



MEDIA STATEMENT

Thursday 8 Aug 2019
FOR IMMEDIATE RELEASE

MTA Queensland backs Small Business Fair Dismissal Code Review

The Motor Trades Association of Queensland (MTA Queensland) is backing the Australian Small Business and Family Enterprise Ombudsman, Kate Carnell's review of the Small Business Fair Dismissal Code.

The review is a result of the Small Business Fair Dismissal Code failing to meet a simpler, unfair dismissal system that is presented in a clear and concise manner for employers.

Kate Carnell said, "The code in its current form is not achieving the ends it is supposed to. Nobody wants to dismiss somebody but when it happens you want to do it fairly."

The review comes after statistics published earlier this year showed that less than 1 per cent of unfair dismissal claims were backed by the Fair Work Commission.

Dr Brett Dale, Group Chief Executive said, "MTA Queensland has been imploring regulators to improve the Small Business Fair Dismissal Code for many years.

"Small business employers face unique challenges when confronted with issues such as misconduct and underperformance and too many employers are getting caught out by the Code and dragged into unfair dismissal claims which is time-consuming and costly."

The Small Business Fair Dismissal Code is simply not meeting its objective and MTA Queensland welcome its review."

The review recommends a significant widening of this definition to include willful or deliberate behaviour by employees inconsistent with the continuation of the contract of

Motor Trades Association of Queensland

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employment, causing serious and imminent risk to the health or safety of the employee or others, reputational risk, theft, fraud, assault or violence, intoxication at work and refusal or failure to carry out reasonable instructions.

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Background:

The Motor Trades Association of Queensland (**MTA Queensland**) is the peak body representing the interests of employers in the retail, repair and service sectors of Queensland's automotive / mobility industry. There are some 15,500 automotive value chain businesses employing in excess of 90,000 people, that generate more than \$20 billion annually. The Association represents and promotes issues of relevance to the automotive / mobility industry to all levels of Government and within Queensland's economic structure.

The Association is the leading automotive training provider in Queensland offering nationally recognised training, covering technical, retail and the aftermarket sectors of the automotive industry through the **MTA Institute (RTO 31529)** - a registered training organisation. It is the largest private automotive apprentice trainer in Queensland employing experienced trainers who are geographically dispersed from Cairns to the Gold Coast and Toowoomba to Emerald. In the last year, the MTA Institute delivered accredited courses to more than 2,000 students. The MTA Institute is the first trade RTO in Australia to be approved under the ACPET Industry Certification Program.

MTAiQ, Australia's first automotive innovation hub established by MTA Queensland, is an eco-system that supports innovation for mobility and the motor trades.

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