



# priorityreport



## AFIA ACHIEVERS

See PAGE 16

Industry stalwart  
honoured with  
W.F.D. Chalmers  
Award

**PAGE 14**



Celebration  
time

**PAGE 21**



Rail's importance  
to transportation

**PAGES 12 & 26**





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The VTA Priority Report is a quarterly publication. We would welcome editorial contributions from industry sources.

COVER: National Transport Commission Chief Executive Officer and Commissioner Paul Retter (left) is congratulated by VTA President Cameron Dunn upon being announced as the AFIA Personality of the Year.

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

- Energis
- Kingston Plant Hire
- Riseleys Transport
- Zinc Consulting



## SAVE THE DATE FOR STATE CONFERENCE 2019!

The VTA is currently finalising arrangements for State Conference 2019, to be held over three days from Sunday, 24 March to Tuesday, 26 March. In a break with recent tradition, State Conference 2019 will be held at the picturesque Silverwater Resort, Phillip Island on Victoria's Westernport Bay. The program is sure to be jam packed with a range of interesting and topical speakers from industry, government, regulators and other key stakeholders, complemented by many opportunities to socialise and network with VTA members and supporters.

So please earmark **24-26 March** on your calendars for **State Conference 2019**, with registration and other information to be announced soon.



# PRESIDENT'S WELCOME



**As we approach the year's end, I acknowledge the enormous inroads the Victorian Transport Association has made over the past 12 months in making a meaningful impact for VTA members and operators in positioning the transport industry as an attractive profession for young people and workers transitioning into new careers.**

As I recognised at the recent President's Dinner, it is with immense credit that I applaud VTA Chief Executive Officer Peter Anderson and the VTA secretariat for their tireless work in representing the interests of state and national freight companies and advocating for policy and regulatory settings that give operators the best possible chance of experiencing sustained success and profitability.

As freight and logistics operators, we are all well aware that shortages of qualified drivers are a major issue for our businesses and that improved driver training and support programs to encourage people entering our profession has become essential.

The VTA's Driver Delivery course we have been conducting in conjunction with the Victorian Government has continued to gain traction and enables us to train new drivers and place them in paid employment with industry operators.

Of course, we are thrilled with significant financial commitments from both the Government and Opposition to continue

this program and support our industry's efforts to grow our profession.

The VTA Cadetship program is another important avenue of attracting and supporting young people to our profession to develop a future generation of participants. I am delighted to confirm that we are offering another round of the Cadetship program, providing graduates with nationally and internationally recognised qualifications in logistics.

From an infrastructure perspective, the VTA has continued to advocate for the road and rail infrastructure we need to meet the growing freight task.

When you combine this development with the West Gate Tunnel project that is already under construction, it is easy to see why it is an exciting time for infrastructure here in Victoria, which will have massive productivity dividends for the industry.

These works will also go a long way toward easing congestion on our roads, which continues to be problematic for operators already doing it tough because of higher labour, business and other costs.

Tolls, port infrastructure and other road user charge increases are exemplary examples of the business cost hikes operators have to deal with.

The VTA is certainly working to minimise these as much as we can and educate all operators of the need to pass these higher costs through the supply chain and onto consumers, to protect their businesses.

Innovation will play an important future role in helping operators to reduce costs and remain sustainable in the competitive environment in which we operate.

As an industry we need to think creatively and come up with innovative solutions to problems that reduce our competitiveness and productivity.

Among these is the *Cleaner Freight Initiative* proposal, which would incentivise operators towards upgrading their prime movers to lower emitting Euro 5 engines, and accredit them to use curfewed roads in Melbourne's inner west for longer hours.

The program was developed by the VTA with the Maribyrnong Truck Action Group to help the industry transition to curfews on many of these roads that become permanent after the West Gate Tunnel is completed in 2022.

A key component of the program is a requirement for community amenity driver training by the VTA, as an extension of our push towards higher standards and better qualified drivers.

The proposal is currently with VicRoads, and we have been encouraged by the support we have received from the City of Maribyrnong and the Victorian Minister for Roads and Road Safety, Luke Donnellan.

Best wishes to you all this holiday season and we look forward to more influential work by the VTA in representing the interests of our members and the industry in 2019.

**Cameron Dunn**

President

# VTA CADETSHIP'S ON AGAIN IN 2019

The Victorian Transport Association (VTA) in conjunction with Victoria Polytechnic (Victoria University) is once again offering its highly-acclaimed Cadetship Program in 2019. This program is a nationally recognised qualification and can be the stepping stone to a Diploma or Degree.

It has operated for the past seven years and has provided over 80 young candidates the opportunity to launch their careers into the world of transport and logistics. Over this time, the VTA Cadetship Program has continued to be improved to meet the changing workplace and learning environments.

This program is delivered through a unique blended learning program that matches young and motivated individuals with specific transport companies and delivers a Certificate IV in Transport and Logistics (TLI42106).

The course gives the individual the opportunity to continue work responsibilities and at the same time study for an industry qualification with little interruption from either entity. The blended learning program enables the individual to study at their own pace and in their own environment and to connect with like-minded candidates.

It important to attract young people into our dynamic industry and this is one very positive way that the VTA facilities this pathway for both candidates and its member organisations. Adult learning is all about the content



VTA Chief Executive Officer, Peter Anderson (left) and VTA President, Cameron Dunn (right) congratulate the 2017 VTA Cadet of the Year, Joseph Bontorno.

of the course being relevant and applicable to the 'real' world. The VTA believes it achieves this with the VTA Cadetship Program and this is evident from the feedback from our recent candidates. Comments from previous graduates include:

*"Everything we were taught during the course was useful. The course covered enough different aspects of logistics without being too broad. My overall experience was positive, I learnt a lot and was exposed to many aspects of logistics that I never would have been exposed to otherwise and I was able to make friends in all aspects of the industry. The course structure was just right to balance work commitments with learning commitments"*  
- Joseph Bontorno

*"The teachers were great and the VTA was very supportive of all the cadets. The course structure was just right to balance work commitments with learning commitments."*  
- Jessica Cassar

There are also many benefits for employers and these include: reduced cost and financial support due to Government funding and the VTA's management of all administrative elements; delivering long term, hardworking employees who produce consistently high levels of competency and knowledge; and an opportunity to develop either a new or existing employee both personally and professionally.

The VTA is proud of the Program and encourages all members to seriously consider this opportunity as part of their strategic 'People' business plan. It is an ideal way to recruit and attract a young, positive and motivated person into your business and into our terrific industry.

For more details about the forthcoming 2019 VTA Cadetship Program, please do not hesitate to contact Deborah Hogg at the VTA on 9646 8590 or [Deborah@vta.com.au](mailto:Deborah@vta.com.au).

# CEO'S REPORT



## Regular readers of Priority Report and other VTA publications would be aware of the leadership role the Association has taken when it comes to heavy vehicle licensing.

Recognising impediments that current and outdated state heavy vehicle licensing regimes pose to attracting drivers to a profession in transport, the VTA and others have been calling for significant reforms, so that we can start to put an end to driver shortages experienced by many operators.

Our consistent advocacy was acknowledged in the Victorian Freight Plan – Delivering the Goods, which recommended a formal review of heavy vehicle licensing.

Since the release of the plan, we have provided the Victorian Government with assistance and advice on how such a review could be conducted and voiced our willingness to be an active participant in the process.

I am pleased to confirm that the VTA has been asked by the Victorian Roads Minister to lead the Committee that is being established to conduct the review, which will have a strong focus on the road freight component of driver licensing at standards.

The Committee will also be represented by other key industry stakeholders from Australian Industry Standards, National Transport Insurance, Transport Workers Union, VicRoads/ Freight Victoria, and Transport for Victoria, representing the Victorian Government.

The review comes at a pivotal moment for our industry and is

a unique opportunity to improve standards and attract young people to our profession, through sensible reform. We look forward to consulting with our membership on key aspects of the review.

Of course, there are many more issues on our radar the VTA has been pursuing actively over the past quarter and I am pleased to report we continue to receive steady interest in our Driver Delivery program, which is attracting new drivers to our profession.

Assurances of significant funding for training from both the Andrews Labor Government and the Liberal National Opposition, as reported in the last issue of Priority Report, has sparked renewed interest in training from both employers and candidates.

We encourage you take advantage of the significant financial savings the program offers, along with the certainty of a highly-trained and qualified driver.

The end of the calendar year always brings with it an opportunity to reflect on highlights and achievements from the year gone past, and for the Association it has most certainly been a year of many successes.

We end the year knowing that whichever party is elected at the November Victorian state election, the VTA's signature North East Link project will be built, the result of an ongoing campaign by the VTA and others for the Ring Road to at last be completed.

We have made much progress on the twin issues of training and heavy vehicle licensing, as mentioned earlier, which are important driver attraction and retention tools for our industry.

We have continued to pressure for a fair go at our ports, with the Victorian Government bringing forward a review into regulating pricing and charges at Victorian ports, with an emphasis on the Port of Melbourne – the nation's largest in terms of volume.

A key objective of any review must be to end the indiscriminate way infrastructure charges are raised so that operators can at least plan for them. We look forward to playing a leading role in the review.

Equally pleasing is that the Victorian Government has accepted a VTA recommendation for a Victorian Landside Improvement Strategy. If regular price hikes are to be the new normal for freight operators servicing the port, stevedores must provide a tangible return in the form of genuine improvements that provide productivity and efficiency gains to help offset higher costs.

As we approach the holiday season I would like to thank you for your support this year and wish you all a very merry Christmas and best wishes for the New Year. Please take every pre-caution to keep your workers, your family and yourself safe on the roads and elsewhere, and I wish you and your operation continued success in 2019.

**Peter Anderson**

Chief Executive Officer

# VTA COMMITTEE REPORTS



**Ensuring efficient 'freight movement' continues to be crucial for our members and the general public. This year, the VTA has provided and continues to provide strong representation and advocacy with key regulatory bodies, government agencies and the government. This is essential for all sectors of our industry. Major infrastructure activities and ongoing legislative changes are having a substantial impact upon productive, efficiencies and the 'bottom line'.**

The **Earthmovers Group** is a key example of how the VTA is providing a vital 'voice' for this sector. The level of infrastructure projects are placing significant demands on operators in relation to: sourcing laws and dealing with ongoing mass management concerns. The group continues to meet regularly and is being proactive to drive change to address productivity and safety issues. This is demonstrated in the current development of a VTA Earthmovers strategy which is focused upon formulating a position statement on the key issues and potential solutions to present to government, as well as the engagement with regulatory agencies such as NHVR and VicRoads.

The **General Freight Committee** continues to engage in the key issues confronting the industry and providing input into the development of VTA policy positions in relation to areas including: the impact of infrastructure projects such as the West Gate Tunnel Project; congestion and toll charges;

vehicle access to and from the Port of Melbourne and education and training initiatives. Going forward, we will become more focused upon reviewing, developing and providing detailed feedback on these identified issues challenging the industry.

The **Long Distance Committee** is advocating for more research in the development and implementation of effective technologies which truly detect and assist in the management of fatigue. Other key issues for the group include: recruiting Heavy Vehicle drivers, improving Heavy Vehicle licensing; positive messaging about the Heavy Vehicle industry and raising the awareness of other road users of more safely sharing the road. The VTA is working directly with VicRoads and the TAC in presenting a positive image of the heavy vehicle industry.

This year the **People Group** has conducted several well attended workshops on; change management, positive work culture; recruitment and selection and it has continued with its key theme focused on the benefits of investment in developing positive organisational cultures and healthy wellbeing programs. It will continue to promote the importance and benefits of a positive organisational culture in managing mental health and wellbeing issues in the workplace.

Since the previous Priority Report, the **Technology Group** has concentrated on the activities of a working group which is focused upon developing guidelines to assist organisations in the management of their owner-drivers and sub-contractors by using smartphones and cloud technologies. This is separate to those companies that already operate effective telematics in their businesses.

The VTA is committed to the delivery of education and training and this is reflected in the strong support of the many programs provided by the VTA. The VTA has successfully delivered on the government-funded training programs and has positively progressed in bringing new and well trained people into the industry over

the past 18 months. A total of 154 candidates completed the Transition to Transport program and 60 candidates have completed the Driver Delivery program and have been placed in VTA member organisations. It is also planned that the Driver Delivery program will continue, as well as the VTA Cadetship program in 2019.

The VTA has also developed a practical Chain of Responsibility (CoR)/Safe Management Systems (SMS) program which focuses on how an organisation can effectively implement an SMS through a risk management approach. This program is already in strong demand given the recent changes to CoR laws which commenced 1 October 2018.

The **Wharf Carrier Group** has seen a number of changes around the Port and the VTA has been very active with a number of stakeholders and we are proud of the fact that we are the only group and/or association that stakeholders actively seek advice from on a regular basis. The increase in volumes for VICT has highlighted some teething issues with their systems and we are working closely with its operational staff to assist with input from an industry standpoint.

Our ongoing working party with DP World continues and we are seeing some positive improvement in the Turnaround Times and we expect these to continue to improve. The improvement works at Patrick, in particular the transport grids, is well underway and we have been able to maintain close ties to this project with regular updates for our industry sector.

The redevelopment of Coode Road continues and the impact on carriers has been minimum. Working with VicRoads and the Port of Melbourne has ensured the Footscray Road, Sims Street changes have run smoothly and the VTA continues to work closely with all parties on the West Gate Tunnel Project.

The VTA has recently announced

that we are working on developing a Landside Improvement Strategy. This is a long-term project and whilst in its infancy and planning stages, we are excited by the prospect of what can be achieved.

The Truck Turnaround Times (TTT) project continues and the VTA measures the total time taken for a truck to be fully serviced through the Port precinct as opposed to the traditional 'Gate to Gate'

measurement. This helps to explain the differences as reported by other stakeholders.

**Greg Cain**

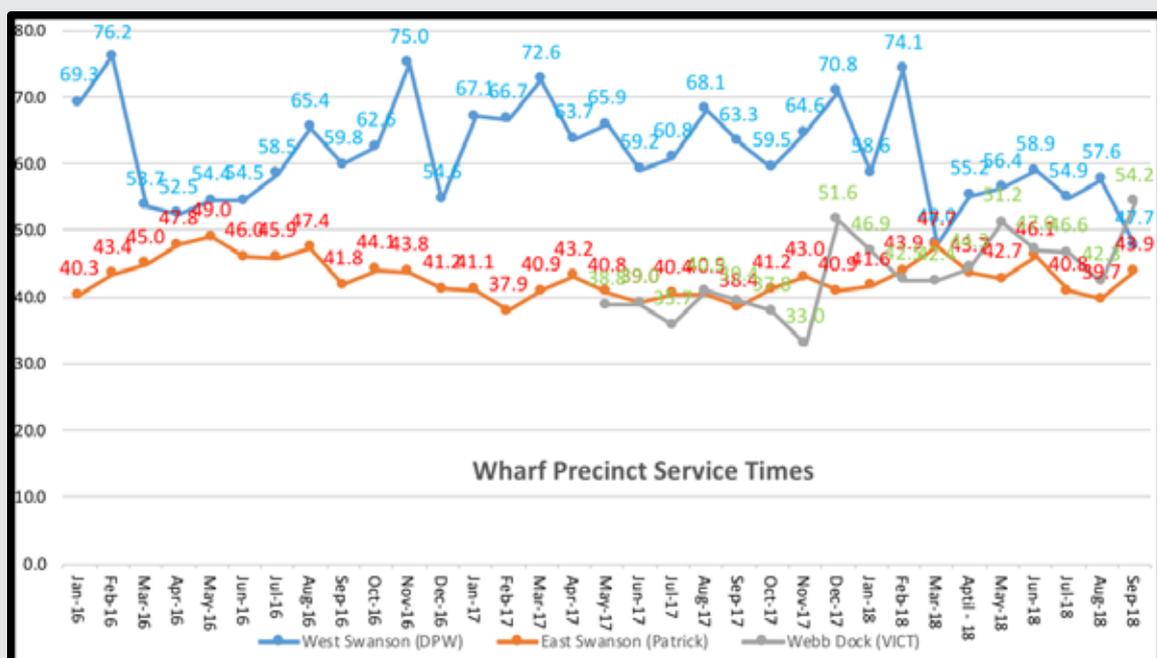
Industry Services Manager

### Truck Turnaround Times (TTT) Project for Swanson Dock and Webb Dock

2017													
Terminal	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	YTD Ave
West Swanson (DPW)	67.1	66.7	72.6	63.7	65.9	59.2	60.8	68.1	63.3	59.5	64.6	70.8	65.2
East Swanson (Patrick)	41.1	37.9	40.9	43.2	40.8	39.0	40.4	40.5	38.4	41.2	43.0	40.9	40.6
Webb Dock (VICT)					38.8	39.0	35.7	40.9	39.4	37.8	33.0	51.6	39.5
2018													
Terminal	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	YTD Ave
West Swanson (DPW)	58.6	74.1	48.0	55.2	56.4	58.9	54.9	57.6	47.7				56.8
East Swanson (Patrick)	41.6	43.9	47.7	43.7	42.7	46.1	40.8	39.7	43.9				43.4
Webb Dock (VICT)	46.9	42.5	42.4	44.3	51.2	47.0	46.6	42.3	54.2				46.4

Source: TTT's are calculated once arrival at the docks commences through transport operators' on-board GPS, and in line with their booked collection time.

### Melbourne Ports TTT Analysis – 2017 and YTD 2018





# VWMA REPORT



**The Victorian EPA was one of the world's first government-led environment authorities and since its inception has gone a long way towards improving air and water quality in Victoria.**

Since 1970 (when the first Act passed through parliament) the Victorian economy, technology, business practices and community expectations have dramatically changed. Over several decades (normally after an internal and external review) the Environment Protection Act (EP Act) was amended and tweaked to tackle loopholes, problem wastes or materials or "dodgy" business practices.

The Environment Protection Amendment Bill 2018 is the first major overhaul of Victoria's environmental law in almost five decades. Expectations of the Bill are high and for it to transform not just environmental laws but also how the EPA itself functions as an organisation. The new Act is expected to come into effect from 1 July 2020.

Key changes include:

- General environmental duty  
Requires any person (individual or body corporates) engaging in any activity that may give rise to risks of harm to human health or the environment from pollution or waste to minimise those risks so far as reasonably practicable
- Duties in relation to pollution incidents

This could be an incident or a set of circumstances that causes a leak, spill or other unintended or unauthorised deposit or escape of a substance which results in pollution occurring.

There is now a requirement to report these events / incidents.

- Waste-management duties

The Bill replaces the waste-management framework contained in the EP Act with a new, risk-based, tiered framework.

This involves changes to what many in the sector might be familiar with in regards to industrial and prescribed industrial wastes.

- Contaminated land

Changes to obligations on notifying and managing contaminated land (and environments) so this includes if there are impacts to ground water, for example.

- Changes to the licensing system

Currently EPA Victoria has about 650 licensed sites. The new EP Act will see changes to the system implanting a tiered registration / licensing system where different requirements determine which tier a business falls into.

- Increased penalties for environmental crimes
- New rights for third parties (this includes the community but can also include businesses taking action against another business)
- Better environmental management plans

This voluntary collaboration is expected to see business and the EPA working together (with relevant stakeholders) that will enable the exploration of innovative approaches to managing risks and environmental impact.

Challenges that exist for government with implementing this new Act include:

- Business anxiety of what the changes will mean and perceived impacts on business practices and costs
- Balancing community and business interests that will enable a sustainable and thriving Victorian economy
- Ensuring Victoria is still an attractive place for investment
- Working effectively with industry associations to deliver fit for purpose resources to the sector (something the VWMA and VTA are committed to ensuring)
- Integration across other areas of government that will ensure complementary government policies and programs that support innovation and investment in the Victorian economy
- Transparency around the regulatory posture the EPA will be taking into the future that gives the market a clear signal on the EPA's commitment to weed out businesses that undermine legitimate operations (in particular waste crime – e.g., illegal disposal of waste, and illegal stockpiling) – and hopefully this is backed up with appropriate field resources.

The VWMA and VTA are committed to ensuring our members are supported through the transition of the new EP Act and will be providing a range of avenues for members to understand more about what these changes mean for your business.

The VWMA will also be featuring a monthly profile on different sections of the Act. If you would like to know more, please contact [mark@vta.com.au](mailto:mark@vta.com.au).

**Mark Smith**  
VWMA Executive Officer

# WHEN A 'CASUAL EMPLOYEE' IS NOT ALL IT SEEMS



**On 16 August 2018, a Full Federal Court decision found that a 'fly in, fly out' worker was not a casual employee despite allegedly being paid as a casual and therefore, this employee was entitled to annual leave upon termination of employment. This decision confirmed a similar finding from the Federal Circuit Court in 2016.**

## The Facts

In April 2010, Paul Skene was employed by WorkPac Pty Ltd, a labour hire company. He signed a contract of employment which provided that his employment with WorkPac was on an 'assignment-by-assignment' basis, with each assignment representing a discrete period of employment on a casual or fixed term hourly basis.

Mr Skene was subsequently given a Notice of Offer of Casual Employment as a dump truck operator at the Rio Tinto Clermont Mine, where he commenced work in July 2010. He was inducted at the mine and was informed that his hours of work would be 12.5 hours per shift on a '7 days on, 7 days off continuous roster arrangement'.

During his employment with WorkPac at Clermont mine, he did not take any paid annual leave. Upon the termination of his employment he was not paid anything in respect of untaken annual leave.

The Federal Circuit Court applied the common law test and found that Mr Skene was not a casual employee and that he was therefore entitled to accrue annual leave and be paid out his accrued annual leave upon termination.

The Federal Circuit Court found that the essence of casual employment was missing, and by contrast there was firm, advance and clear commitment as to the duration of his employment or the days (or hours) he would work. They were set 12 months in advance.

## Full Federal Court (FFC) Decision

WorkPac appealed that decision to the Federal Court and the FFC found that there was no evidence that Mr Skene was actually paid a casual loading – he was simply paid an hourly rate. The Court also reiterated the view that the National Employment Standards (NES) sit at the top of the hierarchy of employment instruments – above awards, EBAs and contracts of employment.

Further, the Court decided that the 'essence of casual employment' was determined around:

- the absence of a firm and advance commitment from an employer around hours/days/weeks of work;
- no firm, advance commitment from an employer to a continuing and indefinite work arrangement and also a reciprocal commitment from the employee;
- irregular work patterns which are uncertain, intermittent and unpredictable.

In summary, the payment of a 'loading' howsoever paid or described, did not make an employee a casual – it is a question of law and the tests described above which determine

whether or not a casual, as distinct from a permanent, employment relationship exists.

## Next Steps – what you need to know and what you need to do

The road transport industry is a big user of casual employees and if you simply use them to supplement your permanent workforce on an irregular and unpredictable basis then this decision will have little impact on your operations.

However, if you employ casuals on a regular and systematic basis, 'day in, day out, week in, week out and year in, year out' then your business could be exposed to leave payments – both annual and personal leave. Further, it is also possible that such employees could have access under the NES to other conditions of employment.

As an employer, you need to ensure that your casual employees are simply that and confirm employment details in writing and provide clear advice that such an employee is receiving a casual loading to compensate for the non-accrual of leave and other conditions that apply to permanent employees.

If you wish to employ a person whose hours of work will be regular and predictable over a long period of time then such employee should be employed as a permanent employee under the applicable industrial instrument and provided with all employment conditions that such a permanent employee should receive. All employees, whether permanent or casual, should be advised in writing of their employment status and conditions.

## Paul Ryan

VTA Industrial Relations Advisor

# PORT OF MELBOURNE TO DELIVER A REAL RAIL SOLUTION



**Total trade growth for the Port of Melbourne for the 2017/18 financial year was the strongest recorded in six years – growing 8.5 per cent.**

Based on port growth outlook figures by 2050 the port is expected to handle 8.7 million containers across international, mainland and Tasmanian sectors; 520,000 motor vehicles, including cars and transport/agricultural equipment for both the Victorian and Tasmanian markets.

Whilst our truck transport sector is coping with our current freight task, rail must play an increasing role in servicing the port if this growth in demand is to be efficiently serviced.

At the moment there are no metropolitan rail services accessing

the port and the current Victorian regional rail services accessing the port are incentivised by the State Government through the Mode Shift Incentive Scheme.

The principal inhibitor to efficient rail has been identified as the last mile costs as a result of the lack of integrated on-dock rail services at the international container terminal.

The Port of Melbourne welcomes the State and Federal Government's Port Rail Shuttle Network (PRSN) funding announcement that will improve rail connections to the Port of Melbourne.





The funding available through the PRSN is a good first step, but more is needed to deliver on the State's objectives and industry's expectations.

With significant investments in government-funded rail improvements at other competing ports, investment is required in Melbourne to maintain the port's competitive position – particularly in servicing trade to and from metropolitan, rural and contestable regions and attracting investment and employment in the Victorian economy.

Our proposal for a port rail solution includes infrastructure investment and a new operating framework that will meet industry expectations and deliver a long awaited rail solution.

The proposal includes an industry-funded model where Port of Melbourne would cover the full costs of infrastructure investment within the port which would be funded under the existing regulatory regime.

The Victorian Government's and Freight Victoria's commitment to work with the Port of Melbourne on our proposal to progress a comprehensive 'on dock' rail solution, providing efficient port access for all container supply chain users is a positive step forward.

Farmers, exporters and importers will see real benefits from the delivery of a real rail solution at the Port of Melbourne.

We are determined to plan, invest in and grow the port freight supply chain to support Victoria's economy.

The Port of Melbourne's rail solution is seeking to deliver:

- New infrastructure to provide appropriate capacity and operational flexibility;
- Restructured commercial arrangements to support an operating framework that drives cost efficiency and covers access rules and service levels;
- Integration of the rail and stevedoring terminals to deliver

real cost savings and supply chain efficiency.

We will continue our engagement with industry in regard to the operating framework of our proposal through the establishment of a 'Port Rail Taskforce' (PRT) to coordinate industry engagement as work progresses, as well as look at pricing considerations and efficiency issues.

With the support of industry and government, the Port of Melbourne is committed to deliver an effective rail solution.

We want to take cost out of the supply chain and provide improved service levels.

The supply chain, our farmers, exporters and importers will see real benefits of investment in a real rail solution.

### **Brendan Bourke**

Chief Executive Officer,  
Port of Melbourne

# W.F.D. CHALMERS AWARD FOR 50-YEAR STALWART



VTA President's Dinner guests mingle ahead of the event.

**The Victorian Transport Association has honoured its immediate past president and long-serving Executive Council member Brendan Hopley with one of the Association's and the transport industry's highest accolades.**

Brendan Hopley was presented with the W.F.D. Chalmers Award during the VTA President's Dinner attended by more than 100 senior representatives of the transport industry, past award winners and other freight and logistics stakeholders. The dinner was sponsored by Volvo Group Australia and CMV Group.

The W.F.D. Chalmers Award was instituted by the VTA in memory of Daryl Chalmers, who was a member of the Executive Council for more than 40 years. It is presented annually to recognise individuals who have supported and worked with the Association over many years, through their dedication, loyalty, and commitment to its existence and longevity.

VTA President Cameron Dunn said there could be no more worthy a recipient than Brendan Hopley.

"2018 is the 50th year Brendan has been working in the road transport industry and selflessly serving the VTA and its members," Mr Dunn said.

"Brendan became involved with the VTA during his early days with Blakiston Transport in Geelong when Peter and Hilary Blakiston were the bastions of the transport industry. Along with Blakiston Transport, Brendan has worked at some of the most iconic names of the

road transport industry including TNT, Linfox and Murphy Transport Solutions."

Mr Dunn said Brendan had served with distinction as a VTA Councillor since the early eighties and that he had also been an active member of the Victorian arm of the Australian Road Transport Industrial Organisation (ARTIO).

"As a VTA Councillor, Brendan has devoted much time and energy to the work of various VTA committees and advancing the interests of our members and the industry, especially on industrial relations where he was integral to resolving several high-profile industrial disputes," Mr Dunn said.

"Brendan was always a very strong advocate for the law, fairness and industrial moderation, and looking after the safety and security of all his employees and those in the transport industry."

VTA CEO Peter Anderson also congratulated Brendan for years of dedicated service.

"Brendan has been a massive supporter of the VTA and he deserves the thanks and appreciation of everyone in the industry for his efforts to improve standards and conditions in the transport sector," Mr Anderson said.



Victorian Minister for Roads and Road Safety Luke Donnellan (left) and event sponsor Paul Crawford (CMV Group) at the VTA President's Dinner.



Volvo's new Australian President Martin Merrick (centre) met with John Rowe (Victorian Freight Specialists, left), VTA Chief Executive Officer Peter Anderson and Cam Emerson (right) at the VTA President's Dinner.



The distinguished group of past W.F.D. Chalmers Award winners following this year's announcement at the VTA President's Dinner.



Enjoying the pre-event camaraderie of the VTA President's Dinner were (l-r) John Tsoucalas (Fleet Effect), Rod Brown (Central Victorian Transporters) and Scott Barker (Barker Trailers).



Gavin Hill (Transport Certification Australia, left) and the Victorian Shadow Minister for Ports and Public Transport David Hodgett were among the more than 100 guests.



Brendan Hopley (left) is congratulated by VTA President Cameron Dunn on being announced as the 2018 W.F.D. Chalmers Award recipient.



The ARTC's Glen Richmond (left) with VTA Chief Executive Officer Peter Anderson (left) and Bruce McMenamin (HLB Mann Judd).



Among those to share in pre-dinner discussions were (l-r) Hunt and Hunt Lawyers partner Nick Miller, Miles Crawford (CMV Truck and Bus), Kevin Halpin (VTA) and John Murphy (Prime Creative).



Invited dinner guests of the VTA President included (l-r) David Muir (CC Containers), Dennis Ryan (Ryans Transport), Brendan Hopley (Murphy Transport Solutions), (Hermione Parsons (Deakin University) and Trevor Martyn.



# THE GREATEST SHOW HONOURS AFIA WINNERS

Nearly 700 Australian freight and logistics industry participants and guests celebrated the gala presentation of the 29th Victorian Transport Association Australian Freight Industry Awards (AFIA) in the Palladium Ballroom at Crown Melbourne.

The annual awards recognise excellence from transport operator and supplier companies and individuals across a range of categories and celebrate the enormous contribution the industry makes to the national economy.

This year's AFIA event was proudly sponsored by TWUSUPER and Viva Energy Australia and with seven award winners announced and presented with mementos.

A new award category sponsored by Viva Energy Australia to recognise Female Leadership in Transport was introduced this year and was strongly contested by four finalists.



The winners were:

- **Paul Retter AM** (National Transport Commission) Personality of the Year Award – sponsored by Transport for Victoria.
- **Jacqueline Brotherton** (Oxford Cold Storage & Transport Women Australia) Female Leadership in Transport Award – sponsored by Viva Energy Australia.
- **Katrina Burns** (SCT Logistics) Young Achiever of the Year Award – sponsored by Daimler Truck & Bus.
- **Alex Fraser Group** Waste & Recycling Award – sponsored by National Transport Insurance.
- **L. Fraumano Transport**, Application of Technology Award – sponsored by Transport Certification Australia
- **Transking Innovations**, Best Practice Safety Award – sponsored by CMV Truck & Bus.
- **Barker Trailers**, Investment in People Award – sponsored by Logical Staffing Solutions.

VTA CEO Peter Anderson announced the winners, who were presented with their award by VTA President Cameron Dunn and the Minister for Roads, Ports and Road Safety, Luke Donnellan, representing the Victorian Government and Transport for Victoria.

"The Australian Freight Industry Awards showcase the very best our industry has to offer, and with dozens of high-quality applications received across the various categories it's clear the transport industry is committed to innovation, improvement and best practice," Mr Anderson said.

"Congratulations to all the winners and finalists on their outstanding

achievements, and for striving for excellence in everything they do to make the transport industry more productive, efficient and safe at every stage in the supply chain."

Addressing members and guests at his second AFIA presentation as VTA President, Cameron Dunn reflected on some of the key achievements of the VTA over a busy past 12 months.

"As President, my focus has been to ensure everything the Association pursues has, at its core, a Members First focus, because we exist first and foremost to ensure conditions are positive for operators," Mr Dunn said.

"On behalf of the VTA Executive Council, may I add our congratulations to each of the winners, and extend our thanks to every organisation that submitted a nomination," he said.

Following the presentation of awards, guests were treated to night of fine food and non-stop entertainment from some of Australia's hottest acts, including singers Matt Hetherington and Amy Lehpamer. A company of 40 dancers from the Centre Stage Performance Group and Lifestyle for Kids dance troupe, kicked off a spectacular night of entertainment with musical hits Come Alive and This is Me, tying together with The Greatest Show theme of the awards with other circus-style acts also on show.

Raymond Crowe enthralled the audience with his magical, mysterious and at times hilarious presentation of unusual acts, including hand puppetry, ventriloquism and other tricks, while renowned Melbourne-based DJ Emma had guests on their feet with her selection of contemporary musical hits.



Barker Trailers' Simon Meadows and his group was delighted to be acknowledged as the Investment in People Award winner.



Laura Fraumano and her group celebrate winning the Application of Technology Award.



Presentation of the AFIA for Female Leadership in Transport featuring (l-r) VTA Chief Executive Officer Peter Anderson, Victorian Minister for Roads, Ports and Road Safety, Luke Donnellan, state minister Natalie Hutchins, whose portfolios include Industrial Relations and the Minister for Women, recipient Jacqueline Brotherton, VTA President Cameron Dunn and Ashley Backman (Viva Energy).



Members of the Centre Stage Performance Group and Lifestyle for Kids dance troupe entertain the AFIA guests.



Illusionist Raymond Crowe entralls AFIA guests with his range of special tricks.



Entertainer Matt Hetherington was in full voice with a number of memorable hits.





Barker Trailers' Simon Meadows and his group was delighted to be acknowledged as the Investment in People Award winner.



Among those thrilled to be an AFIG recipient was Transking's Shelley Adair, who received the Best Practice Award.



Laura Fraumano makes her acceptance speech for the Application of Technology Award on behalf of L. Fraumano Transport.



Sean McCormack (Alex Fraser Group) makes his acceptance speech following the Waste and Recycling Award presentation.



Katrina Burns (SCT Logistics) makes her AFIA acceptance speech after being announced as the Young Achiever of the Year.



VTA Chief Executive Officer Peter Anderson welcomes guests to the 29th Australian Freight Industry Awards dinner and presentation.



This year's AFIA was highlighted by a predominance of women entrants and winners, including (second l-r) Shelley Adair, Katrina Burns, Jacqueline Brotherton and Alex Fraser Group's Cara Spencer, as congratulated by VTA CEO Peter Anderson (left) and (right l-r), Victorian Minister for Women and Minister for Industrial Relations Natalie Hutchins and President Cameron Dunn.

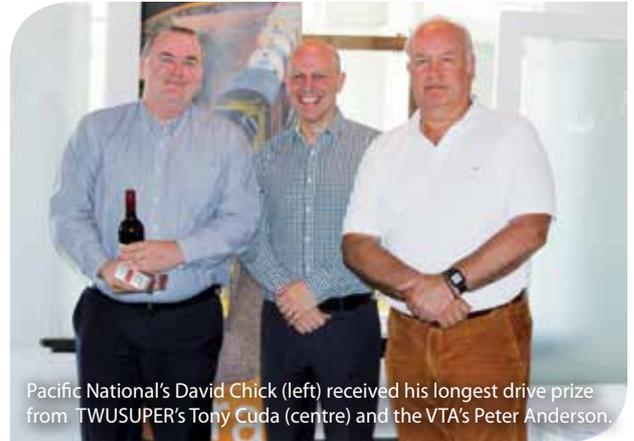


# VAWDREY'S SUPER BACK-TO-BACK VICTORY

The Vawdrey Australia four comprising Paul Vawdrey, Steve Fanning, Luke Wilkinson and Craig Parrow have scored consecutive TWUSUPER golf day victories at Commonwealth Golf Club.

Their nett score of 53.375 held out Pacific National's Andrew Jena, Andrew Cridland, David Chick and Bilal Khan on 54.0 with DP World's Robert Snow, Ben Moke, Glenn McCluskey and Luke Gravell third on 54.25.

This year's VTA event attracted 90 competitors. Ben Moke was a longest drive winner, along with Armstrongs Driver Education's Matthew Bluett, while nearest-the-pins were claimed by Hunt and Hunt Lawyers' Russell Wiese (7th hole), David Chick (9th) and Fleet Plant Hire's Paul McRedmond (15th).



Pacific National's David Chick (left) received his longest drive prize from TWUSUPER's Tony Cuda (centre) and the VTA's Peter Anderson.



The victorious Vawdrey team of (l-r) Craig Parrow, Luke Wilkinson, Paul Vawdrey and Steve Fanning with event sponsor TWUSUPER's Tony Cuda and VTA Chief Executive Officer Peter Anderson.



Enjoying a relaxed round at Commonwealth were the Secon Freight Logistics team of (l-r) Daniel Considine, Matt Whitfield, Matt Considine and Paul Considine.

## VTA EVENTS CALENDAR 2019

Following is a list of programmed VTA events for 2019. We encourage members to participate.

### February

15 (Friday)  
Golf Day  
The National: Long Island Golf Club  
Sponsor: Viva Energy Australia

### March

24-26 (Sunday-Tuesday)  
VTA State Conference  
Silverwater Resort, Phillip Island  
Sponsor: TWUSUPER

### April

12 (Friday)  
VTA Women's Lunch  
Sponsor: TWUSUPER

### May

28 (Tuesday)  
Port Outlook

### June

VTA Regional Tours

### July

25 (Thursday)  
New Members Networking Night  
Emerald Hotel, South Melbourne

### September

07 (Saturday)  
Australian Freight Industry Awards  
Sponsors: TWUSUPER & Viva Energy Australia

### November

18 (Monday)  
VTA Golf Day  
Sponsor: TWUSUPER

### December

06 (Friday)  
VTA Christmas Lunch  
Sponsor: Viva Energy Australia

# TOWERING TREAT FOR AFIA WINNERS

This year's group of recipients to be honoured with a prestigious Australian Freight Industry Award have had the chance to reminisce about their achievement and enjoyment of presentation night in a more relaxed atmosphere at Melbourne's Eureka Tower.

During a lunch, sponsored by the National Transport Commission (NTC), for winners and award sponsors, the seven achievers spoke of their thrill of being recognised by the transport industry.

The award winners comprised Paul Retter (National Transport Commission), Jacqueline Brotherton (Oxford Cold Storage & Transport Women Australia), Katrina Burns (SCT Logistics), Sean McCormack (Alex Fraser Group), Laura Fraumano (L. Fraumano Transport), Shelley Adair (Transking Innovations) and Simon Meadows (Barker Trailers).



Carolyn Walsh, Chair of the National Transport Commission, which sponsored the AFIA lunch, was delighted to address guests and acknowledge the winners' achievements.

NTC Chair Carolyn Walsh was keynote speaker, while Matt Licheri, TWUSUPER Executive Manager Strategy and Customer Experience, spoke about the firm's sponsorship of the AFIA gala presentation event.

VTA Chief Executive Officer Peter Anderson acknowledged the lunch attendees who had sponsored the individual awards. These included

Russell Hutchinson (Logical Staffing Solutions), Charles Bunker Smith (CMV Volvo), Renzo Antidormi

(NTI), Chris Koniditsiotis (Transport Certification Australia), Gary Wheatley (Daimler Truck & Bus), Ashley Backman (Viva Energy Australia) and Garry Button (Freight Victoria).

Following the lunch, guests had the opportunity of enjoying Eureka Skydeck's The Edge experience - a heart-stopping view from within a fully enclosed glass cube, which projects three metres from the building and 300 metres above Southbank.



Following the lunch, guests tested their nerve with views from the fully glass-encased cube that projects from the Eureka Tower.

# NEW LABOUR HIRE LICENSING SCHEMES



**Transport operators that use labour hire services need to take steps to avoid liability risks. This follows the introduction of labour hire licensing schemes in two states, Victoria and Queensland.**

The former ALP Government in South Australia also introduced a scheme which was to commence operation from 1 February 2019. However, the new Liberal Government in South Australia announced on 19 September 2018 that it will repeal the scheme before the end of the year.

Under the Victorian and Queensland schemes, it is an offence for a business to enter into arrangements for labour hire with an unlicensed provider.

Consequently, there is a positive obligation on businesses that engage labour hire services to ensure that the provider they use is licensed under the relevant scheme. Under the schemes, the relevant regulator is required to keep a register of licensed labour hire providers, which is available for public inspection.

Significant penalties exist, with breaches exposing the user of labour hire services to maximum penalties of \$392,000 in Queensland and \$516,000 in Victoria.

The Federal Labor opposition also announced in July 2018 that it will introduce a similar scheme nationally, if it wins government at the next election.

## When do the licensing obligations commence?

The Queensland scheme is already fully operational. Labour hire service providers covered by the Queensland scheme must now have or have applied for a licence.

In Victoria, the scheme will commence on a date to be advised but no later than 1 November 2019, with a six-month transition period.

## Recommendations

We recommend you take the following steps:

1. Audit your current providers and ascertain whether they are covered by either of the schemes.
2. For those providers covered by the Queensland scheme, immediately check they are licensed or have applied for a licence by searching the register at [www.labourhire.qld.gov.au](http://www.labourhire.qld.gov.au). If not, you should seek further advice on your obligations.
3. Contact providers covered by the Victorian scheme now, to ascertain what steps they are taking to comply with the new scheme and request they notify you once they have applied for and obtained a licence.
4. Amend your existing contractual arrangements with your providers in Victoria and Queensland, to place relevant obligations on them. Outside of these states, similar amendments should be included in any new contractual arrangements being entered into nationally, given the Federal ALP's current policy to introduce a scheme.

For further information please contact David Thompson or Gisella D'Costa on 8602 9252 or [dthompson@huntvic.com.au](mailto:dthompson@huntvic.com.au)/  
[gdcosta@huntvic.com.au](mailto:gdcosta@huntvic.com.au).

### David Thompson

Partner

### Gisella D'Costa

Special Counsel

Hunt and Hunt Lawyers



# BUILD YOUR OWN POWER STATION



**Controlling and reducing operating costs are an important issue for transport, freight and logistics companies. In a competitive landscape, all of them have an interest in minimising electricity costs to maintain a good cost structure.**

With the recent electricity prices significantly affecting businesses, commercial solar is more than ever a viable long-term solution to reducing electricity bills. By installing a low-maintenance solar power solution, companies are, in essence, locking in their electricity rates for 25 years - the lifespan of a good-quality system.

Adam O'Byrne, director of Byrners Motorcycle, had a solar power system and LEDs installed and said energy bills dropped from 1943kWh to 424kWh in one of their showrooms. "That's a 78 per cent saving. But that's not all, there is another 85 per cent saving for our other showroom", he said.

Solar power allows greater control of energy without any impact on the day-to-day operations and while immediately improving cash flows. Government incentives are available and significantly reduce the cost of going solar. There are still 13 years of small technology certificates (STCs) and large generation certificates (LGCs) available.

The STCs act as a point of sale discount for systems up to 100kW while the LGCs ease annual repayments. The ATO may also allow businesses to write-off assets under \$20,000 in the first year of operation.

Over the past 10 years, the quality of solar PV installations has dramatically improved. The industry

is now heavily regulated, led by Australian Standards, and the ROI has come down dramatically. You can now expect a potential payback period of less than three years.

Whether you are considering a large commercial installation or a smaller residential solar system for your own house, make sure you look for a CEC Accredited Solar Retailer with proven track records.

Energis is a leading commercial solar retailer/installer with more than nine years' experience and has the CEC Approved Retailer accreditation. At Energis, we realise that one size does not fit all. Our team carefully assess the energy requirements and design the appropriate solar power system to tailor our clients' energy needs.

If you like to know more about what we do or would like a free energy audit for your business, please get in touch at 1300 782 217 or email to [sales@energis.com.au](mailto:sales@energis.com.au)

**Louna Lauque**  
Marketing Assistant, Energis



# HOW TO MANAGE WORKCOVER PREMIUMS



**The most recent Australian Workers Compensation Statistics Report which analyses WorkCover trends, reported that 5 per cent of all WorkCover claims were from the transport industry and 8200 serious claims (1+ week off work) were lodged in 2015/16.**

These are alarming statistics which significantly increase the cost of running a business. However, like any other cost of doing business, workers' compensation costs can be controlled. By implementing a strategic methodology that focuses on reducing claims costs

and promoting early intervention, transport businesses can significantly reduce their yearly premium and reap the benefits of a more productive and healthy workforce.

There are some key points that businesses need to be aware of to achieve this, including:

**Early intervention & training** – The best way to reduce premium is to not have any claims in the first place. Unfortunately, this isn't a realistic goal. However, you can significantly reduce the amount of claims by upskilling your managers to better identify early warning signs of illness or injury in workers.

**Monitoring SCEs** – The Statistical Case Estimate (SCE) is an algorithm used by the Victorian WorkCover Authority (VWA) to predict future costs of each claim. These future costs are used to calculate your premium each year. SCEs are calculated on the 5th of each month and all businesses can request a copy of them through their respective WorkCover agents. High SCEs mean high premium, however

having a robust injury management strategy in place will keep SCEs and your premium to a minimum.

**Size matters** – If your transport business is large (\$5m+ payroll), the premium impact of each claim is much more severe than for smaller businesses. The system rewards larger organisations that manage WorkCover well and punishes those that don't. Although this can become a huge problem for businesses that have very little WorkCover strategy, it also creates a great opportunity to significantly reduce premium.

**Leverage legislation** – Businesses need to be aware of their rights when a claim/injury occurs. Often they aren't, and fall into the trap of the employee and their treating GP dictating terms. This doesn't need to be the case, there are some powerful pieces of legislation in the WIRC Act to support you.

## Ben Thornton

Business Manager, P2 Group



# CHALLENGES FOR BUSINESS OWNERS



## Challenges for business owners

For many business owners, their business is a major component of their overall personal wealth and in many cases will form a significant part of their retirement funds.

One of the biggest challenges facing business owners is understanding the value of their business, and the business drivers, to ensure that they always have their business 'ready for sale'.

A purchaser will only pay what the business is worth to them. Recognising the basics of business valuation will ensure owners' expectations are realistic, and help avoid disappointment and unnecessary stress during a sale process.

The main factors affecting the value of a business include the certainty of future profits/cash flow and risk. Valuers will assess future profitability or 'maintainable earnings' and then apply a required rate of return on investment to calculate value.

## Capitalisation rate

A capitalisation rate is effectively the rate of return an investor is likely to require to invest in a business within a certain industry based on the profit and risks of the business.

The capitalisation rate reflects the degree of certainty of the business's sustainable profitability or, in other

words, the degree of risk that the expected future profit may not be realised.

This is usually reflected as a multiple of the net expected future annual sustainable earnings.

Valuation methods established as 'industry norms', or 'rules of thumb', are considered an indication of value only, and in my view the application of this methodology is flawed in many cases.

## Strategic value

A business is likely to be more valuable to a competitor than if it is sold to a party who will become another participant in the industry. This is known as strategic value.

Competitors may be able to extract obvious savings in areas such as rent and personnel, as well as economies of scale, which means that the profitability of the business for sale is significantly more as the competitor does not have to duplicate costs.

## Plan to maximise value

The key to unlocking the full value of a business is planning, and this means investing time and effort in preparing the business for sale.

## Profitability and business risk

Profitability matched by dependable cash flow, is an important element to consider when determining a business's value. However, not all businesses with the same profitability will have the same valuation.

The difference is risk, particularly if businesses are more dependent than others on the business owner to achieve profitability.

This is a very important issue when trying to sell a business.

In addition, a business that has many customers versus a business that relies on a small number of key customers is likely to be considered less of a risk, as the loss of one key customer can have a big impact on the profitability of a business.

A business with a key supplier also has considerable risk as the business carries the risk of the supplier's business including pricing, service, and delivery.

## Cash flow

If the business has a regular and dependable positive cash flow, the business's value is likely to be enhanced. For all businesses, cash flow is of paramount importance. It is therefore an aspect of the business that all business owners should strive to improve in order to increase the value of their business.

## Financial records

It is important that businesses maintain reliable accounting records and can produce current financial accounts.

When planning for a sale, the business records should correlate with what would be required in a due diligence process to be conducted by any potential purchaser.

## Business structure

Reviewing the business structure is important because the correct structure may directly increase the 'after-tax' value of the business.

## Jeff Long

Managing Partner, HLB Mann Judd

# ON TRACK TO DELIVER AUSTRALIA'S FREIGHT TASK

**With the nation's freight task predicted to double over the next 20 years, Australia's largest rail operator and VTA member Pacific National is promoting the benefits of rail and planning for the long haul.**

As Australia's rail renaissance gathers steam, there is growing recognition in the community, and among industry that rail must be part of the overall transportation strategy if Australia wants to keep pace with demand for freight.

Employing more than 3,500 Australians, Pacific National transports bulk commodities and containerised freight across the length and breadth of the country and is a service provider of choice for many businesses.

Pacific National's Chief Executive Officer Dean Dalla Valle said the business is focused on getting more freight back onto rail and investing in intermodal solutions and infrastructure to connect ports, rail and road haulage services.

"Rail freight is the key to securing Australia's freight future," Mr Dalla Valle said.

"With demand for freight in Australia fuelled by population and economic growth, Pacific National's vision is to increase the modal share of rail and sell the benefits of efficient and well-planned supply chains connecting roads, rail and ports."

With terminals in every mainland Australian city, Pacific National is strategically positioned to make inroads and ensure rail captures more volumes as the country's freight task grows.

"Trucks will always play a major



role in the transportation of goods, but rail freight will need to carry more of the load and play a bigger role moving goods between ports and inland freight terminals, and hauling containerised and general freight over longer distances," Mr Dalla Valle said.

"If Australia doesn't move more freight back on tracks, transport congestion costs will be a handbrake on the nation's economy down the line."

While Pacific National is a national operation, the business has a strong local presence in regional Australia. In Victoria, the business employs more than 350 people across the state in the haulage of grains, steel, fuel, chemicals, fertilisers, refrigerated produce, wine and general cargo. Pacific National's 24/7 operations are heavily invested in regional Victoria with major terminals and depots in Melbourne at South Dynon, Geelong, Dimboola, Maryborough and Mildura.

With more than 90 per cent of freight between Sydney and Melbourne transported by truck on the Hume Highway, Pacific National is particularly focused on ensuring heavy freight will have a pathway to bypass the Hume as the

highway becomes more congested and its lanes reach capacity.

"As freight volumes continue to grow on this vital corridor, government and industry are increasingly realising carrying this share of road freight is unsustainable, which is why Inland Rail is vitally important for Australia's future," Mr Dalla Valle said.

"If Australia is to successfully navigate and make provisions to manage the freight task into the future, business and government need to work together to invest in rail and determine where to locate intermodal terminals and rail corridors to service future markets and local economies.

"The Victorian Government's commitment in the 2018-19 State Budget to develop a business case for the establishment of the Western Interstate Freight Terminal and determine the best location of a Melbourne metropolitan terminal is a step in the right direction."

With the case for rail featuring as a solution to the nation's freight task gaining traction, Pacific National is invested in rail's future and will continue to work with government and business to move more freight on rail.

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.



TWUSUPER has been the Industry Super Fund for people in transport and logistics since 1984, and as a SuperStream-compliant fund, can help you meet your super obligations. EmployerAccess and our secure employer website provides fee-free administration and flexible payment options for your employees' super contributions. This includes an online clearing house which lets you to make super payments for all your employees, no matter which fund they belong to. Combined with an experienced Employer Service team to help you with day-to-day enquiries (and make site visits to most locations), using TWUSUPER as your business's default super fund makes perfect sense.

**Contact Tony Cuda on 0428 505 026.**  
**[www.twusuper.com.au](http://www.twusuper.com.au)**

[Please consider the Product Disclosure Statement before you make an investment decision (which you can obtain using these contact details). TWU Nominees Pty Ltd ABN 67 002 835 412 is the trustee of TWU Super Fund ABN 77 343 563 307 and the issuer of interests in it].



Viva Energy is one of Australia's leading energy companies. We're proud to be Australian, proud of our 110-year history and extremely proud of our achievements.

We help Australians reach their destinations by making, importing and delivering the fuels, lubricants, chemicals and bitumen they need to get there. We're with workers on their daily commute and families on their school run. We're with industry, too, helping truck drivers move freight across the country and machinery operators in the mining, aviation and marine industries.

We proudly own and operate one of Australia's four oil refineries at Geelong in Victoria, and a nationwide network of more than 20 fuel import terminals from which we supply around a quarter of the country's total liquid fuel energy requirements.

Through an extensive network of around 1,250 Shell branded service stations across the country, our quality fuel and convenience is never far away.

**Contact Mairead Hayes on 03 8823 3761**  
**Email: [mairead.hayes@vivaenergy.com.au](mailto:mairead.hayes@vivaenergy.com.au)**  
**[www.vivaenergy.com.au](http://www.vivaenergy.com.au)**



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**Contact Renzo Antidormi on 0408 562 515**  
**Email [renzoantidormi@nti.com.au](mailto:renzoantidormi@nti.com.au)**



CMV Truck & Bus has five dealerships located in Victoria, selling new and used Mack, UD Trucks and Volvo Trucks and Volvo Buses, as well as CMV Finance, CMV Fleet Leasing, CMV Fleet Management, CMV AdBlue®, service, repair, warranty, parts and VicRoads services for new and used trucks and buses.

CMV Truck & Bus is a division of the CMV Group, a privately owned South Australian-based company established in 1934. A third generation family owned organisation, the CMV Group has grown from a staff of five to employing more than 1,260 people, with substantial operations in South Australia, Victoria and Tasmania and an annual turnover in excess of \$1 billion. CMV has more than 80 years' experience in a variety of markets including Australia's automotive, commercial and agricultural industries.

**Contact Charles Bunker-Smith 03 9931 6000 or [cbunkersmith@cmv.com.au](mailto:cbunkersmith@cmv.com.au)**  
**[www.cmv.com.au](http://www.cmv.com.au)**



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## 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.

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



To run a successful organisation, you need the right support. Like a partner who challenges conventional thinking to give you the edge. At Optus, we team up with best-of-breed suppliers to provide tailored solutions for freight, distribution, and logistics clients covering everything from mobility to the next generation networks. So, whatever your business goals, talk to our team. We'll work behind the scenes to help you stay out in front.

**For assistance on any of your telecommunications needs, please contact Amit Mahajan at [amit.mahajan@optus.com.au](mailto:amit.mahajan@optus.com.au) 03 8576 2541**

## RSM

The RSM Group is a licensed General Insurance Broker founded in Victoria in 1983. 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 more than 10 years, RSM has a vast and in depth understanding of the issues with which members are continually confronted. 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.

**Contact Steve Richards on either (03) 9276 0915 or 0425 800 301 or email [stever@rsmgroup.com.au](mailto:stever@rsmgroup.com.au) to see how RSM can help you**



Volvo Trucks has been a proud part of Australia's road transport industry since 1967 and has grown to become one of the largest heavy-duty truck suppliers in our country. After 48 years of fantastic service and commitment to our customers it is easy to see why Volvo Trucks is one of the most prestigious truck manufacturers in the world. CMV Truck & Bus has six dealerships located in Victoria, selling new and used Volvo Trucks and Volvo Buses. We also have CMV Finance, CMV Contracts, service, repair, warranty, parts and VicRoads services for new and used trucks and buses. CMV has more than 80 years' experience in automotive, commercial and agricultural industries.

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Established in Sydney in 2002, 1-Stop is a world leader in developing innovative solutions for the global port community. We work closely with industry operators to understand both shared and specific challenges.

Our suite of tailored and integrated products has been developed to help streamline operations, enhance efficiency and optimise productivity throughout the supply chain. Our customers include shipping lines, port and terminal operators, freight forwarders, customs brokers, 3PLs, trucking companies, rail operators, importers and exporters. We are committed to continually improving productivity throughout the diverse Port Community.

**For more information please visit [www.1-Stop.com](http://www.1-Stop.com).  
Contact Alicia Mingare on +61 419 840 805  
For reference: [https://www.1-stop.biz/?utm\\_source=vta](https://www.1-stop.biz/?utm_source=vta)**



3M has been providing innovative safety solutions to the commercial vehicle industry worldwide for more than 100 years. The 3M Traffic Safety Systems Division focuses specifically on keeping people safer by improving visibility of signs, hazards, vehicles and people – on the road, in the workplace and the general community. 3M's range of Diamond Grade and High Visibility Reflective Tapes are used worldwide to deliver outstanding, continuous, improved safety and visibility of commercial vehicles and trailers, in all conditions, even when they are not in use.

**Contact Justin O'Donnell at [jmodonnell@mmm.com](mailto:jmodonnell@mmm.com) or 0457 569 241**



From humble beginnings in a Dandenong garage in 2007 the company expanded to its existing Kororoit Creek Road premises in Altona in 2010 where, at any one time, it has hundreds of trailers on display.

Aa Semi Trailers has continued its strong growth enabling it to move to its new premises at 1-9 Toll Drive Altona this year. The business specialises in "everything trailers" from buying and selling new and used trailers to the servicing and refurbishing of used trailers. The company's niche point has always been "trailer focused" to provide a convenient one-stop facility for the transport industry to meet its chain of responsibility duties. Implementation is well underway to become the first 24-hour fleet servicing provider for trailers in Victoria and this will be achieved by excelling in and fully appreciating its role to provide a trouble-free solution to all trailer related matters.

**Contact Chris Pearce, Chief Operating Officer on 0422 002 949 or 03 83609899**



Where you decide to get your licence matters – that decision will affect your safety, your abilities, and future employment opportunities. Make the right decision. Make the Armstrongs decision. Armstrongs has developed and delivered training and assessment for the Transport and Logistics industry for more than 50 years. Armstrongs is a Registered Training Office (RTO) and a VicRoads accredited heavy vehicle and motorcycle training and assessment centre working under the Australian Quality Training Framework (AQTF). Armstrongs is also WorkSafe accredited to deliver forklift licence training and testing.

**Contact Craig Nicholson [craig@armdrive.com.au](mailto:craig@armdrive.com.au)  
0439 888 464  
[www.armstrongsdrivereducation.com.au](http://www.armstrongsdrivereducation.com.au)**



We're proud to be a vital part of the transport supply chain and the economic development of Australia. We are unashamed champions of rail as a cost efficient, reliable, safe and responsible mode of transport. Across five states we manage and maintain an 8,500km rail network. We've invested billions of dollars to build, extend and upgrade our network to get freight off the road and onto rail. We work with rail operators to provide access to rail for businesses and producers across Australia. If you need to move large volumes of freight, we can help you do it, from fresh produce to coal and timber to aggregates. We manage the seamless, safe transit of hundreds of freight and passenger trains across our network every day. We are committed to the health and safety of our people, the environment and the communities.

**Contact Glen Richmond, Manager Marketing and Business Development – Interstate Network on 0439 772 899. [www.artc.com.au](http://www.artc.com.au)**



We have been in the business of manufacturing trailers since 1974. Barker Trailers leads the industry with its innovative approach to design and manufacturing techniques, continual product improvement and focus on safety and efficiency for road users, operators and employees.

The benefits of owning a Barker Trailer are many. From the specification stage through to sales; after-sales support and beyond, you will be proud of the quality and finish of your trailer. Barker Trailers is in the fortunate position of building equipment for clients based on their specific requirements – these requirements are the basis on which the trailer specification is written. Additionally, we operate an "open door" policy whereby the client can visit the plant at any time and see the trailer in fabrication and make suggestions before it is completed.

**Contact Rod Cunningham on 0447 276 167  
Email: [rod.cunningham@barkertrailers.com.au](mailto:rod.cunningham@barkertrailers.com.au)**

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.



BM Tronics is a Telstra Specialist Partner and the only Platinum Dealer for Teletrac Navman in Victoria. For more than 25 Years, BM Tronics has been helping businesses optimise their operations with the development of innovative communications and fleet management solutions.

**Contact 1300 437 348**  
**www.bmtronics.com.au**



cummings flavel mccormack

Cummings Flavel McCormack chartered accountants deliver the highest quality in specialist taxation, accounting and audit services to owner-operated businesses. We provide the expertise that you would expect to receive from a large firm at a significantly lower price. You will be provided with commercially oriented business advice that solves your business issues, increases profits, and helps you achieve your financial and personal goals.

With more than 15 years' association with the VTA and its members, we have extensive experience in this industry assisting numerous transport and logistic clients with value-adding specialist knowledge. We offer a free one-hour consultation so you can see if we can help your business meet its objectives.

**To find out more about our services to the transport industry, the VTA and VWMA, please contact Greg Hudswell direct on 03 9252 0800.**  
**Website: www.mtatravel.com.au/bcarr**

## DAIMLER

Daimler Truck and Bus Australia markets leading commercial vehicles including Freightliner trucks, Fuso trucks and buses and Mercedes-Benz trucks and buses, along with Alliance Truck Parts. It is the only manufacturer that can offer American, European and Japanese trucks from a single dealership, with a range that includes everything from city-friendly car-licence trucks to heavy duty road train prime movers.

Daimler is one of the world's most successful companies and is the single largest producer of commercial vehicles with a global reach. Company founders, Gottlieb Daimler and Carl Benz, made history with the invention of the automobile in 1886 and produced the world's first truck in 1896.

**Contact: Gary Wheatley, Head of Strategic Customer Sales**  
**41 Lexia Place, Mulgrave, Victoria, 3170**  
**E : gary.wheatley@daimler.com**  
**P : +61 418 550 027**



Energis is a leading Smart Energy Solutions company, with more than nine years' experience in the industry. Our business provides clients with a wide range of energy efficient products and services including solar power systems, energy storage, LED lightings, generators, EV charging stations and energy management. At Energis, we are dedicated to matching your business with the right solution that best suits your energy needs. We have helped businesses and households in taking control of their electricity costs. Our approach ensures that we achieve the highest quality standards. We only work with the most respected brands. As a CEC Approved Solar Retailer, our installations fit the Australian Standards and are designed and installed in accordance with the Clean Energy Council Guidelines.

We offer a no obligation consultation, feasibility assessment and quote to businesses that are wanting to better understand the multiple benefits a solar power solution will achieve for their business.

**Contact Ella Danchenko for further information or to schedule a consultation.**  
**ella@energis.com.au 0404 224 389**  
**www.energis.com.au**



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Whether it's business, home or motor insurance, Fitzpatrick & Company provides professional advice and assistance to make sure you are properly protected.

We know the insurance market and have the expertise and ability to negotiate competitive premiums and broad policy terms and conditions on your behalf. We can often provide advice on how to make the most of your insurance budget and will explain your policy and any special conditions that you may need to be aware of. With our experience we will ensure that your claims are negotiated and managed to best advantage.

**Please call Daniel Holmes, sales director, on 03 8544 1672 with any enquiries.**



Fleet Effect offers the leading paperless Chain of Responsibility (CoR) solution including NHVAS fatigue, maintenance and mass management.

The technology also addresses operational and compliance productivity through streamlining business processes.

With approximately 100,000 pieces of paper managed for every 100 drivers the cost of shuffling, auditing and filing paper requires at least three FTE staff per annum. There is little wonder that technology appears the most obvious response. Fleet Effect provides a mobile and cloud-based system that is available on PCs, tablets or any smartphone to maximise the reliability and reduce the total cost of ownership of our Argus-Hermes compliance and productivity solution. Their cloud solution is delivered through one of Australia's most reliable providers, Telstra, from its state-of-the-art facility in Melbourne, Australia.

**Contact John Tsoucalas at john.tsoucalas@fleeteffect.com.au 0419 588 095**

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The Fleetmark Group provides innovative branding solutions incorporating the latest technologies in wide format digital print, PVC fabrication, traditional painting and sign writing, installation and service capabilities nationwide through our three Australian facilities (Victoria, New South Wales and Queensland). With more than 20 years' experience serving the Australian market, we have the expertise needed to successfully deliver large rebranding projects. Whether it be working with our customers' existing style guides or creating new style guides through our experienced design team, Fleetmark will provide effective project management and brand consistency nationwide. Our success is driven by the mutual respect of our employees and our customers. Fleetmark works closely with its key suppliers to ensure we keep abreast of the latest technologies and deliver innovation and performance to our chosen markets.

**Contact 03 8792 0000**  
**www.fleetmark.com.au**



Gallagher Bassett (GB) is the leading Workers Compensation Agent in Victoria boasting 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. It has experienced staff for the management and administration of VTA members' workers compensation as GB has a number of large logistics companies. We are the only agent authorised in Victoria, New South Wales and South Australia.

**Contact Barry Oliver, BDM, on**  
**0407 515 893**  
**Email: barry\_oliver@gbtpa.com.au**



Insurance | Risk Management | Consulting

Gallagher is one of Australia's – and the world's – largest insurance broking and risk management companies with significant expertise in providing insurance solutions to the transport industry. Whether you operate a large fleet, transport dangerous goods, or are an owner driver looking to grow, our relationships with leading national and international insurers mean we are able to position you to financially survive any insurable event.

**To find out more about how Gallagher can help your business, please contact Gallagher's Brendon Kropp on 0408 550 542 or email him directly**



Goodyear & Dunlop Tyres Australia New Zealand is entirely owned by the Goodyear Tire and Rubber Company, one of the world's leading tyre companies employing approximately 69,000 associates and manufacturing its products in 51 Goodyear & Dunlop Tyres Australia New Zealand employs approximately 1,400 associates with its corporate Head Office based in Melbourne, Victoria. The company has grown into one of Australia's leading tyre marketers, wholesalers and retailers. As well as owning world leading tyre brands Goodyear and Dunlop, since 2006 Goodyear & Dunlop Tyres completely owns and operates the well-known Australian tyre retailer Beaurepairs, which has a national store network of approximately 250 stores.

**Contact Peter Stacker on 0458 393 896**  
**or peter\_stack@goodyear.com.au**



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 or traditional on-site auctions.

**Contact Gillian Harvey**  
**Gillian.Harvey@grays.com.au**  
**0437 744 227**



Backed by JOST Werke – our European parent company – and supported by JOST facilities in dozens of locations around the world, JOST Australia is a leading supplier in the transport industry, providing a comprehensive range of advanced technology transport components. With access to international markets, JOST Australia continually monitors the heavy transport industry for new developments, ensuring JOST remains at the forefront of Australian transport technology. All of JOST's Australian operations are geared to the needs of the local market, with a comprehensive product range tailored to suit local transport applications and environmental conditions. JOST Australia will continue to bring to the Australian market a level and quality of service unsurpassed by competitors. We are continually searching for innovative products from across the globe to continue to offer the right solution, whatever the application.

**Contact Corey Povey**  
**Corey.Povey@jostaustralia.com.au**  
**0418 557 865**

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KHQ Lawyers was founded in March 2006 by two lawyers from top-tier and in-house backgrounds who believed 'boutique' meant nimble, responsive and modern. We still hold this belief dear today. While relatively young in approach and outlook, we have built a solid reputation as a strong team of talented practitioners from top-tier and in-house environments. We are proud to be the boutique firm of choice for a prestigious list of ASX-listed and multinational clients across Australia. Our diverse client base also includes high net worth individuals, SMEs, and niche agencies and consultancies. Our teams are led by highly respected practitioners, many of whom have been recognised as among the best in their fields. We focus on getting to know our clients, and tailoring our delivery to their needs. KHQ's passion and dedication to high quality service delivery is at the core of everything we do.

**Contact Chris Gianatti**  
cgianatti@khq.com.au



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.

**Contact Russell Hutchinson on 03 9369 1977**  
www.logicalstaffing.com.au



HLB Mann Judd Melbourne is a business that has fast become a destination of choice for many clients, staff and senior personnel within the accounting and financial services sectors.

We are a business that focuses on identifying opportunities for our clients with a view to creating great value and wealth creation. The partners have a broad range of expertise, such as accountants, financial planners and business advisers, that enables them to assist their clients from the beginning of their business journey through to retirement. We have specialists in a number of industries as well as expertise and experience in assisting clients in commencement, management, strategic planning, enjoyment and ultimately succession of their businesses. We take a team approach towards our clients to ensure that each of them has access to the broad wealth of expertise and experience amongst the partner team.

**Contact Chris Simpson**  
csimpson@hlbvic.com.au  
03 9606 3888



Hunt & Hunt is a vibrant national firm providing commercially-focused legal advice to clients throughout Australia. We have extensive experience working with a variety of transport and logistics providers including road, sea and air carriers, third party logistics providers, freight forwarders and warehouse operators. We provide legal solutions to our transport sector clients in the following key service areas:

- transport/logistics service agreements
- employment contracts and industrial issues
- warehouse services agreements
- sale or purchase of transport businesses
- cross border issues such as custom and quarantine compliance
- terms and conditions of template transport documents
- regulatory requirements
- disputes with other parties in the supply chain
- property leasing, purchases and sales
- enforcing post-employment restraints.

**Contact Principal Nick Miller on 03 8602 9292. Email: nmiller@huntvic.com.au**  
www.hunthunt.com.au



Over its 25-year history, Matthews Steer 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. With our regular proactive advisory process involving in-depth business and personal financial analysis, risk mitigation and strategic advisory, our focus is to get business owners to achieve peace of mind, confidence to grow, obtain banker confidence and ultimately convert business efforts into personal wealth. With a team of 50, Matthews Steer has developed an all-encompassing service offering to allow business owners to achieve both business and personal wealth goals.

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**



Stocking some of the Australia and New Zealand's biggest names in transport equipment – Freighter, Maxi-CUBE, Lusty EMS, Hamelex White, AZMEB and Peki – MaxiTRANS is your first stop when you're in the market for a trailer.

Whether you're after a tautliner, semi, skel, refrigerated van, dry freight van, tipper, rigid body... you name it, MaxiTRANS can assist. The extensive MaxiTRANS Dealer Network, complemented by 19 MaxiPARTS retail stores, means parts and service support is never far away.

Whether you're after a new, used or rental trailer, call MaxiTRANS. We are the company with the knowledge and understanding to help you make the right choice.

**Contact Rick Challons**  
rick.challons@maxitrans.com.au  
03 8368 1100

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MOVE provides dedicated banking services to the rail, transport, and logistics industries. We work with businesses throughout Australia to provide their employees with access to a tailored financial wellbeing program.

Our programs deliver value for both your business and your workforce by providing:

- Financial education – including on-site seminars and self-paced online learning modules
- Award-winning banking products
- Smart, flexible banking options including workplace banking and mobile lending

Talk to us about how we can help you build an engaged, financially fit workforce.

**Contact Stephane Feuillye on  
0436 651 372  
Email: [sfeuillye@mymove.com.au](mailto:sfeuillye@mymove.com.au)  
[www.mymove.com.au](http://www.mymove.com.au)**



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. We have grown significantly to meet the ever-increasing demand for IT support and, in particular, rapid response and remediation. Neptune's flexible offerings are uniquely tailored to each customer and are supported by our experienced and accredited system and network engineers at our National Service Desk.

**Contact Domenic Lucarelli,  
[dlucarelli@tridenthealth.com.au](mailto:dlucarelli@tridenthealth.com.au)  
[www.neptuneservices.com.au](http://www.neptuneservices.com.au)**



P2 Group educates and empowers employers to take control of WorkCover, resulting in significant cultural and financial returns. Where an organisation has unresolved WorkCover claims, we act on behalf of the employer – as an employer advocate – to achieve a resolution.

Our effective approach in the prevention and resolution of WorkCover claims means that on average our clients save 50% on their WorkCover premiums.

**Contact Ben Thornton, Business Manager  
03 9818 8914 or 0439 819 688  
[ben.thornton@p2group.com.au](mailto:ben.thornton@p2group.com.au)  
[www.linkedin.com/in/ben-thornton-644051108/](http://www.linkedin.com/in/ben-thornton-644051108/)**



**PRIME  
CREATIVE  
media**

Prime Creative Media is Australia's largest business-to-business publisher, specialising in integrated marketing communications in high-growth industries.

Our magazines, websites and events help connect, inform and grow the commercial road transportation, mining and manufacturing, food & beverage, and education sectors.

Prime Creative Media provides industry best, multi-channel communication platforms. We help our clients communicate and connect with decision makers in key industries. Our mediums provide advanced market knowledge and intelligence; acting as trusted advisors to the sectors we serve.

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



Scania Australia imports, distributes and sells a range of heavy-duty Scania trucks and buses as well as industrial and marine engines. With the launch of the highly-lauded New Truck Generation in 2018, Scania offers you the safest trucks in Australia, a full array of Euro-6 emissions options, and a raft of alternative fuel compliant engines.

Scania offers a selection of connected services that enable you to understand vehicle usage and driver behaviour. Scania driver trainers and the innovative follow-up coaching programme help you reduce fuel burn and wear, while promoting safer driving habits.

Scania Finance Australia offers you a selection of helpful funding instruments, while the Scania Total Transport Solution concept provides you with everything from vehicles tailored exactly to your needs to contracted maintenance and repair programmes and efficient disposal at the end of the vehicle's working life.

**Mr Ron Szulc, Brand & Communications Manager. [Ron.szulc@scania.com.au](mailto:Ron.szulc@scania.com.au) or  
0478 304 091**



Seeing Machines is an industry leader in computer vision based technologies which enable machines to see, understand and assist people. With more than 17 years of deep domain experience, Seeing Machines deploys its proprietary computer vision platform to deliver precision tracking and analysis of heads, faces and eyes. A primary application today is Driver Monitoring Systems (DMS) to detect and manage drowsiness, distraction and other cognitive states which is key to the safe adoption of Automotive ADAS and Autonomous Driving as well pioneering Guardian, a real-time driver fatigue and distraction accident prevention solution.

Guardian is scientifically proven to reduce driver fatigue events by upwards of 90%, and combines in-cab intervention with 24/7 support and analytics services, providing a complete safety solution for commercial vehicles. Today, Guardian has intervened in more than 30,000 fatigue or distraction events, and is used by leading transport and logistics companies across the globe.

**Alexander Robinson, [alexander.robinson@seeingmachines.com](mailto:alexander.robinson@seeingmachines.com)  
[www.seeingmachines.com](http://www.seeingmachines.com)**

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sgfleet is an ASX listed company and industry leader in fleet management and asset leasing with more than 30 years' experience. Our business provides clients with expertise and experience in managing fleet assets to achieve cost effective whole of life and risk mitigation solutions.

With management responsibility for over 145,000 units comprising cars, light and heavy commercial vehicles, trailers, buses and transport ancillaries, sgfleet is a trusted partner to large corporations, private companies, government and small business.

Sgfleet product support is covered through a network of more than 6500 accredited service dealers.

**Contact Cameron McClure on  
03 8480 1300  
Email: cmclure@sgfleet.com  
www.sgfleet.com**



TCA is the Australian government body responsible for providing advice, accreditation and administration services for public purpose initiatives involving the use of telematics and related intelligent technologies. We are a 'cross-cutting' organisation which works across different policy streams, surface transport modes, and government and industry sectors. We perform a critical role in supporting the appropriate adoption of telematics and related intelligent technologies – from a whole-of-government perspective – limiting the potential for governments and policy makers from pursuing initiatives which can: delay progress; create duplication; multiply costs; contribute to a fragmented approach to telematics and related intelligent technologies. We are governed by a Board of Directors, consisting of senior representatives from road and transport agencies of the Commonwealth, State and Territory Governments, and an independent Chairperson.

**Contact 03 8601 4600  
Email tca@tca.gov.au, www.tca.gov.au**



The Drug Detection Agency (TDDA) started in 2005, and was conceived in order to supply a specialised service to companies that were conducting workplace drug and alcohol testing or looking at doing so within their own organisation.

We are the only New Zealand and Australian drug testing provider to have received accreditation from both IANZ and NATA respectively for both AS/NZS 4308:2008 (NZ, Aus) and AS 4760-2006 (Aus) drug testing Standards. TDDA now comprises 40 branches throughout Australia and New Zealand with specialist on-site testing vehicles and qualified collecting and screening staff providing a truly international service.

Our team is extremely knowledgeable about the illicit drug industry and its negative effects. With more than 10 years of operation TDDA has forged an excellent reputation with our clients through our world-class services.

**Visit [www.tdda.com](http://www.tdda.com), phone Anthony Lowe on 0439 064 332 or 1300 4 DETECTION, or email Anthony.Lowe@tdda.com**



Thorn Business Finance provides commercial finance solutions across Australia, providing flexible access to cash and capital that drives business growth. We provide equipment finance for new and used business assets, from trucks and trailers, to yellow goods and tools. Flexible and fast, we know what your equipment means to your business.

Our debtor finance products can dramatically boost business cash flow and free up capital for reinvestment and expansion. Unlock the funds tied up in your debtors ledger, and effectively turn all of your customers into 'cash' customers. Whether you're a sole trader with a single truck or a national company with a large fleet, talk to us today about how we can help you.

**Contact Chris McCall  
chris.mccall@thorn.com.au  
0466 793 283**



TMW Systems is a leading provider of enterprise software primarily to transportation and logistics operations. It has operated within the Trimble Global Transportation & Logistics Division since 2012.

TMW has established itself as a trusted software partner and a leading software and services provider to the transportation services industry.

Its TMS platforms automate the workflow and processes of every aspect of a transportation business — from order to cash, including myriad transportation-specific requirements, data and service integration points and business processes. TMW solutions are domain-specific; designed, developed and maintained exclusively to meet the needs of transportation and logistics operations or a range of fleet activities.

TMW is part of a large and growing worldwide market for transportation technology.

**Contact Mike Maddocks on 0438 957 477 or at mmaddocks@tmwsystems.com**



At TomTom Telematics we help our customers to get closer to their drivers. Everything that we do is driven by this single, simple principle – because when you are closer to your drivers, everyone can make smarter decisions.

This belief, combined with our continuous innovation, our drive to put the customer first in everything we do, and our relentless focus on quality and reliability has made us the market leader in Europe and one of the world's leading players in fleet management.

TomTom Telematics is a business unit of TomTom dedicated to fleet management, vehicle telematics and connected car services. WEBFLEET is a Software-as-a-Service solution, used by small to large businesses to improve vehicle performance, save fuel, support drivers and increase overall fleet efficiency. In addition, TomTom Telematics provides services for the insurance, rental and leasing industries, car importers and companies that address businesses as well as consumers.

**Call 02 8023 8554 or visit [www.telematics.tomtom.com/en\\_au/webfleet/](http://www.telematics.tomtom.com/en_au/webfleet/)**

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uTenant is a cutting-edge property matching platform that helps people who have space and people who need space to connect directly, transforming the way to lease industrial property.

uTenant is the smart and easy way for landlords and tenants to lease property within Australia. The first of its kind to provide confidentiality and transparency, along with time and cost efficiencies. In a world where everyone is time poor and aiming to save money, this online technology facilitates ideal industrial property matches whilst providing other benefits along the way.

Check out [utenant.com.au](http://utenant.com.au) for more information and details on exclusive partner offers.

**Contact Matt Sampson**  
[matt@utenant.com.au](mailto:matt@utenant.com.au)  
0409 351 814



Established in 1974 by Mick Vawdrey, Vawdrey began building truck bodies for smaller companies and owner drivers. In 1975, Russell Baker joined Mick and the two formed a strong partnership that lasted until Russell's retirement in late 2006. The 1980s saw Vawdrey grow from strength to strength, becoming a supplier to multinational companies. Vawdrey used the fallout of the 1990s 'credit crunch' as an opportunity to employ smart management techniques that would prove crucial to the company's long term success. Vawdrey's founding pillars were built on quality, innovation and dedication, qualities that continue to drive the company until today. By 2001, Vawdrey moved into its current premises in Dandenong South, Victoria. As Australia's largest independent trailer builder, Vawdrey aims to consistently improve the standard of design and quality within the country's trailer building industry.

**Contact Justin Simmonds**  
[Justin.Simmonds@vawdrey.com.au](mailto:Justin.Simmonds@vawdrey.com.au)  
0488 424 444



Victoria International Container Terminal (VICT) is Australia's first fully automated container terminal, located at Webb Dock East in the Port of Melbourne. VICT is determined to set the global benchmark for automated container terminals and to provide the safest, most efficient, sustainable and reliable gateway for containerised goods to Australian consumers, and from Australian producers, to the rest of the world.

Engineered for the future, VICT has achieved the highest possible rating category of "Leading" from the Infrastructure Sustainability Council of Australia (ISCA) for a sustainable design and build. As a subsidiary of International Container Terminal Services Incorporated (ICTSI), VICT is the product of over 30 years' experience at the forefront of global port management.

**For more information please contact:**  
**Email Frances Simpson at**  
[fsimpson@vict.com.au](mailto:fsimpson@vict.com.au) or call on  
03 8547 9730  
[www.vict.com.au](http://www.vict.com.au)



Worrells is a firm dedicated to solvency management, insolvency administration and forensic investigation. Our proprietary technology is unrivalled in our profession. With our twice daily online updates, we provide relevant and comprehensive information in real time on current files. We also provide a wealth of general information and current news impacting on insolvency and fraud issues.

**Contact Ivan Glavas**  
[Ivan.Glavas@worrells.net.au](mailto:Ivan.Glavas@worrells.net.au)  
03 9613 5517





## We've invested \$360 million in Australian infrastructure.

**In a world that never stops moving, where supply is frantically trying to keep up with demand, time has become our most valuable commodity.**

From the food in our supermarkets, to the petrol in our cars, none of it would exist if it weren't for Australia's transport and logistics industry, the people that keep Australia moving.

So at TWUSUPER, we're proud to be the people who look after them.

And we do this by investing over \$360 million in Australian infrastructure – the roads, bridges, stations, airports and ports that keep Australia moving.

And, as the Industry SuperFund for transport and logistics, we've delivered more to our members over the past 10 years than the average retail super fund.

**TWUSUPER.COM.AU**  
for the people who keep Australia moving.



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For people in transport

An Industry SuperFund 

A copy of the current Product Disclosure statement should be obtained from us (at [www.twusuper.com.au](http://www.twusuper.com.au) or by calling 1800 222 071) and considered carefully before you make any decision in connection with TWUSUPER. Comparison modelled by SuperRatings, commissioned by TWUSUPER, shows difference in net benefit of TWUSUPER's balanced investment option and the main balanced options of the 85 retail funds tracked by SuperRatings with a 10 year performance history, taking into account historical earnings and fees – excluding contribution, entry, exit and additional adviser fees, Modelling as at 30 June 2015. Past performance is not a reliable indicator of future performance and should never be the sole factor considered when selecting a fund. TWUSUPER Nominees Pty Ltd, ABN 67 002 7835 412, Australian Financial Services License 239 163 (TWUSUPER) as trustee of the TWU Superannuation Fund (ABN 77 343 563 307).