

MOTOR TRADES ASSOCIATION OF QUEENSLAND



2021
ANNUAL REPORT





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Disclaimer: This Annual Report has been prepared for the 2020-2021 financial year which comprises the time period of 1 July 2020 to 30 June 2021. Activities, appointments, events and actions outside this timeframe will generally not be represented in this document.



Paul Peterson

Chair
MTA Queensland



The 2020/2021 financial year was a challenging one for all. The automotive retail, service and repair sectors have shown tremendous fortitude and strength. Not only did we persevere, but we responded and built more resilient and productive businesses.

Chair Report

The 2020/2021 financial year was a challenging one for all. The automotive retail, service and repair sectors have shown tremendous fortitude and strength. Not only did we persevere, but we responded and built more resilient and productive businesses.

Our divisions are projecting a positive future. We have seen new car sales growth for many consecutive months, an incredible turnaround from the previous three years of declining sales. Used car prices have hit near record highs, and servicing and repair in many cases is better than pre-pandemic levels.

However, while we have witnessed a wave of resurgence in many areas, the industry is still left facing several threatening challenges.

Global supply shortages caused by factory and supply chain shutdowns and restrictions have played havoc on the availability of many parts and supplies like tyres, plastics and paint. We are also still seeing the effects of the semiconductor shortage, which for many of our dealers means wait times anywhere up to nine months for popular models.

The industry also continues to struggle with the nation-wide skills shortage. All automotive professions are experiencing some level of skills deficit. We have over 4,000 vacancies for mechanics in Queensland alone and while we are seeing an increase in the number of apprentices signing on (credit to both the State and Federal Governments for offering incentives) there is still a major shortfall across all automotive sectors.

Of course, the uncertain economic conditions caused by COVID-19 has also impacted the willingness of many businesses to invest, be that in the latest technology, new resources and hardware and in upskilling their employees.

Under the stewardship of new CEO Rod Camm, the Association has committed heavily to increased direct involvement with industry divisions. Further to this, MTA Queensland has been assigned as an industry skills adviser to the State Government. This means that the MTA Queensland team can directly influence policy and decision-making in relation to the automotive industry and skill requirements. MTA Queensland was very proud to be able to ensure the Government recognised 'automotive' as an essential industry. The divisional issues surfacing at the regular committee meetings enable the Association to understand, advocate, prepare submissions and report on skilling needs, members' priorities, technical/educational gaps, and innovation opportunities.

The Board of Directors and MTA Queensland's executive team have provided exceptional leadership over the past year, ensuring the key objectives of the 2019-2021 Strategic Plan have been achieved.

MTA Queensland will continue to help members through the Professional Circle pillars of advocacy, services, training, support, and innovation.

I commend this report to members.

Paul Peterson
Chair
MTA Queensland



James Robertson

Secretary
MTA Queensland



... highlighting the forward-thinking strategies and planning for which MTA Queensland is known - is the micro-credential program launched in September.

Secretary Report

I, James Robertson, Secretary for MTA Queensland, am responsible for the overall governance of the Association and for the compliance and reporting to relevant bodies such as ASIC (Australian Securities and Investments Commission) and Fair Work.

The financial report is in accordance with the *Fair Work (Registered Organisation) Act 2009* and complies with Australian Accounting Standards (including the Australian Accounting Interpretations) and I confirm that the financial report is free of errors and omissions.

The financial accounts presented were audited by BDO Audit Pty Ltd.

BDO's audit found our financial report, dated 30 June 2021, fairly presented our financial position, financial performance, and cash flows for the year in accordance with Australian Accounting Standards and other relevant legislation.

Financial Results 30th June 2021

Profit attributable to Members of the Organisation

This year's profit attributable to members of the organisation is \$1,762,243 ending 30th June 2021, this includes the gain/ (loss) on the share portfolio investments at fair value for an amount of \$656,355.

Our total equity position remains strong at \$24,110,718 increasing from \$22,348,475.

General Comments

As of 30 June 2021, MTA Queensland has 1,569 members and the MTA Institute has 1,748 students.

MTA Institute student numbers have, in fact, grown by an impressive 60 per cent in the past nine months. While this increase may be, in part, due to the Federal Government's training incentives announced in the 2020 Federal Budget - most notably the Boosting Apprenticeship

Commencements package that introduced a \$7000 per quarter subsidy for gross wages for new apprentices - it must be noted that the MTA Institute is not the only automotive training provider and that such an increase is a reflection of the high standard of training delivered and its reputation.

The MTA Institute is more important than ever as the industry has been unable to rely on migrant workers during the pandemic. The team is working towards raising our industry's profile in schools and expanding our courses. Improving our industry's skills base remains a priority for the MTA Queensland executive.

Central to this goal - and highlighting the forward-thinking strategies and planning for which MTA Queensland is known - is the micro-credential program launched in September. Training that is short, sharp, engaging, and targeted to deliver on specific skill requirements, micro-credentials enable both tradespeople and apprentices to sharpen their skills, learn new ones, and stay up-to-date with the new technologies sweeping across the industry. The expanding micro-credential program is an exciting initiative in that respect but is also a promising new revenue stream for the Association.

MTA Queensland continued to successfully operate during the COVID-19 pandemic, and we can all be grateful to the Association's staff for keeping the wheels turning. Thank you to our CFO & GM Corporate Services Kathy Winkcup for her dedication to her role and ensuring our financials are always completed accurately and on time.

I'm confident MTA Queensland will continue to achieve our goals whatever the next year brings.

James Robertson
Secretary
MTA Queensland



Rod Camm

Group Chief Executive
MTA Queensland



It is a great honour to serve as the Group Chief Executive of MTA Queensland, and I have every intention of ensuring MTA Queensland builds on our role of leading the automotive industry into the future.

Group Chief Executive Report

Welcome to the MTA Queensland 2021 Annual Report.

I am incredibly humbled and excited by the opportunity entrusted to me by the MTA Queensland Board to lead the Association in its role as peak body representing the interests of the retail, service, and repair sectors of Queensland's automotive industry. I take the reins during an incredibly tumultuous time for our industry, both through the unprecedented technology sweeping through and the challenges of lockdowns and restrictions, which remain an ongoing threat to the progress of our recovery from the COVID-19 pandemic.

However, the pandemic has exposed what the role of our Association must strive to be – to provide genuine support to members, keep them informed of all things relevant to their ongoing operation, and provide quality services and solutions. With this in mind, my initial focus as Group Chief Executive has been to embark on a fundamental review of the services we offer. Guided by our members and supported by the incredible team we have assembled at MTA Queensland, the future will see a more tailored, inclusive suite of services and offers more deliberately suited to the immediate and long-term needs of our members.

It is a great honour to serve as the Group Chief Executive of MTA Queensland, and I have every intention of ensuring MTA Queensland builds on our role of leading the automotive industry into the future.

Engagement

Together with our members, we are committed to continually improving what we do and offer.

The member services review, which commenced in January of this year, is designed to identify the gaps that exist

between the services we provide to our members and those that don't currently exist. Put simply, it is our responsibility to provide new opportunities and ways our services can be accessed.

I am pleased to report that members already have access to additional training courses and portal resources, and an online micro-credentials platform that provides easy access to specific skill sets deemed essential by businesses to prepare for the evolving technologies affecting the future of the industry.

We are also now offering regular member exclusive workplace relations webinars as well as regional visits to locations across Queensland. We genuinely want to connect with each and every member and learn about your priorities and the issues and policy decisions affecting your business. The decisions we make and our lobbying of government reflect the feedback we receive through discussion with our divisions and members.

If there is one big glaring issue it's that members, state-wide, are struggling to find staff. The labour and skills shortage is perhaps worse than it has ever been, and the problem is exacerbated by the lack of international and interstate migration. The tech explosion means that the formal education system is also often out of date. To address this we are now offering a micro-credential suite for employees to gain valuable skills in areas businesses are demanding, without the financial cost or time commitment that comes with more traditional vocational training. Courses can be taken online at mtaq.com.au/micro-credentials.

The Association remains a valued and influential voice for the Queensland automotive value chain and our team continues to have a say on the important topics affecting the industry. With ongoing



... we are now offering a micro-credential suite for employees to gain valuable skills in areas businesses are demanding, without the financial cost or time commitment that comes with more traditional vocational training.

discussions revolving around a range of matters including skills development, electric and low-emission vehicles, and e-invoicing, members can be assured we will continue to advocate for their best interests.

COVID-19

Like so many around the world, I took a deep breath at the end of 2020, thankful that such an incredibly unique and devastating year was behind us. However, we now know that the challenges are ongoing. As we continue to navigate border closures, lockdowns, and ongoing business restrictions, I would like to commend members for their perseverance and persistence in the face of these threats.

The performance of the industry has been spectacular. Our service and repair sectors have adapted and the majority report minimal impact caused by the pandemic, with the obvious exception of challenges in the supply of parts and rental vehicle impact related to the tourism slump.

Car sales, both new and used, are perhaps the barometer for the performance of the industry. Following a significant downturn in 2020 as the peak of the lockdowns caused a near complete stalling of sales, buyers have returned to the showrooms in 2021, with the sector recording ten consecutive months of positive sales growth as of August.

Used car prices also continue to soar to record highs, as limited availability of new car stock and changes in consumer preferences towards private transportation over public and shared transportation drive consumers to used car dealerships. Motorcycle dealerships have similarly reported strong sales growth as a result of shifting consumer preferences, while farm machinery sales were also up, buoyed by the Federal Government's Temporary Full Expensing incentive.

However, internationally, much of the impact reported during the first wave of

the pandemic remains ongoing, placing pressure on many sectors locally. The global semiconductor shortage continues to wreak havoc on new car production, and in turn sales, with some manufacturers still reporting facility shutdowns as they wait for supply of chips to pick up. As a result, waiting times of up to nine months continue to exist for some models and makes. The availability of parts, materials, paints, and rubber tyres also continues to heavily impact parts and tyre suppliers and smash repairers alike. The rental vehicle sector, meanwhile, was hit hard by unprecedented disruption at the hands of travel restrictions and border closures, issues that continue to impact the sector.

Importantly, while these do present some frustrations, there are also exciting new opportunities that have the potential to change the fabric of the industry, perhaps forever. Fast-emerging technology is driving change for innovative businesses ready to embrace it, which

is also pressuring traditional business models to evolve or risk becoming obsolete. Advancements in electric and autonomous vehicle technology, connectivity, mobility-as-a-service, and digital supply chains are just some of the exciting developments we are witnessing that are having real impacts on how many businesses in the industry operate.

As Australia continues to progress through the recovery of the pandemic, our priorities for the support we provide members has shifted to promote recovery initiatives and government support packages. The information we provided members included a suite of small business resources on the MTA Queensland website, while members were also briefed weekly through a new 'small business resources' section in the Weekly Industry Bulletin, including details on financial and economic help available to businesses, media reports, and developments regarding restrictions.

These resources will continue to provide guidance and remain the focal point of the Association's messaging regarding the pandemic going forward.

Training

Despite the constant threat of shutdowns and social restrictions, the MTA Institute continues to lead the way in bringing skills in the latest technologies

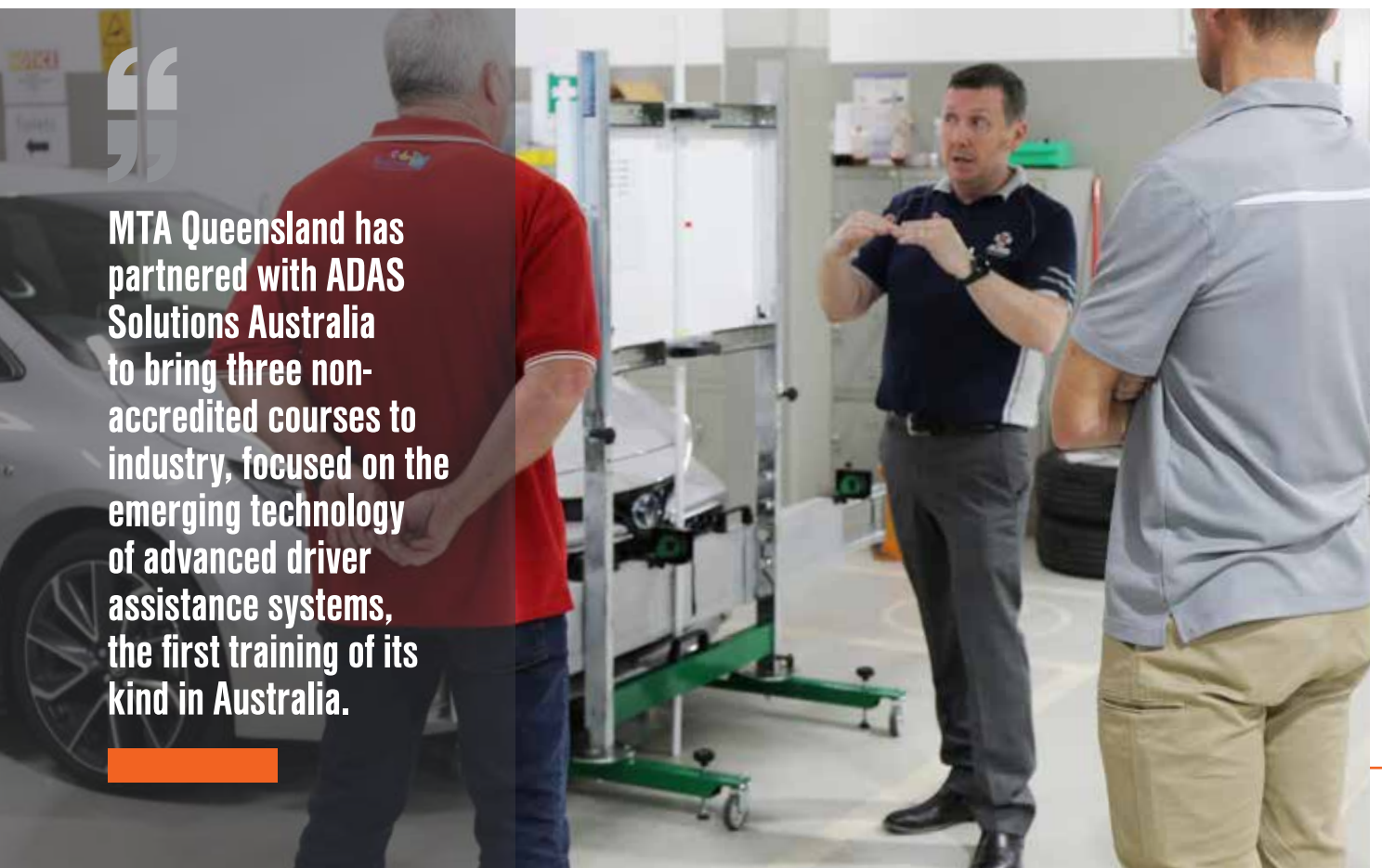


and advancements to the automotive industry. The largest independent provider of automotive apprenticeships and training in Queensland, the MTA Institute solidified this position in the last year, delivering apprenticeships and training across our industry.

MTA Queensland has partnered with ADAS Solutions Australia to bring three non-accredited courses to industry, focused on the emerging technology of advanced driver assistance systems, the first training of its kind in Australia. ADAS components and systems, which can include radars, lidar sensors and cameras, which are all equipped in modern light vehicles, are the future of the industry. However, training in this area is not yet incorporated into recognised vocational education, placing the onus on the Institute to fill this gap and deliver crucial skills.

Another area MTA Queensland has focused on developing is pathways to entry into the industry. The highly successful Auto Camp – a three-day course held during the school holidays – continues to grow from strength to strength, with the Association investigating ways for taking the course statewide and expanding the reach.

The MTA Institute continues to see promising cohorts coming through the Certificate II in Automotive Vocational Preparation course, a five-week



“
MTA Queensland has partnered with ADAS Solutions Australia to bring three non-accredited courses to industry, focused on the emerging technology of advanced driver assistance systems, the first training of its kind in Australia.”



The highly successful Auto Camp . . . continues to grow from strength to strength, with the Institute investigating ways for taking the course statewide and expanding the reach.

introductory course that prepares participants for employment, and potentially an apprenticeship.

Finally, I would like to acknowledge and welcome Sue Davis – the new Chair to the MTA Institute Board – who took on the role in March of this year. Sue brings a wealth of knowledge and experience from the education sector, having worked with both Bond University and TAFE Queensland, where she was responsible for the strategic and operational planning of the organisation, in addition to the financial and asset management strategies.

Sue joins fellow MTA Institute Directors Paul Peterson, James Robertson, and Professor Michael Milford on the Board, a team I have every confidence in to lead the Institute into the future and continue to deliver outstanding training programs that tackle the big technological challenges and disruptions facing the industry.

Innovation

In 2020, MTA Queensland partnered with the Australian Research Council (ARC) on a five-year project, titled the ARC Training Centre for Multiscale 3D Imaging, Modelling and Manufacturing (M3D). The focus has been placed on two key subprojects to develop a sustainable additive manufacturing model for Australia's automotive industry.

To research the first area of the project, MTA Queensland has welcomed Sarfraz Ali Kyani, a doctoral candidate from the Queensland University of Technology, to explore the 'recycling of automotive parts for additive manufacturing and boosting sustainable entrepreneurship in the Australian automotive industry'.

Sarfraz Ali's work experience covers several roles across both academic and corporate sectors. Therefore, driven by his experiences and motivated to make an impact on the environment, Sarfraz Ali brings this passion for exploring new business practices to the automotive industry in his investigation of end-of-life processes for vehicles leading towards sustainable industry creation.

In the first year of the research, the project has outlined the Australian landscape of end-of-life vehicle management and Automotive Shredder Residue (ASR) handling compared to the international standards, explored the current sources of waste in the automotive industry, and is now investigating the feasibility of additive manufacturing. The M3D project hopes to garner a deeper understanding of 3D technology and its use against conventional automotive parts to create a financially and environmentally sustainable manufacturing method that can recycle/reuse ASR materials.

Finally...

With the ongoing threat of COVID-19 as a constant risk, it is important that as an industry we continue to support one another and persevere, as this is the answer to emerging stronger and more united at the other end.

It is a truly fascinating time to be involved in the automotive community. The level of technological advancement and disruption is unlike anything we have ever witnessed. As we continue along this path, members can be assured that MTA Queensland will be here to ensure they remain ahead of the curve and equipped with the information and resources required to thrive.

To the members of both the MTA Queensland and MTA Institute Boards, I thank you for your ongoing guidance and support. I have every confidence that under your direction we will continue to deliver the highest level of training and education to students, and support and resources to members.

And finally, I thank our incredible team of trainers and staff at MTA Queensland and the MTA Institute for their tireless efforts in making operations run seamlessly in the face of extreme and unique conditions.

Rod Camm

Group Chief Executive
MTA Queensland



Kellie Dewar

Deputy Group Chief Executive
Officer & General Manager
Member Services
MTA Queensland



Our members are the pulse of the automotive economy and your views are extremely important as they contribute to our advocacy.

Member Services Report

This year saw the return of our regional visits and started with Cairns and Townsville. As part of our Member Services reform agenda we asked members what is needed. Attendance and participation in both locations was impressive, with access to technical information being a strong theme in the feedback.

Our members are the pulse of the automotive economy and your views are extremely important as they contribute to our advocacy. Policy positions on trade and industry issues are represented through our Divisional Committees and an integral part of advancing issues with the appropriate department or agency. Advocacy responsibilities are spread across both state and federal jurisdictions and over the past year submissions have been a mix of ongoing and new issues. You can view all our submissions at mtaq.com.au/submissions.

We achieved two major success outcomes for industry off the back of extensive lobbying to government and other key stakeholders.

The first being the inquiry on options to improve vehicle safety, standards and technology including engine immobiliser technology and a review of the written-off vehicle scheme. MTA Queensland made an extensive submission and gave evidence to the Parliamentary Transport and Resources Committee Inquiry.

The second was the review of automotive recycling activities in relation to their environmental impact classification. The successful change of classification came following consultation and numerous meetings between the Department of Environment and Science and our Automotive Recycling Division, resulting in substantial savings for our members in annual fees.

We continue to progress longstanding policy issues on Right to Repair, Franchising and Unfair Contract terms and more.

The Australian Competition and Consumer Commission (ACCC) advised of a class exemption with far reaching benefits for the automotive industry. Small businesses, franchisees and fuel retailers are permitted to collectively negotiate with their suppliers and processors, franchisor or fuel wholesaler respectively, without first having to seek ACCC approval. This is welcomed by our car dealer franchises, service stations and some small business members.

MTA Queensland Rules and Elections

Our Rules are reviewed each year at our Annual General Meeting. This year we made changes to our election schedule because of the ongoing delays to Industrial Elections caused by impacts of COVID-19. Unfortunately delays with Industrial Elections have continued and elections have not been held for Committee Divisions, Districts, Board and Executive since 2019. We will keep you updated and reassure members of the Association's high standards of governance.

Industry Skills Advisor

MTA Queensland was selected as an Industry Skills Advisory organisation for the automotive industry, reporting directly to the Department of Employment, Small Business and Training. Our members can provide direct feedback to shape current and future policy and skilling.

We engage with employers, small business, and industry stakeholders to provide high quality, evidence-based industry advice and intelligence about current and emerging industry direction, skill needs and training solutions, job growth and employment opportunities.



MTA Queensland was selected as an Industry Skills Advisory organisation for the automotive industry, reporting directly to the Department of Employment, Small Business and Training.

The sector is experiencing various challenges including:

1. Rapid technological advancements in vehicles including electrification, automation, and connectivity

As we transition to 'zero emission' from internal combustion engines, vehicles are now becoming integrated with homes and public infrastructure in terms of energy creation, storage, grid stabilisation and transmission. For this to occur, vehicles need to share data with each other and infrastructure.

2. Unparalleled skill shortages

The automotive industry is experiencing significant skill shortages as well as compositional change. Skilled technicians are leaving employers to set up their own businesses as sole traders, creating a void for many small and medium size business owners. This means businesses must invest in their own skill development, evidenced by the significant increase in auto apprenticeships. As the apprentice pathway takes time, the industry needs programs that enable immediate skill and technical advancement, and will look to micro-credentials.

3. Unprecedented labour shortages

Queensland's workforce is now limited in its capacity to utilise skilled migration (since COVID-19) fuelling the skilled labour crisis.

The economic recovery for the automotive industry is generally trending upward. There are however considerable issues including supply constraints and delays, increased freight costs and delayed production of saleable products, which impacts income. There has also been increased operational costs to some businesses including compliance and general insurance.

An exception to the economic trend has been the rental car industry which has suffered because of reduced tourism and border closures.

Looking forward the biggest issues for the industry are economic conditions, profitability, workforce growth and skills.

Corporate Partners

The MTA Queensland's diverse corporate partners offer various benefits to assist members with their business operations. The support of the following corporate partners is acknowledged, and I thank them for supporting our members and the industry.

- Spirit Super
- Commonwealth Bank
- Capricorn Society
- Bennett & Philp lawyers
- Safety Help
- Illion
- Guard Insurance
- Openpay

With Thanks

To all MTA Queensland staff, you continue to excel in a unique and unpredictable operating environment due to COVID-19. You have provided service and support at the highest level in critical periods.

Thank you to all Board Directors and Committees for representing your respective industry divisions and districts.

And to all members for your support of the Association through continued membership and representative contribution. I wish you every success for the coming year.

Kellie Dewar

Deputy Group Chief Executive Officer & General Manager Member Services
MTA Queensland



Workplace Relations Report



Evangeline Kannis

Senior Workplace Relations Advisor
MTA Queensland



Ian Naylor

Senior Workplace Relations Advisor
MTA Queensland

During the COVID-19 challenges

spanning the past financial year, there was peak demand from members for timely and accurate advice. We were humbled and privileged to be there for members, to assist with navigating the ever-changing landscape.

The Fair Work Commission delivered the National Wage Decision for 2021, resulting in an across-the-board adult wage increase of 2.5% which applied from the first full pay period on or after 1 July 2021. This took the Australian adult minimum wage to \$20.33 per hour and \$772.60 per week, for a 38-hour week, and brought the timing of increases back into a streamlined approach. This removed the complexity surrounding increases in increments and variations across Awards.

Changes were made to the *Vehicle Repair, Services and Retail Award* as the seven-year long Fair Work Commission's Award Review process concluded. This resulted in a review of casual employee conditions and a new casual employee information statement.

Lockdowns continued to impact businesses, particularly where employees were directed by Queensland Health to self-quarantine, which created staff shortages for employers.

The Commonwealth Government removed JobKeeper and replaced it with a hybrid of support to both businesses and employees.

In May, Evangeline Kannis, joined Rod Camm and Kellie Dewar on a regional tour to Cairns and Townsville to meet with members. The format included a workplace relations information session and details on new member offerings. The tour received some very positive feedback, and we will continue to visit our regional members in the future.

During the financial year we saw the opportunity to expand workplace relations training by delivering webinars, which allowed members across the State to join online. The workplace relations webinars are exclusive to MTA Queensland members and form part of your member benefits. The first webinar looked at 'How to Avoid Wages Theft' which covered the serious consequences of accidental underpayment of wages, allowances, and salaries.

The second webinar delved into 'Misconduct' which explored the processes for managing workplace investigations, including principles for natural justice, the steps involved and available disciplines.

The final webinar addressed 'How to Correctly Classify your Employees under the Award'. This presentation explained how to understand the classifications in the Awards to ensure the correct pay rate, as well as the importance of job descriptions.

The webinar online attendance was impressive, and we look forward to delivering more! Recorded webinars can be accessed at mtaq.com.au/webinar-series.

This year the team handled 4,281 enquiries as well as various representations for General Protections claims, Unfair Dismissals and Under Payment of Wages involving the Fair Work Ombudsman.

The Workplace Relations team remain committed to supporting members directly and representing and advocating on behalf of our members in various commissions and tribunals.

Evangeline Kannis & Ian Naylor

Senior Workplace Relations Advisors
MTA Queensland



James Robertson

Chair
Australian Automotive Dealer
Association Queensland (AADA Qld)



I think motor dealers are as surprised as anyone that the COVID-19 pandemic has resulted in increased vehicles sales, stock shortages and improved margins. Yearly new vehicle sales in Australia to 30 June 2021 are up 28.3 per cent.

Australian Automotive Dealer Association Queensland

Overview

I think motor dealers are as surprised as anyone that the COVID-19 pandemic has resulted in increased vehicle sales, stock shortages and improved margins. Yearly new vehicle sales in Australia to 30 June 2021 are up 28.3 per cent. This year Queensland has been largely spared from significant operational impacts. Despite the pandemic, numerous regulatory changes have occurred.

Divisional Activities

While initially AADA objected to the Motor Vehicle Service & Repair Information Sharing Scheme, it is beginning no later than 1 July 2022. Work is underway to determine how technical and sensitive information will be shared on commercially fair and reasonable terms.

Following the withdrawal of Holden from the Australian market, AADA was pleased the Federal Government has improved protections for dealers under the Franchising Code of Conduct. The Code now requires manufacturers to give dealers a reasonable opportunity to recoup capital expenditure and must compensate if they withdraw from the market.

In another win, from 3 June 2021, motor dealers may collectively negotiate with manufacturers through their dealer councils which previously could not happen under the Australian Consumer Law; an important protection for dealers in a time where some manufacturers are adopting agency models.

The chronic shortage of technicians continues to frustrate dealers and result in delays for consumers. AADA nationally is lobbying the Federal Government to restart dealers' ability to recruit overseas technicians. In Queensland, MTA

Queensland is delivering fantastic training and working with government to raise the profile of automotive trades in schools.

Law changes following the Banking Royal Commission continue, with commissions on insurance products sold by dealerships now capped. In addition, from 5 October 2021, there must be a four-day gap between a consumer purchasing a vehicle and being offered insurance products (excluding comprehensive and CTP insurance).

Fortunately, the Government has not yet removed the point-of sale exemption for in-house motor dealer finance, and there has been some easing of responsible lending criteria by finance companies.

Dealers should be proud that the Takata airbag recall is 99.9 per cent complete. There is no greater evidence that the dealership model benefits consumers when they need it.

Divisional Priorities

AADA continues to lobby the Queensland Government for compensation for the costs associated with registering vehicles.

General

AADA will continue to challenge the narrative that in future all vehicles will only be available for sale or lease from manufacturers. Dealers provide consumers with local, face-to-face sales, service, parts, warranty, finance, and trade-ins – and quality local jobs. This is a service that is not matched in any other industry.

James Robertson

Chair
AADA Qld



Mark Dodge

Chair
Automotive Engineers Division
(AED)



The common feedback from members was that after an initial downturn in business, demand for automotive services and repairers are exceeding all expectations.

Automotive Engineers Division

Overview

COVID-19 restrictions we have experienced in 2020/2021 have given the industry directional focus on processes, procedures and sustainable operational options.

Government stimulus was very much a deciding factor in keeping many member businesses operational during the initial stages of the pandemic. The common feedback from members was that after an initial downturn in business, demand for automotive services and repairers exceeded all expectations.

AED members strongly supported the regional meetings run by MTA Queensland in Cairns and Townsville and I hope to see members attend future visits.

The major issue still facing repairers is the lack of skilled tradespeople. We are experiencing an incredibly tight labour market, with a shrinking labour pool and lack of skilled migration due to border restrictions. MTA Queensland is continually providing feedback to government on these issues, and I encourage all members to attend meetings to participate in and guide these discussions.

Divisional Activities

Attendance at AED divisional meetings is at near level records facilitated and supported by increased options for participation, both face-to-face and virtually, and has increased engagement. This has resulted in some incredibly constructive input regarding industry, training, operations, compliance, and employment issues being put forward.

The AED participated in the Transport Operations (Road Use Management – Vehicle Standards and Safety) Regulation 2010 Remake External Consultation April

2021. Included in this review was the topic of identifying engine numbers while inspecting a vehicle – an issue that has affected the industry for some time, and we are pleased by its inclusion. Other items of interest include the amendment of defect notice provisions extending to 14 days, consolidating references to the National Code of Practice and the Queensland Code of Practice into a single document, and the approval of modifications.

Divisional Priorities

Upskilling and training is always a priority with members of the AED, and we are keen to support the introduction and uptake of courses catering to electric and hybrid vehicle technology.

Committee members continue to investigate and pursue new avenues for attracting skilled workers to the automotive industry.

General

The belief that the withdrawal of government stimulus packages would cause a downturn in consumer spending has so far been proven wrong, with many members reporting a record year for business. This has created opportunities to analyse business operations to keep up with demand.

Finally, I would like to thank long term committee member Maurice Donovan, who has sold his business and will take a sabbatical from the committee. Maurice has been incredibly active in programs for upskilling and training, and we wish him and his wife all the best in their future endeavours.

Mark Dodge

Chair
AED



Lawrie Beacham

Chair
Automotive Parts Recyclers Division
(APRD)



What a year! I guess every Division could begin their annual reports the same way. Many members are reporting strong sales and enquiries, although some sectors have slowed a little in the last three months.

Automotive Parts Recyclers Division

Overview

What a year! I guess every Division could begin their annual reports the same way.

Many members are reporting strong sales and enquiries, although some sectors have slowed a little in the last three months.

Despite semiconductor chip and supply shortages, and COVID-19 conditions, new car sales continue to rise, which has perhaps culled our sales somewhat due to the reduction in the average age of vehicles on the roads. However, this is offset by the strong demand for used cars.

Facility closures have been reported by some small operators in regional areas, but our city friends suggest growth and trading is rife in the illegitimate sector as a result of high scrap prices.

Importers (and exporters) are still being penalised by the abhorrent freight charges and delays worldwide.

Divisional Activities

The APRD continues to explore the possible addition of a mobile shredder machine capable of servicing the entire industry and processing scrap wire for a very decent return. We envisage this resource will remain essential long into the future as electric vehicles continue to grow in popularity.

As a committee, we represented our industry in collaboration with MTA Queensland in meetings with the Department of Environment and Science on what we believed was an incorrect classification of environmental fees. As a direct result of our action, a review and reclassification of our 'environmental relevant activity' has been effected. This is a big win for our members and for the industry, and will lead to significant savings on licensee fees.

Divisional Priorities

Motor vehicles are among the most recycled products in the world. When a consumer chooses economically recycled automotive parts, they are helping to preserve natural resources, reduce air and water pollution, and divert materials from landfill.

As automakers continue to work towards zero-emission vehicles, the APRD wants it to be known that professional automotive recyclers will remain a part of the sustainability process and can bring valuable, viable solutions to the table.

We want this to be common knowledge.

General

The recycled metal market is forecast to expand to in excess of \$US124 billion by 2024, up from \$US90 billion today.

Effectively, this means the "backyard and illegitimate industry" will be around for a long time to come.

It would be remiss of me not to acknowledge my 2020-2021 committee and the endless devotion of the MTA Queensland staff.

Lawrie Beacham

Chair
APRD



Peter Dever

**Chair
Automotive Remarketing Division
(ARD)**



Snap lockdowns, shortages of quality used vehicles, and used car prices maintaining record levels have all had an impact on our ability to trade during these uncertain times.

Automotive Remarketing Division

Overview

The used car industry has had its fair share of challenges once again this past year.

Snap lockdowns, shortages of quality used vehicles, and used car prices maintaining record levels have all had an impact on our ability to trade during these uncertain times.

Divisional Activities

The Department of Transport and Main Roads is currently conducting a review of practices, which occurs every 10 years.

Proposed changes resulting from the review include that dealers no longer have to display a current safety certificate when a vehicle is first offered for sale, as well as removing engine number requirements for safety certificates for vehicles with a VIN. The results of the review are expected in the coming months.

The review into the written-off vehicle scheme in Queensland is by far the biggest win our industry has experienced in many years. Whilst still lacking in detail as to the implementation date, the effective cut-off date is believed to be 1 April 2022.

The scheme will see repairable write-off vehicles disappear from the used car market in Queensland.

This change will level the playing field for licensed dealers, who will no longer have to compete with repaired write-offs being advertised, often for thousands of dollars less. The change will also lead to improved safety standards for vehicles on the road.

Divisional Priorities

Our Divisional priorities for the next 12 months are as follows:

1. Continue to lobby government for mandatory on-the-job training periods for applicants for Motor Dealer Licences, as well as for three month registration option for motor dealers.
2. Further strengthen our relationship with the Department of Transport and Main Roads and the Office of Fair Trading.
3. Increase Divisional membership.

General

The total number of used car sales in Queensland for the 12 months to 30 June 2021 was 443,625 compared to 412,668 for the prior period.

The sales split for dealer-to-private was 152,640 and 290,985 for private-to-private.

A high proportion of private-to-private transactions related to vehicles valued at \$5,000 or less.

These figures are based on used vehicle transfers processed for the state of Queensland.

If you are interested in following this sales data on a monthly basis, please contact member services to subscribe. Data available includes price, vehicle type, age and postcode of buyers and sellers.

As Chair I would like to once again thank Kellie Dewar and her staff for their tireless work behind the scenes in helping our Divisional members as well as MTA Queensland members in general.

Peter Dever

Chair
ARD



Mark Bryers

Chair
Engine Reconditioners Association
of Queensland (ERAQ)



At a time when the industry was considered at its peak for workloads, we are still experiencing increases.

Members are reporting significant growth and demand compared to previous years.

Engine Reconditioners Association of Queensland

Overview

At a time when the industry was considered at its peak for workloads, we are still experiencing increases.

Members are reporting significant growth and demand compared to previous years.

Divisional Activities

The focus for our Division has been on training.

All members recently had the opportunity to work with our training provider TAFE, directly on a review of the training package for Certificate III apprentice training. This covered the units and timing for training and the recommendations and outcomes from the feedback that will be incorporated in the training package.

One key recommendation was that cylinder heads should be included in the first year of training.

There are discussions underway for all engine reconditioning apprentices nationally to be trained in Queensland, which is currently the case with Tasmania.

At the end of the review there was a tour of the facility and equipment.

Divisional Priorities

Our industry is experiencing issues around the rapid rate of technological advancement in the automotive sector.

The internal combustion engine as we know it has a finite life as more and more vehicle manufacturers are transitioning away from fossil fuels (petrol/diesel) to a clean propulsion system, being predominately electric vehicles.

In addition to this, current engines are becoming a 'throw away' item due to several factors:

1. Manufacturers are designing engines differently to how they used to for a number of reasons - emissions, weight, material costs, warranties etc. All these factors can result in modern engines not being able to be repaired if they fail.
2. The cost of labour in Australia is high so the cost to repair an engine can make the activity uneconomical.

A further issue concerning skilling apprentices is that there is only one training provider in Queensland. The result of this means that it can be costly for businesses to send apprentices from remote or regional parts of Queensland.

General

The industry is facing an unknown future, and although workshops currently have a large volume of work there is much uncertainty on all supply chains for parts, engines and vehicles.

The tight labour market and our ability to attract new people to our industry continues to be a challenge.

We welcome all members to our meetings. The dates are published on the MTA Queensland website and you can attend virtually. It would be great to see more members at our meetings. I thank those that have attended in the past and my current committee members for their contribution.

Mark Bryers

Chair
ERAQ



Andrea McCarthy

Chair
National Auto Collision Alliance
(NACA)



Member engagement is increasing, with more regional businesses becoming involved and allowing for a greater cross-section of the industry to be represented.

National Auto Collision Alliance

Overview

The NACA has received a healthy response to the call out for more committee engagement, including from a number of regional businesses. Two of the four positions we advertised have now been filled.

Discussions have revolved around government grants and industry engagement from the Skills Advisory on apprenticeships and training.

Insurance steering was raised again as this is still an area of concern.

Working on formal committees gives you unique opportunities to represent, promote and advance your industry; and who better to do that than you, the industry expert. In fact, just participating in our meetings gives you network and business opportunities that can help you and your business. Our meetings can be attended both in-person and virtually through Microsoft Teams, which means there are no geographic boundaries to participate, and enables all businesses to attend no matter where you are based. I hope to see you at one of our meetings in the future.

Divisional Activities

Member engagement is increasing, with more regional businesses becoming involved and allowing for a greater cross-section of the industry to be represented.

Through participation in meetings, we are kept informed of past, current and upcoming government grants as well as recent financial services reforms and clarification on licensee requirements.

Participants provided feedback on the current training package which affects all our business and training requirements.

MTA Queensland is currently the Industry Skills Advisor to the Government for the automotive industry, meaning we can provide authentic feedback straight to government on what is happening in our industry and our needs.

Focus continues to be placed on skill and labour shortages, with the COVID-19 pandemic and border restrictions fuelling this concern. NACA has suggested developing video resources explaining general recruitment topics designed to encourage a new generation of workers to alleviate some of this concern.

Another issue we have focused on is insurance steering and ways of combatting it. This issue affects every independent repairer alike, and we are continuing to put together information and resources on what to look for in an insurance policy for consumers.

Divisional Priorities

The issue of industry engagement has been raised with requests from committee members for more information to be distributed regarding school-based apprenticeships to school students.

The committee supports the development of videos referencing the exciting career opportunities now available for school audiences.

GENERAL

We continue to educate members on claims, services and how to keep customers engaged, as well as the changing perceptions for consumer education and choice.

Andrea McCarthy

Chair
NACA



Bruce Sommerfeld

Chair
Queensland Farm and Industrial
Machinery Dealers Division
(QFIMDD)



... the national sales figures for the 2021 financial year have topped last year's sales by more than 3,500 units ... representing an increase of more than 20 per cent on the last financial year.

Queensland Farm and Industrial Machinery Dealers Division

Overview

This year has shown us all many new challenges, not just through COVID-19, but also the flow-on effects caused by the pandemic. Farm machinery dealers are now seeing supply times for imported products extended out to 9-11 months, while locally manufactured products are not expected to arrive until the first quarter of 2022. These extra-long delivery times have forced dealers across the country to order increased stock or risk running out.

With that said, the national sales figures for the 2021 financial year have topped last year's sales by more than 3,500 units, with 15,800 tractors sold, representing an increase of more than 20 per cent on the last financial year.

Combine harvesters and hay balers are also up over 15 per cent. This represents a total combined dollar value of \$2.366 million.

All manufacturers within our industry have experienced price rises, caused by increased shipping and steel costs.

Divisional Activities

Our latest divisional meeting was attended by the Office of Fair Trading, who advised members of recent changes to the Australian Consumer Law. From 1 July 2021, the definition of a consumer transaction has been amended so that it includes every transaction where the goods are acquired with a purchase price of under \$100,000 or ordinarily acquired for personal domestic or household use. This limit was previously set at \$40,000.

The QFIMDD prepared a submission on the right to repair, where we acknowledged that while passenger and

light commercial vehicles make up the bulk of the motor industry's service and repair market, the agricultural machinery industry is identified in the report as reflecting some of the same issues that led to the establishment of the MV scheme.

This was also highlighted in the May 2021 Australian Competition and Consumer agricultural machinery market study. The MTA Queensland submission on the matter focused on the draft recommendations and information requests to provide greater clarity regarding service and repair rights, particularly during the warranty period, and the report's consideration of the agricultural machinery service and repair market.

We will continue to work with MTA Queensland to express the perspective of our members across Queensland.

Divisional Priorities

The QFIMDD has identified the following priorities for the 2021/2022 financial year:

- Continue to collaborate with MTA Queensland on the right to repair.
- Build more value into the membership of MTA Queensland.
- Promote the MTA Institute as a training provider for all members.
- Engage with rural businesses to promote the QFIMDD and other Divisions.

General

I would like to thank the committee for their support this year and their input at our meetings. We will keep working to add value to our Division.

Bruce Sommerfeld
Chair
QFIMDD



Paul Peterson

Chair
Queensland Motorcycle Industry
Division (QMID)



All in all, the motorcycle industry is in a positive place. The impacts of COVID-19 have been largely avoided to this point, however, we are all waiting for the bubble to burst.

Queensland Motorcycle Industry Division

Overview

Like all other Divisions, the QMID had a turbulent year, with high demand for motorcycles new and used as well as parts and accessories. Service departments are booked months in advance, with many facing a backlog due to ongoing global supply chain issues, while customers performing DIY work are facing similar delays.

Large rainfall over much of the State coupled with high prices for cattle and other rural produce has also put a strain on the supply of ATV and SCS products. With the Federal Government banning the importation and sale of ATV products that don't meet certain criteria, the rush to secure ATV stock has driven sales far beyond importers wildest dreams. The issues will come when supply has run dry and the demand for products surge. Farmers rely on these machines for the day-to-day running of their businesses and are now exploring how business will look in an ATV-free environment.

Another sector of the market, the 'fun and off-road' sector, has also boomed with stay-at-home holidays becoming the new normal. Families are opting for more farm and camping holidays, where off-road motorcycling is a popular activity. With sales and usage up, this once again adds pressure to an already stressed supply chain.

Divisional Activities

The Division continued to host committee meetings through Microsoft Teams and will continue to do so to allow any member, regardless of location, to attend and have their say.

Divisional Priorities

The QMID will continue to work with the "save the quad bike" group to support our rural dealers following the Federal Government's decision that all new and imported second hand quad bikes sold in Australia must now meet the first stage of the Government's mandatory safety standards.

We will also continue to explore the issue of licensing and registration regulations for EV cycles and scooters.

General

All in all, the motorcycle industry is in a positive place.

The impacts of COVID-19 have been largely avoided to this point, however, we are all waiting for the bubble to burst.

Like most Divisions, we are discussing methods of increasing engagement with our members.

The increased activity and relevant content across our digital platforms is great for our profile. I encourage other members to take the lead and like, comment, and share MTA Queensland posts with your networks.

The industry is evolving at a rapid rate, and our members need to be looking at necessary changes to ensure ongoing profitability and relevance.

Paul Peterson
Chair
QMID



Grant Harrison

Chair
Rental Vehicle Industry Division
(RVID)



... there have been some strong trading periods in coastal tourism hubs. The improved trading is a result of both an increase in leisure travel demand and limited supply, as many rental companies sold off excess inventory last year.

Rental Vehicle Industry Division

Overview

The rental industry has experienced some of the most dynamic trading conditions in history as a result of border closures and sporadic lockdowns. The continued international border closures and intermittent state border closures make it extremely difficult for businesses to remain profitable and make long term investment decisions on fleet vehicles. Austrade report that in the year ending March 2021, the number of visitors to Queensland dropped 31 per cent and visitor spend dropped by 36 per cent. Further impacting the rental market was that 85 per cent of all domestic overnight trips were self-drive. Air travel, the larger driver for vehicle rentals, only accounted for 13 per cent of overnight trips, down from 21 per cent in March 2020.

In between border closures and shutdowns, there have been some strong trading periods in coastal tourism hubs. The improved trading is a result of both an increase in leisure travel demand and limited supply, as many rental companies sold off excess inventory last year.

Stimulus and investment have partially immunised rental activity in the mining, infrastructure, and construction industries from the saw-tooth trading conditions.

Divisional Activities

In the past 12 months, we have welcomed Rod Camm as the new MTA Queensland Group Chief Executive Officer. Rod attended our February committee meeting and made clear his commitment to industry and to creating additional value for members.

Part of this commitment was hosting regional meetings across Queensland, and I strongly encourage our non-southeast Queensland members to support future visits.

Industry Skill Advisor Marcello Riotta also attended our committee meetings to discuss industry-specific training and micro-credentialling for our industry. It is critical for the industry to upskill employees where there are gaps in training for new technologies and for new employees to assist with skill shortages.

DIVISIONAL PRIORITIES

The Division continues to focus on providing value to our members through the timely supply of information relating to lockdowns, relevant workplace relations information, government support and grants and training opportunities for industry.

GENERAL

In the rental vehicle industry, COVID-19 has even disrupted the disruptors. In previous years we would reflect on impacts from rideshare, carshare and aggregator websites, but these have been dwarfed by the impacts of lockdowns and border closures.

It is expected that the volatility will remain for some time, and we must remain nimble.

I would like to acknowledge and thank the committee for taking the time and contributing to the Division over the past year.

Finally, I would like to acknowledge and thank Kellie Dewar and her team. A lot of the work they do is not visible to the membership but is evident in a smooth day-to-day operation.

Grant Harrison
Chair
RVID



Tim Kane

Chair
Service Station and Convenience
Store Association of Queensland
(SSCSAQ)



As we are now living in a culture of change as a result of both COVID-19 and technological advancement, we must look towards reinventing ourselves to facilitate such change.

Service Station and Convenience Store Association of Queensland

Overview

As we are now living in a culture of change as a result of both COVID-19 and technological advancement, we must look towards reinventing ourselves to facilitate such change. Who would have predicted two years ago that mask wearing, venue restrictions, international border closures, panic buying of toilet paper, and tap-and-go electric scooters would be commonplace?

It is inevitable that further change is coming not only to the service station industry, but all sectors of the motor industry. Unfortunately, there is no clear time frame on when or how this will unfold. It is disappointing that new service stations under construction continue to have no provisions for new technology infrastructure to be installed. One thing that is evident is that the Autogas industry in Australia is all but finished. By the end of the year, both Coles and BP will no longer offer any Autogas refilling facilities. However, interestingly, the industry is looking to transition to hydrogen.

Fuel price reporting has become permanent after a two-year trial period. The scheme requires all service stations to report their prices to the Government within thirty minutes of change. This has not resolved volatility in retail pricing, largely due to below-cost selling which presents an artificial perception of what the true retail cost should be. It is our view that if this were banned, the discount cycle style of retailing would no doubt change.

Divisional Activities

The SSCSAQ collaborated with MTA Queensland to develop an extensive submission to the Department of Industry, Science, Energy, and Resources on the Future Fuels Strategy Discussion Paper.

The Association recognises the strategy is to be guided by the three principles that set the Federal Government's framework for 'practical actions that will enable the private sector to commercially deploy low emission road transport technologies at scale'. The strategy, however, does not meet the urgent need for national policy to keep pace with the changing business and community attitudes to decarbonisation and the global energy transition.

Other areas of focus for the SSCSAQ include providing feedback to our Industry Skills Advisor on current and emerging industry direction, regional skills needs and training solutions, job growth, and the impact of COVID-19 on the industry.

Divisional Priorities

The first divisional priority is to ensure the SSCSAQ retains members and remains focused on providing targeted assistance in any way we can either through services, education or advocacy.

Another priority for SSCSAQ is to continue dialogue through MTA Queensland with relevant Ministers on alternative fuel sources, support for industry and opening employment opportunities through skills migration.

General

I thank the committee for the participation and input over the past 12 months and look forward to working with you for the next term.

Tim Kane
Chair
SSCSAQ



Michael Hart

Chair
Tyre and Undercar Division of
Queensland (TUDQ)



We have experienced exceptional growth in sales and services, but at the same time, reduced stock and labour supply and availability continue to plague businesses.

Tyre and Undercar Division of Queensland

Overview

It has been the first full financial year living and working through lockdowns, outbreaks and travel restrictions as a result of COVID-19. We have experienced exceptional growth in sales and services, but at the same time, reduced stock, and labour supply and availability continue to plague businesses.

JobKeeper was a saving grace for many small businesses, but a double-edged sword for the labour market.

Stock shortages were the biggest issue this year, closely followed by staff and labour shortages.

Tyre manufacturing and supply is still, and will continue to be, a big issue as we move into 2022. Most suppliers are experiencing long delays in receiving stock, as well as rising freight costs.

Correct tyre disposal remains problematic and will continue to be as legislative changes are made.

Divisional Activities

Staff and industry training has been a hot topic of discussion over the past year. New MTA Queensland Group Chief Executive Officer Rod Camm has attended our committee meetings and provided updates on exciting opportunities for members. Industry Skills Advisor Marcello Riotto has also been present, listening to the Division's priorities as well as educating on the numerous training courses available through the MTA Institute relevant to TUDQ members.

We have also had the pleasure of GM – Marketing and Communications, Lysa Dugandzic talk to our members to give an overview on digital and marketing

opportunities available, including but not limited to:

- Website building
- Google My Business profiles
- *Motor Trader* e-Magazine

And finally, Kevin from Pirelli Tyres Australia explained the issues the manufacturer is facing locally and in the Asia Pacific region. Kevin provided great insight into the supply problems we are currently experiencing.

Divisional Priorities

Engaging with members will always be our priority. The Microsoft Teams platform has been a great asset in connecting with members in regional/rural areas.

We hope to increase meeting attendance and participation moving forward utilising the technology we have available.

General

Ongoing issues with supplies in the tyre industry continue.

Finding and retaining quality staff and labour remains an issue as well.

Some tyre factories are still experiencing a low level of workload or no workload at all.

Freight and shipping issues remain and continue to be a big problem for Queensland and Australia.

I would like to thank all committee members for their time and input this last year. Thanks to Rod, Kellie and all the MTA Queensland staff that put in the hard work for this Division.

I wish all our members a successful and prosperous financial year ahead.

Michael Hart
Chair
TUDQ



Lysa Dugandzic

General Manager
Marketing and Communications



Our biggest growth platform was YouTube, up 31.2% in subscribers, mainly attributable to an increase in video production and increased views. The YouTube channel increased in reach by 65% or 7.7k views.

Marketing and Communications Report

Social Media Platforms

Across the four social media platforms (Facebook, Instagram, Twitter and YouTube) we have a total of 7.3k followers, representing a 12% increase (or 817 new followers) on the previous FY.

We achieved 394k reach across all platforms, which is down 35% on last FY mainly due to less traction on Facebook.

Our biggest growth platform was YouTube, up 31.2% in subscribers, mainly attributable to an increase in video production and increased views. The YouTube channel increased in reach by 65% or 7.7k views.

Instagram was our next biggest growth platform with 21.2% increase in followers and reach was up 40k.

Websites

We received 626k total pageviews across all websites (www.mtaq.com.au; www.mtai.edu.au; www.mtaiq.com.au) and the member portal representing 193k pageview growth or 44.6% increase on the previous FY.

The MTA Queensland website experienced the highest increase in traffic at 53.6% or 145.8k pageviews, but this was down on the increase in traffic experienced in the last FY due to members accessing COVID-19 resources.

The member portal received the next highest increase in traffic at 43% or 34.4k pageviews, with visits to the shop going from 3k to 7.3k pageviews.

The Ready Skills (formerly MyProfiling) link is highly utilised on the MTA Institute website, increasing by 2.3k pageviews on the previous FY.

Communications

27 Media Releases Issued

Total media mention reach for the year was 2.1m.

This reach is down 1m on last FY as we are using a more accurate measuring metric of reach for online viewers.

We received 173 media mentions with notable reach on topics:

- Written-off cars should be banned from Qld
- Used car prices
- ACE-EV
- New CEO announcement

Weekly Industry Bulletin

The primary communication e-newsletter statistics for the FY were:

Average DELIVERIES – 9,824

Average OPEN RATE – 16.25%

Average OPENS – 1,587

On average 1.5k individuals open the Bulletin each week, which is consistent with last FY.

COVID-19 Business Updates

COVID-19 Business Updates were the second phase of our COVID-19 communications, whereby the daily update became a Monday and Friday update, from 3 July – 2 Oct 2020.

The COVID-19 Business Update was then merged into the Weekly Industry Bulletin from October due to dropping engagement and content relevance.

The statistics for the period were:

Average DELIVERIES – 4,485

Average OPEN RATE – 19.26%

Average OPENS – 876



With the signature event of the year cancelled, we were able to continue with the Apprentice of the Year as a hybrid event.

Motor Trader e-Magazine

The monthly e-magazine statistics for the FY were:

Average DELIVERIES – 10,437

Average OPEN RATE – 21.7%

Average OPENS – 2,270

The open rate saw an increase (up from 19% last FY) with an average of 2.2k individuals opening the monthly publication which is up from 1.6k last FY.

Events

Youngcare - Giving Day - 24 Sept 2020

As a proud Charity Partner for Youngcare, our staff contributed to raising over \$400k on Giving Day.

Apprentice of the Year hybrid event - 16 Oct 2020

With the Industry Awards Gala cancelled, we were able to continue with the Apprentice of the Year as a hybrid event. The attendance included 60 in-person and 10 online, comprising of apprentices, family, friends, trainers and employers. MTAA Super continued as the award sponsor, and we received excellent feedback from all who attended.

Women on Tools Breakfast - 17 May 2021

This event attracted approximately 70 attendees and was hosted at the MTA

Institute workshop. The event has seen terrific growth over the years and was conducted in partnership with NAWIC to support women in trades. Minister Di Farmer attended the event and launched the MTA Institute's women's pre-vocational program.

MTA Graduation - 28 May 2021

Over the years we have seen a declining engagement in the MTA Institute student graduation ceremonies, requiring us to re-think how we can celebrate student completions going forward.

Industry Awards Gala - 2020 & 2021

The Industry Awards Gala was cancelled in 2020 but the beginning of 2021 saw the largest number of nominees for the upcoming 2021 awards.

Milwaukee Tool has also been secured as the tool sponsor for the 2021 event, providing a \$3.3k automotive starter tool kit for the winner of the Apprentice of the Year and 11 socket sets valued at \$219 each for the runners up.

Youngcare - Y Women Lunch Sponsor - 4 June 2021

As part of the organisation's corporate responsibly, we ensure to take every opportunity to support our Charity Partner, Youngcare. The Y Women lunch sponsorship also resulted in Courier Mail exposure and an opportunity to address the 200 attendees.

White Ribbon Lunch - 11 June 2021

Further to supporting the organisation's corporate responsibility, we raised \$1000 at a staff lunch for White Ribbon who assist with preventing violence against women.

Digital Champions Project

As part of the Small Business Digital Champions Project, MTA Queensland was chosen as one of 15 industry associations to receive \$100,000 over a two-year period to establish a digital advice role for small businesses.

This contract, which was completed in April 2021, was accessed by a total of 1001 businesses and provided digital advice on:

- Technology trends and technology adoption
- Hardware
- Software
- Online content development
- Social media and digital marketing
- Websites
- Online security and data privacy
- Digital playbooks or digital best practice guides for the business sector
- Online digital planning
- Digital training
- Coaching and support for going online.

Lysa Dugandzic

General Manager
Marketing and Communications



Susan Davis

Chair
MTA Institute



The Institute's training team showed a committed resilience and flexibility through COVID-19, working with students and employers to get through the challenges experienced in a training environment . . .

MTA Institute Chair Report

COVID-19 Impact

The MTA Institute has done an incredible job maintaining its position as the leading independent training provider in the automotive industry, training a third of all automotive apprentices in Queensland.

The Institute's training team showed a committed resilience and flexibility through COVID-19, working with students and employers to get through the challenges experienced in a training environment that has traditionally required a large component of face-to-face contact. However, in challenging times, great performing teams will find opportunities and I am proud to see how innovative our training team has been, in developing a range of first-class blended training programs that are servicing our employers and students very well. These flexible programs will ensure the MTA Institute can continue delivering its reputable training, in what will no doubt continue to be uncertain times.

Apprenticeship Growth, Skills and Labour Shortages

We've seen significant uptake for the Federal Government's wage subsidy scheme where employers may be entitled to a contribution from the Boosting Apprenticeships Commencements wage subsidy, providing up to 50 per cent of the apprentice's gross wage. From 1st January 2021, this was bolstered by the State Government's Free Apprenticeships for under 25s initiative. This program offered fully subsidised training for all our automotive apprenticeship qualifications.

Government subsidies have assisted in the uptake of apprenticeships, but the significant increase in workload for many businesses in the automotive industry over the last year has compounded the problem, with employers unable to sustain current and future workloads.

The increase in apprenticeship uptake will help with the longer-term issue, but the extremely limited labour pool that businesses have today, makes the current situation critical.

Trainer Scholarships

The newly introduced MTA Queensland Trainer Scholarships have received enormous attention from industry. The scholarship offers the opportunity for automotive professionals to further their careers by undertaking a Certificate IV in Training and Assessment, valued at over \$2,500 and provides individuals the opportunity to pass on their extensive knowledge and experience to the next generation of learners and employees.

Earlier in 2021, the first MTA Queensland VET scholarship winner was announced from an overwhelming number of applications. Congratulations to Wayne Herring from Cricks who demonstrated a wealth of industry knowledge and enthusiasm.

Staff Commendation

My strongest message though must go out to the MTA Institute team, both to our trainers and our professional staff, who should be applauded for their continual hard working efforts over a difficult 12 months.

Being MTA Institute's first female Chair, I am also excited and committed to seeing how we can work with industry to promote and improve gender balance and diversity in all occupations, including our trades.

Susan Davis
Chair
MTA Institute



Paul Kulpa

General Manager
MTA Institute



MTA Institute grew its apprenticeship training cohort throughout the State and maintained its position as the leading automotive apprenticeship training provider in Queensland.

MTA Institute Report

Despite the ever-constant challenges posed by COVID-19, the MTA Institute delivered strong training continuity with high student and employer engagement across Queensland. Both trainers and administration staff worked through these challenges, maintaining a professional approach to working with all stakeholders.

MTA Institute grew its apprenticeship training cohort throughout the State and maintained its position as the leading automotive apprenticeship training provider in Queensland. This was due in large part to our training staff delivering consistent, exceptional skilling to our students. In addition, our training admin team supported this through the highest levels of customer service to maintain a high level of quality and professionalism. These are important factors for a Registered Training Organisation (RTO) responsible for training and skilling one-third of the total number of automotive apprentices in Queensland.

MTA Institute continued its digital transformation to better engage with stakeholders and found efficiencies to increase services and information in a timely and accurate manner. The ongoing monitoring of compliance continued to meet the Australian Skills Quality Authority standards in relation to the automotive retail, service and repair training package. This was underpinned by our Continuous Improvement Committee and industry engagement through the MTA Queensland divisions to maintain contemporary assessment tools and training resources.

As Queensland's largest independent RTO for automotive apprenticeships, the MTA Institute prides itself on delivering strong levels of student satisfaction. The highlights include:

- **91.8%** were satisfied with the overall quality of training.
- **91%** would recommend their training provider.
- **95.1%** achieved their main reason for doing the training.
- **91.5%** were satisfied with the teaching.

The MTA Institute continued to work very closely with the State Government around skilling priorities for the automotive sectors and funding of qualifications to appropriately meet the demands of industry. The MTA Institute will continue to provide advice to government on the automotive industry skilling needs.

The MTA Institute understands there is a significant need to increase suitable candidates into the automotive industry to ensure it has the skilled workforce needed for the future. However, this will only occur if employers take on apprentices. To assist this process, the MTA Institute has continued to support the future workforce by:

- Remaining on the Queensland State Government's Skills Assured Supplier list and holding contracts for User Choice and the Queensland VET Investment Plan.
- Committing to train over 2,000 apprentices/trainees throughout Queensland in the fields of Light Vehicle, Heavy Vehicle, Auto Electrical, Motorcycle, Mobile Plant, Agricultural, Parts Interpreting, Outdoor Power Equipment, Automotive Body Repair & Refinishing and Underbody.
- Supporting the MTA Queensland Industry Skills Advisory role to focus on employment, small business and regional skill needs in an automotive environment.



Overall, the MTA Institute has delivered over 70 courses over the 12-month period, including apprentice training days, fee-for-service courses, high-level skills courses, and pre-vocational programs.



- Promoting the MTA Queensland Auto Camp to 14 to 17-year-old school students, which allows them to experience automotive hands-on learning, from new technology to the principles and maintenance of a vehicle, during the school holidays.
- Delivering automotive vocational preparation programs to prepare learners for the apprenticeship pathway. These programs provided a comprehensive set of skills to introduce students into the automotive industry with over half achieving gainful employment.
- Offering nationally accredited courses to assist in licensing including Motor Salesperson, Motor Vehicle Dealers, Motor Dealer Wrecker and Motor Wrecker Salesperson courses.
- Delivering post apprenticeship programs to allow qualified automotive tradespeople to access higher level skill sets including hybrid electric vehicle and battery electric vehicle technology.
- Delivering trade skills and gap training programs to over 300 participants. These programs created value for

automotive businesses by enabling qualified tradespeople to build on individual skills to support career goals.

- Ongoing professional development for learners in our non-accredited training suite, including vehicle maintenance, advanced driver-assistance systems and welding courses.

Overall, the MTA Institute has delivered over 70 courses over the 12-month period, including apprentice training days, fee-for-service courses, high-level skills courses, and pre-vocational programs.

We also continued to provide ongoing recognition of our automotive apprentices through our apprentice of the month awards and graduation ceremonies. The 2020 Apprentice of the Year Award was presented to Gabrielle Clift from Highfields Mechanical and Offroad.

We also acknowledge Ross Wilson for his teaching excellence, being awarded the MTA Institute 2020 Trainer of the Year and North Coast VET Teacher or Trainer of the Year finalist in the Queensland Training Awards. In addition, we implemented the first MTA Queensland Automotive

Trainer Scholarship, which provides an opportunity for industry tradespeople to apply for a fully funded Certificate IV in Training and Assessment (TAE40116) to allow them to progress their career into automotive training.

We would also like to acknowledge the MTA Institute Board for their support and direction over the last 12 months. The Board of Directors over the 2020/21 financial year consisted of:

- Sue Davies – Chair
- Professor Michael Milford – Director
- Paul Peterson - Director
- James Robertson - Director

In closing, a massive thank you to all MTA Institute staff for their hard work and dedication in continuing to make us the training provider of choice for the automotive industry and thank you to all the businesses that continue to choose us for their training needs.

Paul Kulpa
General Manager
MTA Institute





Motor Trades Association of Queensland Financial Report

Financial Report For the year ended 30th June 2021



Kathy Winkcup

Chief Financial Officer
MTA Queensland

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Auditor's Report



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Australia

To the members of Motor Trades Association of Queensland Industrial Organisation of Employers

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Motor Trades Association of Queensland Industrial Organisation of Employers and its subsidiary (the reporting unit), which comprises the consolidated statement of financial position as at 30 June 2021, the consolidated statement of comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year ended 30 June 2021, notes to the consolidated financial report, including a summary of significant accounting policies, the Committee of Management Statement, the subsection 255(2A) report and the Officer Declaration Statement.

In our opinion the accompanying financial report of Motor Trades association of Queensland Industrial Organisation of Employers, presents fairly, in all material respects the reporting unit's financial position as at 30 June 2021 and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards and any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report. We are independent of the reporting unit in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The Committee of Management are responsible for the other information. The other information obtained at the date of this auditor's report is information included in the reporting unit's operating report, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Committee of Management for the Financial Report

The Committee of Management of the reporting unit are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Fair Work (Registered Organisations) Act 2009*, and for such internal control as the Committee of Management determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Committee of Management are responsible for assessing the registered entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible entities either intends to liquidate the registered entity or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Reporting Unit's internal control
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee of Management
- Conclude on the appropriateness of the Committee of Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Reporting Unit's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Reporting Unit to cease to continue as a going concern
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Reporting Unit to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Reporting Unit audit. We remain solely responsible for our audit opinion.

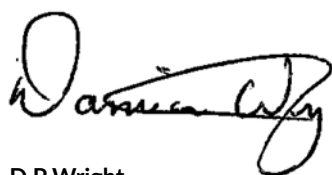
We communicate with the Committee of Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that are identified during our audit.

This description forms part of our auditor's report.

Declaration by the auditor

I, D P Wright, declare that I am a registered auditor, a member of the Chartered Accountants Australia New Zealand and hold a current Public Practice Certificate.

BDO Audit Pty Ltd



D P Wright
Director

Brisbane, 05 October 2021

Registration number (as registered by the RO Commissioner under the Act): AA2017/46

Report required under subsection 255(2A)

For the year ended 30th June 2021

The committee of management presents the expenditure report as required under subsection 255(2A) on the reporting unit for the year ended 30th June 2021.

CATEGORIES OF EXPENDITURES	2021 \$	2020 \$
Remuneration and other employment-related costs and expenses – employees	6,770,404	6,800,422
Advertising	47,511	93,552
Operating costs	1,898,109	2,009,983
Donations to political parties	–	–
Legal costs	32,181	47,469



James Robertson
Secretary

Dated: 05 October 2021

Operating Report

For the year ended 30th June 2021

The committee of management presents its operating report on the reporting unit for the year ended 30th June 2021.

Review of principal activities, the results of those activities and any significant changes in the nature of those activities during the year

- (a) The federal reporting unit operates as an organisation of employers registered under the Fair Work (Registered Organisations) Act 2009 (Cth).
- (b) The principal activities of the federal reporting unit fell into the following categories:
- To promote, advance and protect the interest of the motor vehicle industry and associated trades or businesses in Queensland and to conserve the interest of Members;
 - To advocate, advance and protect the interests of employers connected with the motor vehicle industry and associated trades or businesses in Queensland;
 - To consider and deal with any questions relevant to the motor vehicle industry and associated trades or businesses;
 - To participate in, promote and encourage all forms of education and training supportive of the development of the motor vehicle industry and associated trades or businesses in Queensland; and
 - To do any such other lawful things as may appear to be incidental or conducive to the above objects of any of them.
- (c) There have been no significant changes in the nature of the principal activities of the federal reporting unit in the financial year ending 30 June 2021.
- (d) The federal reporting unit has achieved satisfactory results from the above activities.

Significant changes in financial affairs

There was no significant change to the financial activities of the federal reporting unit for the financial year ended on 30th June 2021.

Right of members to resign

- (a) A Member may resign from MTA Queensland upon giving written notice of the Member's intention to do so, addressed and delivered to the Secretary of MTA Queensland.
- (b) A notice of termination from MTA Queensland takes effect:
- (i) where the Member ceases to be eligible to become a Member of MTA Queensland:
 - (a) on the day on which the notice is received by the Member; or
 - (b) on the day specified in the notice, which is a day not earlier than the day when the Member ceases to be eligible to become a Member; whichever is later; or
 - (ii) in any other case:
 - (a) at the end of two (2) weeks after the notice is received by the Member; or
 - (b) on the day specified in the notice, whichever is later.

"No officer or member of the reporting unit holds a position as a trustee or director of a superannuation entity or exempt public sector superannuation scheme where the criterion for holding such position is that they are an officer or member of an organisation."

Number of members

The number of members recorded on the register of members as at 30th June 2021 was 1,569.

Operating Report continued

For the year ended 30th June 2021

Number of employees

The federal reporting unit had 64 employees as at 30th June 2021.

Names of committee of management members and period positions held during the financial year

For the year of 1st July 2020 to 30th June 2021 the federal reporting unit's Committee of Management comprised of the following persons:

Name of officer	Position	Period
Paul John Peterson	Board Member MTAQ Chairman MTAQ Chairman Qld Motorcycle Industry Division	1 July 2020 to 30 June 2021
Mark Bryers	Vice Chairman MTAQ Board Member MTAQ Chairman Engine Reconditioners Association of Qld	1 July 2020 to 30 June 2021
James William George Robertson	Board Member MTAQ Secretary MTAQ Central District Representative	1 July 2020 to 30 June 2021
Bruce Sommerfeld	Board Member MTAQ Chairman Qld Farm & Industrial Machinery Dealers Division	1 July 2020 to 30 June 2021
Andrea McCarthy	Board Member MTAQ Chairman National Auto Collision Alliance	1 July 2020 to 30 June 2021
Mark Billingsley	Board Member MTAQ North Qld District Representative	1 July 2020 to 30 June 2021
Mark David Dodge	Board Member MTAQ Far North Qld District Representative Chairman Automotive Engineers Division	1 July 2020 to 30 June 2021
Lawrence John Beacham	Board Member MTAQ Chairman Automotive Parts Recyclers Division	1 July 2020 to 30 June 2021
Peter Dever	Board Member MTAQ Chairman Automotive Remarketing Division	1 July 2020 to 30 June 2021
Grant Harrison	Board Member MTAQ Chairman Rental Vehicle Industry Division	1 July 2020 to 30 June 2021
Timothy Joseph Kane	Board Member MTAQ Chairman Service Station and Convenience Store Association Qld	1 July 2020 to 30 June 2021
Brad Collett	Board Member MTAQ Chairman Tyre and Undercar Division of Queensland	1 July 2020 to 18 February 2021
Michael Hart	Board Member MTAQ Chairman Tyre and Undercar Division of Queensland	18 February 2021 to 30 June 2021

Names of Directors of MTA Institute of Technology Pty Ltd and period positions held during the financial year

For the year of 1st July 2020 to 30th June 2021 Board of Directors of MTA Institute of Technology Pty Ltd comprised of the following persons:

Name of officer	Position	Period
Rodney Camm	Director – Chair	1 July 2020 to 27 October 2020
Susan Davis	Director – Chair	4 January 2021 to 30 June 2021
James William George Robertson	Director – Deputy Chair	1 July 2020 to 30 June 2021
Paul John Peterson	Director	1 July 2020 to 30 June 2021
Michael Milford	Director	1 July 2020 to 30 June 2021



James Robertson
Secretary

Dated: 05 October 2021

Committee of Management Statement

For the year ended 30th June 2021

On 05/10/2021 the MTA Queensland Board of the Motor Trades Association of Queensland Industrial Organisation of Employers passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 30th June 2021:

The MTA Queensland Board of the Motor Trades Association of Queensland Industrial Organisation of Employers declares that in its opinion:

- a) the financial statements and notes comply with the Australian Accounting Standards;
- b) the financial statements and notes comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act);
- c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
- e) during the financial year to which the GPFR relates and since the end of that year:
 - i. meetings of the committee of management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
 - ii. the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
 - iii. the financial records of the reporting unit have been kept and maintained in accordance with the RO Act; and
 - iv. where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation; and
 - v. where information has been sought in any request by a member of the reporting unit or Commissioner duly made under section 272 of the RO Act has been provided to the member or Commissioner; and
 - vi. where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.

This declaration is made in accordance with a resolution of the committee of management.



Paul Peterson
Chairman

05 October 2021 Brisbane



James Robertson
Secretary

05 October 2021 Brisbane

Consolidated Statement of Profit or Loss and Comprehensive Income

For the year ended 30th June 2021

		Consolidated	
	Notes	2021 \$	2020 \$
REVENUE FROM CONTRACTS WITH CUSTOMERS			
Membership subscription		1,074,282	1,096,382
Training		8,214,919	8,435,610
Other sales of goods or services to members		151,475	151,921
TOTAL REVENUE FROM CONTRACTS WITH CUSTOMERS	3	9,440,676	9,683,913
INCOME FOR FURTHERING OBJECTIVES			
Grants and/or donations	3A	762,360	1,175,837
TOTAL INCOME FOR FURTHERING OBJECTIVES		762,360	1,175,837
OTHER INCOME			
Investment income	3B	356,650	196,302
Rental revenue		3,100	9,532
Net gains from sale of assets	3C	17,293	500
Other revenue		63,966	241,083
TOTAL OTHER INCOME		441,009	447,417
TOTAL INCOME		10,644,045	11,307,167
EXPENSES			
Employee expenses	4A	(6,770,404)	(6,800,422)
Administration expenses	4B	(1,267,945)	(1,358,351)
Grants or donations	4C	(8,340)	(3,263)
Depreciation and amortisation	4D	(767,580)	(671,445)
Finance costs	4E	(22,372)	(14,710)
Legal costs	4F	(32,181)	(47,469)
Audit fees	14	(54,031)	(47,030)
Insurance		(80,655)	(78,794)
Motor Vehicle		(166,989)	(189,753)
Cost of goods sold		(367,660)	(426,344)
TOTAL EXPENSES		(9,538,157)	(9,637,581)
SURPLUS (DEFICIT) FOR THE YEAR		1,105,888	1,669,586
OTHER COMPREHENSIVE INCOME			
Items that will be subsequently reclassified to profit or loss			
Gain/(loss) on investments at fair value through other comprehensive income (FVTOCI)		656,355	(3,452)
Items that will not be subsequently reclassified to profit or loss			
Gain/(loss) on revaluation of land & buildings		-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		1,762,243	1,666,134

The above statement should be read in conjunction with the notes.

Consolidated Statement of Financial Position

As at 30th June 2021

		Consolidated	
	Notes	2021 \$	2020 \$
ASSETS			
Current Assets			
Cash and cash equivalents	5A	6,135,262	5,712,561
Trade and other receivables	5B	2,440,356	1,726,842
Inventory	5C	50,164	47,954
Other current assets	5D	348,469	178,423
Total current assets		8,974,251	7,665,780
Non-current Assets			
Land and buildings	6A	12,362,500	12,631,250
Plant and equipment	6B	1,003,090	886,696
Intangibles	6C	27,948	65,952
Right-of-use assets	6D	278,086	308,566
Other non-current assets	6E	4,908,195	4,037,229
Total non-current assets		18,579,819	17,929,693
TOTAL ASSETS		27,554,070	25,595,473
LIABILITIES			
Current Liabilities			
Trade payables	7A	612,401	695,621
Other payables	7B	1,602,640	1,276,726
Employee provisions	8A	410,527	805,200
Lease liabilities	6D	159,770	137,290
Total current liabilities		2,785,338	2,914,837
Non-current Liabilities			
Employee provisions	8A	555,654	172,026
Lease liabilities	6D	102,360	160,135
Total non-current liabilities		658,014	332,161
TOTAL LIABILITIES		3,443,352	3,246,998
NET ASSETS		24,110,718	22,348,475
EQUITY			
General funds	10A	942,885	286,530
Reserves	10A	5,327,393	5,327,393
Retained earnings (accumulated deficit)		17,840,440	16,734,552
TOTAL EQUITY		24,110,718	22,348,475

The above statement should be read in conjunction with the notes.

Consolidated Statement of Changes In Equity

For the year ended 30th June 2021

		General Funds/ Reserves \$	Consolidated Retained earnings \$	Total equity \$
	Notes			
Balance as at 1 July 2019		5,617,375	15,064,966	20,682,341
Adjustment for changes in accounting policies				
Surplus / (deficit)		-	1,669,586	1,669,586
Other comprehensive income		(3,452)	-	(3,452)
Transfer to/from reserves		-	-	-
CLOSING BALANCE AS AT 30 JUNE 2020		5,613,923	16,734,552	22,348,475
Surplus / (deficit)		-	1,105,888	1,105,888
Other comprehensive income		656,355	-	656,355
Transfer to/from reserves	10A	-	-	-
CLOSING BALANCE AS AT 30 JUNE 2021		6,270,278	17,840,440	24,110,718

The above statement should be read in conjunction with the notes.

Consolidated Statement of Cash Flows

For the year ended 30th June 2021

		Consolidated	
	Notes	2021 \$	2020 \$
OPERATING ACTIVITIES			
Cash received			
Receipts from customers		10,304,584	10,385,830
Donations and grants		763,739	1,175,837
Interest		55,644	120,635
Dividends		70,235	75,667
Other		-	-
Cash used			
Suppliers and Employees		(9,952,484)	(9,771,008)
Interest payments		(22,372)	(14,710)
NET CASH FROM (USED BY) OPERATING ACTIVITIES	11A	1,219,346	1,972,251
INVESTING ACTIVITIES			
Cash received			
Proceeds from sale of investments		1,235,186	1,235,186
Proceeds from sale of plant and equipment		-	-
Cash used			
Purchase of plant and equipment		(418,039)	(387,573)
Payment for investments		(1,449,797)	(3,019,185)
NET CASH FROM (USED BY) INVESTING ACTIVITIES		(632,650)	(2,171,572)
FINANCIING ACTIVITES			
Cash used			
Repayment of lease liabilities		(163,995)	(125,193)
Net cash from (used by) financing activities		(163,995)	(125,193)
Net increase (decrease) in cash held		422,701	(324,514)
Cash & cash equivalents at the beginning of the reporting period		5,712,561	6,037,075
CASH & CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD	5A	6,135,262	5,712,561

The above statement should be read in conjunction with the notes.





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Notes to the Financial Statements

For the year ended 30th June 2021

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1.1 Basis of preparation of the financial statements

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period, and the *Fair Work (Registered Organisation) Act 2009*. For the purpose of preparing the general purpose financial statements, the Motor Trades Association of Queensland Industrial Organisation of Employers is a not-for-profit entity.

The financial statements, except cash flow information, have been prepared on an accrual basis and in accordance with the historical cost, except for certain assets and liabilities measured at fair value, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

1.2 Principles of Consolidation

The consolidated financial statements incorporate all of the assets, liabilities and results of the parent (Motor Trades Association of Queensland Industrial Organisation of Employers) and all of the subsidiaries (including any structured entities). Subsidiaries are entities the parent controls. The parent controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity.

Wholly owned subsidiaries of the Motor Trades Association of Queensland Industrial Organisation of Employers:-

- MTA Institute of Technology Pty Ltd
- Motor Trades Association of Queensland Ltd
- MTAQ Management Pty Ltd
- MTA Global Pty Ltd
- MTAQ Trust

The assets, liabilities and results of all subsidiaries are fully consolidated into the financial statements of the group from the date on which control is obtained by the Group. There are no restriction on the Group's ability to access or use assets and settle liabilities of the subsidiary by the Group. The consolidation of a subsidiary is discontinued from the date that control ceases. Intercompany transactions, balances and unrealised gains or losses on transactions between group entities are fully eliminated on consolidation. Accounting policies of subsidiaries have been changed and adjustments made where necessary to ensure uniformity of the accounting policies adopted by the group. There were no change in the control of the subsidiaries during the year and the subsidiaries continue to 100% owned by the Group consistent with prior year.

Equity interests in a subsidiary not attributable, directly or indirectly, to the Group are presented as "non-controlling interests". There are no non-controlling interest to report for the current or prior year as the Group owns 100% of the subsidiaries.

1.3 Comparative amounts

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year

1.4 New Australian Accounting Standards

Adoption of New Australian Accounting Standard requirements

The accounting policies adopted are consistent with those of the previous financial year except for the following standards and amendments, which have been adopted for the first time this financial year:

- AASB 2018-7 Amendments to Australian Accounting Standards – Definition of Material
- AASB 2020-4 Amendments to Australian Accounting Standards – Covid-19-Related Rent Concessions
- AASB 2019-1 Amendments to Australian Accounting Standards – References to the Conceptual Framework
- AASB 2018-6 Amendments to Australian Accounting Standards - Definition of a Business

No accounting standard has been adopted earlier than the application date stated in the standard.

Impact on adoption of AASB 2018-7 Amendments to Australian Accounting Standards - Definition of Material

The amendments provide a new definition of material that states, “information is material if omitting, misstating or obscuring it could reasonably be expected to influence decisions that the primary users of general purpose financial statements make on the basis of those financial statements, which provide financial information about a specific reporting entity.” The amendments clarify that materiality will depend on the nature or magnitude of information, either individually or in combination with other information, in the context of the financial statements. A misstatement of information is material if it could reasonably be expected to influence decisions made by the primary users

The amendments had no impact on the financial statements of the reporting entity.

Impact on adoption of AASB 2020-4 Amendments to AASs – Covid-19-Related Rent Concessions

These amendments provide relief to lessees from applying AASB 16 guidance on lease modification accounting for rent concessions arising as a direct consequence of the Covid-19 pandemic. As a practical expedient, a lessee may elect not to assess whether a Covid-19 related rent concession from a lessor is a lease modification. A lessee that makes this election accounts for any change in lease payments resulting from the Covid-19 related rent concession the same way it would account for the change under AASB 16 Leases, if the change were not a lease modification.

The amendments had no impact on the financial statements of the reporting entity.

Impact on adoption of AASB 2019-1 Amendments to Australian Accounting Standards – References to the Conceptual Framework

The Conceptual Framework is not a standard, and none of the concepts contained therein override the concepts or requirements in any standard. The purpose of the Conceptual Framework is to assist the accounting standard setter in developing standards, to help preparers develop consistent accounting policies where there is no applicable standard in place and to assist all parties to understand and interpret the standards. This will affect those entities which developed their accounting policies based on the Conceptual Framework. The revised Conceptual Framework includes some new concepts, updated definitions and recognition criteria for assets and liabilities and clarifies some important concepts.

The amendments had no impact on the financial statements of the reporting entity.

Notes to the Financial Statements continued

For the year ended 30th June 2021

1.4 New Australian Accounting Standards continued

Impact on adoption of AASB 2018-6 Amendments to Australian Accounting Standards - Definition of a Business

The amendment to AASB 3 Business Combinations clarifies that to be considered a business, an integrated set of activities and assets must include, at a minimum, an input and a substantive process that, together, significantly contribute to the ability to create output. Furthermore, it clarifies that a business can exist without including all of the inputs and processes needed to create outputs.

These amendments had no impact on the financial statements of the Motor Trades Association of Queensland Industrial Organisation of Employers, but may impact future periods should the Motor Trades Association of Queensland Industrial Organisation of Employers enter into any business combinations.

Future Australian Accounting Standards Requirements

New standards, amendments to standards or interpretations that were issued prior to the sign-off date and are applicable to future reporting periods that are expected to have a future financial impact on Motor Trades Association of Queensland Industrial Organisation of Employers include:

- AASB 17 Insurance Contracts
- AASB 2020-3 Amendment to AASB 141 – Taxation in Fair Value Measurements
- AASB 2020-3 Amendment to AASB 1 – Subsidiary as a First-time Adopter
- AASB 2020-3 Amendments to AASB 137 – Onerous Contracts – Cost of Fulfilling a Contract
- AASB 2020-3 Amendments to AASB 116 – Property, Plant and Equipment: Proceeds before Intended Use
- AASB 2020-31 Amendment to AASB 9 – Fees in the ‘10 per cent’ Test for Derecognition of Financial Liabilities

AASB 2020-1 – Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current

This Standard amends AASB 101 to clarify requirements for the presentation of liabilities in the statement of financial position as current or non-current. For example, the amendments clarify that a liability is classified as non-current if an entity has the right at the end of the reporting period to defer settlement of the liability for at least 12 months after the reporting period. This Standard applies to annual reporting periods beginning on or after 1 January 2023. Earlier application is permitted.

Adoption of this amendment is not expected to have a material impact on the statement of financial position.

1.5 Acquisition of assets and or liabilities that do not constitute a business combination

Motor Trades Association of Queensland Industrial Organisation of Employers did not acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of the organisation, a determination or revocation by the General Manager of the Fair Work Commission under subsections 245(1) or 249(1) of the RO Act.

1.6 Current versus non-current classification

Motor Trades Association of Queensland Industrial Organisation of Employers presents assets and liabilities in the statement of financial position based on current/non-current classification.

An asset is current when it is:

- Expected to be realised or intended to be sold or consumed in the normal operating cycle;
- Held primarily for the purpose of trading;
- Expected to be realised within twelve months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in the normal operating cycle;
- It is held primarily for the purpose of trading;
- It is due to be settled within twelve months after the reporting period; or
- There is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period

The terms of the liability that could, at the option of the counterparty, result in its settlement by the issue of equity instruments do not affect its classification.

Motor Trades Association of Queensland Industrial Organisation of Employers classifies all other liabilities as non-current.

1.7 Revenue

The Motor Trades Association of Queensland Industrial Organisation of Employers enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions, capitation fees, levies, grants, and donations.

The timing of recognition of these amounts as either revenue or income depends on the rights and obligations in those arrangements.

Revenue from contracts with customers

Where the Motor Trades Association of Queensland Industrial Organisation of Employers has a contract with a customer, the Motor Trades Association of Queensland Industrial Organisation of Employers recognises revenue when or as it transfers control of goods or services to the customer. The Motor Trades Association of Queensland Industrial Organisation of Employers accounts for an arrangement as a contract with a customer if the following criteria are met:

- the arrangement is enforceable; and
- the arrangement contains promises (that are also known as performance obligations) to transfer goods or services to the customer (or to other parties on behalf of the customer) that are sufficiently specific so that it can be determined when the performance obligation has been satisfied.

Membership subscriptions

For membership subscription arrangements that meet the criteria to be contracts with customers, revenue is recognised when the promised goods or services transfer to the customer as a member of the Motor Trades Association of Queensland Industrial Organisation of Employers.

If there is only one distinct membership service promised in the arrangement, the Motor Trades Association of Queensland Industrial Organisation of Employers recognises revenue as the membership service is provided, which is typically based on the passage of time over the subscription period to reflect the Motor Trades Association of Queensland Industrial Organisation of Employers promise to stand ready to provide assistance and support to the member as required.

If there is more than one distinct good or service promised in the membership subscription, the Motor Trades Association of Queensland Industrial Organisation of Employers allocates the transaction price to each performance obligation based on the relative standalone selling prices of each promised good or service. In performing this allocation, standalone selling prices are estimated if there is no observable evidence of the price that the Motor Trades Association of Queensland Industrial Organisation of Employers charges for that good or service in a standalone sale. When a performance obligation is satisfied, which is either when the customer obtains control of the good (for example, books or clothing) or as the service transfers to the customer (for example, member services or training course), the Motor Trades Association of Queensland Industrial Organisation of Employers recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

Notes to the Financial Statements continued

For the year ended 30th June 2021

1.7 Revenue continued

For member subscriptions paid annually in advance, the Motor Trades Association of Queensland Industrial Organisation of Employers has elected to apply the practical expedient to not adjust the transaction price for the effects of a significant financing component because the period from when the customer pays and the good or services will transfer to the customer will be one year or less.

When a member subsequently purchases additional goods or services from the Motor Trades Association of Queensland Industrial Organisation of Employers at their standalone selling price, the Motor Trades Association of Queensland Industrial Organisation of Employers accounts for those sales as a separate contract with a customer.

Capitation fees

Where the Motor Trades Association of Queensland Industrial Organisation of Employers arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, the Motor Trades Association of Queensland Industrial Organisation of Employers recognises the capitation fees promised under that arrangement when or as it transfers the goods or service.

In circumstances where the criteria for a contract with a customer are not met, the Motor Trades Association of Queensland Industrial Organisation of Employers will recognise capitation fees as income upon receipt.

Levies

Levies paid by a member (or other party) in an arrangement that meets the criteria to be a contract with a customer is recognised as revenue when or as the Motor Trades Association of Queensland Industrial Organisation of Employers transfers the goods or service.

In circumstances where the criteria for a contract with a customer are not met, the Motor Trades Association of Queensland Industrial Organisation of Employers will recognise levies as income upon receipt.

Income of the Motor Trades Association of Queensland Industrial Organisation of Employers as a Not-for-Profit Entity

Consideration is received by the Motor Trades Association of Queensland Industrial Organisation of Employers to enable the entity to further its objectives. The Motor Trades Association of Queensland Industrial Organisation of Employers recognises each of these amounts of consideration as income when the consideration is received (which is when the Motor Trades Association of Queensland Industrial Organisation of Employers obtains control of the cash) because, based on the rights and obligations in each arrangement:

- the arrangements do not meet the criteria to be contracts with customers because either the arrangement is unenforceable or lacks sufficiently specific promises to transfer goods or services to the customer; and
- the Motor Trades Association of Queensland Industrial Organisation of Employers recognition of the cash contribution does not give to any related liabilities.

During the year, Motor Trades Association of Queensland Industrial Organisation of Employers received cash consideration from the following arrangements whereby that consideration will be recognised as income upon receipt:

- donations and voluntary contribution from members (including whip rounds); and
- government grants.

Income recognised from transfers

Where, as part of an enforceable agreement, the Motor Trades Association of Queensland Industrial Organisation of Employers receives consideration to acquire or construct a non-financial asset such as property, plant and equipment to an identified specification and for the Motor Trades Association of Queensland Industrial Organisation of Employers own use, a liability is recognised for the obligation to acquire or construct the asset. Income is recognised as the obligation to acquire or construct the asset is satisfied, which is typically over time. The asset that is being acquired or constructed is recognised in accordance with the policy on property, plant and equipment.

Revenue recognition policies applicable to comparatives

Revenue is measured at the fair value of the consideration received or receivable.

Revenue from subscriptions is accounted for on an accrual basis and is recorded as revenue in the year to which it relates.

Revenue from the sale of goods is recognised when, the risks and rewards of ownership have been transferred to the buyer, the entity retains no managerial involvement or effective control over the goods, the revenue and transaction costs incurred can be reliably measured, and it is probable that the economic benefits associated with the transaction will flow to the entity.

Donation income is recognised when it is received.

Receivables for goods and services, which have 30 day terms, are recognised at the nominal amounts due less any loss allowance due to expected credit losses at each reporting date. A provision matrix that is based on historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment has been established.

Interest revenue is recognised on an accrual basis using the effective interest method.

Rental revenue from operating leases is recognised on a straight-line basis over the term of the relevant lease.

Gains from sale of assets

An item of property, plant and equipment is derecognised upon disposal (which is at the date the recipient obtains control) or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the statement of profit or loss when the asset is derecognised.

Interest income

Interest revenue is recognised on an accrual basis using the effective interest method.

1.8 Employee benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave, long service leave and termination benefits when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities for short-term employee benefits (as defined in AASB 119 Employee Benefits) and termination benefits which are expected to be settled within twelve months of the end of reporting period are measured at their nominal amounts.

The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Other long-term employee benefits which are expected to be settled beyond twelve months are measured as the present value of the estimated future cash outflows to be made by the reporting unit in respect of services provided by employees up to reporting date.

Payments to defined contribution retirement benefit plans are recognised as an expense when employees have rendered service entitling them to the contributions.

Provision is made for separation and redundancy benefit payments. The Motor Trades Association of Queensland Industrial Organisation of Employers recognises a provision for termination as part of a broader restructuring when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations. A provision for voluntary termination is recognised when the employee has accepted the offer of termination.

Notes to the Financial Statements continued

For the year ended 30th June 2021

1.9 Leases

The Motor Trades Association of Queensland Industrial Organisation of Employers assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

Motor Trades Association of Queensland Industrial Organisation of Employers as a lessee

The Motor Trades Association of Queensland Industrial Organisation of Employers applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Motor Trades Association of Queensland Industrial Organisation of Employers recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

Right-of-use assets

The Motor Trades Association of Queensland Industrial Organisation of Employers recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets, as follows:

	2021	2020
Plant and equipment	3 to 5 years	3 to 5 years

If ownership of the leased asset transfers to the Motor Trades Association of Queensland Industrial Organisation of Employers at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset. The right-of-use assets are also subject to impairment.

Lease liabilities

At the commencement date of the lease, the Motor Trades Association of Queensland Industrial Organisation of Employers recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Motor Trades Association of Queensland Industrial Organisation of Employers and payments of penalties for terminating the lease, if the lease term reflects the Motor Trades Association of Queensland Industrial Organisation of Employers exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the Motor Trades Association of Queensland Industrial Organisation of Employers uses the incremental borrowing rate if the implicit lease rate is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

1.10 Borrowing costs

All borrowing costs are recognised in profit and loss in the period in which they are incurred.

1.11 Cash

Cash is recognised at its nominal amount. Cash and cash equivalents includes cash on hand, deposits held at call with bank, other short-term highly liquid investments with original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

1.12 Financial instruments

Financial assets and financial liabilities are recognised when the Motor Trades Association of Queensland Industrial Organisation of Employers entity becomes a party to the contractual provisions of the instrument.

1.13 Financial assets

Contract assets and receivables

A contract asset is recognised when the Motor Trades Association of Queensland Industrial Organisation of Employers right to consideration in exchange goods or services that has transferred to the customer when that right is conditioned on the Motor Trades Association of Queensland Industrial Organisation of Employers future performance or some other condition.

A receivable is recognised if an amount of consideration that is unconditional is due from the customer (i.e., only the passage of time is required before payment of the consideration is due).

Contract assets and receivables are subject to impairment assessment. Refer to accounting policies on impairment of financial assets below.

Initial recognition and measurement

Financial assets are classified, at initial recognition, and subsequently measured at amortised cost, fair value through other comprehensive income (OCI), or fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Motor Trades Association of Queensland Industrial Organisation of Employers business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the Motor Trades Association of Queensland Industrial Organisation of Employers initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest' (SPPI) on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The Motor Trades Association of Queensland Industrial Organisation of Employers business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the Motor Trades Association of Queensland Industrial Organisation of Employers commits to purchase or sell the asset.

Notes to the Financial Statements continued

For the year ended 30th June 2021

1.13 Financial assets continued

Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in five categories:

- (Other) financial assets at amortised cost
- (Other) financial assets at fair value through other comprehensive income
- Investments in equity instruments designated at fair value through other comprehensive income
- (Other) financial assets at fair value through profit or loss
- (Other) financial assets designated at fair value through profit or loss

Derecognition

A financial asset is derecognised when:

- The rights to receive cash flows from the asset have expired or
- The Motor Trades Association of Queensland Industrial Organisation of Employers has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either:
 - a) the Motor Trades Association of Queensland Industrial Organisation of Employers has transferred substantially all the risks and rewards of the asset, or
 - b) the Motor Trades Association of Queensland Industrial Organisation of Employers has neither transferred nor retained substantially all the risks and rewards of the asset but has transferred control of the asset.

When the Motor Trades Association of Queensland Industrial Organisation of Employers has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Motor Trades Association of Queensland Industrial Organisation of Employers continues to recognise the transferred asset to the extent of its continuing involvement together with associated liability.

Offsetting

Financial assets and financial liabilities are offset and the net amount is reported in the statement of financial position if there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, to realise the assets and settle the liabilities simultaneously.

Impairment

Expected credit losses

Receivables for goods and services, which have 30-day terms, are recognised at the nominal amounts due less any loss allowance due to expected credit losses at each reporting date. A provision matrix that is based on historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment has been established.

(i) Trade receivables

For trade receivables that do not have a significant financing component, the Motor Trades Association of Queensland Industrial Organisation of Employers applies a simplified approach in calculating expected credit losses (ECLs) which requires lifetime expected credit losses to be recognised from initial recognition of the receivables.

Therefore, the Motor Trades Association of Queensland Industrial Organisation of Employers does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Motor Trades Association of Queensland Industrial Organisation of Employers has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

1.14 Financial Liabilities

Initial recognition and measurement

Financial liabilities are classified, at initial recognition, at amortised cost unless or at fair value through profit or loss.

All financial liabilities are recognised initially at fair value and, in the case of financial liabilities at amortised cost, net of directly attributable transaction costs.

The Motor Trades Association of Queensland Industrial Organisation of Employers financial liabilities include trade and other payables.

Subsequent measurement

Financial liabilities at fair value through profit or loss (including designated)

Financial liabilities at fair value through profit or loss include financial liabilities held for trading and financial liabilities designated upon initial recognition as at fair value through profit or loss.

Gains or losses on liabilities held for trading are recognised in profit or loss.

Financial liabilities designated upon initial recognition at fair value through profit or loss are designated at the initial date of recognition, and only if the criteria in AASB 9 are satisfied.

Financial liabilities at amortised cost

After initial recognition, trade payables and interest-bearing loans and borrowings are subsequently measured at amortised cost using the EIR method. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the EIR amortisation process.

Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the EIR. The EIR amortisation is included as finance costs in profit or loss.

Derecognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in profit or loss.

1.15 Liabilities relating to contracts with customers

Contract liabilities

A contract liability is recognised if a payment is received or a payment is due (whichever is earlier) from a customer before the Motor Trades Association of Queensland Industrial Organisation of Employers transfers the related goods or services. Contract liabilities include deferred income. Contract liabilities are recognised as revenue when the Motor Trades Association of Queensland Industrial Organisation of Employers performs under the contract (i.e., transfers control of the related goods or services to the customer).

Refund liabilities

A refund liability is recognised for the obligation to refund some or all of the consideration received (or receivable) from a customer. The Motor Trades Association of Queensland Industrial Organisation of Employers refund liabilities arise from customers' right of return. The liability is measured at the amount the Motor Trades Association of Queensland Industrial Organisation of Employers ultimately expects it will have to return to the customer. The Motor Trades Association of Queensland Industrial Organisation of Employers updates its estimates of refund liabilities (and the corresponding change in the transaction price) at the end of each reporting period.

Notes to the Financial Statements continued

For the year ended 30th June 2021

1.16 Contingent liabilities and contingent assets

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an existing liability or asset in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain, and contingent liabilities are disclosed when settlement is greater than remote.

1.17 Land, buildings, plant and equipment

Asset Recognition Threshold

Purchases of land, buildings, plant and equipment are recognised initially at cost in the statement of financial position. The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located.

Revaluations—Land and Buildings

Following initial recognition at cost, land and buildings are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Revaluations are performed with sufficient frequency such that the carrying amount of assets do not differ materially from those that would be determined using fair values as at the reporting date.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the profit or loss except to the extent that they reverse a previous revaluation increment for that class. Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset is restated to the revalued amount.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful life using, in all cases, the straight-line method of depreciation. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	2021	2020
Land & buildings	40 years	40 years
Plant and equipment	2 to 7 years	2 to 7 years
Motor Vehicles	3 years	3 years
Leased Assets	5 years	5 years
Fixture and Fittings	5 years	5 years

Derecognition

An item of land, buildings, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in the profit and loss.

1.18 Intangibles

Intangible assets with finite lives that are acquired separately are carried at cost less accumulated amortisation and accumulated impairment losses. Amortisation is recognised on a straight-line basis over their estimated useful life. The estimated useful lives and amortisation method are reviewed at the end of each reporting period, with the effect of any changes in estimate being accounted for on a prospective basis. Intangible assets with indefinite useful lives that are acquired separately are carried at cost less accumulated impairment losses. The useful life of Motor Trades Association of Queensland Industrial Organisation of Employers intangible assets are:

	2021	2020
Intangibles	1 to 3 years	1 to 3 years

Derecognition

An intangible asset is derecognised on disposal, or when no future economic benefits are expected from use or disposal. Gains or losses arising from derecognition of an intangible asset, measured as the difference between the net disposal proceeds and the carrying amount of the asset are recognised in profit and loss when the asset is derecognised.

1.19 Impairment of non-financial assets

All assets are assessed for impairment at the end of each reporting period to the extent that there is an impairment trigger. Where indications of impairment exist, the asset's recoverable amount is estimated, and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Motor Trades Association of Queensland Industrial Organisation of Employers were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

1.20 Non-current assets held for sale

Non-current assets are classified as held for sale if their carrying amount will be recovered principally through a sale transaction rather than through continuing use. This condition is regarded as met only when the sale is highly probable, and the non-current asset is available for immediate sale in its present condition. Management must be committed to the sale, which should be expected to qualify for recognition as a completed sale within one year from the date of classification.

Non-current assets classified as held for sale are measured at the lower of their previous carrying amount and fair value less costs of disposal.

1.21 Taxation

The Motor Trades Association of Queensland Industrial Organisation of Employers is exempt from income tax under section 50.1 of the Income Tax Assessment Act 1997 however still has obligation for Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- for receivables and payables.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

Cash flows are included in the statement of cash flows on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the Australian Taxation Office is classified within operating cash flows.

Notes to the Financial Statements continued

For the year ended 30th June 2021

1.22 Fair value measurement

The Motor Trades Association of Queensland Industrial Organisation of Employers measures financial instruments, such as, financial assets as at fair value through the profit and loss, financial assets at fair value through OCI, and non-financial assets such as land and buildings and investment properties, at fair value at each balance sheet date. Also, fair values of financial instruments measured at amortised cost are disclosed in Note 16A.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- In the principal market for the asset or liability, or
- In the absence of a principal market, in the most advantageous market for the asset or liability

The principal or the most advantageous market must be accessible by the Motor Trades Association of Queensland Industrial Organisation of Employers. The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

The Motor Trades Association of Queensland Industrial Organisation of Employers uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1—Quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2—Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3—Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable

For assets and liabilities that are recognised in the financial statements on a recurring basis, the Motor Trades Association of Queensland Industrial Organisation of Employers determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

External valuers are involved for valuation of significant assets, such as land and buildings and investment properties. Selection criteria include market knowledge, reputation, independence and whether professional standards are maintained. For the purpose of fair value disclosures, the Motor Trades Association of Queensland Industrial Organisation of Employers has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy.

1.23 Going concern

Motor Trades Association of Queensland Industrial Organisation of Employers is not reliant on the agreed financial support of another reporting unit to continue on a going concern basis.

Motor Trades Association of Queensland Industrial Organisation of Employers has not agreed to provide financial support to another reporting unit to ensure they can continue on a going concern basis.

1.24 Comparatives

Where required, comparative figures have been updated to conform to changes in presentation for the current financial year.

NOTE 2: EVENTS AFTER THE REPORTING PERIOD

There has not been any other matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of the Motor Trades Association of Queensland Industrial Organisation of Employers, the results of those operations, or the state of affairs of the Motor Trades Association of Queensland Industrial Organisation of Employers in subsequent financial periods.

NOTE 3: REVENUE AND INCOME

Disaggregation of revenue from contracts with customers

A disaggregation of the Motor Trades Association of Queensland Industrial Organisation of Employers revenue by type of arrangements is provided on the face of the Statement of comprehensive income. The table below also sets out a disaggregation of revenue by type of customer.

	2021	Consolidated	2020
	\$		\$
Type of customer			
Members subscriptions	1,074,282		1,096,382
Other reporting units	-		-
Government	7,500,966		7,976,103
Members training	713,953		459,507
Other parties	151,475		151,921
TOTAL REVENUE FROM CONTRACTS WITH CUSTOMERS	9,440,676		9,683,913

NOTE 3A: GRANTS OR DONATIONS

Grants	762,360	1,175,837
Donations	-	-
TOTAL GRANTS OR DONATIONS	762,360	1,175,837

NOTE 3B: INVESTMENT INCOME

Interest	55,645	120,635
Deposits	-	-
FX gains or (losses) on sale	230,770	-
Dividends	70,235	75,667
TOTAL INVESTMENT INCOME	356,650	196,302

NOTE 3C: NET GAINS FROM SALE OF ASSETS

Plant and equipment	17,293	500
Intangibles	-	-
TOTAL NET GAIN FROM SALE OF ASSETS	17,293	500

Notes to the Financial Statements continued

For the year ended 30th June 2021

NOTE 4: EXPENSES

	2021	Consolidated	2020
	\$		\$
NOTE 4A: EMPLOYEE EXPENSES			
Holders of office			
Wages and salaries	1,147,412		1,104,470
Superannuation	95,399		76,641
Leave and other entitlements	(58,960)		40,071
Separation and redundancies	-		-
Other employee expenses	48,498		27,974
Subtotal employee expenses holders of office	1,232,349		1,249,156
Employees other than office holders:			
Wages and salaries	5,012,181		4,995,366
Superannuation	411,058		431,720
Leave and other entitlements	82,748		38,895
Separation and redundancies	-		-
Other employee expenses	32,068		85,285
Subtotal employee expenses employees other than office holders	5,538,055		5,551,266
TOTAL EMPLOYEE EXPENSES	6,770,404		6,800,422
NOTE 4B: ADMINISTRATION EXPENSES			
Conference and meeting expenses	889		2,857
Contractors/consultants	225,457		239,499
Property expenses	169,275		214,127
Office expenses	265,711		285,240
Information communications technology	300,206		251,408
Other	306,407		365,220
TOTAL ADMINISTRATION EXPENSE	1,267,945		1,358,351
NOTE 4C: GRANTS OR DONATIONS			
Grants			
Total expensed that were \$1,000 or less	-		-
Total expensed that exceeded \$1,000	-		-
Donations			
Total expensed that were \$1,000 or less	4,140		3,263
Total expensed that exceeded \$1,000	4,200		-
TOTAL GRANTS OR DONATIONS	8,340		3,263

	2021	Consolidated	2020
	\$		\$
NOTE 4D: DEPRECIATION AND AMORTISATION			
Depreciation			
Land & buildings	268,750		268,750
Property, plant and equipment	301,646		248,981
Leases	159,180		114,052
TOTAL DEPRECIATION	729,576		631,783
Amortisation			
Intangibles	38,004		39,662
Total amortisation	38,004		39,662
TOTAL DEPRECIATION AND AMORTISATION	767,580		671,445
NOTE 4E: FINANCE COSTS			
Overdrafts/loans	22,372		14,710
TOTAL FINANCE COSTS	22,372		14,710
NOTE 4F: LEGAL COSTS			
Litigation	-		-
Other legal costs	32,181		47,469
TOTAL LEGAL COSTS	32,181		47,469
NOTE 5: CURRENT ASSETS			
NOTE 5A: CASH AND CASH EQUIVALENTS			
Cash at bank	974,376		822,552
Cash on hand	500		700
Short term deposits	5,160,386		4,889,309
TOTAL CASH AND CASH EQUIVALENTS	6,135,262		5,712,561

Notes to the Financial Statements continued

For the year ended 30th June 2021

NOTE 5: CURRENT ASSETS CONTINUED

	2021 \$	Consolidated 2020 \$
NOTE 5A: CASH AND CASH EQUIVALENTS		
Cash at bank	974,376	822,552
Cash on hand	500	700
Short term deposits	5,160,386	4,889,309
TOTAL CASH AND CASH EQUIVALENTS	6,135,262	5,712,561
NOTE 5B: TRADE AND OTHER RECEIVABLES		
Receivables from other reporting unit	-	-
Trade Receivables	1,278,703	1,056,460
TOTAL RECEIVABLES	1,278,703	1,056,460
Less allowance for expected credit losses		
Receivables from other reporting unit	-	-
Trade Receivables	(17,490)	(26,494)
Total allowance for expected credit losses	(17,490)	(26,494)
TOTAL NET TRADE AND OTHER RECEIVABLES	1,261,213	1,029,966
Other receivables		
Other	1,179,143	696,876
Total other receivables	1,179,143	696,876
TOTAL TRADE AND OTHER RECEIVABLES (NET)	2,440,356	1,726,842
The movement in the allowance for expected credit losses of trade and other receivables is as follows:		
At 1 July	(26,494)	(25,502)
Provision for expected credit losses	9,004	(3,049)
Write-off	-	2,057
At 30 June	(17,490)	(26,494)
NOTE 5C: INVENTORY		
Current		
Inventory	50,164	47,954
TOTAL CURRENT INVENTORIES	50,164	47,954
NOTE 5D: OTHER CURRENT ASSETS		
Prepayments	348,469	178,423
TOTAL OTHER CURRENT ASSETS	348,469	178,423

NOTE 6: NON-CURRENT ASSETS

	2021 \$	Consolidated 2020 \$
NOTE 6A: LAND AND BUILDINGS		
Land and buildings		
Fair value	12,900,000	12,900,000
Accumulated depreciation	(537,500)	(268,750)
TOTAL LAND AND BUILDINGS	12,362,500	12,631,250
Reconciliation of opening and closing balances of land and buildings		
As at 1 July		
Gross book value	12,900,000	12,900,000
Accumulated depreciation and impairment	(268,750)	-
NET BOOK VALUE 1 JULY	12,631,250	12,900,000
Revaluations	-	-
Depreciation expense	(268,750)	(268,750)
NET BOOK VALUE 30 JUNE	12,362,500	12,631,250
Net book value as of 30 June represented by:		
Gross book value	12,900,000	12,900,000
Accumulated depreciation and impairment	(537,500)	(268,750)
NET BOOK VALUE 30 JUNE	12,362,500	12,631,250

The revalued land and buildings consist of land \$2,150,000 and buildings \$10,481,250 at Building 8, 2728 Logan Road, Eight Mile Plains Q 4113. Management determined that these constitute one class of asset under AASB 13, based on the nature, characteristics and risks of the property.

Fair value of the properties was determined by using market comparable method. This means that valuations performed by the valuer are based on active market prices, significantly adjusted for the difference in the nature, location or condition of the specific property. The most recent valuation was obtained on the 30th April 2019. The valuation was adopted by management on 30th June 2019. The valuation was performed by CBRE Valuation Pty Limited an accredited independent valuer (Registered Valuer No.1735).

Significant unobservable valuation input	Range
Value \$ per square meter of Net Lettable Area	\$3,047 - \$6,792

A significant increase (decrease) in estimated price per square metre in isolation would result in a significantly higher (lower) fair value.

NOTE 6B: PLANT AND EQUIPMENT

Plant and equipment		
At cost	2,889,434	2,471,394
Accumulated depreciation	(1,886,344)	(1,584,698)
TOTAL PLANT AND EQUIPMENT	1,003,090	886,696

Notes to the Financial Statements continued

For the year ended 30th June 2021

NOTE 6: NON-CURRENT ASSETS CONTINUED

	2021 \$	Consolidated 2020 \$
NOTE 6B: PLANT AND EQUIPMENT <small>CONTINUED</small>		
Plant and equipment		
At cost	2,889,434	2,471,394
Accumulated depreciation	(1,886,344)	(1,584,698)
TOTAL PLANT AND EQUIPMENT	1,003,090	886,696
Reconciliation of opening and closing balances of plant and equipment		
As at 1 July		
Gross book value	2,471,394	2,206,716
Accumulated depreciation and impairment	(1,584,698)	(1,458,613)
NET BOOK VALUE 1 JULY	886,696	748,103
Additions	418,040	387,717
Depreciation expense	(301,646)	(248,980)
Disposals	-	(144)
NET BOOK VALUE 30 JUNE	1,003,090	886,696
Net book value as of 30 June represented by:		
Gross book value	2,889,434	2,471,394
Accumulated depreciation and impairment	(1,886,344)	(1,584,698)
NET BOOK VALUE 30 JUNE	1,003,090	886,696
NOTE 6C: INTANGIBLES		
Computer software at cost		
Purchased	235,046	235,047
Accumulated amortisation	(207,098)	(169,095)
TOTAL INTANGIBLES	27,948	65,952
Reconciliation of opening and closing balances of intangibles		
As at 1 July		
Gross book value	235,047	235,047
Accumulated amortisation and impairment	(169,095)	(129,432)
NET BOOK VALUE 1 JULY	65,952	105,615
Additions	-	-
Amortisation	(38,004)	(39,663)
Disposals	-	-
NET BOOK VALUE 30 JUNE	27,948	65,952

	2021	Consolidated	2020
	\$		\$
Net book value as of 30 June represented by:			
Gross Book value	235,047		235,047
Accumulated amortisation and impairment	(207,098)		(169,095)
NET BOOK VALUE 30 JUNE	27,948		65,952

NOTE 6D: LEASES

Motor Trades Association of Queensland Industrial Organisation of Employer as a lessee

Set out below are the carrying amounts of right-of-use assets recognised and the movements during the period:

	Motor vehicles	Printers	Total
	\$	\$	\$
As at 1 July 2020	273,443	35,123	308,566
Additions	83,217	-	83,217
Depreciation expense	(151,810)	(21,316)	(173,126)
Impairment	-	-	-
Disposal	-	-	-
Other movement (Lease modifications)	59,429	-	59,429
AS AT 30 JUNE 2021	264,279	13,807	278,086

Set out below are the carrying amounts of lease liabilities (included under interest-bearing loans and borrowings) and the movements during the period:

	2021	2020
	\$	\$
As at 1 July	297,425	422,618
Additions	83,217	-
Accretion of interest	(16,487)	(9,420)
Payments	(166,169)	(115,773)
Others(Lease modification)	64,144	-
AS AT 30 JUNE 2021	262,130	297,425
Current	159,770	137,290
Non-current	102,360	160,135

The maturity analysis of lease liabilities is disclosed in Note 15D.

Notes to the Financial Statements continued

For the year ended 30th June 2021

NOTE 6: NON-CURRENT ASSETS CONTINUED

	2021	Consolidated	2020
	\$		\$
NOTE 6D: LEASES <small>CONTINUED</small>			
The following are the amounts recognised in profit or loss:			
Depreciation expense of right-of-use assets	173,126		114,052
Interest expense on lease liabilities	16,487		9,420
Expense relating to short-term leases	-		-
Expense relating to leases of low-value assets (included in administrative expenses)	-		-
Variable lease payments	-		-
TOTAL AMOUNT RECOGNISED IN PROFIT OR LOSS	189,613		123,472

For the year ended 30th June 2021, the Motor Trades Association of Queensland Industrial Organisation of Employers made fixed rental payments of \$166,169.

NOTE 6E: OTHER NON-CURRENT ASSETS

Investments	4,908,195		4,037,229
TOTAL OTHER NON-CURRENT ASSETS	4,908,195		4,037,229

NOTE 7: CURRENT LIABILITIES

NOTE 7A: TRADE PAYABLES

Trade creditors and accruals	612,401		695,621
Operating lease rentals	-		-
Subtotal trade creditors	612,401		695,621
TOTAL TRADE PAYABLES	612,401		695,621

Settlement is usually made within 30 days.

NOTE 7B: OTHER PAYABLES

Wages and salaries	15,075		9,280
Superannuation	44,973		41,515
Prepayments received/unearned revenue	1,350,790		1,062,561
GST payable	38,421		57,952
Other	153,381		105,418
TOTAL OTHER PAYABLES	1,602,640		1,276,726

	2021	Consolidated	2020
	\$		\$
Total other payables are expected to be settled in:			
No more than 12 months	1,602,640		1,276,726
More than 12 months	-		-
TOTAL OTHER PAYABLES	1,602,640		1,276,726

NOTE 8: PROVISIONS

NOTE 8A: EMPLOYEE PROVISIONS

Office holders:			
Annual leave	68,646		113,358
Long service leave	92,376		109,873
Subtotal employee provisions—office holders	161,022		223,231
Employees other than office holders:			
Annual leave	341,881		316,231
Long service leave	463,278		437,764
Subtotal employee provisions—employees other than office holders	805,159		753,995
TOTAL EMPLOYEE PROVISIONS	966,181		977,226
Current	410,527		805,200
Non-current	555,654		172,026
TOTAL EMPLOYEE PROVISIONS	966,181		977,226

NOTE 9: NON-CURRENT LIABILITIES

Non-current liabilities	-		-
TOTAL EMPLOYEE PROVISIONS	-		-

NOTE 10: EQUITY

NOTE 10A: RESERVES

Revaluation increments/(decrements) – Dalton Nicol Reid Portfolio			
Balance as at start of year	286,530		289,982
Transferred to reserve	942,885		286,530
Transferred out of reserve	(286,530)		(289,982)
Balance as at end of year	942,885		286,530

Notes to the Financial Statements continued

For the year ended 30th June 2021

NOTE 10: EQUITY CONTINUED

	2021	Consolidated	2020
	\$		\$
Revaluation increments/(decrements) – Land & Buildings			
Balance as at start of year	5,327,393		-
Transferred to reserve	-		5,327,393
Balance as at end of year	5,327,393		5,327,393
TOTAL RESERVES	6,270,278		5,613,923

NOTE 11: CASH FLOW

NOTE 11A: CASH FLOW RECONCILIATION

Reconciliation of cash and cash equivalents as per balance sheet to cash flow statement:

Cash and cash equivalents as per:

Cash flow statement	6,135,262	5,712,561
Balance sheet	6,135,262	5,712,561
DIFFERENCE	-	-

Reconciliation of profit/(deficit) to net cash from operating activities:

Profit/(deficit) for the year	1,105,888	1,669,586
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Adjustments for non-cash items

Depreciation/amortisation (includes lease liability)	767,580	671,445
Gain on disposal of assets	-	-

Changes in assets/liabilities

(Increase)/decrease in net receivables	(883,561)	13,383
(Increase)/decrease in inventory	(2,210)	617
Increase/(decrease) in supplier and other payables	242,694	(461,748)
Increase/(decrease) in provisions	(11,045)	78,968
NET CASH FROM (USED BY) OPERATING ACTIVITIES	1,219,346	1,972,251

NOTE 12: CONTINGENT LIABILITIES, ASSETS AND COMMITMENTS

NOTE 12A: COMMITMENTS AND CONTINGENCIES

There are no commitments or contingencies.

NOTE 13: RELATED PARTY DISCLOSURES

NOTE 13A: RELATED PARTY TRANSACTIONS FOR THE REPORTING PERIOD

The Board member's businesses are all current members of the Association and also purchase stationery and training courses from the Association which are on standard terms.

Director fees paid during the reporting period were \$173,983 (2021), \$154,595 (2020).

Apart from the above, there are no other Related Party Transaction during the financial year ended 30 June 2021.

Names of Committee of Management Officers who held office during the year are:

Committee of management

Peter Dever	Michael Hart	Paul Peterson	Bruce Sommerfeld
Grant Harrison	James William Robertson	Mark Bryers	Mark Dodge
Andrea McCarthy	Timothy Kane	Lawrence Beacham	Brad Collett
Mark Billingsley			

Board of Directors of MTA Institute of Technology Pty Ltd

Rodney Camm	Paul John Peterson	Michael Milford	James William Robertson
Susan Davis			

Rodney Camm is the Group CEO for Motor Trades Association of Queensland Industrial Organisation of Employers as well as a director of Block Two Pty Ltd with whom Motor Trades Association of Queensland Industrial Organisation of Employers is a shareholder. Rodney Cam does not receive any director fees from Block Two Pty Ltd for his position on the board.

Terms and conditions of transactions with related parties

The sales to and purchases from related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances for sales and purchases at the year-end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. For the year ended 30 June 2021, the Motor Trades Association of Queensland Industrial Organisation of Employers has not recorded any impairment of receivables relating to amounts owed by related parties and declared person or body (2020: \$Nil). This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates.

	2021	Consolidated	2020
	\$		\$
Note 13B: Key management personnel remuneration for the reporting period			
Short-term employee benefits			
Salary (including annual leave taken)	1,086,560		908,471
Annual leave accrued	(41,420)		21,446
Performance bonus*	60,852		195,999
Other FBT	48,498		27,974
TOTAL SHORT-TERM EMPLOYEE BENEFITS	1,154,490		1,153,890

* These figures include only formally approved amounts accrued and paid which are relevant to the current financial year to which they relate.

Notes to the Financial Statements continued

For the year ended 30th June 2021

NOTE 13: RELATED PARTY DISCLOSURES CONTINUED

	2021	Consolidated	2020
	\$		\$
NOTE 13B: KEY MANAGEMENT PERSONNEL REMUNERATION FOR THE REPORTING PERIOD <small>CONTINUED</small>			
Post-employment benefits:			
Superannuation	95,399		76,641
TOTAL POST-EMPLOYMENT BENEFITS	95,399		76,641
Other long-term benefits:			
Long-service leave	(17,540)		18,625
TOTAL OTHER LONG-TERM BENEFITS	(17,540)		18,625
Termination benefits	-		-
TOTAL	1,232,349		1,249,156

NOTE 14: REMUNERATION OF AUDITORS

Value of the services provided

Financial statement audit services	54,031	47,030
Other services	-	-
TOTAL REMUNERATION OF AUDITORS	54,031	47,030

No other services were provided by the auditors of the financial statements.

NOTE 15: FINANCIAL INSTRUMENTS

MTAQ is exposed to risks that arise from its use of financial instruments. This note describes the company's objectives, policies and processes for managing those risks and the methods used to measure them. Further quantitative information in respect of these risks is presented throughout these financial statements. There have been no substantive changes in the entity's exposure to financial instrument risks, its objectives, policies and processes for managing those risks or the methods used to measure them from previous years unless otherwise stated in this note.

	2021	Consolidated	2020
	\$		\$
NOTE 15A: CATEGORIES OF FINANCIAL INSTRUMENTS			
Financial assets			
Fair value through other comprehensive income:			
Dalton Nicol Reid Share Portfolio	3,408,195		2,537,229
Fair value through profit and loss:			
Block Two Pty Ltd	500,000		500,000
GDTC Ltd	1,000,000		1,000,000
Total	4,908,195		4,037,229
Cash at bank:			
Cash and cash equivalents	6,135,262		5,712,561
Total	6,135,262		5,712,561
Loans and receivables:			
Trade and other receivables	2,440,356		1,726,842
Other current assets	348,469		178,423
Total	2,788,825		1,905,265
CARRYING AMOUNT OF FINANCIAL ASSETS	13,832,282		11,655,055
Financial liabilities			
Other financial liabilities:			
Trade payables	612,401		695,621
Total	612,401		695,621
CARRYING AMOUNT OF FINANCIAL LIABILITIES	612,401		695,621
NOTE 15B: NET INCOME AND EXPENSE FROM FINANCIAL ASSETS			
Held-to-maturity			
Interest revenue	55,644		120,635
Net gain/(loss) held-to-maturity	55,644		120,635
Financial assets at fair value through other comprehensive income under AASB 9			
Interest revenue	-		935
Dividend revenue	70,235		75,667
Exchange gains/(loss)	230,770		(32,406)
Net income/(expense) from financial assets at fair value through other comprehensive income	301,005		44,196
Fair value gain/loss recognised in other comprehensive income under AASB 9	656,355		(3,452)
	656,355		(3,452)

Notes to the Financial Statements continued

For the year ended 30th June 2021

NOTE 15: FINANCIAL INSTRUMENTS CONTINUED

	2021	Consolidated	2020
	\$		\$

NOTE 15C: CREDIT RISK

The Maximum exposure to credit risk at balance date is accounts receivable balances.

The following table illustrates the entity's gross exposure to credit risk, excluding any collateral or credit enhancements.

Financial assets

Trade Receivables	1,261,213	1,029,966
TOTAL	1,261,213	1,029,966

Financial liabilities

Nil	-	-
TOTAL	-	-

In relation to the entity's gross credit risk, no collateral is held.

Lease liabilities are of fixed interest rates, therefore there is no credit risk.

Set out below is the information about the credit risk exposure on financial assets using a provision matrix:

30 June 2021

Trade and other receivables

	Days past due					Total
	Current	<30 days	30-60 days	61-90 days	>91 days	
	\$	\$	\$	\$	\$	\$
Expected credit loss rate	0%	0%	41%	0%	100%	1%
Estimate total gross	65,930	1,185,506	17,090	(228)	10,405	1,278,703
carrying amount at default						
Expected credit loss	-	-	(7,085)	-	(10,405)	(17,490)
	65,930	1,185,506	10,005	(228)	-	1,261,213

30 June 2020

Trade and other receivables

	Days past due					Total
	Current	<30 days	30-60 days	61-90 days	>91 days	
	\$	\$	\$	\$	\$	\$
Expected credit loss rate	0%	0%	0%	97%	100%	3%
Estimate total gross	7,160	1,011,844	10,649	9,632	17,175	1,056,460
carrying amount at default						
Expected credit loss	-	-	-	(9,319)	(17,175)	(26,494)
	7,160	1,011,844	10,649	313	-	1,029,966

The Motor Trades Association of Queensland Industrial Organisation of Employers maximum exposure to credit risk for the components of the statement of financial position at 30 June 2021 and 2020 is the carrying amounts as illustrated in Note 15D.

NOTE 15D: LIQUIDITY RISK

Liquidity risk is the risk that the entity may encounter difficulties raising funds to meet commitments associated with financial instruments. It is the policy of the Board of Directors of MTAQ to maintain adequate committed credit facilities. The unused bank overdraft credit facility at balance date was \$2,500,000. The bank overdraft facilities may be drawn down at any time but may be terminated by the bank without notice.

Contractual maturities for financial liabilities 2021

	On demand	<1 year	1-2 years	2-5 years	>5 years	Total
	\$	\$	\$	\$	\$	\$
Trade and other payables	-	612,401	-	-	-	612,401
Other payables*	-	251,850	-	-	-	251,850
TOTAL	-	864,251	-	-	-	864,251

Contractual maturities for financial liabilities 2020

	On demand	<1 year	1-2 years	2-5 years	>5 years	Total
	\$	\$	\$	\$	\$	\$
Trade and other payables	-	695,621	-	-	-	695,621
Other payables*	-	214,165	-	-	-	214,165
TOTAL	-	909,786	-	-	-	909,786

*Excluding unearned income

Lease liability maturities for 2021

	On demand	<1 year	1-2 years	2-5 years	>5 years	Total
	\$	\$	\$	\$	\$	\$
Motor Vehicles	-	147,140	80,864	20,320	-	248,324
Computer equipment	-	12,630	1,176	-	-	13,806
TOTAL	-	159,770	82,040	20,320	-	262,130

Lease liability maturities for 2020

	On demand	<1 year	1-2 years	2-5 years	>5 years	Total
	\$	\$	\$	\$	\$	\$
Motor vehicle	-	116,173	83,056	64,086	-	263,315
Computer equipment	-	21,117	12,363	630	-	34,110
TOTAL	-	137,290	95,419	64,716	-	297,425

Notes to the Financial Statements continued

For the year ended 30th June 2021

NOTE 15E: MARKET RISK

Interest rate risk

The branch has performed a sensitivity analysis relating to its exposure to interest rate risk at balance date. This sensitivity analysis demonstrates the effect on current year results and equity which could result from a change in this risk. As at 30 June 2021, the effect on profit and equity as a result of changes in the interest rate, with all other variables remaining constant, would be as follows:

Sensitivity analysis of the risk that the entity is exposed to for 2021

	Risk variable	Change in risk variable %	Effect on profit and loss \$	Effect on equity \$
Interest rate risk	6,135,262	[+ 2%]	(122,705)	(122,705)
Interest rate risk	6,135,262	[- 2%]	122,705	122,705

Sensitivity analysis of the risk that the entity is exposed to for 2020

	Risk variable	Change in risk variable %	Effect on profit and loss \$	Effect on equity \$
Interest rate risk	5,712,561	[+ 2%]	(114,251)	(114,251)
Interest rate risk	5,712,561	[- 2%]	114,251	114,251

Due to the changes in interest rates over the last financial year trending downwards, the interest rate risk exposure for 2021 has been based on 2% which was the same as last years.

NOTE 16: FAIR VALUE MEASUREMENT

NOTE 16A: FINANCIAL ASSETS AND LIABILITIES

Management of the reporting unit assessed that cash, trade receivables, trade payables, and other current liabilities approximate their carrying amounts largely due to the short term maturities of these instruments.

The fair value of financial assets and liabilities is included at the amount which the instrument could be exchanged in a current transaction between willing parties. The following methods and assumptions were used to estimate the fair values:

- Fair value of listed financial assets carried at fair value through other comprehensive income is derived from quoted market prices in active markets.
- Fair value of unlisted financial assets carried at fair value through profit or loss is derived from previous sales transactions.
- Long-term fixed-rate and variable-rate receivables/borrowings are evaluated by the Motor Trades Association of Queensland Industrial Organisation of Employers based on parameters such as interest rates and individual credit worthiness of the customer. Based on this evaluation, allowances are taken into account for the expected losses of these receivables. As at 30th June 2021 the carrying amounts of such receivables, net of allowances, were not materially different from their calculated fair values

The following table contains the carrying amounts and related fair values for the Motor Trades Association of Queensland financial assets and liabilities:

	Carrying amount 2021 \$	Fair value 2021 \$	Carrying amount 2020 \$	Fair value 2020 \$
Financial assets				
Dalton Nicol Reid Share Portfolio	3,408,195	3,408,195	2,537,229	2,537,229
Block2	500,000	500,000	500,000	500,000
GDTC Ltd	1,000,000	1,000,000	1,000,000	1,000,000
TOTAL	4,908,195	4,908,195	4,037,229	4,037,229

NOTE 16B: FINANCIAL AND NON-FINANCIAL ASSETS AND LIABILITIES FAIR VALUE HIERARCHY

The following tables provide an analysis of financial and non-financial assets and liabilities that are measured at fair value, by fair value hierarchy.

Fair value hierarchy – 30 June 2021

	Date of valuation 30 June 2021	Level 1 \$	Level 2 \$	Level 3 \$
Dalton Nicol Reid Share Portfolio		3,408,195	-	-
Block Two Pty Ltd		-	-	500,000
GDTC Ltd		-	-	1,000,000
TOTAL		3,408,195	-	1,500,000

Liabilities measured at fair value

Nil	-	-	-
TOTAL	-	-	-

Fair value hierarchy – 30 June 2020

	Date of valuation 30 June 2020	Level 1 \$	Level 2 \$	Level 3 \$
Dalton Nicol Reid Share Portfolio		2,537,229	-	-
GDTC Ltd		-	-	500,000
Block Two Pty Ltd		-	-	1,000,000
TOTAL		2,537,229	-	1,500,000

Liabilities measured at fair value

Nil	-	-	-
TOTAL	-	-	-

Notes to the Financial Statements continued

For the year ended 30th June 2021

NOTE 16B: FINANCIAL AND NON-FINANCIAL ASSETS AND LIABILITIES FAIR VALUE HIERARCHY CONTINUED

Level 3 financial assets include investments in Block Two Pty Ltd and Green Distillation Technologies Corporation Limited.

Fair value has been determined on the basis of the last capital transactions conducted by the investee with external parties as this is the best evidence of fair value. Where capital transaction is greater than 12 months or there are no recent capital transactions with external parties, alternative methods have been used including comparable recent transactions of similar companies or maintainable earnings valuation methods.

For the current year, the last capital transaction occurred on 30/04/2020 Block Two Pty Ltd and 30/06/2020 Green Distillation Technologies Corporate Limited and the pricing of those transactions are the basis for determination of fair value.

Significant increase or decrease will have an impact on the fair value of the investments.

NOTE 17: ADMINISTRATION OF FINANCIAL AFFAIRS BY A THIRD PARTY

Motor Trades Association of Queensland Industrial Organisation of Employers did not use third party for the administration of affairs during the year or prior year.

NOTE 18: SECTION 272 FAIR WORK (REGISTERED ORGANISATIONS) ACT 2009

In accordance with the requirements of the *Fair Work (Registered Organisations) Act 2009*, the attention of members is drawn to the provisions of subsections (1) to (3) of section 272, which reads as follows:

Information to be provided to members or Commissioner:

- 1) A member of a reporting unit, or the Commissioner, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.
- 2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.
- 3) A reporting unit must comply with an application made under subsection (1).

NOTE 19. INTEREST IN SUBSIDIARIES

The consolidated financial statements incorporate the assets, liabilities and results of the following wholly-owned subsidiaries in accordance with the accounting policy described in note 1:

Name	Principal place of business/ Country of incorporation	Ownership interest	
		2021 %	2020 %
MTA Institute of Technology Pty Ltd	Australia	100.00%	N/A
Motor Trades Association of Queensland Ltd	Australia	100.00%	N/A
MTAQ Management Pty Ltd	Australia	100.00%	N/A
MTA Global Pty Ltd	Australia	100.00%	N/A
MTAQ Trust	Australia	100.00%	N/A
MTA Institute of Technology Pty Ltd	Australia	100.00%	N/A

NOTE 20: PARENT ENTITY INFORMATION

Set out below is the supplementary information about the parent entity.

Statement of profit or loss and other comprehensive income.

	2021	Parent	2020
	\$		\$
Surplus for the year	(1,112,256)		(960,091)
Other comprehensive income	656,355		(3,452)
Total comprehensive income	(455,901)		(963,543)

Statement of financial position

Total current assets	4,613,258	4,308,816
Total assets	22,789,258	21,923,975
Total current liabilities	(2,345,336)	(2,732,886)
Total liabilities	(6,411,593)	(5,090,408)
NET ASSETS	16,377,665	16,833,567
Equity		
General funds	942,885	286,530
Asset Revaluation Reserve	5,327,393	5,327,393
Retained earnings	10,107,387	11,219,644
TOTAL EQUITY	16,377,665	16,833,567

Contingent liabilities

The parent entity had no contingent liabilities as at 30 June 2021 and 30 June 2020.

Capital commitments - Property, plant and equipment

The parent entity had no capital commitments for property, plant and equipment as at 30 June 2021 and 30 June 2020.

Significant accounting policies

The accounting policies of the parent entity are consistent with those of the consolidated entity, as disclosed in note 1, except for the following:

- Investments in subsidiaries are accounted for at cost, less any impairment, in the parent entity.
- Dividends received from subsidiaries are recognised as other income by the parent entity and its receipt may be an indicator of an impairment of the investment.

Officer Declaration Statement

I, James William George Robertson being the Secretary of the Motor Trades Association of Queensland Industrial Organisation of Employers, declare that the following activities did not occur during the reporting period ending 30th June 2021.

The Motor Trades Association of Queensland Industrial Organisation of Employers did not:

- agree to receive financial support from another reporting unit to continue as a going concern (refers to agreement regarding financial support not dollar amount)
- agree to provide financial support to another reporting unit to ensure they continue as a going concern (refers to agreement regarding financial support not dollar amount)
- acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of an organisation, a determination or revocation by the General Manager, Fair Work Commission
- receive capitation fees or any other revenue amount from another reporting unit
- receive revenue via compulsory levies
- receive revenue from undertaking recovery of wages activity
- incur fees as consideration for employers making payroll deductions of membership subscriptions
- pay capitation fees or any other expense to another reporting unit
- pay affiliation fees to other entity
- pay compulsory levies
- pay to a person fees or allowances to attend conferences or meetings as a representative of the reporting unit
- pay a penalty imposed under the RO Act or the Fair Work Act 2009
- have a receivable with other reporting unit(s)
- have a payable with other reporting unit(s)
- have a payable to an employer for that employer making payroll deductions of membership subscriptions
- have a payable in respect of legal costs relating to litigation
- have a payable in respect of legal costs relating to other legal matters
- have a separation and redundancy provision in respect of holders of office
- have other employee provisions in respect of holders of office
- have a separation and redundancy provision in respect of employees (other than holders of office)
- have other employee provisions in respect of employees (other than holders of office)
- have a fund or account for compulsory levies, voluntary contributions or required by the rules of the organisation or branch
- transfer to or withdraw from a fund (other than the general fund), account, asset or controlled entity
- provide cash flows to another reporting unit and/or controlled entity
- receive cash flows from another reporting unit and/or controlled entity
- have another entity administer the financial affairs of the reporting unit
- make a payment to a former related party of the reporting unit



James Robertson
Secretary

Dated: 05 October 2021

Board Members 2020 - 2021

MTA Queensland

Paul Peterson

Chair, MTA Queensland
Chair, Queensland Motorcycle Industry Division
Executive Committee Member

James Robertson

Secretary, MTA Queensland
Chair, Australian Automotive Dealer Association
Central Queensland Representative
Executive Committee Member

Mark Bryers

Vice-Chair, MTA Queensland
Chair, Engine Reconditioners Association of Queensland
Executive Committee Member

Mark Dodge

Director, MTA Queensland
Chair, Automotive Engineers Division
Far North Queensland Representative

Lawrie Beacham

Director, MTA Queensland
Chair, Automotive Parts Recyclers Division
Executive Committee Member

Peter Dever

Director, MTA Queensland
Chair, Automotive Remarketing Division

Andrea McCarthy

Director, MTA Queensland
Chair, National Auto Collision Alliance

Bruce Sommerfeld

Director, MTA Queensland
Chair, Queensland Farm and Industrial Machinery
Dealers Division

Grant Harrison

Director, MTA Queensland
Chair, Rental Vehicle Industry Division
Executive Committee Member

Tim Kane

Director, MTA Queensland
Chair, Service Station and Convenience Store Association
of Queensland

Michael Hart

Director, MTA Queensland
Chair, Tyre and Undercar Division of Queensland

Mark Billingsley

Director, MTA Queensland
North Queensland Representative

MTA Institute

Susan Davis

Chair

James Robertson

Deputy Chair

Paul Peterson

Director

Professor Michael Milford

Director

