in the course of the employee's employment the HC considered various court decisions and/or authorities from which it derived guidelines in determining whether an employee was within the sphere or area of his employment when an accident occurred. In establishing this, the court had to answer the following questions:


- (a) Was the employee doing something he was employed to do at the time when the accident occurred?
- (b) In travelling on elevator number 017 of the Carlton Centre to reach his office on the 48th floor of the building, was the employee fulfilling an obligation to his employer imposed by the contract of service? In other words, in doing so was the employee 'doing something that was part of his services to his employer'?

- (c) Was elevator 017 the 'nearest available route to the employee's office'? Or, was elevator 017 the prescribed route or prescribed means of conveyance for the employee to reach his office?
- (d) Was the duty imposed upon the employee to travel on elevator 017?
- (e) Was elevator 017 a private means of access to the employee's office which he was entitled to use by reason only of his status as an employee or was the lift accessible to the general public?
- (f) In travelling on elevator 017, was the employee fulfilling an express or implied term of his contract of service?

The HC held that the employer's observation that "the incident occurred whilst the employee was at the premises owned by the employer" is not decisive to make an accident one arising out of, and in the course of, the employee's employment. Even if the accident occurred at a place which is not owned by the employer it could still give rise to an occupational injury.

The facts provided in this case were inadequate to support a finding that, on the balance of probabilities, at the time of the accident the employee was acting within the course and scope of his employment. Seemingly, none of the essential questions could be answered in the affirmative.

Therefore, the HC held that section 35 of COIDA does not prohibit the employee's claim against the employer and thus the employer's special plea was dismissed.

Based on the given facts, it follows that, in the absence of the employer proving that X's injuries occurred during the course and scope of his employment, COIDA will not cover the employee's claim and such damages can be claimed directly from the employer. 

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## AUDI A4: WHISTLING NOISE FROM CENTRE OF FASCIA AT APPROXIMATELY 65MPH (105KPH)

**Problem:** We are struggling to diagnose a whistling noise on a 2010 Audi A4. The whistling noise is coming from the centre of the fascia area when the vehicle is at speeds of approximately 65mph (105kph). The whistling noise is louder when the heater blower motor is switched off. We have looked at the heater ventilation system, but could not find any faults. Can you help?

**Solution:** Yes, the whistling noise you described has been reported to us before by other Audi A4 and A5 owners. The noise is due to air ingress into the vehicle interior through an open grommet in the bulkhead. The noise is only present in petrol models as Diesel models make use of the grommet opening. To resolve the noise issue, insert a 10mm length of butyl cord into the opening in the grommet Fig.1.1. Carry out a road test to ensure the whistling noise has been eliminated. 

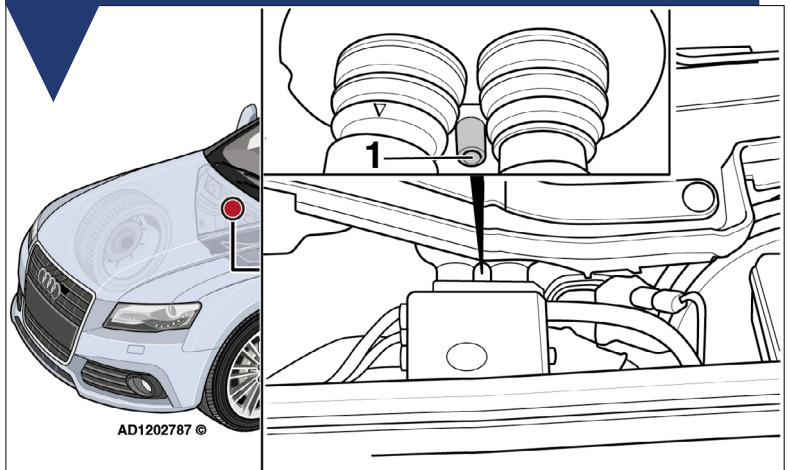



Illustration reference: aud181

## BMW Z4: ENGINE OIL LEAK FROM FRONT OF ENGINE

**Problem:** We have a 2011 BMW Z4 2,0 petrol in the workshop with an engine oil leak from the front part of the cylinder head cover. We replaced the cylinder head cover gasket at the last service but there seems to be engine oil in a similar area as before. Are you aware of anything that could be causing this engine oil leak?

**Solution:** We are aware of an engine oil leak in the area you describe which affects several models in the BMW range with N20 engine code built 01/03/11-01/10/11. The oil leak is due to an unsatisfactory design of the timing chain tensioner sealing washer. You may also experience excessive timing chain noise. Check the valve timing and adjust if necessary. Remove the timing chain tensioner and inspect sealing washer Fig.1. Fit modified timing chain tensioner sealing washer. Refit the timing chain tensioner and tighten to the correct torque setting. Thoroughly clean the affected area. Carry out road test to confirm the fault has been rectified. 

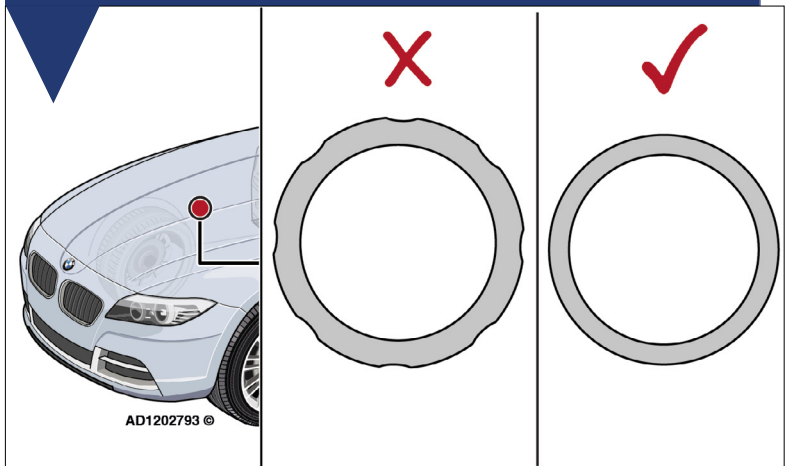
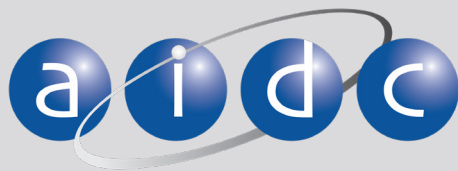


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# MEMBERUPDATE

The RMI welcomes these new businesses into membership

Member Trading Name	Street City	Member Trading Name	Street City
<b>A</b>		<b>M</b>	
Akies Trading Projects	Centurion	Mazvaal Trading (Pty) Ltd	Vereeniging
Amsterdam Trading 135	Witbank	Mckaylan Motor Engineering	Durban
Auto X (Pty) Ltd	Edenvale	Multi Exhaust Tyres Services & Parts	Thohoyandou
Automach Cape	Cape Town	Multilayer Trade Corporation	Cape Town
<b>B</b>		<b>N</b>	
Bakwena Auto Sales	Pretoria	Nolwandle Lembede Projects	Pretoria
BCE Turbo Solutions	Nigel	Northside Motrocycles	Sandton
Bethel Auto Body Repairs	Polokwane	NTT Audi Centre Paarl	Paarl
Bodyline Auto Panel and Paint	Randburg	NTT Master Cars Stellenbosch	Stellenbosch
Bosch Marburg	Marburg	NTT Master Cars Mthatha	Mthatha
Bottle Ubuhle Trading CC	Boksburg	NTT Volkswagen Kimberley and Audi Kimberley	Kimberley
Busbuild Africa	Germiston	<b>P</b>	
<b>C</b>		Panyaza Earthmoving and Drilling Solutions	Mokopane
Car Care Clinic - Comaro	Johannesburg	Parkers Pitstop	Montague Gardens
Cardinal Coachworks	Parow	Performance Technic	Midrand
Casper Motors Panel Beaters	Giyani	<b>Q</b>	
Chamdor Panel Beating	Rodepoort	Quick Cars Fixer	Kwamhlanga
<b>D</b>		Quick Lane - Ermelo	Ermelo
Diagnostic Service Centre	Richards Bay	<b>R</b>	
Driveshaft Centre	Bellville	Rand West Brake & Clutch	Randfontein
Dumisa Autobody	Sasolburg	Rota Wheel	Klerksdorp
<b>E</b>		RPM Mechanical & Diagnostics	Port Elizabeth
East Rand Approved Repair Centre	Brakpan	Rushway Motors	Pretoria
Express Auto Services	Randburg	<b>S</b>	
<b>F</b>		SAC East Rand	Boksburg
FAW Vehicle Manufacturers SA	Kempton Park	Segolee Workshop	Bela-Bela
Free State Auto Repairs	Bloemfontein	Shilas Panelbeaters	Ermelo
<b>G</b>		Sparkling Auto Care Centre	Hatfield Pretoria
Garden Route Service and Repairs	Albertinia	Sprayeq	Bellville
Ghanasco Auto Body Works	Butterworth	Supurb Sound and Security Systems	Nelspruit
GPT Mechanical Services	Nylstroom	Swartz Auto Services	Strand
<b>H</b>		<b>T</b>	
Harper Sports Cars	Cape Town	The Cape Brake Company	Strand
HI-Q Vredendal	Vredendal	The Hub Tyre Filment Centre	Randburg
Hyundai - Brits	Brits	The Wheel Deal Filment and Service Centre	Pretoria
<b>I</b>		Tiger Wheel & Tyre Shelly Beach	Shelly Beach
Imoti Project Services	Port Elizabeth	TM Motor Worx	Pretoria
Incapeace Trading and Projects 166	Kwamhlanga	TMS Panel	Johannesburg
<b>J</b>		Total Paarden Eiland	Cape Town
Jankgabo	Springs	Tshepo JK Module Workshop	Pretoria
<b>K</b>		Tyreplus Fourways	Sandton
Kenuel	Pretoria	Tyres and More Port Shepstone	Port Shepstone
<b>L</b>		<b>W</b>	
Lighting Mechanical Workshop	East London	WEC Auto Clinic	Montague Gardens
Lulu Automotives	Pretoria	Williams Tyre Corporation (Pty) Ltd	Alberton
		Wilro Project Services	Port Elizabeth

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Moto Health Care	0861 000 300	<a href="http://www.motohealthcare.co.za">www.motohealthcare.co.za</a>	10 & 11
Motus Aftermarket Parts	011 870 6000	<a href="http://www.motuscorp.co.za">www.motuscorp.co.za</a>	61
Remtec Premium Engine Solutions	041 403 1300	<a href="http://www.remtec.co.za">www.remtec.co.za</a>	43
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Silver Falcon Trading	083 628 2288	<a href="http://www.hurricaneauto.co.za">www.hurricaneauto.co.za</a>	48 & 49
Snap On Africa	031 569 7673	<a href="http://www.snapon.co.za">www.snapon.co.za</a>	IFC
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Richard Berner (left) and Greame Futter, Gabriel Marketing Executive next to the Tigras Space Frame 13B Rotary Turbo Saloon sponsored by Gabriel Shock Absorbers

## Gabriel sponsors Inland driver

**Gabriel shock absorbers has announced sponsorship of Richard Berner, driver of the Tigras Space Frame 13B Rotary Turbo vehicle, who will participate in the 2019 Inland Championship, Clubmans Super Saloon competition**

The 450 horse power saloon car with 6-speed manual gearbox took to the track on 23 March at Midvaal, Meyerton as part of an eight race series, "showing great potential but also a few small niggles that will be easily addressed," said driver Richard Berner. Other race venues will include Zwartkops, Redstar and Phakisa.

Graeme Futter, Marketing Executive at Gabriel, said the sponsorship is part of Gabriel's 2019 strategy to be involved in motor racing to market the locally-manufactured brand that has been in South Africa for over 80 years.

"Gabriel was originally imported into SA in 1935," he said. "During that time, the company has introduced a


number of world-first designs that were subsequently manufactured in plants worldwide. It was also the first shock absorber company to advertise on TV and is still the largest manufacturer of shock absorbers in Southern Africa.

"Shock absorbers are not just for comfort, their primary purpose is to keep the vehicle's wheels in contact with the road. Shocks also affect the steering, road handling and braking of the vehicle, which is why they are a vital aspect of safety."

Gabriel's years of research and testing have resulted in the company designing and manufacturing a shock absorber that is firm enough to prevent the wheels from leaving the road surface, but supple enough in their damping to

ensure that the vehicle is not directly subjected to the forces of South Africa's hazardous road conditions.

Shock absorbers also control the bouncing movement of the wheels by controlling the rate at which the suspension springs compress and extend. In so doing, shocks help maintain traction and control of the body, as well as the pitch and roll of the vehicle during cornering, braking and acceleration. With more accurate control and steering, Gabriel shock absorbers enhance safety through good road holding on the track and for the family.

"We are looking forward to a challenging but exciting season and we are grateful to Gabriel for their support," said Berner. 



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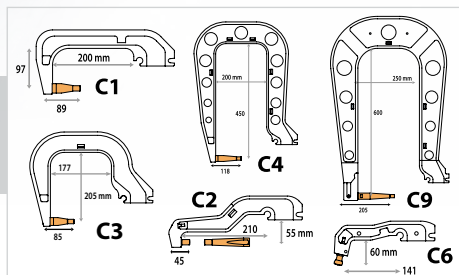
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