RMI GOLF DAY
Highlights from the event

BATTERIES
New technology for better performance

PROJECTS UNDERWAY
ACRA’s Grading Process

RMI UPDATE:
WOMEN MAKING TRACKS IN THE MOTOR INDUSTRY; GENDER EQUALITY IN THE MOTOR INDUSTRY; REPLACE OR REPAIR - THAT IS THE WINDSCREEN QUESTION; INCAPACITY OF AN EMPLOYEE; LEGITIMATE EXPECTATIONS OF NEIGHBOURING PROPERTIES; SICK, ACCIDENT AND MATERNITY PAY FUND
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A custom Range Rover Sport SVR has been built as a tribute to the Springboks by Jaguar Land Rover’s special vehicle operations in the UK

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Automobil is produced and published monthly by Future Publishing (Pty) Ltd for the Retail Motor Industry Organisation. The views and opinions expressed in the publication are not necessarily those of the publishers or the Retail Motor Industry Organisation. While precautions have been taken to ensure the accuracy of advice and information contained in editorial and advertisements, neither the publishers nor the Retail Motor Industry Organisation can accept responsibility for errors, misrepresentations or omissions, or for any effect or consequence arising therefrom. Permission to republish any article or image or part thereof must be obtained in writing from the publishers.

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BELONGING IS BETTER BUSINESS

Here’s why...

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

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

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

 Keeps you in the know
- Industry labour relations seminars.
- Automobil magazine and weekly web letters.
- Commenting on industry topics in the media, and participating in and hosting numerous conventions and shows.
The table has been set for the 2019 round of wage and substantive negotiations for the retail motor industry, under the auspices of the Motor Industry Bargaining Council (MIBCO).

The two trade unions and three employer bodies were given the opportunity to exchange bargaining proposals, or demands (as the trade unions refer to it), on 27 April. The RMI has indeed received the trade unions’ demands and conducted extensive mandating roadshows throughout the various regional main centres during the first two weeks of May 2019.

These roadshows were well attended, and members actively participated in the development of a consolidated RMI/business mandate, which will form the basis from which the core negotiating team will engage with the trade unions at the first of three negotiation sessions on 22 and 23 May. The second session will take place on 5 and 6 June and the date for the third session is still to be determined.

The parties to negotiations are hard-pressed to conclude and sign a new three-year MIBCO Main Agreement before the end of June in order to ensure that sufficient time is afforded to the Minister of Labour to publish and extend the agreement to non-parties. The current Main Agreement, and for that matter the Administrative Agreement too, expires on 31 August 2019. The RMI and its negotiating partners appreciate the urgency with which a new agreement needs to be concluded. This will be no easy task, considering the large number of trade union demands, ranging from (to mention a few) a 15% across-the-board wage increase, to a R5,000 per month housing allowance, a 20% shift allowance for all employees, and a 20% increase in non-wage cash components like stand-by and call-out allowances.

In the absence of published and extended Main and Administrative Agreements by 1 September 2019, MIBCO risks serious challenges in relation to the continued collection of MIBCO levies, trade union subscription fees, Sick-, Accident- and Maternity-Pay Fund (SAF) contributions, additional holiday pay, and the like – all of which are collected in terms of the Administrative Agreement. This will have an adverse impact both on MIBCO, as well as the various social security funds in the industry.

We urge our negotiation partners to share the urgency, earnestness and good faith with which we are approaching this process. We believe a positive outcome will ensure the sustainability and profitability of the industry, as well as aid the creation of much-needed jobs and the alleviation of poverty in our country as a whole.

For information on the RMI and its workings, visit www.rmi.org.za or call 011 886 6300
The RMI is a proactive, relevant, retail and associated motor industry organisation recognised as the leading voice in South Africa’s automotive aftermarket, serving the daily needs of its members and playing a key role in enabling motor traders to deliver top class service to motoring consumers. Here are the associations which fall under its umbrella...

**ACRA (Automotive Component Remanufacturers’ Association)**
ACRA represents component remanufacturers involved in the remanufacture of safety-critical components and radiators, an ever-growing industry in which keeping abreast of change is crucial for business owners.

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

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

**MIMA (Motor Industry Manufacturers’ Association)**
MIMA members are Parts, Equipment and Component Manufacturers and suppliers to Original Equipment Manufacturers and the automotive aftermarket that exports into Africa and other countries in the world.

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

**MPEA (Motor Parts and Equipment Association)**
MPEA represents South Africa’s auto part traders, including wholesalers, retailers and independent operators in the replacement motor parts industry. Genuine replacement parts are available at accredited MPEA spares outlets at affordable prices, backed by the manufacturer’s warranty.

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

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

**SADIA (South African Diesel Fuel Injection Association)**
SADIA members operate fully equipped pump rooms aimed at providing cost-effective service solutions for owners of diesel powered vehicles seeking fuel injection system testing, repair or replacement.

**SAMBRA (South African Motor Body Repairers’ Association)**
SAMBRA is an active leader in the motor body repair industry and consolidates, communicates and regulates repair standards in the motor body repair industry. SAMBRA ensures the provision of technical and business skills training that meets the demands of the industry and instils confidence in consumers and industry stakeholders.

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

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

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EDITOR’S LETTER

Making a difference

There is such need in South Africa – for simple things like food, education and houses to jobs and access to primary health care (to mention but a few) – that the thought of solving even a single problem can seem insurmountable.

But it’s true that every little bit helps. And it’s really heartening to see how much the automotive industry is doing to uplift this country.

Every September, Ford’s employees donate their time to community service and upliftment as part of Ford’s annual Global Caring Month.

Shell has a number of initiatives to address areas of needs, including AccelerateHer, aimed at empowering our female youth; LiveWire and Orange Corners, both of which aim to uplift and empower young entrepreneurs; and education programmes that focus on building educator and learner capacity in Science, Technology, Engineering and Mathematics.

In this issue, we look at TATA’s scholarship programme (p28), Nissan’s training facility, which is developing new black-owned suppliers (p34) and Engen’s Integrated Energy Centre (p50).

Also in this issue, we start a new series of articles by Ross van Reenen addressing the business side of the industry. We look at women making inroads into the traditionally male-dominated automotive sector and what the RMI is doing to address gender equality.

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Instant friction for faster bedding-in

Safeline has taken brake pad manufacture in South Africa a step forward with the introduction of a surface layer that provides instant friction for faster brake pad bedding-in.

This will improve the process of bedding-in the brake pad with the rotor, resulting in enhanced braking performance from the very first stop after the brake pad replacement.

The friction surface layer, branded SAFETRAC, is characterised by its visible red coating and provides additional friction to the brake pad during the bedding-in process when the friction level of regular brake pads is initially low. An added advantage is the reduction of brake squeal associated with the replacement of brake pads.

“Tests* conducted on Safeline SAFETRAC brake pads, measuring the first 50 stops, recorded an average 15% reduction in stopping time and distance, with an impressive 30% increase in friction coefficient over regular Safeline brake pads. The SAFETRAC friction layer also delivered greater stopping power from the outset,” said Alex van den Blink, Group Technical Director at Safeline.

“As a leading brake pad manufacturer, Safeline sets the benchmark in brake technology and safe braking systems. Through continuous research and development, the brand is positioned as South Africa’s unparalleled leader in braking innovation and quality, offering motorists the shortest stop to safety. The impressive test results led to our decision to apply the specially formulated SAFETRAC red friction surface layer to the entire locally manufactured range.”

Workshop owners can now look forward to fewer customer queries regarding brake squeal thanks to quicker bedding in. Another advantage is that the SAFETRAC friction surface layer protects mechanics and DIY fitters from picking up metallic splinters during installation.

While Safeline’s popular D3522T is the first brake pad to come off the assembly line at the company’s manufacturing site in Johannesburg with SAFETRAC, the automotive aftermarket can expect the full roll-out over the coming months.

The company’s ongoing commitment to innovation underscores its promise to deliver the shortest stop to safety.

* Tests were conducted on Safeline’s D3522T brake pad at their ISO 17025:2017 accredited laboratory.

For more information contact GUD on 031 910 3111
JOIN MHC AND BENEFIT FROM ADDITIONAL BENEFITS THAT ENHANCE YOUR COVER. Integrated Care — care programmes that will assist you in maximising your benefits and help you manage your condition optimally.

Refer to page 35 of this month’s issue of Automobil for more information.
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Refer to page 35 of this month's issue of Automobil for more information.

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In an industry traditionally seen as male-dominated, many women are making their mark in the motor industry – owning workshops, playing leading roles on the workshop floor, and running businesses.

Dewald Ranft, Chairman of the Motor Industry Workshop Association (MIWA), a proud association of the Retail Motor Industry Association (RMI), says the fact that Audi South Africa has just had its first female qualify as a master technician shows that women are challenging the industry status quo.

“There are more and more female workshop owners and mechanics,” he says.

One such person is Monique Petzer, owner and head mechanic of We Care Auto Repairs (Westmead, KZN), a MIWA member. She started her career in the motor industry by working in the office at her sister and brother-in-law’s mechanical company in Pietermaritzburg. She worked in the office for a few months before becoming interested in what her brother-in-law was doing in the workshop.

“He then showed me a few things on the cars and I just loved it and wanted to know more about how stuff worked in a car,” she says.

One day her sister arrived at work, gave her overalls and said they had decided to give her the opportunity to do an apprenticeship if she wanted to. She agreed.

“I did my apprenticeship in three years instead of five on the condition that I passed with 97% or higher in Olifantsfontein. If I failed, I would then have to do my last two years before I could re-write again. Luckily, I passed,” she says.

Petzer has been in the industry for 12 years and has been qualified for nine.

“I love making cars faster and re-building engines from scratch. I love that feeling when you start the car for the first time and how easy and quiet the engine is,” she says.

She adds that they run regular successful car maintenance workshops for women and young people who are about to get or have their driver’s licence.

Tania Louw’s love for cars lead her to attend Princeton SSS in Mitchells Plain because it offered motor mechanics as a subject.

“My husband and I then studied at Athlone Technical College – now called False Bay College – where we completed our studies, but I then went to work in the beauty industry,” says Louw.
She is now the co-owner of Canterbury Car Services in Cape Town and takes care of all admin duties, staffing as well as vehicle diagnostics.

“I am passionate about training motor mechanics. They must have integrity when repairing vehicles and always put the client’s safety first as well as keep cars in a standard roadworthy condition,” she says.

She adds that her goal for the business is to grow it into a one-stop shop where everything can be serviced. When she’s not at the workshop, she is running a catering company as well as a mobile spa.

Another woman with a passion for the industry is Riana Conradie. When asked what her current role is at Riaan’s Auto Repairs (Parow), she responded by saying she is the paper problem-solver of the business and her husband is the cold-metal problem solver.

Having started the business together in 1998, Conradie and Riaan Conradie have been running it since then.

“My father was a motor technician. When I did my aptitude tests in high school the results said I should also go into the motor technician trade. I didn’t then. I studied something totally different but ended up marrying a motor technician and supporting him while he completed his qualifications,” she says.

After that they opened the business and Conradie’s initial role was customer service – answering phones and handling the admin.

“After 1996 the merSETA came into play and women were seen as historically disadvantaged. This opened the way for free courses for women so I enrolled and qualified in engine rebuilding, servicing of manual gearboxes, and diffs. I focussed on what makes the engine run but wasn’t too interested in brakes etc,” she says.

Her passion is the upliftment of the youth in the motor industry.

“Since 2000 we have been training young technicians. We usually take on one or two a year. They qualify with us and then we generally help them move on to find work. It is very rewarding. We really want to continue what we are doing at the workshop. In our own way we are making a difference,” she says.

Ranft salutes all the many women who are making a difference in the industry.

“We are still evolving as an industry and these women are examples to young women wanting to enter the industry. They are showing the world that through hard work and dedication, success is possible,” he concludes.

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**Replace or repair?**

*That is the windscreen question*

While windscreens are specifically designed to provide structural support for the vehicle as well as to stand up to the stress of travelling, damage does inevitably occur.

Windscreens are actually made up of two layers of glass with an inner layer of automotive safety glass between them that serves to hold together the broken outer layers in the event of an accident. That is why windscreens crack when struck by objects, but don’t fall apart and cave in on the driver in most circumstances.

The question is whether the damage calls for a full windscreen replacement or if a repair will do.

“A crack or chip compromises the efficiency of a windscreen so it may not be the wisest option to go the cheapest route which could be the wrong one if you were in an accident,” says Dewald Ranft, Chairman of the Motor Industry Workshop Association (MIWA), a proud association of the RMI.

Four factors are used to assess the damage – the size, type, depth, and location of the damage. This assessment needs to be done by a qualified auto glass repair technician who can then decide whether the windscreen is repairable.

Remember, cracks lengthen before you know it. Dust also settles inside chips which can cause further damage and make repairs difficult. If you don’t act quickly what could have been an inexpensive repair job may turn into an expensive replacement.
Gender equality in the motor industry

Jeânne Esterhuizen, President of the Retail Motor Industry Organisation (RMI), says there is still much to be done to accelerate gender equality in the retail motor industry, adding that the RMI is working closely with the Motor Industry Staff Association (MISA) to promote the necessary change.

Esterhuizen explains that employment equity and legislation that supports gender equality only applies to designated employers, so a large portion of small and medium-sized employers do not have to comply. The same principle applies to BBB-EE Legislation.

“A more focused approach is required by all companies to train and promote women at a lower level to managerial and executive level. At company level, sexual harassment policies and policies addressing all forms of discrimination must be implemented to ensure women are not disadvantaged should they have ambitions to fill high-end jobs,” she says.

The current stumbling block, she believes, is the entrenchments of gender discrimination in cultural biases.

“Men in certain cultures find it difficult to report to women in superior positions,” she says. “Sadly, women in general don’t feel welcome in the industry due to archaic male behaviour that is still alive and well in South Africa.

“I don’t believe women should randomly be pushed forward if they do not have the requisite skills or ambition to operate in historic male positions in the workplace. Rather those who have the strength of character, talent and the will power to succeed in a challenging environment should be given the opportunity to develop into leadership positions predominantly filled by men.”

Esterhuizen highlights that the RMI and MISA, in a joint initiative, have embarked on gender equality training provided by an external training provider for all management and staff of RMI-affiliated members and MISA members employed by these RMI member businesses. This training takes place across all regions in which the RMI operates, including KZN, the Eastern Cape, the Free State and Northern Cape, the Northern and Highveld Region, and the Western Cape.

“We realise that we need to start from within the leadership of the sector and grow it from there,” says Esterhuizen. “Our objectives are not only to strengthen the knowledge base regarding gender equality but to promote a gender equality-enabling environment in the workplace. We want to create a strong network of champions for gender equality in the motor industry in SA and strengthen the agency of men in promoting gender equality.

“We have to foster mind-set changes and get in line with global thinking,” she adds.

While things are in motion, Esterhuizen says there is still much to be done.

“The industry has been male-dominated for more than 100 years so the change is slow. But that’s no excuse. We will continue to put pressure on the industry to bring about real change not just for those women in the industry now but for all the women that will enter the industry in the future,” she concludes.
Quality is synonymous with holding to a standard. The original equipment standard, for instance.

The quality of a supplier is also measured by the quality of the information that he makes available to his partners.

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Annual golf day success

One of the annual highlight events in the RMI calendar is the RMI Highveld regional Golf Day, which was held Wednesday 15 May 2019. This event gives the RMI the opportunity to invite its current and potential new members to enjoy the spectacular Kyalami golf course in its friendly and beautiful environment.

To get the day off on the right foot, a great goodie bag with caps, pens, mints, water bottles, lanyards and many more gifts were presented to the golfers as registration took place.

There was an excellent turnout with great support from sponsors who have participated previously, as well as new sponsors and supporters who have showed an amazing interest in the event. There was also a mixture of clients and guests from all areas of business within the Highveld region.

“Our golf day is an excellent opportunity for us to strengthen relationships with existing members and also allows potential members to understand a little more about what the RMI has to offer. In turn, this enables our continued growth and success within the retail motor industry,” says Jeffrey Molefe, General Manager of the RMI Inland region.

The day dawned bright and fresh and ensured that the golfers all enjoyed the event. The golf course was abuzz with enthusiasm, as the 112 players descended on it for the special golf event.

The day is always enjoyable and the golfers battled it out for some great prizes and the glory to be the regional top four-ball. There certainly was no shortage of fun and laughter along the course, provided by the various sponsors who had pulled out all the stops. After 18 holes, scorecards were in and players made their way to the clubhouse for the next part of the day.
At the evening function the golfers were thanked for their support and attendance of the day, and rewarded with some stunning prizes. The RMI’s very own Raoul Spinola acted as MC for the evening and a one-man-band provided a lovely atmosphere before and during dinner. The RMI Highveld regional chairperson, Andrea Bogner, also welcomed everyone and informed the audience that the money raised from the auction will go towards a worthy cause, which will be taking place next month.

The RMI wants to thank all the companies that took part and sponsored the event, making the day a ‘swinging success.

“We hope to see you again next year at our annual golf event.”

AND THE WINNERS ARE

1st place: Momentum – Mish Mogale, Oupa Mokgobud, Ron Morobo, Jeff Moloto – with 96 points.
Prize: 4 x R2,000 gift vouchers for Kyalami Country Club Pro Shop, sponsored by Britehouse

2nd place: MFC Sales – Alvin Reddy, Julian Papian, Laurens Van Niekerk, Deon Greyvenstein – with 92 points
Prize: 4 x Callaway golf bags, sponsored by Momentum

3rd place: Tutuka Motor Lab – Owen, Mark Corner, John KirkPatrick, Quinton – with 90 points
Prize: 4 x TV sets, sponsored by RMI Golf Day
The latest TransUnion SA Vehicle Pricing Index (VPI) fell for the seventh consecutive quarter as the effects of fuel hikes, challenging economic conditions and electricity outages caused by load-shedding took their toll.

New vehicle sales fell nearly 10% compared to the same period a year ago, with the total number of vehicles financed – including used vehicles – down 8% for the first three months of the year. This decline has broader ramifications for the entire economy, as the automotive industry contributes an estimated 7.7% to South Africa’s annual GDP.

The reduction in sales was in spite of the VPI for new and used vehicles from a basket of passenger vehicles, and the lower score effectively means that car prices are increasing more slowly than inflation, which currently stands at 4.1%.

But it’s not all bad news. While domestic sales are progressively dropping, exports are on the rise, showing strong growth of 29.5% year-on-year in January, 22.5% in February, and 23.7% in March. Still, it might not be enough for to reverse the decline by the end of the year.

“The car industry in general is still in decline, and is taking strain from several quarters right now: an ongoing subdued macro-economic environment, the lag effect of the 2018 interest hike, weaker exchange rates, lower business confidence in the run-up to the elections and constrained household disposable income have all had an effect on vehicle sales,” said Kriben Reddy, head of TransUnion Auto.

“Load-shedding has also played a role, with the number of valuations being done and the volume of footfall through dealerships being clearly affected by power outages. There’s broad consensus that we’ll see a minor recovery in the second half of the year, but the fear is that it won’t be enough to compensate for the first half decline,” he said.

The effects of prolonged pressure on consumers can be seen through the fact that more consumers are buying used vehicles than new vehicles. The TransUnion VPI report shows the used-to-new vehicle ratio declined to 2.13 from 2.09 in the previous quarter, which means that 2.13 used vehicles were financed for every new vehicle financed. People are also spending less on cars, with the percentage of cars (both new and used) being financed below R200,000 staying steady at 37%, which is consistent across the last three quarters.

In all, 35% of used vehicles sold were under two years old, with 10% of those being demo models. In the South African market, there is a significant price differential between new and used vehicles, so demo models and used vehicles less than two years old offer attractive alternatives to purchasing a new vehicle, with the baseline price of new vehicles now firmly in the R200,000 to R300,000 band.

“We anticipate domestic car sales will probably end the year 3% down on 2018,” said Reddy. “The indicators suggest a better 2020, with the latest GDP figures showing early signs of a turnaround, which should translate into improved consumer confidence and trading conditions.”
Managing growth
As volumes increased, there was a need for a fool-proof system to manage the increasing number of sets of car keys being handled across all three sites. The problem was particularly acute in the Aftersales Centre due to a 40% increase in servicing business.

Service Centre efficiencies
Wrigley is heavily focused on finding efficiencies to move cars through Camberley’s PDI, sales and servicing areas quicker.

“Why spend thousands of pounds more each year renting or buying additional car parking space when you can spend a fraction of that putting in systems and processes which unlock efficiencies which, in turn, move more cars off our existing parking spaces more quickly? This is where the Traka key management system comes in,” he says.

The most significant benefit is knowing where keys are at the touch of a button
“It’s important to recognise that the key to growing, especially in aftersales, is to get cars on and offsite as quickly as possible,” says Wrigley. “The Traka system gives me an accurate overview of where all the stock is. I can interrogate the system and spot cars that may be away at an independent body shop or our wheel alloying specialist.

“I know this because the key may have been logged out by a technician 12-hours ago and not yet returned to the cabinet. Keys just don’t stay out of Traka cabinets for that long anymore unless cars are across at a third-party supplier which doesn’t have a Traka system we can network with.”

Aftersales ROI in under 4 months
Wrigley explains how he calculated rapid Return on Investment (ROI) in Traka Automotive software and key cabinets in the Audi Camberley Service Centre: “Any areas where we could make it easier for our 15 technicians to do their jobs quicker made very good business sense. We estimated that each of the technicians was previously wasting at least five minutes per day looking for keys prior to moving a car into a service bay. That’s 75 minutes lost per day across the whole team or just over £100 (R1,850) – given their value and cost to the business.

“Multiply £100 by 300 working days per year and you have a minimum annual cost of this wasted productivity of £30,000 (R557,214). Based on this number we worked out that ROI was achievable in just four months.”

These numbers may not be exactly the same for service centres in South Africa. However, it’s worth exploring what efficiencies and productivity gains can be unlocked through networked key management. These savings may well make the difference between increasing or protecting your Return on Sales margin and watching it fall away in tighter market conditions.
BMW’s new Midrand campus

BMW Group South Africa spent R260m to build a new site for its head office, which will also house the BMW Financial Services, a new Dealer Training Centre, office space for an additional 500 colleagues, and a new Welcome Centre, restaurant and gym.

INDUSTRY NEWS

This project is the latest in a series of investments completed in South Africa over the past two years by the BMW Group. These include an R6.1bn investment into Plant Rosslyn for the ramp-up of the new BMW X3, an R73m all-new training centre at Plant Rosslyn, a R260m co-investment in an all-new regional distribution centre (RDC) – also in Midrand – and R2.2bn invested by dealer partners into the dealer network.

The relocation of parts warehousing has created space at BMW's Midrand head office. The group’s IT operations have grown at a phenomenal rate recently, increasing its headcount from 134 in 2014 to more than 1,000 – nearly 700% growth in five years. This shows BMW Group’s commitment to growing skills, knowledge and expertise in South Africa, as well as the growing importance of IT in the company.

Dealer training at the heart of a customer-centric company

As part of the Midrand Campus development, a brand-new technical and non-technical dealer training facility has been built, giving BMW’s training department a centralised, state-of-the-art facility to help dealer partners meet the exacting standards expected by BMW customers.

The 5,500m², R109m facility offers training on all BMW Group brands for the dealer network. The centre can host 220 delegates a day and contains 17 lecture rooms. It also offers a merSETA-aligned Apprentice Training Programme to ensure the dealer network has a pipeline of technicians.

The Training Centre plans to deliver 150,000 training man hours in 2019.

Growth and diversification

Tim Abbott, CEO: BMW Group South Africa and Sub-Saharan Africa said the combination of the headquarters, BMW Financial Services, dealer training and Group IT into one campus offered “brilliant spaces for collaboration, sharing, networking and interconnectedness”.

“The Midrand Campus will accommodate IT colleagues offering services to the BMW Group in 48 countries around the world, and will therefore operate around the clock,” says Abbott.

“Amplifying and reinforcing our activities here in South Africa marks the next step along our way to implement the BMW Group IT strategy,” said Klaus Straub, CIO and Senior Vice President Information Management, BMW Group. “By increasing our in-house software development capabilities we become highly flexible and gain speed. The great performance of the South African IT team significantly contributes to the success of the BMW Group in becoming a leading tech company for mobility services.

International best practice

BMW Group SA’s new Midrand Campus was constructed with the highest standards of sustainability. Re-using a warehouse – so not an all-new build – is testimony to BMW’s commitment to sustainable principles. Additionally, all established trees were moved, not felled, and trees that were unable to be transplanted were donated to good homes.
Reconditioned vs Remanufactured Engines
A Clear Distinction

When it comes to engines, the terms remanufacturing and reconditioning are quite often confused within the motor industry, as well as by consumers. As a leading engine remanufacturer for over 50 years, Remtec explains the differences

Remanufacturing and reconditioning or ‘reman engines’ and ‘recon engines’ are poles apart when it comes to the actual process involved and resulting quality of the product.

Put simply, a recon engine is one that has been stripped down either partially or fully, cleaned and possibly had some damaged components replaced prior to being rebuilt.

By contrast, a reman engine has been returned to the vehicle manufacturer's original factory specification through an extensive, audited process. As a result, remanufactured engines provide levels of performance, reliability and lifespan that are equal to those of the original. Most importantly, a remanufactured unit is absolutely not a reconditioned engine.

A remanufactured engine is required to meet specific SABS standards for it to be described as such under SANS10278:2005 (petrol engines) and SANS10274:2005 (diesel engines). The standards fully detail the procedures and operations for the remanufacturing of both petrol and diesel engines.

These processes include the detailed inspection and checking of components against manufacturer tolerances. Key parts, including pistons and ring sets, big and small end bearings and bushes, as well as gaskets, seals, timing chains and drive belts are all required to be renewed, while items such as tensioners and dampers are also required to be inspected and replaced if necessary.

Further important operations, such as intensive cleaning, crack testing machined components and the deburring of reworked oil pathways, are also undertaken to ensure the original specification of the engine is achieved with full reliability. In addition to having all key clearances, tolerances and end floats checked after assembly, the standard also requires complete reman engines to be checked for oil pressure and compression.

Remanufactured engines built by Remtec also offer the additional advantage of having their own unique serial number, which provides an audit trail for all of the components that have been renewed, as well the remanufacturing completion date and test records.

As South Africa’s leading engine remanufacturer for over five decades, Remtec takes the high standard demanded by SANS10278:2005 and SANS10274:2005 a step further by combining it with a quality management system certified to ISO 9001:2015 to ensure that customers are provided with a consistently high standard of quality, product reliability and service.

Therefore, an engine can only be described as remanufactured if it complies with SANS10278:2005 and SANS10274:2005. It provides a clear distinction between engines that are professionally remanufactured and those that are classed as inferior recon engines.

To get a good idea of the level of detail involved in the reman engine process undertaken by Remtec, visit https://www.remtec.co.za/reman-vs-recon-engines for a list of the mandatory operations and procedures.
The Automotive Component Remanufacturers’ Association (ACRA) represents component remanufacturers involved in the remanufacture of safety-critical components (including prop-shafts, clutches, brakes and radiators), an ever-growing industry. The ACRA constituent association ensures to keep members abreast of change, a crucial aspect for business owners. ACRA’s objectives include the promotion and protection of the interests of the motoring public and members. The RMI-ACRA accreditation programme/application process/membership criteria further ensures that all members (and potential members) meet the standards and criteria set by ACRA. Members further pledge to the RMI Code of Conduct.

About ACRA and its clustering with ERA & SADFIA

The New Thinking Model

The implementation of the RMI NTM or ‘New Thinking Model’ as we knew it in July 2017, amongst other key objectives, is essentially clustering similar like trade sector associations together (all remanufacturers’ trade sectors), which are now known as the RMI REMAN Cluster: ERA, SADFIA and ACRA. This office has embraced the NTM and can report (positive) built-up momentum to date.

The RMI REMAN Cluster has grown into a unit and is stronger than ever before, and moving with a focussed pace toward positive sectorial influence and bringing about change/better business atmosphere to its respective trade sectors (ERA, SADFIA and ACRA),

Further exciting news in regards to the NTM and the new horizon’s it brought with; is that the RMI REMAN Cluster is now looking to merge into one association, with the same unified look in respect of brand awareness and logo. Indeed a very fruitful avenue to explore, that’ll bring trade sectors (really the industry) closer together, giving us a stronger footprint when approaching industry/stakeholders.

Due to the shared industry aspects of the ACRA, ERA (Engine Remanufacturers’ Association), and SADFIA (South African Diesel Fuel Injection Association), this made perfect sense (with implementation of the NTM) to cluster these constituent associations together and also proved to be enormously successful.

As a result will these three trade sector associations continue to move and grow together as a unified body under the auspices of the RMI. The National Executive Committees of each respective association have been hands-on since the NTM changes, and new horizons it brought – a very exciting time indeed for the RMI REMAN Cluster to venture in.

Subsequently, all associational activities (meetings, mutual projects and communications) have been grouped together – speaking of a greater and more influential audience.
This is what happens if you do not check your radiator

You may be checking your tyres, oil and brakes regularly. But what about your radiator? It can become very costly if you neglect your radiator.

In high-performance engines, heat dissipation via the oil pan is not enough. In this case, the coolant also dissipates heat from the engine oil via an engine oil cooler. The coolant is re-cooled by the ambient air in the radiator. Extremely thin corrugated fins between the pipes increase the surface area around which the ambient air flows for the air to absorb as much heat as possible from the coolant. The corrugated fins have slits to increase this effect even further. These ‘gills’ ensure that the air is constantly moving for it to dissipate more heat. The coolant flow is controlled by thermostats which react to the temperature.

A coolant is a mixture of water, antifreeze (glycol) and additives. It does more than just protect the engine against freezing. It also absorbs the engine heat and redirects it back into the ambient air via the cooler. As the boiling point of glycol is much higher than water, the boiling point can be raised to up to 135°C by using the right mixing ratio for the coolant and a system pressure of 1 to 2 bar. This contributes significantly towards high performance reserves for the coolant, as the average coolant temperature for modern engines is approximately 95°C, which is below the boiling point of pure water (100°C). Additives in the coolant form a protective layer on the metal surfaces and prevent limescale deposits and corrosion. The cooling system therefore requires a sufficient amount of antifreeze and additives — even in summer.

Q: Why does the coolant need to be replaced?
A: The additives contained in the coolant are subject to a certain amount of wear. If these do not work properly anymore, it needs to be replaced.

Q: Can antifreeze agents be mixed together?
A: No. Antifreeze agents and their additives are adapted to the respective materials of the engine and cooling system. For example, a cast-iron motor requires different additives to an aluminium motor.

Q: Does the cooling system need to be serviced?
A: Yes. The visible cooling system components (radiator, hoses, reserve tank and coolant pump belt) must all be inspected visually, as well as the level of the coolant and the colour of the antifreeze. Also make sure the thermostat is still working.

Radiator Core Types
Mechanically bonded radiator with round tubes
Cons:
- Small heat-reflecting area
- Rigidity, which creates a risk of leaking due to engine vibration
- No bonding between tubes and fins
- Lower cooling performance

Pros:
- Low production cost

Brazed radiators
Cons:
- More expensive

Pros:
- Strong and durable
- Larger heat-reflecting area
- Higher cooling performance

If your vehicle was originally equipped with a brazed radiator, you should remember that the cooling engineers for sure had some reasons for that. Do not use a mechanically bonded radiator in that case.

Interesting facts about engine cooling systems

The engine’s waste heat is essentially dissipated via two routes – via the exhaust gas and the coolant. About one third of the fuel energy is lost via the exhaust gas as heat. A quarter of the energy is used mainly to heat the engine block, whilst only a third of the energy actually goes into the drive. The coolant protects the engine and its metal parts against overheating. The engine cooling control system helps to quickly heat up the engine (after a cold start in winter) as well as the vehicle interior. Three circuits perform all these functions: coolant, air and exhaust gas.

Coolant

The engine and its components heat up considerably during use, as fuel is burnt with air in the cylinder. The engine is cooled by the engine oil and the coolant.

A coolant pump pumps the coolant through the cooling circuit, which cools the engine block and the cylinder heads.

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Automechanika

ACRA, in conjunction with ERA & SADFIA, are steaming ahead for the upcoming Automechanika – Johannesburg Show in September

ACRA, in collaboration with SADFIA and ERA, are preparing for its bi-annual Automechanika – Johannesburg Conference, a multi-international event scheduled for 19 September 2019.

The event will host a target audience of automotive engineering remanufacturers, diesel fuel injection specialists, automotive component remanufacturers’, vehicle repairers, turbocharger remanufacturers, industry stakeholders and suppliers, from around the globe.

Industry experts, with the likes of WERC Vice-Chairperson and Liaison Omar Ricardo Chehayeb – Brazil; Dave Stalker, SADFIA Consultant and Diesel Fuel Injection Specialist – South Africa; Rob Munro, AERA Membership & Technical Development - USA; and MAHLE – EU; are lined-up as speakers for the event.

At the ACRA ERA SADFIA Conference, ACRA will share an exhibitor’s booth with ERA and SADFIA. During the exhibition ACRA ERA SADFIA will stage scenarios (a vehicle brake setup/engine assembly area/injector test bench) relevant to its trade sectors, for attendees to experience workplace application.

ACRA, in conjunction with ERA & SADFIA, are steaming ahead for the upcoming Automechanika – Johannesburg Show in September

ACRA will soon initiate a grading process to ensure retention of standards are upheld, but also for businesses to aspire to the highest of service delivery, qualified workmanship, product supply and premises presentation.

Over and above these points, general good business practice such as housekeeping, signage and appearance of the premises plays an important role.

Other than that – and more specifically – a business will be required to display the RMI and ACRA Logos on their stationary and premises and subscribe to RMIs Code of Conduct. A business should have a presentable reception area with a counter for customers to be received and serviced.

The workshop area should have adequate lighting and a neat layout. All job-cards and invoices should be fully completed and itemised (for reference purposes).
A technical view on braking-systems

There is a rule of thumb with all braking systems that does not vary between light or heavy duty vehicles. That is that the brake system is a ‘whole system’ and in the same way that a chain is only as strong as the weakest link, brakes are the same.

Components

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<tr>
<th>Actuation</th>
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<th>Operator</th>
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<td>• Air brake System</td>
<td>• Brake Linings</td>
<td>• Driver</td>
</tr>
<tr>
<td>• Mechanical System</td>
<td>• Brake Drums</td>
<td>• Reaction Times</td>
</tr>
<tr>
<td>• Electronic Systems</td>
<td></td>
<td>• Route Awareness</td>
</tr>
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</table>

In studying the brake system it is evident that some parts would naturally be expected to last longer than others in the ‘whole system’. This may well be true, but without regular inspection and maintenance any one of these not doing what it is supposed to will impact on the others.

Some of the systematic applications

Electronic Systems

- Anti-lock Braking Systems (ABS)
- Electronic Braking Systems (EBS)
- Electronic Stability Control (ESP)

Air System

- Line leakages
- Valve adjustments leakages and/or blockages
- Booster malfunctions

Mechanical Systems

- Slack Adjuster Wear-and-Tear, adjustment either auto or manual
- "S" Cam Bushes worn or missing
- "S" Cams bent
- "S" Cam Lobes worn and seated
- Backing plates bent
- Return springs tempered and stretched or missing
- Brake shoes worn, bent or distorted
- Anchor pins worn

Friction System

Brake Linings

- Quality
- Material type
- Thickness
- Radius

Rivets

- Size
- Rivet holes
- Rivet clenching

Brake Drums

- Size diameter (machined ‘cut’ or not)
- Quality of the Drum
- Wall Thickness
- Bell-Mouthed or not
- Signs of heat spots

The above does not form a definitive guide or list of the potential problem areas or an exhaustive list of the components involved, but it does illustrate the critical need to evaluate a brake system completely in order to maintain safe-braking, extended life-span of components, and managed costs of operating the vehicle.

For sound advice, assistance, and warranted workmanship in regards to your vehicle’s the braking system/components thereof, please approach an RMI Accredited ACRA member for peace of mind and service excellence.

The RMI REMAN Cluster: ERA, SADFIA and ACRA … WHERE BELONGING MATTERS!
Fidelity Services Group recently partnered with global vehicle security and telematics solutions provider, Amber Connect, to launch the latest cloud-based, data-rich comprehensive fleet management solution in South Africa.

“The emphasis of Fidelity SecureDrive initially is on smart fleet management,” says Wahl Bartmann, Fidelity CEO. “In the digital age, we know that data drives everything. With the accumulation and consumption of data escalating and interpretative and analytical tools becoming more commonplace, we are uniquely positioned to leverage data and infrastructure to help clients mitigate risk and ensure greater safety and security of their people, assets and business.”

Although advanced technology is at the core of all these solutions, it’s how one helps customers use this technology that generates real value for organisations – to be able to customise and develop products and tools that proactively deliver tangible value is key.

Fidelity SecureDrive combines Amber Connect’s strength in data analytics and software development with Fidelity’s unparalleled infrastructure and service capability to bring a truly unique product to the South African market.

“We offer the only real-time tracking where data is literally refreshed every two seconds allowing true real-time alerts,” says Bartmann.

The technology has been developed to such an extent that smart fleet management systems can provide fleet owners with a comprehensive range of information ranging from critical alerts where there has been a collision, to anti-theft alerts, driver behaviour alerts and safety features like geo-fencing which provides indicators of fatigue and route deviation.

“Our geo-fencing capability has taken fleet monitoring one step further by allowing us to create layers of groups and subgroups for either a vehicle or a group of vehicles,” says Bartman.

Amber Connect’s team of data scientists bring global expertise to local shores. The client-facing portals have become insight portals rather than just a tracking portal, even using artificial intelligence to start pre-empting situations. The system collects data about the environment, interprets the data within its context and then determines the optimal course of action.

Another technology emerging in new age telematics is augmented reality or virtual reality (VR).

“More than desktops, laptops and games consoles of the past, virtual reality lets user’s step into a world that is entirely lifelike. While not necessarily photorealistic, VR is powerful enough already to give you a genuine feeling of presence, which has been the Holy Grail for companies trialling the technology for decades. Fidelity SecureDrive’s two-second refresh rate allows users a surveillance-like experience,” says Bartmann.

This kind of view is also ideal for accident reconstruction.

“With the rich telematics data, clients have the capability of accurately detecting crash alerts along with driving behaviour alerts like harsh braking, harsh cornering and sudden acceleration merged with real-time views. All this contributes to an accurate reconstruction of the accident,” says Bartmann.

These advanced level of reporting and analysis, coupled with the ability to access and interrogate data in multiple dimensions, makes it much easier for businesses to identify key trends and issues requiring attention.

The information and targeted feedback provided by the systems gives customers the insight to better manage their drivers and jobs individually and also the efficiency of their entire operation.
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Remtec typically carries stock of engines, enabling delivery within 24 hours when delivered to major centres. Remtec is the only large-scale vehicle engine remanufacturer in South Africa and has sold over 300 000 remanufactured engines since 1963.

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TATA invests in future leaders

As part of its annual Postgraduate Scholarship Programme for the 2018/19 academic year, TATA awarded 53 academically and financially deserving students at four South African universities with scholarships totaling more than R2.3m
We offer merSETA/QCTO accredited training in:

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The AIDC offers state-of-the-art manufacturing support facilities, to encourage opportunities for Skills Development & Training at competitive rates.

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Visitor registration has opened for this year’s Automechanika Johannesburg trade fair for the automotive aftermarket, which will take place at the Expo Centre, Nasrec, from 18-21 September.

This year’s trade fair – the sixth to be staged in Johannesburg – is expected to attract more than 600 exhibitors from over 20 countries, and 12000 visitors.

Automechanika will be co-located with two other shows: the Futuroad Expo for commercial vehicles, trucks and buses and Scalex Expo, a leading trade fair for transport systems, infrastructure, and logistics solutions. All these events will target visitors from sub-Saharan Africa. “We have a big drive to attract key buyers from around Africa and will be conducting road shows to eight key countries in Africa over the coming months.

“We are also pleased to announce that both the DTi and South African Tourism are offering funding for a hosted buyer programme from these countries. We encourage our exhibitors and companies who will participate at Automechanika and its co-located events to invite their clients in Africa, through this funding.” says Joshua Low, Managing Director at Messe Frankfurt South Africa.

Automechanika Johannesburg and its co-located shows will ensure that the Expo Centre will be a meeting place for people involved in many different aspects of the transport and logistics industries in Southern Africa. As usual, many companies and organisations are making use of this event to stage conferences, workshops, and training sessions.

There are already 15 high level conferences that have been confirmed to run alongside Automechanika Johannesburg and its co-located events. Some of the organisations that have already confirmed that they will be running conferences alongside Automechanika Johannesburg include the Retail Motor Industry organisation, Fuel Retailers Association,
Collision Repairers Association and the RMI REMAN Cluster.

In addition, the Motor Industry Association of Zimbabwe will hold its annual conference at the Expo Centre during the event. This will be the first time that this annual congress, which attracts top level buyers, will be hosted outside of Zimbabwe.

An important innovation for the 2019 edition of Automechanika Johannesburg will be a Virtual Reality Zone where visitors can experience the latest automotive repair and servicing technologies through virtual reality.

“Apart from the conferences and virtual reality zones, we will have free-to-attend workshops running in halls 5 and 6, and demo areas, where interactive and experiential content will be on offer. Some examples of this content include an international spray-painting competition, and a turbo charger repair competition, among others.” adds Low.

“We realise that interactive opportunities are increasingly important for visitors to trade fairs and other exhibitions worldwide, so we encourage exhibitors to make use of this strategy for their display stands at the show in September,” explains Low.
merSETA’s positive impact on education

This time each year, the merSETA looks back at the previous financial period to provide a clear view of the organisation’s performance and achievements

T
his review forms the basis of our report to Parliament and stakeholders.

And our initial statistics show that, indeed, the merSETA is a leader in closing the skills gap.

Our tentative findings show that we supported more than 20,000 employed learners and more than 13,000 unemployed learners in enhancing their skills, thus enabling better productivity and addressing scarce skills in 2019.

Our commitment to the higher education sector, the primer for the mounting challenges of the fourth Industrial Revolution, has also come to the fore.

By March this year, the merSETA had entered into about 1,750 partnerships with government departments, TVET colleges, universities and employers to support education and skills development.

In addition, the merSETA supported more than 650 small businesses, civil society, community-based organisations (CBOs), trade unions and other non-levy paying entities to promote skills development and training in different skills.

Apart from these partnerships, we assisted about 660 university students and lecturers through short learning programmes, PhD, Masters and other post-graduate bursaries and scholarships.

We also increased responsiveness to the mer-Sector through the provision of sector-endorsed occupational qualifications and part qualifications, while the occupational programmes also received significant attention.

More than 3,700 companies were successfully approved for mandatory grants, while discretionary and project disbursements also saw a significant increase compared to the previous period.

These initial figures suggest that our Annual Performance Plan and the Sector Skills Plan are spot-on.

This arises from the core component of our strategy, which is to have a skilled and capable workforce in the manufacturing, engineering and related sectors.

We chart this course through:

- Designing and delivering accredited learning programmes
- Implementing learnerships, apprenticeships, internships, skills programmes and professional learning programmes
- Improving school-to-work transitions by linking skills development to career paths, workplace-integrated training and theoretical learning as well as promoting sustainable employment and in-work progression
- Establishing training partnerships to increase the number of trainees on pivotal learning programmes.

These programmes are critical in driving the pipeline of skills supply for our sector.

And also in March this year, the government promulgated The National Skills Development Plan which offers a fresh opportunity for the merSETA to engage its stakeholders with the attendant firm outcomes.

There has been no change to the one percent skills development levy with the 20% going to the National Skills Fund and 80% to SETAs. SETAs will also continue to have accounting authorities, with business, labour and government nominating representatives in an equitable manner across the three parties.

But, our lifespan is now unlimited while the AA will operate on five-year cycles.

In terms of the NSDP, we will be able to plan more effectively and efficiently, with budgets being allocated over a longer term. This will allow for better evaluation and monitoring, including tracking and tracing the impact of our programmes for employees and other merSETA beneficiaries.

We agree with the DHET that the entire post-school system has been the focus of a significant and radical improvement in the quality of education and training.

We are here to serve our stakeholders and to invigorate the economy through an ample supply of critical skills, education and training.

Our success in the past year proves this.

Written by Wayne Adams, merSETA CEO
April new car sales raise hopes

April sales glimmered as a beacon of hope for the South African new car industry as sales rose 0.7% compared to April 2018

This is the first increase in sales this year and brings a slowly declining trend in sales to a halt, according to figures released by the National Automobile Association of South Africa (NAAMSA).

“While the market will no doubt be reassured by this good news, it should not grasp at any major turn-arounds just yet,” warned Ghana Msibi, WesBank Executive Head of Motor Division. “The April market total of 36,794 units was still way behind March sales of 47,687.”

While April sales are traditionally slower due to fewer selling days and the Easter holiday season, the marginal increase remains valid compared to similar trading conditions last year.

“Dealers, in particular, will have found some solace in the satisfaction of a 1.3% increase in sales through the showroom floor and the market swung in favour of passenger cars,” said Msibi.

Passenger car sales rose 3.9% to 24,989 units while Light Commercial Vehicle (LCV) sales declined 8.1% to 9,810 sales during April compared to the same month last year. Dealers accounted for a wider spread in the split of sales with passenger cars increasing 6.9% and LCVs down 11.5%. This is in contrast to recent dealer channel performance where LCVs have out-performed passenger cars.

“Household budgets are continuing to remain under pressure and consecutive months of petrol price increases will no doubt begin to take their toll,” said Msibi. “Combined with the natural uncertainty ahead of May elections, the April sales performance becomes even more reassuring as these conditions could easily have resulted in the continuing decline trend.”

WesBank had forecast first-half sales to be slow, improving in the second half.

“This April stability could be a sign of an earlier onset of improved trading, but it is early days to label it as such – the market can remain hopeful,” said Msibi.

Total market sales year-to-date are down 3.7% compared to 2018, passenger cars accounting for a 6.2% decline while LCVs are up 0.7%.

“The April sales performance remains good news for the industry. We expect May sales to remain under pressure due to the elections and given whatever certainty from their results, South Africans will begin making informed vehicle purchase decisions during the second half,” concluded Msibi.
The automotive sector constitutes a vital part of the South African economy, generating around 7% of the country’s annual GDP and accounting for a third of its total exports, but we need to grow domestic production to account for 1% of the global output by 2020.

The most recent projections indicate South Africa’s production needs will increase to 140 million units a year.

Nissan plans to boost the African automobile industry by manufacturing the full model line-up of the next generation Navara on South African soil. Production is expected to start in 2020 and will take place at Nissan South Africa’s Rosslyn facility just outside Pretoria.

The Navara joins the popular NP200 and NP300 models, which are already being built at the Rosslyn facility and sold in the domestic market as well as 45 pan-African markets.

This latest investment into the South African economy – which totals R3 billion – is aligned with the Nissan M.O.V.E. to 2022 mid-term plan, via which it aims to double its presence in the Africa, Middle East and India (AMI) region.

With flexible new production architecture and current output rates set to increase by more than 50%, the Rosslyn facility is poised to become an anchor plant for the region. Production output is expected to grow to an annual total of more than 60,000 vehicles – for distribution throughout the local as well as export markets and accounting for 15% of Nissan’s total production output in the region.

It is an investment, which was in part made possible by the introduction of the new, extended Automotive Production and Development Programme (APDP). The APDP provides a stable investment framework and aggressive production goals for the period 2020 to 2035. It is also an investment, which is aligned with the development objectives of the SAAM. The South African economy is postured to benefit from the generation of an annual total of R5.8 billion in new economic activity.

The Rosslyn facility currently employs 1,832 staff. The addition of the Navara to the production line will require a second shift and initially creates an additional 400 jobs, the majority of which are in manufacturing operations. But an estimated total of 1,200 new jobs are set to be created throughout the full value chain.

Nissan is also bringing in teams from Japan to work with locally-based suppliers to develop the local component. And in partnership with the Automotive Industry Development Centre, Nissan has built an incubation and training centre at the Rosslyn facility, which has already developed eight new black-owned suppliers and identified five more, to be operational at the start of Navara production.

Nissan is looking at starting local production of the Navara with a 38% local component. This is planned to increase to 48% by 2022.

As the world moves towards the fourth industrial revolution, increased automation and emerging technologies are becoming increasingly important in manufacturing plants and Nissan has invested heavily in the training and upskilling staff as well as the gradual modernisation of the Rosslyn plant, which will eventually incorporate state-of-the-art technology to keep it stays ahead of the ever-changing automotive manufacturing industry.
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0861 000 300
Model vs Strategy

Ross van Reenen opens a new series on business models that will be published in Automobil over the next year

Businessmen who excelled in business all applied certain and definitive business models to define themselves and create successful organisations.

It is not about the product, but all about your business model.

The difference between a business model and a business strategy is that the business model covers how a business operates, whereas a business strategy defines the methodology of how it will establish a position for itself in its market in order to become profitable.

A business model has very definite boundaries and limitations, for example what your pricing strategy necessitates and what customers you target.

Work gives structure to our everyday lives, a reason to get out of bed early in the morning which in turns allows us to lie in bed late on Saturdays and/or Sundays. Our lives are structures that are punctuated by weekends, holidays and those special occasions that we enjoy so much. The same applies for organisations which are dependent in a variety of ways on their objectives and culture. This will inevitably determine the manner in which it will function; conversely a wrong structure will hinder any development or future growth of the organisation.
Lions rugby
This was one of the important factors that Kevin de Klerk, ex-Springbok lock, had to consider when he accepted the position as CEO of the Golden Lions in July 2009 in order to turn the Union around.

De Klerk realised very quickly that he had to leverage his strengths to achieve and succeed in the structure he had to implement at Golden Lions. People have criticised The ‘Kevin de Klerk’ appointment, but the reality is that criticism is common along the road to success, and as is almost always the case, just simply meaningless. To be successful one has to handle the feelings of rejection and the road ahead will become a clear path to travel.

Successful people use criticism as leverage to excel, organise better structures, build better relationships, better motivate the players before a crucial game and understand when to get up when a big game was lost.

It was important for de Klerk to restructure the Golden Lions by firstly getting the organisation into proper shape through good benchmarking and establishing which business model was going to be applicable for the success of the Union ahead. He had to get the Lions to move away from a ‘Low Performance Benchmarking’ to a ‘High Performance Benchmarking’ scenario. Then he had to recruit and get the right administrators on board, while at the same time overseeing a talent search for players who would fit in with the culture and future vision of the Lions.

The most important aspect was the leadership development culture, and then to put a succession planning process in place. With his team, de Klerk had to empower players, his support team, doctors, physios and everyone involved to ensure a successful outcome for the Union.

How do you go about analysing how well your organisation is positioned to achieve its intended objective?

McKinsey 7S
While some business models of organisational effectiveness go in and out of fashion, one that has persisted is the McKinsey 7S framework.

It primarily defines the importance of strategy, structure, systems, shared values, style, staff and skills, in order to identify if they are effectively aligned and allow an organisation to achieve its objectives.

Developed in the early 1980s by Tom Peters and Robert Waterman, two consultants working at the McKinsey & Company consulting firm, the basic premise of their business model is seven internal aspects of an organisation that need to be aligned if it is to be successful.

The 7S model can be used in a wide variety of situations where an alignment perspective is useful, such as:
1. Improve the performance of a company.
2. Examine the likely effects of future changes within a company.
3. Align departments and processes during a merger or acquisition.

Implementing structure
De Klerk approached the implementation from a structure point-of-view, thereby ensuring a solid fundamental necessary in the Golden Lions structure for the turnaround to be successful.

Structure is defined by three questions:
1. How is the company/team/organisation divided?
2. What is the hierarchy?
3. How do the various departments coordinate activities?

The McKinsey 7Ss business model is one that can be applied to almost any organisational or team effectiveness issue. If something within an organisation or team isn’t working, chances are there is inconsistency between some of the elements identified by this classic business model. Once these inconsistencies are revealed, it can work to align the internal elements to make sure they are all contributing to the shared goals and values?

The process of analysing where the organisation is right now in terms of these elements is worthwhile in and of itself. But by taking this analysis to the next level and determining the ultimate state for each of the factors, you can really move your organisation and the team forward.

Then it actually becomes truly worthwhile to get out of bed early.

Ross van Reenen is an academic, writer and businessman. He graduated his MBA degree with distinction and received an Honorary Doctorate from the California State University in Finance & International Business Administration.
A close-up look at what goes down the exhaust pipe

Pollutants are becoming an endangered species

Some years ago I drove a hydrogen-powered BMW in Germany and also watched a BMW video that emphasised how clean the combustion products were. It showed this car parked in a forest and a squirrel hopping up to the exhaust pipe to drink the pure water dripping from the exhaust. This illustrates that when hydrogen burns in air it combines with the oxygen in the air to form only water. (And perhaps some nitrogen oxides)

Water also forms when a hydrocarbon fuel is combusted, at a rate of about one litre of water for every litre of fuel burnt. In addition, the carbon released from the hydrocarbon molecules combines with the ever-present oxygen to form carbon dioxide. These two compounds are harmless, except for carbon dioxide’s global warming potential, and the amounts present in the exhaust gas are directly linked to the vehicle’s fuel consumption. This explains why a reduction in fuel consumed is equivalent to a reduction in carbon dioxide emissions as measured in g/km.

The usual imperfect combustion that takes place in all engines also produces carbon monoxide, oxides of nitrogen, hydrocarbon components and carbon particles. Sulphur compounds, and small amounts of other chemicals are the result of impurities in the fuel. These components are mostly harmful, but more than 95% of them are rendered less harmful by a catalytic converter or other devices.
CARBON MONOXIDE (CO)
This is a poisonous, odourless, colourless gas produced whenever there is not enough oxygen to form carbon dioxide (CO\textsubscript{2}). For example, when the air/fuel mixture is rich, such as during idling or while accelerating, some of the fuel does not get burnt and carbon monoxide forms. The exhaust gas of a petrol engine contains between 0,2% and 5,2% of this gas but diesel engines produce very small amounts. Their combustion process, which does not take place in an air/fuel mixture, but in air, ensures that there is mostly an excess of air surrounding every drop of fuel.

OXIDES OF NITROGEN (NO\textsubscript{x})
Internal combustion engines can form up to 2,000 ppm (parts per million) of nitrogen oxides in the form of significant amounts of nitrogen oxide (NO) and smaller amounts of nitrogen dioxide (N\textsubscript{2}O\textsubscript{2}). These substances react with the atmosphere to form ozone and photochemical smog. Most of the NO\textsubscript{x} present in the exhaust forms during the combustion process at temperatures in the range 2,500 to 3,000 degrees and a great deal of engine control is focussed on keeping combustion temperatures below this level. Modern combustion chamber design aims to speed-up the combustion time in order to reduce the formation of NO\textsubscript{x}. A reduction in time from 0,008 seconds to 0,006 seconds reduces the formation of this compound by about 80%. Ignition spark timing also has to be carefully controlled since an advance results in more heat and thus higher levels of NO\textsubscript{x} but retarded timing increases fuel consumption.

Diesel engines tend to produce more NO\textsubscript{x} than petrol engines. They run under higher compression ratios and this results in higher temperatures and pressures.

HYDROCARBON COMPOUNDS (HC)
In a petrol engine about 40% of these compounds consist of unburned hydrocarbon molecules while the rest consists of partially decomposed hydrocarbon molecules. The formation of these compounds is influenced by combustion chamber geometry and engine operating conditions. Some of these are carcinogenic and react with the atmosphere to form photochemical smog. There are many causes.

1. Incorrect air/fuel ratio. A modern engine control unit (ECU) tries to keep the mixture very close to stoichiometric (chemically correct). This not only reduces the formation of HC but also makes it easier for the catalytic converter to render the exhaust products harmless. The mixture has to be enriched during idling and high load conditions and this inevitably leads to the formation of HC compounds. If an engine is in a bad state of tune the HC emissions will also increase as shown by the fact that one misfire out of 1,000 power strokes will result in one extra gram of HC being produced per kilogram of fuel used.

2. Imperfect combustion. One would think that chemically correct air/fuel mixtures would result in perfect combustion, but there are many reasons why this is not possible. The fuel and air never mixes so completely that every fuel particle can find sufficient oxygen to burn. The about 0,1mm layer of fuel in contact with the combustion chamber walls are too cool to combust. The swiftly-descending piston lowers the temperature and pressure to such an extent that by the time it reaches the last 30% of the power stroke very little combustion can take place.
3. The effect of crevice volumes. The ring gaps, and spaces between the rings and their grooves, harbour small amounts of mixture that never takes part in combustion. This amount could be as high 3% of the combustion chamber volume. When an engine is cold (ie before thermal expansion has taken place), the crevice volume around the piston rings can be responsible for as much as 80% of all HC emissions.

4. Leaking valves. The increase in pressure during the compression and power strokes forces a small amount of mixture into the crevice volume around the exhaust valve and seat. As soon as the exhaust valve opens this mixture travels down the exhaust pipe and causes a spike in HC emissions.

5. Chamber wall deposits. Most of the carbon, other deposits, and even the oil on the chamber and cylinder walls, absorb fuel and gas particles while the pressure in the combustion chambers is high. The pressure-drop that occurs during the exhaust stroke causes some of these unburnt particles to emerge and escape down the exhaust pipe. An older engine will emit more HC particles from this source because there are more deposits inside the engine.

6. Oil consumption. Some of the oil on the cylinder walls is combusted and become a significant source of HC emissions. Oil consumption on older engines is therefore a major source of HC emissions, especially if the engine is so old that it is not equipped with a catalytic converter.

The causes of HC emissions in diesel engines are the same as mentioned above but since these engines always operate at a very lean overall condition with at least 20% excess air their HC emissions are only about 20% of what can be expected from a petrol engine.

**CARBON PARTICLES**

The previous paragraph mentions that diesel engines run lean overall. This is explained by the fact that a diesel doesn’t have a throttle flap; it always inhales the maximum amount of air that can get past the valves. The fuel is injected in droplets so that combustion is in the form of thousands of small flames instead of the single flame that characterises petrol engine combustion. The larger droplets establish fuel-rich areas where there is often enough heat to cause the hydrocarbon molecules to break up into hydrogen gas and solid carbon particles but not enough oxygen to complete the combustion process. The carbon tends to clump together to form spheres about 10 to 80 nanometres in diameter (1nm = 10-9 metre). These cling together to form soot particles containing on the average about 4,000 spheres. They’re usually referred to as particulates.

A combustion researcher told me that a slowed-down video of a diesel combustion process shows a sudden blackening of the combustion chamber at this stage. It lightens up again as the turbulence and mass motion due to piston movement bring more oxygen into contact with the soot with the result that about 90% of the particles combust to create mostly carbon dioxide. The other 10% exits through the exhaust and can only be rendered harmless with great difficulty. Some of the lubricating oil vapourises and take part in the combustion process. This will supply an additional amount of soot.

When the excess air present in combustion chamber drops to below about 20%, a smaller percentage of soot gets converted into carbon dioxide with the result that the exhaust gas will contain enough soot to colour the exhaust black. This can often be seen at large throttle openings on a correctly-adjusted diesel as a slight tinge of black but on an old and maladjusted diesel the black cloud will be more obvious. It’s very interesting that a deliberate overfuelling (ie a further reduction in excess air) tends to produce more power. To see this, you should look for diesel dragster videos on YouTube. There is so much exhaust smoke that the cars become invisible!

**SULPHUR**

Most of the above substances are products of incomplete combustion, but the production of sulphuric compounds can be blamed on the presence of sulphur in the fuel. Unleaded petrol contains small amounts of sulphur while South African diesel fuel contains either 500 or 50ppm depending on the price you’re prepared to pay. At the raised temperatures that occur during combustion, sulphur combines with hydrogen to form H2S and with oxygen to form SO2. If there is any free oxygen some of the SO2 changes into SO3. These two compounds form acids that attack the exhaust system and also cause acid rain.

How do you know for sure your car is fitted with a correctly-working catalytic converter? Park it in a closed garage, open the car windows and let the engine idle with you sitting inside. If you’re still alive after about 30 minutes then the catalytic converter has managed to convert most carbon monoxides into carbon dioxide. Don’t do this at home.

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Jake Venter has worked as a mechanic, as an engineer in an engine assembly plant and as a lecturer, but now prefers journalism.
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WesBank’s Futhi Cabe, head of SME segment, in the spotlight

Futhi Cabe got an early foot in the small business door, selling household cleaning supplies in his local community and at taxi and bus ranks to help support his family when he was only 14.

Now the natural entrepreneur is using his wealth of business experience to lead a unit at WesBank dedicated to the unique needs of small to medium enterprises (SMEs).

Cabe, who also supplemented his university tuition with a side business doing photography, later honed his managing, leading and negotiating skills in the retail space, starting and running two vehicle dealerships in KwaZulu-Natal. The ex-dealer principal is now bringing those skills full circle, to the other side of the finance fence where he’s helping to develop new tools of the trade – specifically in the SME realm.

Even after a lengthy education in Business Management, which includes, among other qualifications, an MBA, Cabe’s thirst for learning is unquenchable. The 46-year old is currently studying law and is in the final stages of securing an LLB at the University of KwaZulu-Natal. A law degree is an integral cog in a well-oiled SME finance machine, and he’s ready to apply his expertise in the field.

“Many South African small and medium business owners are not familiar with their rights and benefits, such as those pertaining to the empowerment finance portion of Financial Sector Code,” says Cabe. “I’d like to contribute to their knowledge bank not only by ensuring that we provide innovative, hassle free finance options but also in terms of legislation and equip them with the tools needed to move forward.”

THE MISSING LINK

“SMEs have been very vociferous in their needs,” says Cabe. “WesBank has responded. These business owners want to stay on their feet and use their time to grow their businesses. They don’t want to be subjected to long queues and lengthy finance applications that take forever to be finalised. Time to focus on growing their businesses is the most valuable asset for SMEs. We want to give them more of it by ensuring that access to finance is easy, fast and user-friendly regardless of the channel they prefer to use to access asset finance.

The contributions made by SMEs are vital to the growth of the economy, and servicing this sector is not only critical for WesBank, but also the country’s GDP. New and pre-owned assets are often used to expand existing businesses, so helping SMEs with immediate finance of such items will in turn, promote job creation and a healthy economy.

“In keeping with the world economy, the SME sector has been identified as the productive drivers of inclusive economic growth and development in South Africa,” says Cabe. “SMEs make a 34% contribution to South Africa’s Gross Domestic Product and provide employment to 60% of the labour force. Accordingly, this sector is important for creating jobs and reducing unemployment, especially since big business continues to shed jobs.”

Often SMEs underestimate their potential and aren’t sure where to turn for advice. Cabe encourages them to remember that every big business started small. His advice to SMEs is to organise and run their businesses as though they have reached the size they envision.

“We have removed the angsts that are the SMEs biggest challenge in their efforts to grow their businesses,” says Cabe.
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Incapacity of an employee

The Labour Relations Act (LRA) provides that an employee’s services can be terminated due to incapacity. The LRA distinguishes between two forms of incapacity – ill health and poor work performance. Unfortunately, every so often employers are faced with instances where an employee’s incapacity does not fall within these mentioned categories. The Labour Court has however recognised a third form of incapacity, known as the supervening impossibility to perform.

This type of incapacity deals with cases where employees are unable to perform their tasks – for which they have specifically been employed for – due to them failing to produce and/or comply with the necessary, inherent requirements of the job. These fundamental requirements could include (amongst other things): access to the premises (that has been taken away), a valid licence to drive certain vehicles, and failing a required security clearance.

In the recent matter of Solidarity and Joubert v Armaments Corporation of South Africa (SCO) Ltd and Others, the third form of incapacity (impossibility to perform) was addressed and discussed.

ARMSCOR employed Mr Joubert for more than three decades. Throughout his employment, he duly obtained the necessary security clearance certificates which was a requirement of his position in terms of the ARMSCOR policy. Joubert had to renew his security clearance, but the renewal was refused without any reasons expressed to him.

Obtaining and maintaining the proper security clearance is a pre-requisite for the appointment of employees in terms of section 37(2) of the National Defence Act, and thus is a condition of employment. Anyone failing to obtain the proper clearance will be dismissed (the employment contract would be terminated) due to the non-compliance with this condition of employment.

Joubert received a letter in which his services were terminated with immediate effect. Joubert was not afforded any reasons for the refusal of his security clearance and furthermore was not allowed to state his case in a response to the refusal of his clearance. ARMSCOR also failed to comply with any pre-dismissal procedures. Solidarity demanded (on behalf of Joubert) that reasons be given for the refusal in order for him to reply and state his case. In spite of Solidarity’s request, ARMSCOR did not provide any reasons for the refusal. Joubert referred an unfair dismissal dispute to the CCMA. During the Arbitration the Commissioner was opined that ARMSCOR had alternatives to consider. They could have either placed Joubert on suspension or explored other options short of dismissal. The Commissioner found that the dismissal of Joubert was substantively fair. It resulted from “a legal prohibition on employment”. Section 37(2) of the Defence Act and ARMSCOR’s policy gave rise to this prohibition. The Labour Court considered this to be fair and the failure of the Commissioner to take cognisance of these legal issues resulted in an unfair outcome on the substantive fairness of the dismissal of Joubert. The Court agreed that ARMSCOR had no alternative to place Joubert. The Court found that the reinstatement of Joubert was incorrect as the Commissioner failed to take into account certain legal principles, no contract can be enforced when it is in contravention of a statutory

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provision. The Labour Court found that eight months compensation will be just for the procedural unfairness.

The matter was then escalated to the Labour Appeal Court (LAC). The LAC had to deliberate whether the loss of Joubert's security clearance gave rise to his incapacity and/or impossibility to perform; and if so, it should then be determined whether the incapacity was temporary or permanent and finally whether dismissal was the correct recourse.

The LAC referred to Grogan's handbook *Workplace Law*, which proclaims that incapacity does not necessarily need to arise from illness or injury. Employees can be dismissed (fairly) for any incapacity that prevents them from performing their duties which they have been appointed for.

The following remark in the Samancor matter is of paramount importance:

"The question that still remains in such cases is whether it was fair in the circumstances for the employer to exercise that election. In making that assessment the fact that the employee is not at fault is clearly a consideration that might and should properly be brought into account."

The Court held that there was no doubt that section 37 of the Defence Act imposed a pre-requisite on employees to obtain the necessary security clearance, which is essential for their employment. Joubert's failure to obtain the required clearance prevented him from fulfilling any of his contractual obligations, making it clear that the termination was based on the supervening impossibility to perform.

Section 39 of the Defence Act sets out specific requirements which the Secretary of Defence should adhere to. One of these requirements is that when a security clearance is refused, to provide written reasons for the refusal of the clearance. Section 39(3) also clearly states that no security clearance may be refused without the affected party given a reasonable opportunity to present information regarding the matter.

The Court held that the reasons relating to the refusal of the security clearance is fundamental to “the substantive fairness of the decision to terminate under s 37(2) of the Defence Act.” Put differently, without reasons being provided for the refusal of the security clearance, the substantive fairness of the termination cannot be determined.

ARMSCOR failed to establish whether it became permanently impossible for Joubert to be kept in its service before the termination letter was given. The nature of the incapacity was also not determined by the time the letter of termination was given; in other words it was not established whether the incapacity was of a permanent nature. The Court held that it was only after the review process was finalised, that it could be said that Joubert's incapacity was permanent. The LAC found the dismissal to be substantively unfair.

Reinstatement could not be the appropriate remedy, due to the fact that Joubert no longer enjoyed the security clearance required for him to perform his duties and hold the title of Senior Manager. The temporary incapacity also became permanent after the finalisation of the review. Without a fair reason and a fair procedure maximum compensation was awarded to Joubert.

In conclusion, employers should ensure that they comply with the following:
1) Firstly establish whether or not the employee is truly incapacitated to perform his/her duties.
2) Determine whether the incapacity is temporary or permanent.
3) Attempt to accommodate the employee in an alternative position before dismissal is the chosen route.
4) Should an employee be refused (access/licence/security clearance), the reasons for the refusal should be given to the employee and the employee should have a fair chance to respond to it.
5) Dismissal should be the last (reasonable) resort.

In the event that an employee is dismissed due to incapacity, employers should still remain within the parameters of the LRA to be able to justify a substantively and procedurally fair dismissal.
In the recent consolidated Constitutional Court (CC) judgment of the matters of Trustees of the Simcha Trust v Da Cruz and Others and City of Cape Town v Da Cruz and Others the CC had to consider whether the legitimate expectations test, which is used to assess building plans that might negatively impact on the value of the adjoining or neighbouring properties, and applied to approving plans of buildings that may disfigure the adjacent properties, be they unsightly or objectionable.

In the matter of Camps Bay Ratepayers and Residents Association v Harrison the legitimate expectation test was described as an obligation placed on local authorities to be satisfied that a hypothetical purchaser would not harbour legitimate expectations that the proposed development or building application would be denied because it was unattractive or intrusive.

In other words, the probability of whether a newly proposed building development will be unsightly, negatively impact the value of neighbouring properties and be considered as unsightly overall, should be taken into account.

Section 7(1)(b)(ii)(aa) of the National Building Regulations and Building Standards Act (the Act) set out a list of

Legitimate expectations of neighbouring properties
The facts of the Simcha matter are briefly as follows. During 2005 the City of Cape Town approved a development application for a building plan that entailed building balconies up to the boundary of the property. The adjacent property was owned by the Simcha Trust. In 2007, the Simcha Trust submitted a building application to build an additional four storeys to the existing structure on its property. The municipality approved the application in September 2008 and construction commenced.

The CC held that the decision-makers had applied the incorrect test and confirmed the finding that the legitimate expectations of an objective, hypothetical neighbour must be considered when assessing all disqualifying factors, including the possibility of derogation of value and the possibility of disfigurement and unsightliness.

In other words, when considering a proposed building, the local authorities should consider whether the proposed building would probably, or in fact, be so disfiguring, objectionable or unsightly, or derogate from the value of adjacent properties, that it would exceed the legitimate expectations of a hypothetical owner of a neighbouring property.

If you are currently considering renovating your property or if your company is involved in drawing up of building plans, it is important to take into account the legitimate expectation test together with the relevant sections of the Act when drawing and submitting plans to local authorities for approval.

Marli Venter is an Attorney in the litigation department at Barnard Incorporated in Centurion

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INDUSTRY NEWS

Engen’s Integrated Energy Centre

Engen, in partnership with the Department of Energy and the Bushbuckridge local municipality, officially launched an Integrated Energy Centre (IeC) in Bushbuckridge, Mpumalanga on 12 April

South Africa’s Department of Energy (DoE) gave a mandate to all major South African oil companies to contribute towards job creation and community development. As part of its Integrated Sustainable Rural Development Plan, the government identified Integrated Energy Centres (IeC) as one of many economically sustainable solutions to address poverty in nodal areas.

The roll out of the IeC programme is one of the vehicles that the DoE has embarked upon to contribute to rural development and the fight against poverty.

Commenting at the launch ceremony, Jeff Radebe, Minister of Energy said: “I sincerely appreciate the funding of approximately R18 million from Engen in setting up this facility. I also want to congratulate Engen in completing its first IeC project and encourage it to do more.”

Engen responded to the DoE’s call to build the IeC, as it dovetails with their Black Economic Empowerment ethos – as a company that embraces transformation as a key enabler for socio-economic change.

“This Integrated Energy Centre has been donated by Engen for the people of Bushbuckridge and the surrounding areas,” said Engen Managing Director and CEO, Yusa’ Hassan in an address at the opening. “It is our sincere hope that the residents access and benefit from the affordable and safe energy services that the centre provides.”

Located between Casteel and Acorn Hoek, the IeC operates as a service station offering fuel, diesel, paraffin and LPG gas, as well as a convenience store, which is open 24/7, and FNB and Capitec ATMs. The centre also houses an internet café, providing members of the community with complimentary access to 12 computers, printing and scanning facilities, and free wi-fi.

Hassan assured the community that the IeC will be operated on solid business principles by a Trust, which includes representatives from the community.

All profits from fuel and convenience sales will be placed into a trust account, run by three elected trustees, who have been approved by the municipality, Engen and the DoE. The trustees will identify relevant community upliftment projects to fund from the proceeds. Projects may include upgrading schools, bursaries, clinic facilities, care centres, supporting small business and job creation.

During construction, 65 local people were employed for a variety of on-site jobs over a six-month period. On completion, 17 permanent positions were created, all of which have been filled from the local community.

Hassan also paid tribute to government and the cooperative relationship that Engen has enjoyed with various ministries over the years.

“We recognise that the success of many social interventions rests on the ongoing co-operation between Engen and government. With the support of our shareholders – PETRONAS’ and Phembani – Engen will continue to make a constructive contribution to ensuring security of supply in South Africa and the ongoing transformation of the industry,” said Hassan.
The BATTERY
Within the next few years, almost all newly-manufactured cars (90%) will have built-in functionality that can contribute to a cleaner environment. Stop-start technology reduces fuel consumption and harmful emissions by reducing the amount of time the engine spends idling, especially when sitting in gridlocked traffic.

And idling is a huge waste of petrol (and money). In the United States alone, idling can waste as much as 3.9 billion gallons of petrol. By comparison, gains from the stop-start technology can be anywhere from three to 10%, potentially as high as 12%; the longer you sit, the more you gain.

Most of the newer car models in South Africa today include stop-start technology. But this technology needs to be coupled with the correct type of battery in order to avoid battery failure.

“The purpose of stop-start technology is to automatically shut down and restart the internal combustion engine,” says Rick Rovelli of Probe. “When the car is stationary or out of gear, fuel delivery is halted and the spark to the engine is lost. The ignition begins again when the car starts moving or the clutch is pressed. This process happens automatically, but some car models enable the driver to choose whether the system is active or disabled by pushing their car’s stop-start button.”

Stop-start systems require a specific type of battery, such as enhanced flooded battery (EFB) which is more expensive, across all battery brands. However, a regular flooded battery (lead-acid battery) can cause battery failure within two to four months of installation.

“As we can switch on our cars so effortlessly, we tend to forget the enormous amount of power required to ignite the engine,” says Rovelli “This is the single most demanding thing that your battery will ever do, so if you’re repeatedly doing this over short bursts and in low-speed drives such as when you’re sitting in a traffic jam, you will need a heavier-duty performer than a standard lead-acid battery.”

EFB batteries are an evolution of the lead-acid battery to deal with the extra power and thermal requirements in a stop-start environment. The main benefits of EFB technology include an improved charge acceptance and greater cyclic durability when operating in a reduced state of charge which is typical of stop-start applications.

In a stop-start system, the EFB battery will have to provide approximately 85,000 engine starts compared to the standard 30,000 starts from a lead-acid battery. This leads to overheating, which significantly shortens its service life.

Besides the stop-start system requirements, cars today are equipped with many power-consuming items.

“Consider all the additional devices that you may have operating in your car – your GPS, smartphone interface and even a DVD screen,” says Rovelli. “New technologies demand a robust, long-wearing and powerful battery to get the job done without fail.”

Stop-start with Probe for light duty vehicles: The EFB 646 (60 amp hour)/652 (70 amp hour)/668 (80 amp hour)/658 (90 amp hour)

Stop-start with Probe for heavy duty vehicles: The EFB 696 (180 amp hour)/695 (225 amp hour)
New or used?
How refurbished car batteries compare to new ones

Good quality car batteries have an impressive lifespan of up to five years. Old car batteries can be refurbished into workable second-hand batteries.

The question is whether you can trust a cheaper refurbished battery to reliably power your car and all its electrical components. This will depend on your driving habits and the amount of attention you are willing to give to battery maintenance.

In order to keep your car battery healthy and extend its lifespan, battery specialists recommend having your battery checked twice a year. However, this rule doesn’t necessarily apply to refurbished batteries.

Refurbished car batteries are widely available and are generally much cheaper than new ones. The refurbishing process involves the replacement of old battery acid and running a reverse current through the system to add lead dioxide back to the positive battery plates. However, this process can damage the battery plates and shorten the battery life.

As a result, these batteries don’t hold nearly as much charge as they once did. They tend to lose power and their ability to recharge fully – a phenomenon called the ‘memory effect’ in which a refurbished battery only ‘remembers’ to charge up to a particular point. This occurrence can take effect shortly after purchasing a refurbished battery and as a result, they are much less durable and dependable than brand-new car batteries.

Many people also prefer the assurance of a brand-new battery and are not willing to risk the potential damage that can be caused by a faulty refurbished battery. If you’re considering a refurbished car battery, keep in mind that these batteries can malfunction at any time and require more frequent battery repairs and expenses than anticipated.

Also consider the potential impact on the environment. During the refurbishing process, harmful chemicals must be neutralised before they can be safely disposed of in accordance with environmental regulations. Most replacement centres recycle used batteries, not only for the recovery of valuable materials, but for the on-going protection of the environment. In fact, more than 90% of all scrap batteries in South Africa are fully recycled into brand-new batteries.

So, when your battery next needs replacing, consider carefully which option is right for you.
Willard Batteries launches limited edition Blue battery

The launch of the new limited edition battery range raises awareness of plastic pollution in our oceans

What do vehicle automotive components and the ocean have in common? Not much. But awareness of plastic pollution is a growing concern.

Items most commonly found on our beaches are carrier bags, potato chip packets, cigarette lighters, plastic bottles and caps, earbuds, fishing lines, light sticks, plastic lollipop sticks, straws and sweet wrappers.

The world’s oceans produce 70% of our oxygen, absorb vast amounts of carbon dioxide and drive the earth’s weather systems. Our oceans are an essential source of food, and feed over a billion people. Floating plastic within the ocean poses a serious threat to fish, seabirds, marine reptiles and marine mammals.

Around 10% of the world’s population rely on fishing-related activities for their livelihoods, from commercial and small-scale fishing, to transport and tourism.

Corne Strydom, Sales and Marketing Executive at AutoX, manufacturer and distributor of Willard Batteries in South Africa, says that plastic waste affects all the world’s oceans.

“We believe that very little effort is currently applied to this in South Africa. It is estimated that 8.8 million metric tons of plastic waste is dumped in oceans each year, causing widespread harm to the marine environment,” says Strydom. “Willard Batteries has a well-documented legacy of recycling scrap lead-acid batteries, 98% of which is recoverable, and out of which new batteries are manufactured. Highlighting the importance of collecting and recycling plastic waste plaguing our oceans and beaches is therefore a logical extension of this practice.”

In line with this, Willard is launching a limited-edition BLUE battery. Available at selected retail outlets, the Willard BLUE Battery range aims to highlight the threat plastic poses to our oceans and beaches by encouraging the recycling of plastic.

“Willard is working on this project with the Beach Co-op, an NGO committed to improving and ensuring the health of our oceans. The Beach Co-op will benefit from a generous donation from Willard, with a portion of the proceeds from the campaign being set aside for this purpose,” says Strydom. “Beach clean-ups are also being planned for later in the year in conjunction with the Beach Co-op.”

People participating in the campaign will also stand a chance to win a Big 5 Sea Safari in Hermanus, with luxury accommodation at the Marine Hotel. To enter the competition, customers must register the purchase of their new BLUE batteries online at https://willard.co.za from 1 April to 30 September.

Willard’s first limited-edition battery was the successful eye-catching pink battery where a portion of the proceeds went to the Breast Cancer Community Carer, PinkDrive. Next came the limited-edition rhino battery, a rugged, resilient battery which was developed to cope with the harsh conditions faced by game rangers’ vehicles as they help protect our rhinos. The limited-edition red battery highlighted the importance of donating blood and many people responded enthusiastically to the call to action.

Willard Batteries are manufactured in Port Elizabeth and have been present in South Africa since the 1920s. Production started in Port Elizabeth, South Africa, in 1954.
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What drives you, drives us
As we move toward winter, car troubles can follow suit in the form of batteries that were fighting their last leg of existence and may now finally succumb to their fate and leave you stranded.

Initially the battery only served the function of starting the engine in your vehicle and some minor ones such as supporting the alternator or generator when the load on the electrical system was high. Since most other functions on older vehicles were still driven mechanically rather than the modern way of integrating mechanical function with electrical and electronic operation. This change increased the demand on electrical energy availability in vehicles we use nowadays. A common concern is tracking devices, as these have their own batteries that may draw the cars battery flat over extended periods of non-use. Engine, driveline and comfort systems now require large amounts of electricity, thus the batteries are larger and ‘work’ harder.

As the battery is an electrochemical device, it requires a certain amount of heat to operate and function optimally. As the winter months bring the cold, even bitterly cold in certain regions, the batteries also do not feel like working. Although we as humans feel the same it is often difficult to understand that machines are susceptible to climate changes. The chemical reaction between the internal components of the battery is slowed by lower temperatures thus much to our annoyance it is not able to produce its power as it did in its younger days.

Can good battery maintenance extend battery life?

The short answer is yes it can, but once again modern trends have made batteries sealed units that should be maintenance free. This means that adding distilled water, as was the custom in the good old days, is no longer possible. Thus the only maintenance possible is to ensure the battery is clean and the terminals securely fastened.

Many may feel that batteries in the past lasted longer than nowadays. This may be true. As mentioned, the modern battery works a lot harder as the demand for electricity has vastly increased. This means a good battery life expectancy would be two to three years provided all electric and electronic devices in your vehicle are functioning correctly.
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Comparing Technologies
Which battery technology is right for your vehicle?

Lead and acid are two things that most people know well enough to avoid. Lead is a heavy metal that can cause a whole laundry list of health problems, and acid is, well, acid. The mere mention of the word conjures up images of bubbling green liquids and cackling-mad scientists bent on world domination.

Lead and acid wouldn’t seem to go together, but they do. Without lead and acid, we wouldn’t have car batteries, and without car batteries, we wouldn’t have any of the modern accessories — or basic necessities, like headlights — that require an electrical system to function. These two deadly substances come together to form the rock-solid foundation of automotive electronic systems which we know as our automotive battery.

The vehicles we drive and the various ways we use them are constantly evolving, and automotive batteries are playing an increasingly important role. To keep up with increased demand on your battery, the technology of automotive batteries has dramatically advanced over the last several years. The range of choices and technologies is vast.

Here are the three battery technologies available today to help you determine which the best fit for your circumstances is.

**Optima Spiralcell technology**
Optima Spiralcell technology are AGM batteries that have a unique six-pack design for higher power, cycling capability and vibration resistance. The six-pack cell design is a series of individual spiral-wound cells composed of two pure (99.99%) lead plates coated in a precise layer of lead oxide. The unique cell design has an internal structural advantage that helps it hold its shape even under harsh weather conditions, corrosion and heavy vibrations, which traditional batteries are not built to withstand. Optima batteries are non-spillable and can be mounted in any position.

**AGM technology**
Absorbent Glass Mat (AGM) batteries are designed to provide superior power to support the higher electrical demands of today’s vehicles and start-stop applications. These batteries are extremely resistant to vibration, are totally sealed, non-spillable and maintenance-free. AGM offers better cycling performance, minimal gassing and acid leakage when compared with conventional lead-acid batteries. The end result of all of the features of AGM technology is superior life performance.

**Standard flooded technology**
A standard flooded battery is designed to supply power to the starter and ignition system to start the engine. It also supplies extra power when the vehicle’s electrical load exceeds the supply from the charging system. It provides power to electrical systems such as the clock and computer systems when the vehicle isn’t running. And it evens out voltage spikes and prevents damage to other parts of the electrical system. In a standard vehicle, the Starting, Lighting, Ignition (SLI) battery is kept at a high state of charge (SOC), so it doesn’t require deep-cycling capabilities. Most batteries today are standard flooded batteries.
BLUE IS A 7 LETTER WORD.

And that 7 letter word is Willard.

Available at selected retail outlets, the new limited-edition Willard® BLUE Battery range has hit the shelves. The latest limited-edition battery from Willard®, the BLUE battery aims to highlight the threat plastic poses to our oceans and beaches, and Willard’s commitment to ensuring that our oceans are clean and safe for all to enjoy.

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RMI UPDATE

Sick, Accident And Maternity Pay Fund

Why participation is a ‘no-brainer’

Q: Can an employer choose to tell non-MISA employees, by using an internal memo, to claim directly from MIBCO for claims such as sick leave?
A: Yes (Fund Rule 6.2 and 6.3)

Q: And what about claims relating to accidents (not IOD) and maternity?
Can non-MISA employees claim directly from MIBCO?
A: Yes (Fund Rule 6.2 and 6.3)

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

Q: Am I obliged to keep a hard copy of the SAF fund rules in the workplace?
A: Fund rules do not compel an employer to keep a hard copy, however it is advisable. The rules can be found on the MIBCO website (www.mibco.org.za)

Q: Should an employer upon the request of non-union and NUMSA members register those employees with the SAF?
A: No, it is the discretion of the employer to register non-union and NUMSA members with the fund

Q: How do the SAF rules influence the basic principles (MIBCO Main Collective Agreement clause 5.2) in respect of sick leave?
A: Clause 5.2 (8) of the MIBCO Agreement stipulates that any person who is entitled to sick pay benefits in terms of any sick fund scheme is not entitled to any sick paid leave from his/her employer in terms of clause 5.2.

Q: In the event of maternity leave, which rules apply and what benefits can a female employee registered with SAF expect?
A: Any SAF registered employee (MISA/non-union/NUMSA) receives maternity pay up to 17 weeks at 30% of wages/salaries. An additional supplementary benefits (in respect of salary) claim can be submitted at the same time to the Department of Labour’s UIF section.

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Q: In terms of the NUMSA members on the SAF, can employers choose to not proceed with offering this benefit to them after 1 February 2016, as they have the option to not offer it to non-union members?
A: Yes, indeed. From 1 February 2016, SAF membership became voluntary for NUMSA members and non-union employees.

Q: If an RMI member has only NUMSA and non-union employees, can he put the staff voluntarily onto the SAF, or does he need to formally consult with these employees to join the fund?
A: The choice is the employer’s. It’s good to consult, but not legally required given that the fund represents improved benefits from the Main Agreement
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VOLKSWAGEN GOLF: POOR THROTTLE RESPONSE

**Problem:** We are experiencing a problem with a 2010 Volkswagen Golf 1,4 TSI. The engine malfunction indicator lamp (MIL) is illuminated and the car is suffering with poor throttle response. We have checked the components that the stored trouble codes relate to, but we cannot find a solution to the fault. Do you have any ideas?

**Solution:** Yes, from the symptoms you have described the fault is likely to be due to the crankcase breather hose rubber insert causing the hose to separate at its connection point. This fault affects several Volkswagen models with CAXA engine code. Locate and inspect the crankcase breather hose (Fig.1). If the crankcase breather hose is disconnected, fit a modified crankcase breather hose, available from Volkswagen parts department. Erase trouble codes and carry out road test to ensure faults have been rectified.

PEUGEOT 207: KNOCKING NOISE FROM STEERING MECHANISM WHEN MANOEUVRING OR PARKING

**Problem:** A customer of ours with a 2007 Peugeot 207 is complaining of a knocking noise from the steering mechanism when manoeuvring or parking. We have heard the knocking noise and believe it may be coming from the power steering motor or the steering rack. Our customer would be reluctant to replace both components as they are expensive parts. Do you know if there are cheaper repairs available for these components?

**Solution:** Yes, from the knocking noise you have described we are aware of one fix for the Peugeot 207 up to 04/02/08 (RPO 11410). The knocking noise is due to friction between the steering rack and the electric power steering (EPS) motor housing. Clean area around the EPS motor housing. Slacken the EPS motor mounting bolt Fig.1.1. Turn the steering to full RH lock. Apply aerosol grease to mating surfaces of EPS motor housing and the steering rack for 3-5 seconds Fig.1.2. Tighten the EPS motor mounting bolt to 23 Nm Fig.1.1. Turn the steering from lock to lock several times. Carry out manoeuvres in the vehicle to confirm that the knocking noise has been resolved.
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The RMI welcomes these new businesses into membership

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A Stop Auto Repair Centre | Johannesburg | Mr Canopy | Welkom
A Firm Auto | Nyistroom | Multi - Tech Auto | Zonnebloem
AAMG | Midrand | N |
Abanini Ebeli Ville Ihlamba Phambili | Elsies River | N1 4 x 4 Autotec | Pretoria
Accident Panel and Paint | Port Elizabeth | Nathanaize Motor Mechanic | Bloemfontein
Action Ford - Zeerust | Zeerust | Nlidzavho Trading and Project | Pretoria
All-Life Protective Coatings | Pretoria | P
Ali ab | Cape Town | Pangolin Motors | Pretoria
Anchor Auto Body Builders | Springs | Peju Panelbeaters and Spraypainting | Bloemfontein
Auto Star | Sandton | Plastic Rebuilders | East London
B BJ Towing Services | Pretoria | QC Panel Beaters | Polokwane
Black Bled Trading 321 cc | Vredenburg | Quickmax Auto & Diesel | Bloemfontein
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C Car care Clinic - Vereniging | Vereniging | RA Motors | Pinetown
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D Dansoy Truck & Car Centre | Durban | Saldanha Midas | Saldanha
Deutschland Automobil | Melmoth | Sasol Walker Drive | Port Elizabeth
DHM Automotive Engineering | Springs | Sebo SA Bakwena | Rustenburg
Diesel Performance Truck & Bus | Brakpan | Shenge Auto repairs (Pty) Ltd | Johannesburg
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Dunlop Zone Boksburg | Boksburg | SNP Auto Service | Boksburg
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Fix A Flat Tyre | Bloemfontein | Spectrum Panel & Paint | Bethlehem
F Fumo | Pretoria | Starplex 425 | Pretoria
J Jaguar Land Rover Bailito | Bailito | Supertech Pietermaritzburg ARC | Pietermaritzburg
JCA Automotive | Pietermaritzburg |
Jelez Projects | Hluhluwe |
Josay Auto Teknik | Pretoria |
K Kabokweni Motor Repairs and Panel Beating | Kabokweni |
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Springbok tribute

A custom Range Rover Sport SVR has been built as a tribute to the Springboks by Jaguar Land Rover’s special vehicle operations in the UK

Land Rover South Africa has worked with its counterparts at Special Vehicle Operations (SVO) in the UK to develop a one-of-a-kind Range Rover Sport SVR as a tribute to the Springbok rugby team.

Land Rover, which is a Worldwide Partner of Rugby World Cup 2019 and South African sponsors of the Springboks, worked hand-in-hand with the SVO team, not only to express its commitment to being the number one automotive brand in rugby, but also to demonstrate the bespoke commissioning capabilities of Special Vehicles Operations.

Created in three-way partnership with SVO, Land Rover South Africa and the South African Rugby Union (SARU), the unique Range Rover Sport is the first and only vehicle to be completely finished in the Springboks’ very specific green hue. The exact Pantone colour match was applied to the Range Rover’s bare shell at the very start of its build process at SVO’s dedicated paint facility. Custom Springbok logos and bespoke yellow brake calipers finish off the exterior’s visual enhancements.

Normally reserved for Land Rover’s own trademark logos, the circular plaques on the Sport’s B-pillars and front and rear treadplates now also feature Springbok insignias and script. Custom touches inside include special yellow shift paddles, and contrast yellow stitching on the seats and door panels. The interior mood lighting has also been adapted to radiate a green glow.

“Land Rover and rugby go hand-in-hand so it made sense to demonstrate the allegiance in automotive form,” said Tina Pienaar-Smit, Jaguar Land Rover PR and Sponsorship Specialist. “We have a great resource in SVO, and its capabilities are ideal to make the connection between the Land Rover and Springbok brands a tangible reality. We hope each member of the Springbok team appreciates the final product as much as we do.”

“We entered the process of designing this vehicle with Land Rover some months ago, and SARU is delighted to have played a part in the result,” said Jurie Roux, CEO of SA Rugby. “This project is the first of its kind for the Springboks and I’m sure there will be many excited conversations among the players who will get the opportunity to drive it.”

Opened in the British Midlands in 2016, the SVO Technical Centre specialises in manufacturing, personalisation and commissioning programmes for Jaguar Land Rover vehicles. Interested customers are encouraged to participate in the design of their own cars with near endless possibilities for custom schemes.

South African customers can contact any Jaguar Land Rover dealer for potential bespoke commissions to be fulfilled by Special Vehicle Operations in the UK.
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