

# **Australian Car Wash Association**

#### ACWA President, Neil Fox, Western Australia



Well, that was probably one of the most remarkable few months ever! I hope you've managed to cope OK through it and that we are now truly on the road to recovery. I know that State by State and business by business things are different but tough times makes those serious about this industry stand up and be counted. It has challenged us all to our core at all levels. It's actually been remarkable to live through something at a business level that at the same time is also challenging us at the personal and family level. That is what makes this pandemic unprecedented in my view. No one has escaped it.

The ACWA executive and board have been working hard behind the scenes to help members get through these uncertain time. We have provided as much information as possible from multiple sources and presented it in a simple to understand format on our website. We've also held Zoom sessions for suppliers and/or operators to ensure everyone gets a chance to hear and discuss the detail, allowing us to solve problems together. This was never more important than when we were all trying to understand how to manage our great staff through the Governments Jobkeeper and Jobseeker programs. We also discussed the other raft of incentives/support mechanisms from both Federal and state governments.

Here is a simple summary of what has been achieved very quickly to support our membership base over the past couple of months:

- The implementation of ACWA's COVID-19 Resource Centre on our website.
- Regular bulletins updating members on changing COVID-19 conditions.
- Exclusive members-only access to our library of the best expert advice on Australian Government stimulus packages.
- Members-only access to our free Zoom seminars, including our expert panel of advisors on the confusing landscape surrounding the JobKeeper and JobSeeker programs.
- Access to ACWA's exclusive and free IR and OHS COVID-19 advice
- Members-only access to our free car wash site social distancing posters..
- Successful negotiation with Victorian Police which saw fines issued at Victorian car wash sites overturned and the Easter blitz on car wash sites halted.

The Car Wash Show Australia on the Gold Coast has been postponed due to the State lockdowns. This is really disappointing for everyone. It is a significant financial contributor to ACWA, as well as being a great event to get everyone together. We are working on a rescheduled date. Once this is locked down, we'll let everyone know.

Whilst it has rained in a lot of areas there are still water concerns. SE Qld still isn't out of the woods entirely, and we continue to engage with SEQ Water to ensure the continuity of water supply for washing cars. Nothing has changed the fact that when water levels drop, we are the first they want to constrict regardless of the fact we use <1% of commercial water in any territory.

So, if the past year has taught us anything, it is that ACWA's membership solidarity can assist in getting the industry through periods of crisis. Membership has never been more essential nor provided such value.

I'd like to thank our volunteer Board Members for the countless hours they've invested, often at the expense of their businesses, to bring benefit to the car wash industry.

Supporting via membership fees is one way you can show your appreciation. ACWA has emailed membership renewals for most members, and we'd like to reassure you that we're here to help if you need us.

I recently wrote to all members highlighting the challenging business conditions many of us are facing at this time, and in recognition of these circumstances ACWA has offered members additional time to pay their fees if needed.

If you have any questions about the renewal process or require additional time to pay, please don't hesitate contacting Fiona in the ACWA Office email <a href="mailto:contact@acwa.net.au">contact@acwa.net.au</a> or mobile 0400 070 417.



# Get Ready to Join Us as we RINSE! off the COVID Blues

Postponing the biggest Car Wash Show Australia on record had all of us at ACWA on the mat for a while, but we have dusted ourselves off, and we're ready to take on the world! You can rest assured ACWA will be delivering more value to members, more often, in the year ahead.

At the top of our list for 2020-21, is the introduction of a nation-wide series of Rinse! Events to be staged across the country. ACWA's first Rinse! Car Wash Showcase was held in Brisbane last year, and the inaugural event was an enormous hit amongst suppliers and car wash operators alike. And we will be introducing this year's series just as soon as interstate travel restrictions are lifted.

Rinse! is a car wash industry event like no other. It doesn't pretend to have the bells, whistles and razzmatazz of Car Wash Show Australia, it simply presents a no-frills opportunity to connect car wash operators with dozens of industry suppliers, in just a few hours!

All Rinse! Events commence with the "Supplier's Boardwalk Showcase", providing car wash operators with the opportunity to chat freely and do business with the biggest and best industry suppliers in the Australian marketplace. And, each of the events concludes with the all-important "AfterWash" Mix n' Mingle cocktail session. AfterWash allows those wishing to finalise a new deal to do so over a refreshing cold drink, and at the same time, will enable others to kick back and enjoy the camaraderie of the car wash industry.



As those who took the time to be with us in Brisbane last year will attest, it's an opportunity too good to miss. So, when the dates are announced, be a part of it and join us at a Rinse! the Car Wash Showcase near you.

Why not register your interest now and we will make sure you're the first to hear about Rinse! announcements.

Don't miss out, contact Fiona at contact@acwa.net.au







We're coming to a city near you!









WATCH OUT FOR RINSE! UPDATES

https://acwa.net.au

# 2020-2021 Annual Wage Review Decision

Thanks once again to ACWA's HelpLine specialist industrial relations consultants at ESSA and in particular Graham Lilleyman, for the ongoing assistance we receive with all-things IR in the car wash industry.

ESSA has advised that the Fair Work Commission (FWC) has handed down the **2020-2021 Annual Wage Review Decision**. This the first in some 25 years, there has been a majority rather than a unanimous decision. This highlights the difficulty the FWC experienced in reaching the final decision.

The decision has provided an increase in wage rates, but the timing for increases is dependent upon the Award classification. Employees in car wash operations are covered under the *Vehicle Repair, Services and Retail Award 2020*. Important to note is that the vehicle manufacturing industry has been removed from this Award and the title changed.

Details on timing of the roll-out of the rates increase for the car wash industry can be obtained from the **Member's Only section** of the ACWA website <a href="https://acwa.net.au/members/#myaccount">https://acwa.net.au/members/#myaccount</a>

Employers are reminded that they are legally obliged to comply with minimum wage and Award obligations, and there are severe penalties for non-compliance.

# **IMPORTANT DECISION re Casual Employees**

#### COURT FINDS THAT CASUAL EMPLOYEES MAY QUALIFY FOR ANNUAL LEAVE

The Full Bench of the Federal Court has handed down an important Decision in the case of *Workpac vs Rossato* [2020] FCAFC 84. The Decision considered the true nature of casual employment and the risks of incorrectly classifying employees as casual rather than permanent. Workpac have now appealed the Decision to the High Court so the final position in this matter has yet to be established.

Cut and paste the link below which will take you to an excellent article prepared by ACWA lawyers, HR Legal. <a href="https://hrlegal.com.au/workpac-v-rossato-implications-for-casual-employment/">https://hrlegal.com.au/workpac-v-rossato-implications-for-casual-employment/</a>

The case is more complex than many initially thought given that it not only resulted in an employee whom the employer believed was a casual being entitled to leave, but worryingly, the protections that the federal government put in place to protect employers after a lower Court decision were found to be wanting and did not provide the protections that would prevent the effective double dipping of entitlements which so obviously is the outcome of this Decision.

In short, Rossato had been employed on a casual basis by Workpac, a prominent labour hire company in the mining and construction industry for several years on a regular basis. Rossato was employed on regular swings on fly in/fly out basis. His contracts stated that he was casual, but his working arrangements suggested a more permanent relationship.

The Court found that in the circumstances that were present in this case, Rossato was in fact employed on a permanent basis and as such was entitlement to leave entitlements including annual leave personal leave and public holidays.

In addition to this, the Court considered whether the Workpac could set-off the casual loading the employee was paid against the leave entitlements. For a range of reasons, the Court found that this was not possible in this case.

As a final issue, the Court also found that Regulations proclaimed by the federal government which would have limited the effect of this Decision by allowing set-off to occur were flawed as to their wording and did not prevent the double dipping from occurring.

This Decision is specific to its own facts but is clearly a worrying precedent. Having said that, there is still some chance that the High Court may overturn the Decision, and if they don't the government will likely seek to amend the *Fair Work Act 2009* to correct the issue. Unfortunately, both these options may take time with no guarantee as to the outcome so there will be some uncertainty surrounding this issue in the immediate future.

Businesses can limit the risk of such claims arising by taking certain actions. A number of strategies should be considered, and these are outlined in the HR Legal article which is accessible via the above link.

Current ACWA Financial Members who are concerned about the implications of this Decision on your business, and would like to discuss the matter further, please call Graham Lilleyman on 08 9240 4230 or 0402 462 555.

Important Disclaimer - The information provided in this article provided on the basis that it is general information for clients, other correspondents or interested parties, to inform them of matters relating to current workplace relations issues. It is not provided, nor should it be relied upon as a substitute for professional advice. Employment Services & Solutions Australia Pty Ltd is not responsible for any outcomes to clients based upon the information provided in this article.

# Remember the day you first considered buying a car wash business?

Like many, you were probably a customer at the time. Maybe you were feeding coins into a self-serve bay or vacuum, or perhaps you were scanning your credit card as you entered an auto. No matter what you were doing, odds on you were thinking, this business is money for jam! Of course, nothing could be further from the truth, and we learn this lesson pretty quickly in the car wash business.

From day one, we are called on to deal with day to today issues of machinery breakdowns, maintenance, waste disposal and staff management. There are daily business processes that drive us crazy; dealing with the accountant, managing our WHS, not to mention persistent industrial relations and staff issues.

From time to time, there are more unusual problems. For example, customers preferring to believe the scratch on the back the car is caused by the soft brushes of the auto rather than a runaway trolly in the shopping centre car park. Then there are the difficulties that infuriate like getting the dreaded police call-out at midnight because someone has broken in or arriving at the wash in the morning to find your business has been mindlessly vandalised.

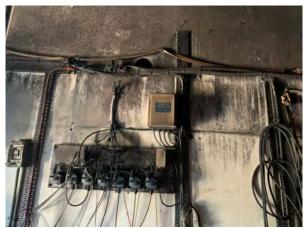
I've been in the car wash industry for a long, long time and I love it. My wash, PJ's Carwash in Condell Park, has become my pride and joy. By working hard and dealing with all the obstacles, we have developed a great business, and I thought I had pretty much seen and done it all.

However, that all changed on Easter Sunday when at 8 am, I received a call from the police telling me there was a fire at the car wash. When I arrived, the car wash was ablaze with smoke billowing from the office and plant room. [Interestingly, I have always loved the smell of the car wash and even with the site on fire, the smoke smell like fragrant trees!].

With our recently installed solar system working and the site alive with 200 amp electricity, the fire brigade was forced to work on the fire from a distance. Fortunately, the great work of the emergency services ensured the fire did not reach next-door properties.

However, the fire smouldered for almost six-hours while we waited for Ausgrid to disconnect the electricity and allow firefighters to enter the building. The fire brigade finally declared the site safe at about 1 pm and gave me accesses to the building.







I made my way into the building to see with my own eyes what I already knew, my pride and joy had been decimated. My initial devastation was tempered however by the comfort of knowing I was insured. As part of my policy, I am supported by an insurance claim rep who works for me and negotiates with the insurance company. So far this process is going well, and thankyou to Rob from Warren Saunders for all your help.

With legal processes in train between the insurers and companies involved, I can't go into too much detail; however, it would appear that the fire started within the solar system we had installed nine months before the incident, apparently ignited via one of the four inverters.

As a result of the fire, PJ's Carwash is completely closed with nothing working and the driveway chained up, and it is likely to remain this way for quite some time. The builders are still working on the scope of the work to be done to bring PJ's back to life. However, damage to the car wash site has been estimated at between 1.5 and 2 million dollars.

I would like to thank my car wash friends / family for their support and offering of help to me.

To my mind, there are two lessons my fellow car wash operators can take from my Easter Sunday experience.

The first is; insurance remains an expensive but necessary evil. Every wash operator should make sure their insurance policy and agent are the best they can afford. And the second; when you think you have seen and done it all in the car wash business ... you haven't.

Of course, the car wash business is not the easy way to make a quid we all thought it was going to be when we were starry-eyed newcomers to the industry. But the challenges are often what keeps us all going and what we love about the industry.

# Happy 80th Birthday

Celebrations happened all around on 2 June, 2020 when Arthur Brown turned 80.

Arthur who is still working one day a week at Robina Car & Dog Wash, celebrated (quietly due to COVID restrictions on gatherings numbers) with a few mates on the Gold Coast Qld.

Arthur started in the car wash game back in the 1990's in Victoria, working for Richard Davison. He then moved to the Gold Coast in around 2005-6 and started working for Greg Scott at Robina Car & Dog Wash where he remains today, working for the new owners, Brad and Jackson Fisher. More than likely he'll still be there in another 10yrs. Congratulations Arthur you're a true Legend of the Car Wash Industry.





# Congratulations to Grand Wash Auto - Celebrating 10 Years!



Congratulations to longtime ACWA Member Grand Wash Auto, Thornbury Melbourne for ten years in the car wash business.

In acknowledging 10 years in the car wash industry, Ali and Lee Sadiku have filmed a short interview video reflecting on their journey. They share their insights, tips and advice on establishing and running a successful car wash business.

Among the highlights of the decade, both agree witnessing the growth of the business and customer satisfaction leads the way. With plans to establish and open other sites within Australia, these two agree the challenges met and the success of their Thornbury site will model future set-ups.



"Our success heavily relies on our team and we are grateful to those who were here with us at the beginning and of course to our existing team members whose commitment to service really does go above and beyond." comments Ali. "Listening to customers is the key to business success. We take this very seriously and it has absolutely contributed to where we are today" added Lee.

Copy the link below to See the interview: https://bit.ly/2zNW0hO





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# **ACWA Classifieds**

#### **FOR SALE**

#### Excellent condition full carwash build located in Melbourne

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Full tunnel set up including conveyor belt, blowers, pumps, brushers, all spray arches, ready to go in your building or can make a new tunnel building, all plans available as new \$44,000.

#### All enquiries to ACWA Member, Joe mobile 0412 400 748



















### Hands Across the Water

ACWA recently reached out to help New Zealand car wash operators when in May, Auckland authorities introduced water restrictions.

Auckland is experiencing one of its most prolonged dry periods, and on Saturday 16 May it introduced mandatory Stage 1 water restrictions. As has become the norm with water authorities in Australia, commercial car washing in Auckland was singled out for unfair treatment by the authorities.

The Auckland commercial water use conditions outlaw the following:

- The use of an outdoor hose or water blaster unless it is for a health, safety, emergency or biosecurity reason.
- Operating a car wash unless it uses recycled water.

So while almost every other commercial water user, including those making "essential and life-sustaining" products like soft drink and beer, can continue to use water with impunity, the car wash industry is vilified as the community's number one

water-waster!

As ACWA has been arguing for decades, commercial car washing uses an almost immeasurably small amount of overall water consumption and, implementing restrictions on washes has next to no impact on dam levels. This said I am sure everyone in the industry understands water is a precious resource and we all need to play our part in its conservation. However, car washing does seem to be burdened with more than our share of the load.

And, if singling out car washing for water restrictions is unfair and ineffective in Australia, it is sheer madness in Auckland where the car wash industry is much smaller and has even less impact on overall water consumption.

ACWA knows from painful experience that negotiating with water authorities in times of drought is a tough gig. We take this opportunity to wish our brothers and sisters over the ditch well in their battle and remind them that ACWA is here to help in any way we can.



# An ACWA Supplier's journey through COVID



After a cracker end to 2019, Carwash World started 2020 with huge enthusiasm. Most importantly to us, our car wash operators were experiencing record sales. As a whole, between water restrictions, bushfires & dust storms, it was the holy trinity for the car wash community.

In hindsight this boom period probably gave a much-needed buffer for what was ahead, COVID 19. There was a time whern car washes didn't know whether they'd be able to continue to trade and their customers seemed to be more concerned with fighting over toilet paper and spending money on essentials like beer!

We saw a period of car washing downturn as we moved into tighter lockdown restrictions. Restricted movements, job uncertainty and less cars on the road attributed to a slower March & April for our operators. It's also the time of year the weather really starts to dictate how busy your car wash is.

It's hard to tell exactly how much COVID is now affecting car washes and how much is now the regular seasonal changes. But the consensus is, there is light at the end of the tunnel.

#### **CONTROL WHAT YOU CAN**

The doom and gloom in the media created nervousness. We had a discussion on how we could best provide for our customers, as well as ensure our staff could work and had jobs. We devised safety plans and took added precautions such as our techs not travelling together.

Our advice was always simple; you can't control the virus, but you can control what is happening in your business. We encouraged operators to utilise the quieter times wisely. As any experienced operator knows, you service your equipment when it's quiet. To support our customers, we launched a well-received 50% off labour campaign plus we offered service support via video.

#### THE NEW NORMAL

It's comforting to note that as much as this was a bit of a tough time for people, it forced us to all evaluate some of the fundamentals that are often overlooked during the daily grind. In business, complacency is dangerous.

When you've been in the game a long time, the simplest things can sometimes be overlooked. Going back to basics and checking the most important fundamentals like titration of chemicals, servicing equipment and spending time with your staff and customers is the recipe for a successful car wash.

Assessing your signage, customer offer and creating plans for running promotions all keep forward momentum. We always remind people, this is a retail business. If you don't like the thought of ensuring you're doing everything you can to make

customers happy and safe, the business is going to seem like hard work for you.

In practicing what we preach, we had time to put better internal systems in place and train up our newest technician Zoltan. We have also hired a new team member, Bek to provide added value to our customers and internal support to the team.

While 2020 has certainly thrown the world some curve balls, Carwash World and our customers remain upbeat and optimistic. A lot of us have been in this industry for a long time, we've been through GFC's and severe droughts – getting through this COVID period has really just instilled more resilience in us all.





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# Protect your customers with ViroProtect

Protecting you and your customers during the COVID-19 pandemic and recovery efforts is vital during this unprecedented time. At Cargroomers, we have introduced a new product to the market called ViroProtect which falls under our MediMax line.

This product is a hospital grade, film forming surface spray which kills COVID, is non-hazardous and ensures 28 days protection. With TGA approvals and certification under the ISO 9001 quality system, ViroProtect is perfect for car wash equipment incorporating self-serve and high touchpoints areas.

Some of the benefits of ViroProtect include:

- Kills 99.9999% of germs
- Hospital Grade
- Bonds to surfaces for lasting protection
- 28+ days protection
- Kills bacteria and inhibits the growth of fungi (mould & mildew) and algae
- Non-corrosive & non-flammable
- Viricidal activity carrier tested murine hepatitis virus (covid-19 surrogate

We have also partnered with K9000 and will incorporate the ViroProtect product across their self-serve dog washing facilities, giving you and your customers assurance that they and their pets are safe at your facility.

Tim Darmanin from K9000 stated "When we heard and saw the product in action we jumped on it. The benefit to our dog wash customers is immense in the current environment." "We feel this ,with the certification gives complete confidence to the dog wash operator and just as importantly the dog wash customer. Cargroomers have worked with us quickly in forming a ViroProtect Dog Wash product to our exact specification which we are proud to launch."

The ViroProtect product comes with supporting marketing collateral including stickers to adhere to the exterior of the car and dog wash

eurofins ems

#### Certificate of Analysis

Page 1 of 3

Analytical Report: AAI00522

Eurofins Sample Number: NJ20AA5061-3

Version: 1

Client Account Number: A008377670QV Eurofins Quote Number: XC8UPH20010802

Eurofins Sample Number NJ20AA5061-3	
Original Received Date:	21-Apr-2020
Description:	3L Bioprotect Surface Spray Disinfectant - Hospital Grade;
	Expiry Date: 16.04.21
Lot Number:	160420
Containers Submitted:	1 Bottle(s)
Analysis	

**MEDIMA** 

006 Testing of virucidal activity of disinfectants by surface carrier technique Refer to Attachment # 1

Method: TMCV 006. ASTM 1053 Analysis Date: 22-May-2020

Contracted Company: Eurofins ams Laboratories Sydney & Rachael Close, Silverwater, NSW 2128 Australia

facilities, informing that the antimicrobial barrier is in place for customer protection.

# EFFICACY TESTING CONDUCTED ON VIROPROTECT

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- 1 Day Challenge Testing MRSA
- 14 Day Challenge Testing E coli, Salmonella, VRE
- 14 Day Challenge Testing Feline Calicivirus (Norovirus Surrogate)

amstabs@eurofins.com

- 28 day Challenge Testing E coli, Salmonella, VRE
- Hard Surface Challenge Testing Clostridium Difficile
- Standard Quantitative Carrier Test Clostridium Difficile (Spore Form)
- Surface Testing Aluminium Feline Calicivirus (Norovirus Surrogate)
- Surface Testing Carpet Feline Calicivirus (Norovirus Surrogate)
- Surface Testing Linoleum Feline Calicivirus (Norovirus Surrogate)
- Surface Testing PVC Feline Calicivirus (Norovirus Surrogate)
- Surface Testing Stainless Steel Feline Calicivirus (Norovirus Surrogate)
- Surface Testing Untreated Wood Feline Calicivirus (Norovirus Surrogate)
- Surface Testing Aluminium Vibrio Cholerae
- Viricidal Efficacy Suspension Test Swine Influenza Virus (H1N1)

You can order ViroProtect directly from K9000, or more information on the ViroProtect system, please contact Blair direct on email <a href="mailto:blair@cargroomers.com.au">blair@cargroomers.com.au</a> or call (07) 3807 7577.

\*Product has been independently tested and passed Covid surrogate, TGA approval pending on Covid claim. Thankyou to ACWA Supplier Blair Woolcott, Cargroomers for providing this information.



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ViroProtect Surface Spray Disinfectant - Hospital Grade is a unique film forming disinfectant that kills on contact, and creates an antimicrobial barrier that has persistent activity to help prevent the transmission of germs in environments such as hospitals, clinics, nursing homes, cruise ships, public transport and other environments where people are in close proximity to each other for extended periods.

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