



# priority report



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## Our high-tech roads

**How technology may improve safety and ease congestion**

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Whitelion  
charity  
'inmates'  
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North East  
Link gains  
momentum  
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**COVER:** Reduced speed limits have been introduced on a trial basis on the busy Monash Freeway.



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# PRESIDENT'S WELCOME



## Welcome to this issue of the VTA Priority Report, which comes hot on the heels of the longest federal election campaign in history.

Regardless of your view on the outcome, the VTA is encouraged that we finally have a result, however marginal. Our task ahead is to continue to work with the re-elected Government, as well as the Opposition and independent MPs and senators who will likely hold the balance of power on legislation and bills facing the incoming 45th Parliament of Australia.

The VTA is a member association first, and typically doesn't discriminate between parties when it comes to lobbying for the needs of our members. In this respect we are very much apolitical, and will work with elected officials of all persuasions when it comes to generating policies and outcomes that will benefit our members and our industries.

The progress we have made in recent months on the North East Link is proof positive that this approach is working.

At a state level, there has been a significant pivot towards the North East Link, with both sides of politics providing encouraging commentary that the connection will feature prominently in future policy settings.

This was replicated at a federal level during the election, where both sides committed to funding studies into the feasibility and routing of the connection. While significantly more than the \$5 million committed will be required for this work, we welcome the bi-partisanship on this desperately needed project.

Also at a state government level, the VTA appreciates significant funding for upgrades to key regional freight infrastructure, including full funding of the Western Distributor connection, upgrades to the Monash Freeway, ongoing removal of rail level crossings throughout Melbourne, and significant investments in regional roads and bridges.

All up, the Victorian Budget includes \$7 billion for important road projects and we acknowledge and thank the Treasurer and Roads

Minister for acting on the concerns of industry.

We also appreciate the allocation of a \$1 million training grant, which Peter Anderson and his team are currently finalising with the Minister and the department. Further details about that will be announced very soon.

Looking ahead, the VTA is about to embark on its busiest time of the year, with ongoing training programs to administer, a series of regional forums and, of course, the annual Australian Freight Industry Awards in September. The VTA has announced a new category and I hope to see as many members (and non-members) as possible at the Gala Presentation dinner on 3 September.

This issue of the VTA Priority Report contains a great mix of industry news, recaps of recent VTA events, as well as contributions from our valued members. I trust you will find it an interesting read.

### Brendan Hopley

President

## THE VTA IS PLEASED TO ACKNOWLEDGE THE FOLLOWING NEW MEMBERS

- Austracker
- Axis Industrial Tyres
- Bluestar Global Logistics
- Bond Business Consulting
- Boral Cement
- Brenntag Australia
- Bulk Chemical Cartage
- CC Security
- Damorange
- Fleet Seek
- Fresh Freight Tasmania
- Harrold Services
- HPV Plantations
- ISOTRAK
- Rohan Gillis
- Titan Logistics
- TNT Australia
- Victorian International Container Terminal
- Wheadon's Transport Group



# AFIA SPECTACULAR – OH, WHAT A NIGHT!

**The Victorian Transport Association is now inviting entries for the 27th Australian Freight Industry Awards that acknowledge and reward the excellence of our nationwide freight and logistics operators and has announced a new award category.**

The prestigious AFIA awards, hosted by the VTA and proudly sponsored by TWUSUPER and VIVA ENERGY, are the popular and most significant recognition of those whose achievements have helped shape our industry.

The award winners will be announced at a gala dinner at the Crown Palladium Ballroom on Saturday, 3 September when we would welcome your attendance as the VTA pays tribute to the freight and logistics organisations that have demonstrated their excellence and helped improve the standards of the industry.

Six major awards will be presented and for the first time we will recognise a nominee that has introduced a policy, program or technology innovation that improves sustainability through waste reduction or resource recovery.

The categories include:

- 'Investment in People' (sponsored by Logical Staffing Solutions)
- 'Best Practice Safety' (sponsored by Zurich Financial Services Australia)
- 'Application of Technology', the Shaun Owen Memorial Award (sponsored by Transport Certification Australia)
- 'Australian Transport and Logistics Waste'
- 'Young Achiever of the Year' (Sponsored by Viva Energy Australia)



The Jersey Boys Tribute band belt out another of Frankie Valli and The Four Seasons greatest hits.

- 'Personality of the Year' (Sponsored by Victorian Government, Department of Development, Jobs, Transport and Resources)

VTA Chief Executive Officer Peter Anderson said the awards night and black-tie gala function is a showcase of the professionalism and initiatives of those within the transport industry and for them to be recognised in front of their peers and families.

"I encourage all companies and individuals within our network to participate in the awards nomination process to give them a chance of having their significant input recognised during this glamorous night of tribute to our industry participants," Mr Anderson said.

VTA President Brendan Hopley and Mr Anderson will conduct the awards ceremony, which will be followed by a spectacular stage show featuring some of Australia's iconic entertainers.

Headlining the entertainment will be Daryl Braithwaite, one of Australia's most successful pop stars who was the lead vocalist of Sherbet when the band formed in the 1970s.

There will be outstanding

performances from the Jersey Boys Tribute Band, who will have Crown at fever pitch with Oh, What A Night and more of the Frankie Valli and The Four Seasons' chart-toppers, plus The Matt Hetherington Band and The Voice Australia 2015 contestant Sarah Valentine.

Nominations for the awards can be made by companies or individuals on their own behalf or by their industry peers.

Each nomination must be accompanied by a typed summary of no more than 1500 words outlining why the nomination has been put forward. Supporting material such as charts, publications, diagrams or photos may be submitted with the summary. Nominations will be accepted in hard copy, electronic format or in a USB.

The closing date for entries is Monday, 15 August, 2016.

To understand the criteria or to enter the Australian Freight Industry Awards, download the Registration Form at [www.vta.com.au](http://www.vta.com.au) or contact 03 9646 8590.

You can also go online to purchase event tickets or by telephone to the VTA.

# CEO'S REPORT



**The autumn quarter has brought with it significant changes and opportunities for the VTA, along with the completion of a number of outstanding events, significant progress on our priority infrastructure project for Victoria, and government announcements that will impact on how freight operators – and their drivers – navigate our road network.**

As many members would be aware, we recently made key staff appointments in our administrative and industry services roles.

We welcome David Viney as our new Administration Manager and Greg Cain as our new Industry Services Manager. These important appointments for the VTA are vital

for our seamless operation and first-class advice and engagement with our members. You can learn more about David and Greg in this issue of the VTA Priority Report.

We have also just completed an enormously successful State Conference at Lorne in late May, which was attended by close to 170 delegates and speakers. We had 30 speakers and panellists participating in the two-day conference and the feedback on the quality and calibre of the presenters and collegiate atmosphere was especially encouraging.

A review of the conference is provided in these pages, as well as photographs from the many seminar and social activities on offer.

The VTA has participated in a number of Victorian Government announcements about our road networks, most notably a series of trials on the Monash that will see an

initial reduction of speeds for heavy vehicles from 100 to 90 km/h.

I appreciate there are concerns from some members about how this will impact productivity on Melbourne's busiest roads.

Having been involved in the proposed trials, the VTA believes the change will deliver productivity improvements for operators because, despite a lower speed limit, less accelerating and unexpected braking will occur from fewer lane changes and creating greater distances between cars and heavy vehicles.

In this issue, VicRoads CEO John Merritt provides an overview of the trials, which recently came into effect.

Our marketing and events team is now fully-focused on the Australian Freight Industry Awards and September 3 Gala Dinner. I am pleased to announce the addition of a new award in 2016, the Australian Transport and Logistics Waste Award recognising the importance of a policy, program or technological innovation in an operation that improves sustainability. Further to this category, there are now six Australian Freight Industry Awards open for submissions.

The Gala Dinner is shaping up as another fantastic evening with entertainment from Daryl Braithwaite, the Jersey Boys Tribute Band, the Matt Hetherington Band, and singer Sarah Valentine who featured at our Women's Lunch earlier in the year.

Award entries are now open, along with ticket sales for the Gala Dinner, with all details on the VTA website [www.vta.com.au](http://www.vta.com.au)



## Peter Anderson

Chief Executive Officer



# VTA COMMITTEE REPORTS

Since the previous issue of the Priority Report, there have been a number of ongoing operator concerns that are noted below within the summaries of the individual committee reports.

If you would like to get involved in any of these committees, please contact the VTA on 03 9646 8590 to express your interest.

## General Freight Committee

This group started strongly again this year, with a presentation on the Chain of Responsibility changes. Discussions on black-listed auditors and the lack of information provided to operators on maintenance of their vehicles

## Wharf Carriers Committee & Wharf Carriers Group

The Coode Road closure, container chain price increases and SOLAS amendments have all remained a focus. Truck turnaround times at Swanson Dock have also have improved.

## Logistics Services Group

This newly formed committee commenced this year and is still

establishing the key focus areas.

## Technology Group

The group has formed two subgroups, with great success. These include:

- Compliance Cost Index Working Group – Quantifying the cost of compliance for industry.
- Fatigue management for local work – Take up of technology for vehicles within the 100 km radius from base.

## People Group

There was a revision of training options to maintain relevance to the industry, lengthy discussions on the RSRO and an EAP discussion regarding the potential to reinstate the EAP in 2016/17.

## Transport Industry Safety Group (TISG)

The TISG has been hard at work creating valuable information for industry on the safest vehicles.

## Representation on collaborative industry committees

The VTA has represented members

in a number of ways, at a range of external committees.

- National Transport Commission – Industry Advisory Group
- Western Distributor Liaison Group
- Australian Trucking Association (various committees)
- Australian Logistics Council (various Committees)
- Smart roads reference group – VicRoads
- Heavy Vehicles and Dangerous Goods – Collaboration Committee
- Transport Emergency Management Group – DEDJTR
- Port of Melbourne Education and engagement group
- Victoria Blackspot Committee
- Inner West Partnership

## Submissions

The VTA has provided a number of proposals to various agencies regarding issues facing the industry,

## SOLAS Convention amendments regarding container weights

### Background

Incorrectly declared containers can cause problems for ships and for workers at container terminals. For ships, accurate weight is required so that containers are placed and stowed evenly to maintain the stability of the ship during the whole voyage.

Additionally, for loading and unloading ships and workers safety, the adequacy of securing devices used to attach containers to vessels and the selection of suitable lifting/loading equipment is reliant on knowing the correct weight of containers.

### Requirements and effective date

From 1 July 2016, revisions to the SOLAS (Safety of Life At Sea) Convention, adopted by the

International Maritime Organisation (IMO), and applied as law for Australia under the Navigation Act 2012, and subordinate Marine Orders will come into effect. These SOLAS amendments will provide that:

The shipper will be responsible for verifying the weight of the container and providing the verified gross mass (VGM) to the Master on the shipping documents.

To do this the shipper can use either method below:

**Method 1:** Weighing the packed container.

**Method 2:** Weighing all the cargo and all other material loaded into the container and adding the weight of the empty container (marked tare weight) to calculate the gross mass.

- In respect of both method 1 and 2, the weighing equipment

used must meet the applicable accuracy standards and requirements of the Australian National Measurement Act 1999 and regulations, including weighbridges, platform scales, pallet or industrial scales.

### How this will be implemented in Australia?

Australia will amend Marine Order 42 (Cargo, stowage and securing) 2014 (MO42), to include:

- Shippers will be responsible for verifying the weight of the container on shipping documents.
- This equipment must meet the IMO standards of 'calibrated and certified equipment'.
- Penalties may be imposed for non-compliance. These will be civil penalties.

For more information, please feel free to contact the VTA directly on 03 9646 8590.

# VTA NEWS

## VTA personnel appointments

The VTA has recently welcomed two new members to its team with the appointments of David Viney in the role of Administration Manager, and Greg Cain as Industry Services Manager.

David is an MBA-qualified Certified Practicing Accountant, and joins the VTA after working for 20 years with the major national storage and warehousing company AWH Pty Ltd. Previously, he held various accounting positions with Shell.

Greg most recently worked with Victoria University where he had



Greg Cain



David Viney

a direct involvement in applied supply chain and logistics research. He has more than 20 years' executive and national account management experience across a range of industry sectors including retail, FMCG, inter-modal and transport.

Greg also brings a wealth of

first-hand experience in senior operational management and group management roles to the VTA across human resources, industrial relations and business development.

David and Greg are contactable on 03 9646 8590.

## GOVERNMENT IS STEERING A MORE COORDINATED TRANSPORT SYSTEM

The Andrews Labor Government is to establish a new central transport agency to coordinate Victoria's growing transport system and plan for its future.

Minister for Public Transport Jacinta Allan and Minister for Roads Luke Donnellan announced in June the establishment of Transport for Victoria (TFV).

Like Transport for London and major cities around the world, TFV will bring together the planning, coordination and operation of Victoria's transport system and its agencies, including VicRoads and Public Transport Victoria (PTV).

It will provide a single source for information about our road, train, tram, bus, taxi and freight networks,

making it simpler and easier for Victorians to get information they need.

The new body will keep Victoria's transport system moving while the Labor Government delivers its pipeline of major transport projects, including the Metro Tunnel, Western Distributor and 50 level crossing removals.

### Zurich launches Heavy Motor Accident Assist

Building on its strong experience in fleet management and as part of the continuing investment in motor, Zurich has announced a partnership with ISS First Response to provide Zurich Heavy Motor Accident Assist.

Launched on July 1 for vehicles over five tonnes, Zurich Heavy Motor Accident Assist will engage expert responders to deal with an accident and manage the aftermath.

Emergency responders will be on hand 24/7 to provide phone support and coordinate a response. This includes the mobilisation of resources to contain spills and deal with incidents, towing and arranging relocation and temporary accommodation for the driver.

The service, which is included for Zurich's motor insureds, will help drivers and businesses get back on the road, fast. It will also streamline the claims process as the right people will be engaged quickly to expedite the claim, minimising costs to the business in time off the road and administration.

Zurich is committed to delivering on its claims promises and helping to protect business, especially in unforeseen emergencies. This new partnership is further evidence of Zurich's commitment to the transport sector.



# DO YOU USE OWNER DRIVERS IN VICTORIA?



**If your business uses owner drivers in Victoria, then it is timely to remind members that the Victorian Owner Drivers & Forestry Contractors Act 2005 imposes obligations on the hire/use of those owner drivers in this state. The Act commenced on 1 December 2006 and has been in force for almost 10 years.**

An owner driver is defined to mean someone operating with three (3) or less vehicles, with the principal engaged in driving one of those vehicles.

There are several references below to various resources prepared by the Transport Industry Council (TIC) and these are available on the Business Victoria website, which is:

<http://www.business.vic.gov.au/setting-up-a-business/owner-drivers-and-forestry-contractors>

The VTA has represented several members in matters before the Small Business Commission Mediation Service in the past few weeks leading to substantial payouts by hirers who had not complied with their legal obligations, which are summarised under the five headings below:

## 1. Information Booklet

The Owner Drivers Information Booklet is a resource document to cover:

- The rights and obligations under the Act and its prescribed Code

of Conduct;

- Guidance for running a successful small business;
- Other laws and regulations that apply to transport activities; and
- Sources of advice and assistance.

Under Part 2 of the Act, "hirers" must give a copy of the Information Booklet to owner drivers who are engaged on an ongoing basis, (more than 30 days, or for more than 30 days in any three-month period) at least three days before the contract is entered.

**This booklet must be provided to all current owner drivers who fit within the parameters above.**

Following TIC suggestions, the Information Booklet has been re-written recently and should be available for distribution shortly. The VTA has ordered 2000 copies which can be collected by members in the near future. Please ring reception on 03 9646 8590 to organise collection. Further, it can be accessed online via the Business Victoria website above.

## 2. Rates and Cost Schedules

The Minister has approved the publication of various rates and cost schedules, which can be downloaded from the Business Victoria website.

"Hirers" must give a copy of the most relevant rates and costs schedule to any owner driver who will be engaged on an ongoing basis (more than 30 days, or for more than 30 days in any three-month period). The most relevant schedule for the owner driver's vehicle must be given to the owner driver at least three days before the contract is signed.

**It is important to understand that the rates and cost schedules do not set out any minimum rates that must be paid.**

## 3. Code of Practice

Part 3 of the Act allows for industry codes of practice to be prescribed by regulation. Such regulations have been made by the Minister for Industrial Relations and commenced operation on 1 December 2006.

The regulations prescribe the Owner Drivers and Forestry Contractors Code of Practice (Schedule 1 to the Regulations).

The Code of Practice, inter alia, sets out the mandatory requirements with which hirers and owner drivers must comply, and guidance on what may constitute unconscionable conduct (including guidance on contract terms which may be unjust).

The Code of Practice is contained in Appendix 1 of the Owner Drivers' Information Booklet described above.

## 4. Model Contract

Section 20 of the Act provides that ongoing contracts (more than 30 days or for more than 30 days in any three-month period) must be in writing, and must specify the minimum income or hours of work under the contract. The minimum could be zero, but the parties must be up-front and clear about what guaranteed work is being offered (if any).

To assist parties to comply with the requirements of the Act relating to written contracts, and to promote good contract drafting practices, the TIC has developed a Model Contract.

It is not compulsory to use the model contract, but provides guidance on standard contract terms (which may be modified as required and agreed between the parties). The model contract covers

*continued page 13*

# ENVIRONMENTAL JUSTICE: CHALLENGES FOR DECISION MAKING



**As the precautionary principle of the 1990s became a touchstone for some to argue that until you had enough scientific evidence of the potential environmental harm a development might cause you shouldn't permit it, so the concept of environmental justice which figures prominently in the Independent Inquiry into the EPA report, could become the new justification against developments that communities don't like near them.**

The committee, which spent a year conducting its investigation, covers a lot of ground in its 400-page report, including public health issues (pollution of the environment, managing contaminated sites and asbestos), its role in protecting the environment, environmental justice, governance and funding issues.

While the VWMA supports the majority of the report's recommendations, it has reservations specifically about environmental justice and public participation in decision making. If taken on by Government, it will only create further uncertainty and cost for business. As a speaker at the VWMA's recent annual seminar pointed out, it takes nearly as long now to get approvals for new cells in landfills as the cell has airspace

for. Therefore, if landfill owners are not actively seeking approval for landfill cells beyond the current application, there is every likelihood that they will run out of space creating yet more expense and disruption if waste has to be diverted to other landfills (and raising further community ire about trucks on roads).

The Victorian Andrew's State Government definition of Environmental Justice was expressed in the 2013 State of Environment Report thus:

*that the community is meaningfully involved in decision making,*

*that there is fair treatment through environmental regulation and*

*that impacts and opportunities are fairly and proportionately shared.*

Part of the problem with the concept which the EPA Inquiry report describes as... "the notion that the burdens of environmental pollution should be fairly distributed, and that all citizens should have access to the public health benefits of a clean environment" is that no one really has a clear idea of how it should work and of course, it will mean different things to industry, the community and government.

The borrowing of the concept from America where it was about low income and indigenous people bearing the brunt of poor planning and development decisions doesn't have a direct correlation and so what is concerning about the Independent Inquiry's report is that the term is used over 90 times yet no definition of it appears in the glossary.

A passage reads:

*"The EPA needs to help deliver environmental justice to communities disproportionately impacted by pollution and waste. To that end, we recommend*



*strengthening the rights of third parties to appeal EPA decisions and to take legal action to prevent or remedy environmental harm if the EPA fails to act."*

The relevant recommendation (7.5) is a real concern to future investment in the waste and resource recovery industry as it will lead to further delays in getting up infrastructure.

In our view, this recommendation confuses legacy pollution which the EPA has to address retrospectively and giving communities greater access to challenge EPA decisions on current issues. The former problem has more to do with changing land use issues and poor planning decisions and shouldn't be used as a basis for arguing that the EPA needs more accountability.

Landfills in Victoria are under increasing pressure as both a policy direction to concentrate them into fewer and larger facilities and increasing community opposition to their expansion collide. Population pressures and complex issues around aftermarkets for recycled materials will ensure the need for landfills well into the future.

To its credit, the committee has also recommended strengthening the EPA's role in statutory planning (Recommendations 10.1, 10.2 and 10.3) and the VWMA strenuously encourages the Government to act on these recommendations as a matter of urgency.

**Andrew Tytherleigh**

VWMA Executive Officer



# MAKING THE MONASH SAFER FOR TRUCKS AND CARS

**Victoria is rapidly growing and changing with 1,800 people moving to Melbourne each week – which means in 10 years one million extra people will be living here.**

This is driving us to think differently about the future of our road network, and how we offer better connections to jobs, services and markets.

We're at a turning point in the history of transport as we know it. The advent of automated vehicles and intelligent infrastructure that supports real-time traffic monitoring and management means we have great opportunities to move people and goods more efficiently and safely than ever before.

I'm pleased to share with you VicRoads' latest effort to boost productivity and improve safety for cars and trucks – the Monash Speed Trial.

From 25 August we're trialling a 90km/hour speed limit for trucks travelling on the Monash Freeway from Huntingdale Road to Jacksons Road. The trial will last 18 months. The permitted speed for cars will remain at 100km/hour to create greater distances between cars and trucks.

Varying the speed of trucks aims to reduce conflict and tension between cars and trucks on this critical freight and commuter route. Greater distance will create more space for trucks to come to a sudden stop if an accident occurs and allow cars to manoeuvre around trucks more safely when necessary.

With smoother traffic flow, we want to significantly reduce the number and severity of crashes, because

even minor incidents on the Monash can have enormous impact on productivity.

Pending the initial results of the trial, we will look to implement a temporary right-hand lane ban for trucks, similar to that already in place on the Eastern Freeway and Princess Freeway West. We will look at introducing this change when we are six to nine months into the trial so we can independently evaluate the effectiveness of the speed limit change before pairing the two measures together. The results of this trial will help inform future directions for heavy vehicle speed management.

We will be installing new speed limit signs on the trial sections of the freeway that clearly show the speed limit for cars and for trucks. The two speed limits will be displayed on the same sign. Our modelling shows that a 90km/hour truck trip on the trial section of the freeway will add

less than one minute to the current 100km/hour travel time.

The Monash/Westgate corridor is now one of the longest stretches of smart motorway in the world, supporting the city's role as the nation's freight and logistics hub, connecting the country's busiest container port with Melbourne Airport, interstate rail terminals and major industrial areas.

The use of intelligent infrastructure to link motorway, arterial and public transport operations is crucial for Melbourne to perform its role as a goods-movement hub that serves South East Australia.

A second trial we are planning will see speed limits on a different section of the Monash Freeway move up and down based on live traffic conditions. The Dynamic Speed Trial will begin in early July and run between High Street in Ashburton and Glenferrie Road in Toorak.



*With smoother traffic flow, we want to significantly reduce the number and severity of crashes, because even minor incidents on the Monash can have enormous impact on productivity.*

This innovative approach will use our state-of-the-art technology including CCTV, road sensors and electronic signs to change speed limits when conditions allow. This means that when it's safe to do so, motorists will be able to increase their speed from 80km/h to 100km/h on this section of the Monash.

We hope that the results from this Dynamic Speed Trial will allow us to raise speed limits in other similar locations, especially if this supports freight operators to travel through Victoria more efficiently during off peak times.

As road use increasingly outstrips

road supply, we have to focus on making the best possible use of the infrastructure we already have. It's what VicRoads calls "sweating our assets". This is where innovation and technology play an increasingly important role in helping us deliver more predictable journeys - the fundamental indicator in a modern economy where time is money.

I'm pleased to say the Victorian Transport Association is supportive of the Monash Speed Trial for a number of reasons, but especially because it relates to improving safety. The road is a truck driver's workplace and we all deserve to come home safely from work.

#### *continued from page 10*

the general terms and conditions, whilst the schedule deals with the more direct and immediate operational issues, such as any guarantees, etc.

The Model Contract and its accompanying Schedule can be downloaded (in two parts) from the Business Victoria website.

#### **5. Termination**

The Act prescribes that, unless termination of an owner driver is for serious and wilful misconduct, the following notice periods must be given or paid in lieu:

- Vehicle less than 4.5 tonnes GVM – one month
- Vehicle 4.5 tonnes GVM or above – three months
- S. 22 of the Act stipulates how payment in lieu is to be calculated

The Victorian Small Business Commissioner (SBC) is the statutory body charged with resolving disputes between hirers and owner drivers and it provides a mediation service.

Up to 31 May 2016, the SBC has



**John Merritt**

Chief Executive, VicRoads

The Monash Freeway is a key arterial freight route and we need to improve the way vehicles interact on it. There have been more than 500 crashes on the Monash Freeway in the past five years and over 200,000 vehicles travel this road daily. It is everyone's responsibility to keep these people safe and work towards our common goal of zero lives lost on Victorian roads.

dealt with 384 disputes of which 219 out of 258, or 85 per cent, have been resolved successfully at mediation. Most of these disputes involve issues arising out of the termination of the contract between the hirer and an owner driver.

Please contact me on 03 9464 8590 should you require any further assistance surrounding your engagement of owner drivers.

**Paul Ryan**

VTA Industrial Relations Advisor



# HPFV POLICY, INTERACTIVE MAPS - A POWERFUL ASSET FOR OPERATORS

The Victorian Government's new High Productivity Freight Vehicle policy, which will see longer heavy vehicles allowed to use high quality roads to transport goods, will help improve freight productivity on Victoria's roads.

State Minister for Roads and Road Safety, and Ports, Luke Donnellan announced the new policy to a room of industry leaders at the VTA's Ministerial Breakfast, held at Crown in April.

The announcement was accompanied by the introduction of an interactive HPFV map – available on the VicRoads website ([www.vicroads.vic.gov.au](http://www.vicroads.vic.gov.au)) – that will allow operators to better plan their journey by displaying infrastructure restrictions along the route.

VTA Chief Executive Officer Peter Anderson said the HPFV policy and accompanying maps will go a long way towards helping transport operators remain competitive and plan for the future.

"The VTA has worked closely with the Andrews Government to see



The Victorian Minister for Ports, Roads and Road Safety, Luke Donnellan announced the Government's new High Productivity Freight Vehicle policy during his address at the VTA Ministerial Breakfast.

this policy come together and we're pleased it's now a reality," Mr Anderson said.

"The ability to carry bigger loads means increased productivity and decreased congestion, and that's good news for everyone."

"These new HPFV network maps are a powerful tool for freight operators. Their interactivity and the depth of information available will help operators plan their journeys with certainty and, in turn, quote with certainty."

"In an increasingly competitive space, operators must invest in their business. This tool will help them do just that by giving them the confidence to make informed decisions and allowing them to forecast and plan for their future," he said.

While the HPFV maps currently only display information relevant to Super B-Doubles in both quad/tri and quad/quad configurations, it will receive ongoing updates, with A-doubles up to 85.5 tonnes to be added over the coming months.



The Glen Cameron Group guests enjoyed the breakfast camaraderie.



Representatives and guests of SG Fleet, which sponsored the VTA Ministerial Breakfast.



VTA Chief Executive Officer Peter Anderson welcomed guests to the association's Ministerial Breakfast in the River Room at Crown Entertainment Complex.



The featured speakers, sponsors and guests on the main table at the VTA Ministerial Breakfast.

# VTA CONFERENCE ENERGISED BY MEMBERS' ATTENDANCE

**The annual VTA State Conference in Lorne in at the close of May was one of the best attended in recent memory with around 165 delegates participating in the two-day event.**

This is a credit to our membership and an encouraging sign our industry is fully committed to learning new skills, sharing experiences with each other, and being proactive to ensure our industry continues to thrive and prosper.

Over the two days of the conference, delegates heard from a diverse range of speakers about business fundamentals they need to get right to be productive and experience sustained success.

The conference kicked off with the all-important business fundamental of Revenue.

Addresses from Victorian shadow

ports minister David Hodgett, Jana Capital's Jeremy Wilmot, Australia Post CoR general manager James Dixon, DP World COO Max Kruse, and Transurban's Gary West gave delegates a good grounding in the importance of creating the right internal environments for maximising revenue opportunities and maintaining a solid bottom line.

The equally critical fundamental of Cost was addressed in a session featuring presentations from Kersten Ross on the remarkable transitional success Viva Energy Australia has experienced, followed by Mario Colosimo, of MaxiTRANS, NTI's Renzo Antidorni and AJ Gallagher's Grant Stillman on practical solutions for controlling and reducing operational costs.

A panel discussion featuring accounting, compliance and technology providers reinforced this message and allowed for an interesting back and forth discussion amongst peers.



Viva Energy Australia Transport and Fleet Sales General Manager, Kersten Ross spoke of the challenges of the transition from Shell to Viva during her conference segment.

The always interesting David Galbally, from Madgwicks Lawyers, kicked off the People session with a fascinating lecture on the Principles Art of the Art of Negotiation. David enthralled delegates with anecdotes from his extensive career as a criminal barrister where he has successfully negotiated against the odds – typically with colourful, if not shady individuals – to achieve the result he wanted.

A panel discussion instructed delegates on how to get the most from their people, with informative commentary from experts in superannuation, workers compensation and employment services on maximising people relationships.

A final session on day one provided an update from leaders from the Victorian government and national regulators on the all-important topic of Infrastructure.

VicRoads CEO John Merritt



Fleet Effect's General Manager-Compliance Systems, John Tsoucalas (foreground) was among the conference speakers.



provided a timely update for operators on heavy vehicle improvements to the state's road networks, followed by insightful updates from the National Heavy Vehicle Regulator's Geoff Casey and the National Transport Commission's CEO Paul Retter on regulatory matters of interest to delegates.

Day two started with a focus on Operations and key issues operators need to get right to ensure processes are seamless and aligned. SG Fleet Group's Carlo Beltreme provided insights into the lease versus buy discussion as it relates to capital equipment,

followed by a fascinating address from Delta V's Dr Shane Richardson on the importance of emerging technology to safeguard fleet and operations.

Pacific National's Andrew Adam provided an update on freight rail on Australia's east coast, reinforcing that greater rail uptake can only benefit heavy vehicle operators. As we often say, "trains and ships can move freight, but only trucks deliver".

Ian Matthews then provided a timely update on how Worksafe is working with industry to reduce injuries, with the VTAs Paul Ryan concluding the session with an overview on

the industrial relations scene as it applies to operators.

The conference ended on a positive footing with a series of addresses about the Future, and what operators need to know to keep pace with technology and competitors.

Anthony Desira from Victoria's third stevedore, Victoria International Container Terminal (VICT), reported on the status of what will be a fully automated and technologically advanced terminal at Melbourne's Webb Dock, followed by a technology panel featuring commentary about driverless vehicles, autonomous vehicle insurance risks and the latest in-vehicle camera and other systems available to mitigate risk and maximise productivity.

Xtract Peak Performance founder Rob Connelly closed proceedings with a motivational challenge to all delegates to welcome and embrace change, so resisting the temptation of complacency, which can be any operator's undoing.

The VTA sincerely appreciates the attendance and participation of delegates and sponsors, and is already looking forward to next year's conference.



L-R: Relaxing on the deck of the Lorne Hotel ahead of the conference's welcome reception were (l-r) Lucas Lopez (Glen Cameron Group), Dennis Ryan (Ryan's Transport), Graeme Sharp (Royans Melbourne) and Jonathan Forde (Glen Cameron Group).

# VTA EVENTS CALENDAR 2016

Following is a list of programmed VTA events for 2016.  
We encourage members to participate.

**September**  
03 (Sat)  
Australian Freight Industry Awards Gala Dinner

**September**  
16 (Fri)  
AFIA Winners' Lunch

**November**  
09 (Wed)  
Freight Outlook 2016

**November**  
25 (Fri)  
TWUSUPER Golf Day

**December**  
09 (Fri)  
Christmas Lunch

## MELBOURNE ZOO SETTING FOR OUTSTANDING WOMEN'S LUNCH

The VTA Annual Women's Lunch, sponsored by TWUSUPER in March, was our most successful yet when 150 guests attended at the less traditional function room of the Leopard Lodge at Melbourne Zoo.

Attendees were treated to outstanding presentations led by keynote speaker, the Hon Natalie Hutchins, Victorian Minister for Industrial Relations, Local Government and Aboriginal Affairs, who spoke personally about the challenges she has overcome to become one of the most successful

ministers in the Andrews Labor Government.

Natalie hails from a transport family, making her story all the more relevant.

The VTA thanks Natalie for supporting this important event, as well as our other speakers Dr Hermione Parsons, Director Institute for Supply Chain and Logistics at Victoria University Victoria Police Superintendent Debra Robertson, and DP World Managing Director Paul Scurrah for participating in a panel discussion that examined the need for transport operators to further evolve to attract and retain women in our industry.



The Victorian Minister for Industrial Relations, Local Government and Aboriginal Affairs, Natalie Hutchins was keynote speaker at the annual women's lunch.



Guests showed attentiveness to the views of the women's lunch guest speakers.



The table settings were outstanding in preparation for the women's lunch.

# SUPPORT FOR NORTH EAST LINK GROWS

**Support for the North East Link has risen significantly since the VTA and RACV joined forces earlier this year to lobby the Victorian and Commonwealth Governments to prioritise the urgently needed connection.**

The project has been the priority for both groups for many years for its potential to reduce congestion and improve safety on the north-south arterial roads that motor vehicles use to traverse between where the M80 Ring Road dead ends in Greensborough, and the Eastern Freeway in Bulleen. The VTA estimates a 40 per cent reduction in heavy vehicle traffic on local roads in the area if the road is built.

At a media event in late February, the VTA and RACV were joined by AusVEG Victoria and a local resident group to amplify funding calls to examine the feasibility of the project and potential routing of the so-called "missing link".

*We are encouraged the City of Banyule is more forcefully advocating for the road, and has established a North East Link Advocacy Community Focus Group, which will meet four times between September and February, 2017 to guide Council in the development of an Action Plan.*

That event has kick-started an overdue public discussion about the need for the road, which recently has been widely reported in local and metropolitan media, and the subject of subsequent meetings with the relevant local governments,

VicRoads, Roads Minister Luke Donnellan, and other state and federal members of parliament.

Significantly, the major parties at a state and Commonwealth level have changed their attitude about the North East Link, with federal Labor quickly matching a Coalition pledge during the federal election for \$5 million to investigate its need.

VTA members are urged to help make the case for the Link by advocating its need to local state and federal MPs, Banyule and Nillumbik councils, and Victorian Roads Minister Luke Donnellan and Shadow Roads Minister Ryan Smith.

We are encouraged the City of Banyule is more forcefully advocating for the road, and has established a North East Link Advocacy Community Focus Group, which will meet four times between September and February, 2017 to guide Council in the development of an Action Plan.

And while the next Victorian state election isn't until November, 2018, both parties will soon start formalising the transport and infrastructure policies they will take to that election, underscoring the importance of publicly and privately



articulating the need for the North East Link.

The VTA and other industry groups participated in Infrastructure Victoria's recent All things considered options paper which, on completion, will prioritise the state's future infrastructure needs. The Link is expected to be given a higher priority in that report, due out later this year.

In a recent opinion piece in The Age entitled "Why Melbourne needs the North East Link road", staff reporter Darren Gray forcefully argued for the connection on the basis it would "improve people's lives, cut commute times, improve freight movements and ease congestion on clogged suburban roads."

The VTA is in lock-step with this perspective, and will continue to urge policy-makers and legislators to invest the necessary funds to make the road a reality – sooner rather than later.

# CONTENT IS KING

**Attracting some of the most prominent names in the transport equipment industry to Melbourne in May, the Global Heavy Vehicle Leaders Summit again delivered on the promise to provide a vibrant knowledge sharing platform for the international heavy vehicle community.**

Proving that size doesn't always matter in the business intelligence industry, the second edition of the event ditched the sophomore slump and continued to build on the proud tradition laid in 2014, when it was first held in Australia's freight capital.

Providing access to new and exclusive information on disruptive technologies and best practice business strategy, the focus was firmly on content, says Dr Peter Hart, Chairman of the Australian Road Transport Suppliers' Association (ARTSA). "It's been a great success having such a high profile line-up coming to speak here in Australia again. I don't think there is any comparable event in the entire Asia Pacific region, and we are extremely proud of being able to

stage such an important event here in Melbourne."

Collaboration was a recurring theme throughout the two-day Summit held at the State Library of Victoria, which brought together globally renowned safety specialist, Volvo Truck's Carl Johan Almqvist; Kässbohrer Board Member,

Iffet Türken; renowned UK consultant, Gary Beecroft; Seeing Machines CEO, Ken Kroeger; Peter Sijs, Services and Sourcing Operations Leader for 71,000-unit strong European fleet service provider, TIP Trailer Services; and many more.

"There needs to be more understanding between truck and trailer manufacturers and suppliers. [The industry] needs a more integrated approach where we can reach common targets and common goals," Iffet set the scene for the Summit. "We are connected, but not enough. Today, all stakeholders need to work together to generate success in an ever-more complex world. The only way to survive is to listen and manage the complexity we face together."

The issue of understanding and handling the almost insurmountable

amount of data now extractable from each truck and trailer turned out to be a second key topic, with presentations from Telstra Executive, Charlie MacDonald and Peter Sijs discussing both the challenges and opportunities arising from the Big Data trend. Sijs pointed out that modern technology will soon be able to reliably predict part failure and wear, enabling fleets to automate servicing and increase safety.

Buzzwords like autonomous driving and platooning also came up frequently over the two-day event, with some discussion on the feasibility and benefits of platooning in Australia, where mechanically linked multi-trailer combinations are already allowed on the roads – effectively making for the world's first real life platooning scenario.

"Autonomous vehicles are already a reality, too," Volvo's Carl Johan Almqvist added. "In fact, we presented a self-driving dump truck last month in Gothenburg. But that's not the challenge; where there is a known environment, it's easy to get a vehicle to drive itself. The problem is to manage the interaction with the most unpredictable elements on the roads – humans."



Expert talk with Don Leone, Manager Vehicle and Motorcycling Policy at VicRoads; Carl Johan Almqvist, Global Traffic and Product Safety Director at Volvo; Glen Fulton, Group Asset Manager at Murray Goulburn and Prime Mover's Sebastian Grote (L-R).

# WHAT A BAIL OUT AS JAILHOUSES ROCK



VTA Chief Executive Officer Peter Anderson (left) and the Victorian Minister for Ports, Roads and Road Safety Luke Donnellan are led to court during their Whitelion Bail Out "imprisonment".

**VTA Chief Executive Peter Anderson and the Minister for Ports, Roads and Road Safety Luke Donnellan joined politicians, businesspeople, celebrities and other compassionate individuals to be among 170 inmates for Whitelion's annual Melbourne Bail Out event.**

Held in conjunction with other Bail Out events across Australia, the "inmates" collectively raised \$619,596.

Whitelion Chief Executive Office Mark Watt said every dollar raised will help to make a difference to the lives of young people the charity is supporting.



State Minister for Ports, Roads and Road Safety Luke Donnellan addresses participants and thanks them for contributing to the event.

"Whitelion has received an overwhelming response from Bail Out participants and from the general public supporting inmates," Mark said.

"The inmates have commented on how confronting and thought provoking the experience was and how touched they were by the court experience and the activities, particularly speakers like Alison Peaufa and Steve Cain who were brave enough to step forward with their real life accounts of the tragic circumstances they found themselves in and how they came through against all odds to reconnect in the community and go onto happy and successful lives.

"The buzz on social media has been exceptional this year, the best exposure we have ever experienced, it has certainly elevated the awareness of such important issues within the community."



A Whitelion Bail Out court scene as defendants are brought forward to plead their case ahead of sentencing.



Some of the "prisoners" who participated in the Whitelion Bail Out fundraiser.



# PERFORMANCE MANAGEMENT

## – WHEN THINGS CAN GO WRONG



**David  
Galbally**

Madgwicks  
Partner



**Emily  
Dempster**

Madgwicks  
Senior Associate

**While people are the transport industry's hardest asset to manage, they simultaneously represent our industry, service and customers, so it is important that we have processes in place for performance management because when disharmony arises, there can be unpleasant consequences as Madgwicks Partner DAVID GALBALLY AM, QC and Senior Associate EMILY DEMPSTER explain.**

Performance management is one of those necessary processes that most HR managers and employers dislike, as it is often time consuming and resource intensive. Further, there are so many ways that performance management can go wrong – and when it goes wrong, it often results in dissatisfied and disengaged employees, not to mention unfair dismissal claims.

When determining whether a dismissal is in fact unfair, the Fair Work Commission will scrutinise the performance management process and, more often than not, will find faults in the process. In some instances these faults are minor and inconsequential, however, in other instances they may result in a dismissal being harsh, unjust or unreasonable.

There have been a few unfair dismissal cases handed down recently where poor performance management has been an issue.

On that basis, it is timely to discuss performance management in the context of defending an unfair dismissal claim.

### Legislative guidance

Section 387 of the Fair Work Act 2009 (Cth) (Act) sets out the range of matters that the Commission must take into account when determining whether a dismissal was harsh, unjust or unreasonable including, but not limited to, the following:

- whether there was a valid reason for the dismissal related to the employee's capacity or conduct;
- whether the employee was notified of that reason;
- whether the employee was given an opportunity to respond to any reason related to the capacity or conduct of the employee; and
- if the dismissal related to unsatisfactory performance by the employee – whether the employee had been warned about the unsatisfactory performance before the dismissal.

The Explanatory Memorandum to the Act explains that the Commission must consider all of the factors outlined in section 387 in totality and that no factor alone will necessarily be determinative.

Therefore, whilst there may be a valid reason for a dismissal, the dismissal may be otherwise unfair because the employee was not notified of that valid reason. Likewise, an employer may have followed a foolproof process, but if there was

not a valid reason for the dismissal, the employer may find itself on the losing end of an unfair dismissal claim.

The cases handed down by the Commission will generally provide guidance regarding what employers have done right and, more importantly, what they have done wrong when undergoing a performance management process.

### Case guidance

In a recent case, *David Welsby v Artis Group Pty Ltd [2016] FWC 2251*, Mr Welsby made an unfair dismissal claim after his employment as Regional Manager-South Australia of Artis was terminated. He was responsible for the financial performance of the SA branch and the reason given for his termination was that the branch had ongoing poor financial performance, a fact that he did not dispute.

Notwithstanding, in making his claim, Mr Welsby alleged that his dismissal was unfair given (among other things):

- Artis did not warn him that his performance was such that his continued employment was at risk; and
- he was not given an opportunity to improve his performance.

In response, Artis alleged that Mr Welsby was spoken to on three separate occasions regarding the branch's poor financial performance. This was accepted by the Commission, which also found that whilst Mr Welsby was on notice because of this failing, which was unacceptable, he was never formally warned his continued employment was at risk – not even on the day of his termination.

Mr Welsby was awarded compensation. The overview of the case can be read at [www.madgwicks.com.au](http://www.madgwicks.com.au)

# AUSTRALIA FACES TRUCK DRIVER SHORTAGE

The alarming shortage of truck drivers in Australia is becoming an issue that concerns not only the heavy transport industry today, but one that will affect Australia's ability to handle the movement of freight over the next 20 years.

The fact that Australia is driving awareness in conjunction with international bodies displays a clear intention to improve safety and promote an industry that is the cornerstone of Australia's freight movement.

Transport insurance specialist Grant Stillman, from Arthur J. Gallagher, acknowledges "the ability for insurers to allow young drivers to drive heavy vehicles has always been contentious".

"Some insurers are more lenient than others, however by and large young drivers face high excess penalties and other driving restrictions due to inexperience. This situation provides a great opportunity for an insurer to support young drivers."

Our road transport industry is so concerned about driver shortage that this year they are considering a drastic initiative to visit primary schools in order to entice young children to consider a career in transport.

A new safety campaign, 'Stop, Look, Wave' was launched in May 2016 in Melbourne and aimed at a primary school audience. It is supported by the Volvo Group and seeks to promote safety awareness in our children's immediate environments, providing a range of training aids available via the Volvo Group website. This ground breaking program was launched simultaneously with the International Road Transport Union ([www.IRU.org](http://www.IRU.org)).

Experts are saying that the attractiveness and image of the industry are some of the issues facing transport today. Attracting young drivers to an industry that has traditionally suffered from image problems over a long period of time is difficult to break down. Therefore, ongoing awareness and education are paramount in order to find answers to this ongoing challenge.

transport industry is the emergence of driverless trucks. Earlier this year a convoy of self-driving trucks drove across Europe, proving that this technology is not as far away as we thought. Not only are the cost savings alone quite significant, considering the highest cost in road freight is labour representing up to 75 percent of the cost, but the safety benefits will also contribute considerable advantages to this

*Our road transport industry is so concerned about driver shortage that this year they are considering a drastic initiative to visit primary schools in order to entice young children to consider a career in transport.*

According to statistics provided by leading transport insurer National Transport Insurance, the average age of heavy vehicle drivers is 46 years old. Industry numbers also show that one in five drivers is under the age of 30 years of age. These startling statistics clearly demonstrate that our transport industry is not an appealing occupation for our youth despite a shortage of jobs in general society.

The fallacy that trucks are driven with big stick shifts by burly men in singlets could not be further from the truth. Rather, today's vehicles are fitted with technological advancements, including satellite navigation, emergency braking and lane changing assistance. In addition, drivers are now scrutinised more than ever in terms of recruitment requirements, monitored daily routes, work health and safety, and general conditions are largely more professional than years gone by.

Another disruptive force within the

method of transport. The next big question is what are the implications of this new technology for one of the biggest financial services in the world ... insurance?

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Should you wish to discuss this article or any of our services, please contact me on: 1800 240 432.

## Frank Malvaso

Business Development Manager  
Arthur J. Gallagher



# TEN QUESTIONS ON ZURICH AND TELEMATICS



**Peter Johansson**  
Zurich Senior  
Risk Engineer

Zurich Financial Services Australia is actively engaged with developments in motor technology that might affect risk its customers are exposed to. As one of the world's largest motor insurers, covering approximately 15 million vehicles in more than 30 markets, Zurich is deeply interested in the potential for self-driving vehicles and related technologies to make road usage safer for everyone.

We speak with Victorian based Zurich Senior Risk Engineer, Peter Johansson about telematics and self-driving vehicles.

## 1. What are the potential impacts of telematics?

"We believe telematics are having a positive effect on heavy motor insurance. There is a lot of momentum in this area. Some operators are using them and know their value. Telematics help them to understand drivers, monitor their fleet and control their losses. Clever use of telematics can help keep premiums at an optimal level for a business too."

## 2. What is Zurich's involvement?

"We can help customers to utilise telematics data to manage risk, performance, maintenance and develop functional specifications for telematics solutions that draw on latest developments to meet their specific application. Our customers

can evaluate various telematics providers before they decide to roll it out. During trials and after full implementation we can also assist in interpreting the results in terms of driver behaviour, maintenance and fleet activity."

## 3. Will self-driving vehicles mean safer roads?

"We expect on-board sensors (telematics) and self-driving vehicles (SDVs) will have a dramatically positive impact in saving lives, reducing accidents and injuries and increasing productivity, as well as benefiting the environment and road infrastructure. However, this will rely on the integration of both safe vehicles and safe infrastructure as with any technology rollout, there is always a period of worse performance before the improvement is realised."

## 4. What are the timeframes around SDVs becoming a reality on the road?

"The graduated rollout phases will most probably be semi-autonomous to autonomous, then self-driving vehicles. Most experts expect that it will take at least another 10-15 years before SDVs move from controlled tests to a first adoption on some public roads."

## 5. What are the potential benefits of SDVs?

"Insurance companies and brokers can help customers manage risk and safety issues. It's not just about keeping premiums low, there's a real benefit around integrated insurance products and services to ensure lower operational costs - less wear and tear on the truck, better fuel economy and safer drivers with the added benefits of maintaining a good safety record."

## 6. What keeps business owners awake at night?

"Our customers want to keep their trucks on the road and get their trucks back on the road, quickly. Heavy motor insurance that offers

strong claims capability combined with a global risk engineering team helps them be well prepared for the unforeseen.

## 7. How does Zurich work this sector?

"Our customers' trucks are their livelihood. We tailor insurance that can be used to manage their risk and control their safety and maintenance records."

## 8. What is Zurich doing to demonstrate its commitment to the industry?

"We recently partnered with the VTA as a sponsor as we believe in working closely with industry to align our products with our customers' needs. We support younger drivers entering the industry and make insurance costs more tolerable for these drivers via the VTA cadetship program."

## 9. Apart from working with them at the time of the accident, what else is Zurich doing?

"As well as helping customers get back to business, fast, other key benefits include getting experts and resources engaged quickly to contain spills and deal with incidents as well as expediting a claim. Zurich customers can also get business interruption insurance as an adjunct to their motor insurance policy. This type of insurance can help businesses manage growth."

## 10. How will connected motor fleets help businesses' bottom line and aid in risk management?

"New technology that results in a safer fleet can improve the bottom line. For example, lowering of harsh braking and accelerating, and reducing fatigue means a safer environment for drivers. It all has a positive impact on risk management. Lower claims do not immediately flow from new technology. Taking the time to work with drivers when introducing new technology will help create safer operations."

The VTA thanks the continued support of our members, sponsors and supporters that enables us to continue to work on behalf of our members. The VTA encourages the use of these companies and their services wherever possible and remember to mention you're a VTA member.



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**Stanley Samuel on 0422 866 265**  
**Email: Stanley.samuel@optus.com.au**



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**Amy Horan, National Business Relationship Manager, is available on 0447 111 618 to answer your queries.**

\*SCH Online is a financial product operated by The Superannuation Clearing House Pty Limited (Authorised Representative Number 290290) (TSCH), an authorised representative of Pacific Custodians Pty Limited (Australian Financial Services Licence Number 295142) (Pacific Custodians).



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CMV Truck & Bus is a division of the CMV Group, a privately owned family business with more than 80 years experience in automotive, commercial and agricultural industries.

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With a focus on Transport and Logistics, RSM has evolved into one of Australia's most dynamic independent insurance broking houses in the industry. As a VTA Alliance Partner for over 10 years, RSM have a vast and in depth understanding of the issues members are continually confronted with. RSM is an enthusiastic professional team with a wide range of specialised industry knowledge that ensures you get the best advice on all your insurance and risk related inquiries.

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Zurich's new Heavy Motor Accident Assist is available to Zurich customers with motor insurance covering a vehicle over five tonnes at no extra cost from July 1. Our experts will be on hand 24/7 in an emergency as first responders, in partnership with ISS First Response. We will work to secure assets and minimise loss and time off the road.

**Contact Peter Johansson on (03) 9940 6489 or [peter.johansson@zurich.com.au](mailto:peter.johansson@zurich.com.au)**

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Alcolizer believes alcohol and drug testing is critical for personal safety and a safe and productive work place. So whether you are a law enforcement agency, need industrial-scale testing or are a personal user, you can trust Alcolizer Technology to be at the forefront of alcohol and other drugs testing technology, with world class products and services to support you wherever you are.

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We are part of the DP World global network, which is one of the largest stevedoring businesses globally with 28,000 people serving its customers worldwide. It has a portfolio of more than 65 marine terminals across six continents with developments and expansion underway in Australia, India, Africa, Europe, South America and the Middle East.

**Contact 02 9270 8800**  
**Email:** [sro.reception@dpworld.com.au](mailto:sro.reception@dpworld.com.au)



Tires  
Flat  
Windscreen  
Brake  
Auto Glass  
Rearview  
Mechanical  
Air Loss  
Jump Starts  
Lockouts

You're never alone in the event of a breakdown with Fix My Truck having provided 24 hour roadside services to the industry since 1999.

For all your transport emergency needs and services we are as close as a telephone call to 1800 FixMyTruck to respond to your predicament. Through our extensive list of service providers nationwide, we can provide coverage for all of your breakdown needs across Australia and New Zealand ... anywhere, anytime.

It pays to be a member so that you know you have yourself covered when an emergency arises.

**Contact us at 1800 FixMyTruck or 1800 349 698 to give yourself that peace of mind.**

**FleetEffect**  
Compliance in Motion

Fleet Effect recognises the complexity of meeting Chain of Responsibility (CoR) obligations for the road freight industry, as we have spent many years developing a fully integrated "Best Practice" solution for paperless NHVAs fatigue, mass, and maintenance, as well as multi-zone speed management.

Our solution combines engine integrated telematics GPS, our Hermes in-cabin mobility platform running on any operating system, including BYOD devices, and our Argus Cloud-based back office environment that provides all the necessary information for the day to day paperless compliance and productivity management of a fleet. Presenting compliance and productivity performance in KPI reports and dashboards is provided by our Business Intelligence platform Analytics, while we fully integrate into SAP, DMS and Translogix Sapphire ERP/TMS systems for maintenance, jobs and CRM. Please contact John Tsoucalas on 0419 588 095 or [john.tsoucalas@fleeteffect.com](mailto:john.tsoucalas@fleeteffect.com) for a free fleet operations analysis of compliance and paper flows.

**Contact John Tsoucalas on 0419 588 095**  
**or** [john.tsoucalas@fleeteffect.com](mailto:john.tsoucalas@fleeteffect.com)



The VTA thanks the continued support of our members, sponsors and supporters that enables us to continue to work on behalf of our members. The VTA encourages the use of these companies and their services wherever possible and remember to mention you're a VTA member.



Gallagher Bassett

Gallagher Bassett (GB) is the leading Workers Compensation Agent in Victoria. Expertise and Experience

- GB focuses on providing exceptional quality claims management service and customer service delivery. It measures its success by its clients' success: fewer claims, lower claim costs, more efficient claims administration and improved customer experience.
- Experienced staff for the management and administration of VTA members' workers compensation as GB has a number of large logistics companies
- Only Agent authorised in Victoria, New South Wales and South Australia

**For assistance contact Barry Oliver, BDM,**  
**Phone 0407 515 893 or email**  
**barry\_oliver@gbtpa.com.au**

**graysonline**.com

For more than 20 years, GraysOnline has been providing specialist services to the Australian transport industry. As part of Grays e-Commerce Group, Australia's largest listed eCommerce company, we have offices around Australia and a team of industry experts, qualified valuers and auctioneers who provide expertise in valuing transport and related assets and managing total project solutions for the realisation of trucks, trailers and related equipment.

Over the years, we have acted for many of Australia's major transport corporations, as well as a wide range of private operators, contractors, lease hire companies, leading insolvency practitioners and financiers. We offer a wide range of disposal options including private treaty negotiations, tenders, online auctions via [www.graysonline.com](http://www.graysonline.com) or traditional on-site auctions.

To find out how we can unlock value from your transport equipment, please contact:  
**Contact Kevin Brunt on 0458 706 076**  
**(kevin.brunt@grays.com.au)** or  
**Mark Respondek on 0439 383 095**  
**(mark.respondek@grays.com.au)**

**GUARDIAN**  
PREVENT. PROTECT.

**seeingmachines**

Seeing Machines is a world leader in the development of computer vision-related technologies that help machines understand people by tracking and interpreting human faces and eyes.

Our core face and eye tracking software algorithms are key components within our commercial products and are also licensed to other organisations for embedding into their product and service offerings.

Guardian works in real-time, using advanced sensors and image processing technology to track the micro-movements of a driver's eyes, facial expression and head to identify a fatigue or distraction event.

With the revolutionary combination of an in-cab driver facing sensor and BlackVue forward-facing camera, Guardian by Seeing Machines provides an unparalleled safety system.

**Contact 02 6103 4700**  
**Website: [www.seeingmachines.com](http://www.seeingmachines.com)**

## LOGICAL EXECUTIVE SOLUTIONS

Logical Executive Solutions focuses exclusively on the selection and placement of senior professionals, primarily at management, middle and senior executive levels.

It maintains a dedicated focus on executive and management appointments and is committed to enhancing the quality and effectiveness of recruitment services to the Transport and Logistics sector.

**Phone Caroline Taylor on**  
**03 8620 2807**  
**[www.logicalexecutive.com.au](http://www.logicalexecutive.com.au)**

## LOGICAL STAFFING SOLUTIONS

Logical Staffing Solutions is a specialist provider of Labour Hire Services, providing casual on-hire labour and permanent recruitment in: Transport, Professional Transport Drivers, Logistics, Distribution/Warehouse Light Industrial, Manufacturing/Production Administration and Management and Office Support/Management.

**Phone Russell Hutchinson**  
**03 9369 1977**  
**[www.logicalstaffing.com.au](http://www.logicalstaffing.com.au)**

## MADGWICKS

*Lawyers*

Madgwicks is a progressive business law firm servicing local, national and international clients. Its personnel pride themselves on responsive legal services driven by a passion for client success.

Its lawyers strive to provide accessible and professional legal solutions and partner with its clients to work with them in achieving their business objectives.

Madgwicks is able to provide a suite of legal services to its clients in areas:

- Business Services
- Corporate Equity
- Corporate Finance
- Energy
- Estate Planning and Wealth Management
- Funds Management and Superannuation
- Insolvency and Reconstruction
- Intellectual Property
- Litigation and Dispute Resolution
- Property and Construction
- Taxation and Revenue
- Workplace Relations

**Contact Madgwicks on 03 9242 4744**  
**or [madgwicks@madgwicks.com](mailto:madgwicks@madgwicks.com)**

The VTA thanks the continued support of our members, sponsors and supporters that enables us to continue to work on behalf of our members. The VTA encourages the use of these companies and their services wherever possible and remember to mention you're a VTA member.



Over its 25-year history, Matthews Steer accountants and advisors has developed a strong passion for the transport and logistics industry, providing tax and business services to numerous players of various sizes within the industry. The Matthews Steer team of 45 has built its reputation as trusted, reliable, knowledgeable advisors. Our remit extends far beyond traditional accounting services. We are business development innovators, dedicated to helping local businesses achieve strategic, results-driven evolution.

At Matthews Steer your results are our focus. We are dedicated to helping you achieve personal and business success. Our long term association with the VTA has positioned us to strengthen networks and education relevant to the industry and continually add value to our clients.

**Please contact Adrian Misiano on 03 9325 6300 for a free, no obligation two-hour consultation (valued at \$840) to add resilience to your business.**



#### Travel – Corporate and Leisure for VTA Members

Next time you need assistance with corporate or leisure travel arrangements, give Beate Carr from MTA – Mobile Travel Agents a call. Enjoy the flexibility of arranging your corporate travel or holiday at a time and place that suits you. Beate will simplify your arrangements with expert advice and personal service with 24/7 accessibility via direct mobile and backed up by a 24/7 Head Office airline ticketing and support team.

MTA is a 100 per cent Australian owned family business and has been licensed since 1991. Its exclusive product range and buying power can take you places that others can only dream about, with memberships to Belmond Bellini, Virtuoso and Cruiseco to name just a few, along with corporate airfares with most major airlines.

**Please contact Beate on 0412 787 781 or by email: [bcarr@mtatravel.com.au](mailto:bcarr@mtatravel.com.au) Website: [www.mtatravel.com.au/bcarr](http://www.mtatravel.com.au/bcarr)**



Neptune Managed Services is a professional ICT services company delivering comprehensive outsourced IT & communications solutions. We provide specialised advice and consulting, project management and outsourced professional services, a National Service Desk, a National Response Centre, security infrastructure, audit compliance, validation services, and cloud and data centre solutions.

Our solutions will support your IT requirements, secure and protect your data, strengthen your controls, reduce your exposure to risk, help you comply with regulations and improve your communications – so that you can focus on your business.

We would value the opportunity to discuss your specific IT requirements and determine how we can best assist you to achieve your goals.

**Contact Geoff Bentley at [gbentley@neptuneservices.com.au](mailto:gbentley@neptuneservices.com.au) or on 0408 991 641 Website: [www.neptuneservices.com.au](http://www.neptuneservices.com.au)**



At National Transport Insurance (NTI) we understand the devastating effects for truck operators involved in serious road incidents and we have seen those impacts from shocking damage to vehicles, drivers suffering from shock and trauma and, more distressingly, their injuries or fatalities.

At these times, when people are at their most vulnerable, it is critical that they have immediate support from a strong, stable, reliable, and experienced organisation. An organisation with the equipment, networks and know-how to take control of the situation; and the capability to reduce lost income by getting trucks back on the road as soon as possible.

Truck insurance is what we do. It is our specialty and we have been doing it for more than 40 years.

**Contact Renzo Antidormi on 03 9860 5605 Email: [renzoantidormi@nti.com.au](mailto:renzoantidormi@nti.com.au)**



#### PRIME CREATIVE media

As leading integrated marketing communications specialist with a passion for the commercial road transport industry, Prime Creative Media is the largest independently owned business-to-business publisher in Australia.

Our mastheads are proven industry-best, multi-channel communications platforms, integrating print & digital media with events.

We work closely with companies focused on high-growth industries, both Australia-wide and globally.

Our platforms connect organisations with industry decision-makers, and our editorial team provides key market knowledge and intelligence, as trusted advisors to the industries we serve.

**Contact 03 9690 8766  
[www.primecreativemedia.com.au](http://www.primecreativemedia.com.au)**



The Safety Tracker application is an easy to use smart device app. and 'cloud' based software application that automates some components of the capturing, reporting and the tracking of internal workplace health and safety (WHS), and quality data. The smart device app. acts as a gateway to the 'cloud' based software and allows workplace incidents, hazard and quality non-conformances, including photographs and GPS data, to be initially captured on a smart device and then uploaded to the 'cloud' based software.

Ultimately, the Safety Tracker application improves the efficiency of WHS and quality management, reduces costs associated with poor WHS and quality management, and helps create a safer workplace.

**T: 1300 367 049  
E: [enquiries@safetytracker.net.au](mailto:enquiries@safetytracker.net.au)  
W: [www.safetytracker.net.au](http://www.safetytracker.net.au)**



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sgfleet is an industry leader in asset management and fleet leasing solutions with over 25 years of experience and 80,000 units under management. Services include:

- Finance, novated and operating leases.
- Fleet management support.

Funding options cover the broad spectrum of:

- Passenger cars and light commercials
- Trucks, trailers and ancillaries, earthmoving

Whole of life management includes:

- Funding, maintenance & repairs, breakdowns, real time data logging, registrations, tolls and infringements
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  - Fixed payments, flexible lease options and improved cash flow
  - Off balance sheet reporting with tax deductible rental payments

Contact Cameron McClure on  
03 8480 1300  
Email: [cmcclure@sgfleet.com](mailto:cmcclure@sgfleet.com)



**Victoria International Container Terminal**

An ICS Group Company

Victorian International Container Terminal (VICT) has been appointed to design, construct and operate the Port of Melbourne's new international container terminal at Webb Dock East, and opens for business at the end of 2016. Engineered for the future, VICT's focus is on efficiency and delivering high standards of customer service. Integrating the most advanced technologies, VICT will deliver a leading global standard in modern container terminal design, innovation and operations. From the terminal entry gate to the quayside, VICT will be one of the safest, most sustainable, fully automated container terminals in the world. VICT is owned by International Container Terminal Services, Incorporated (ICTSI), a global container terminal operator headquartered in Manila, Philippines, with a portfolio of 30 terminals throughout 20 countries.

Email Claire Jordan-Whillans at [cjwilliams@vict.com.au](mailto:cjwilliams@vict.com.au) or call on 03 8672 3284

Website: [www.vict.com.au](http://www.vict.com.au)



**WHITELION**

courage to grow

supporting youth at risk

Whitelion is a charity established more than 17 years ago to fill a desperate need in support of youth in the community. The charity opens doors to opportunities, positive relationships and community connections for youth at risk aged between 10 to 25 years old, with practical support such as mentoring programs, education and employment.

Whitelion helps young people find the courage to seek a better future and aims to break the cycle of substance abuse, criminal activity and incarceration by providing young people at risk with opportunities to make links and build relationships with the community with education and employment opportunities.

Contact 03 8354 0811  
[www.whitelion.org.au](http://www.whitelion.org.au)



As part of its role with VTA it is supplying back to the industry an Injury and OHS Assist Program – uniquely designed by the company for the Association to assist members lower the cost of workplace injuries. Members who join this free program receive significant benefits in terms of free services and discounts on its rates.

For more information contact Karen Castledine on 1300 788 953 or email [kmc@workoptions.com.au](mailto:kmc@workoptions.com.au) or visit [www.workoptions.com.au](http://www.workoptions.com.au)

**WorkPro**

The future of employment

If you employ people, WorkPro can help you. Providing services across Australia and New Zealand, WorkPro is fast-becoming the most powerful web-based employee screening, induction, compliance and information management solution available. WorkPro is the future of employment.

WorkPro cleverly centralises a broad online library of WHS induction modules, instant police checks, integrated visa checks and a license management function.

Part of WorkPro's success is being passionately committed to working with customers and subject matter experts to develop a simple solution that will enable employers to get their workforce 'work ready' rapidly and compliantly from one simple web based system.

For more information call 1300 975 776 or visit [workpro.com.au](http://workpro.com.au)

**PROMOTE YOUR PRODUCTS OR SERVICES TO OUR INDUSTRY**

For information on how your business can become a supporter of the industry, contact VTA Relationship Manager Kevin Halpin on 03 9646 8590 or email to: [kevin@vta.com.au](mailto:kevin@vta.com.au)

# ONE COVER FOR BIG AND SMALL.

Zurich's motor fleet insurance offers cover for all types of vehicles, from cars to trucks, excavators to forklifts under one policy. Streamline fleet insurance for you and your customers.

Talk to us today.

Contact your Zurich representative or visit [zurich.com.au](http://zurich.com.au)



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FOR THOSE WHO TRULY LOVE THEIR BUSINESS.**





# Help secure a comfortable retirement

If you're beginning to think about retirement, your gut instinct will almost certainly tell you that getting your finances sorted out is important. But like many of us you may never have looked for financial advice before, so don't know where to start or who to trust.

The shift to retirement often involves lifestyle changes and can raise some tough questions. Not just for you, but often for your partner and other family members.

- How much money will I need to keep me going?
- Where will the money come from?
- How long will it last and will I be OK?
- Where do I start and who can I trust to help me?

For members, an appointment with a TWUSUPER financial adviser is a great place to start and won't cost you a cent. During this initial meeting, our financial advisers will discuss:

- what your retirement goals and choices are
- things you could do to help you reach your goals
- how to get the most out of what you've got.

If you feel comfortable and wish to proceed, our financial advisers will prepare a detailed financial plan (known as a Statement of Advice). This document sets out how to turn your retirement plans into reality.

Financial plans are prepared on a fee-for-service basis and typically cost between \$1,000 and \$2,400. The cost of any advice relating to your super or super pension can generally be deducted from your account.

Importantly, unlike many financial advisers, TWUSUPER financial advisers don't earn commissions; they're paid to help you, they're not paid by how much they sell.

**Our financial advisers can help put your financial plan in place. So for some straight answers to some of the tough questions, call us on 1800 222 071.**

**And don't forget, we can provide answers to many of the straightforward questions over the phone, at no cost.**



**TWUSUPER**

Hardworking super for people in transport



An Industry  
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➤ low fees ➤ all benefits to members ➤ no commissions

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