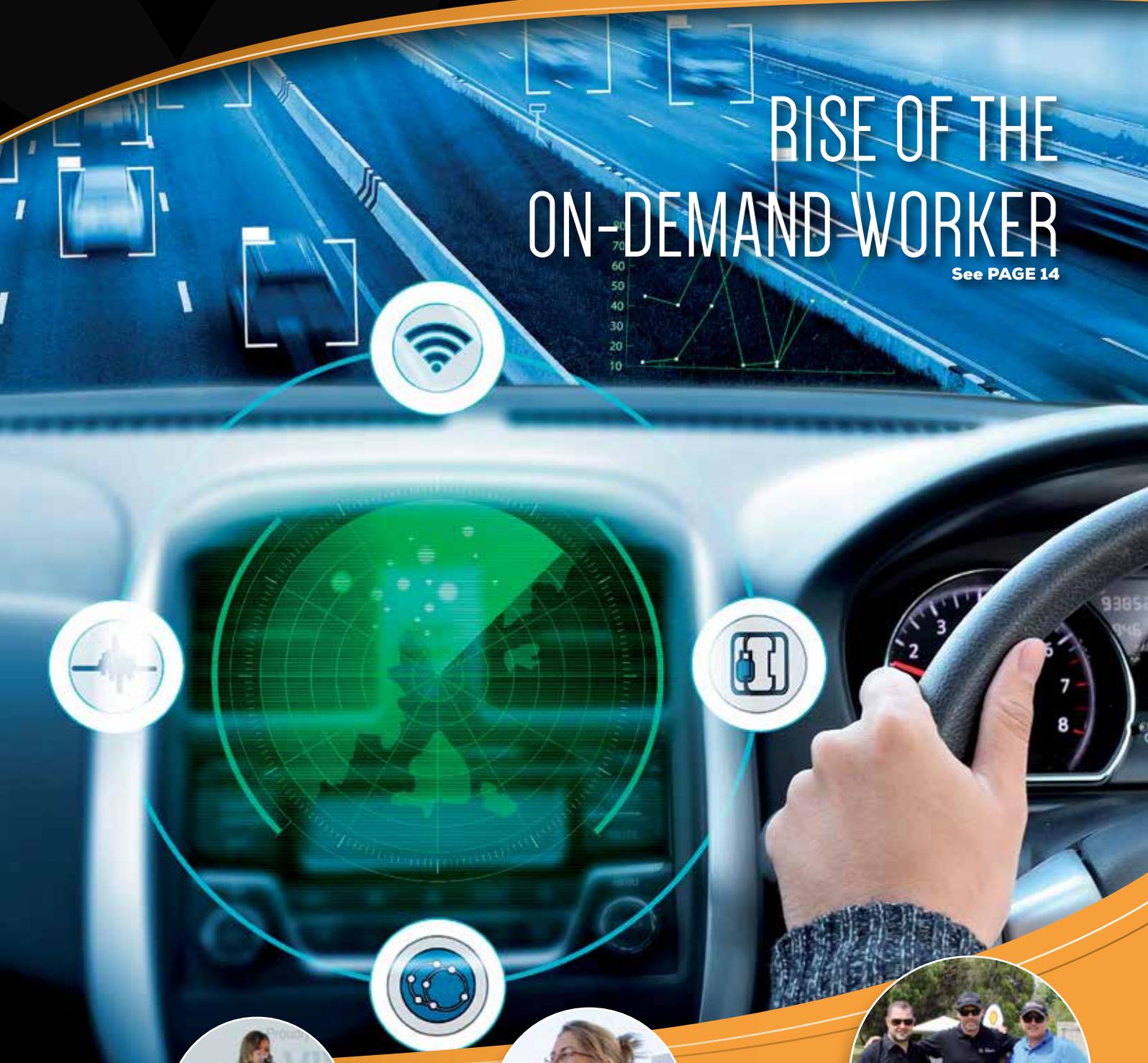




priorityreport

RISE OF THE ON-DEMAND WORKER

See PAGE 14



Christmas merriment
PAGE 16



Women driving transport infrastructure
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Tee time at The National
PAGE 19



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.

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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.

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A copy of the current Product Disclosure statement should be obtained from us (at 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.
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The VTA Priority Report is a quarterly publication. We would welcome editorial contributions from industry sources.

COVER: Apps and all forms of digital technology are now important tools for on-demand operations within the freight industry.

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

- Bulk Transport Australia – Bulk Group
- Fellows Bulk Transport
- Hi-Haul Transport
- Region Peak Transport – Roobix

Connecting
our communities

24/7 truck restrictions on Beach Road

Port Melbourne to Mordialloc

Truck restrictions on Beach Road area now running 24/7.

This means trucks travelling between Port Melbourne and Mordialloc will need to avoid local roads, and use freight routes such as Nepean Highway instead.

Trucks making local deliveries, loading or unloading goods, or with no other route to their destination can still use Beach Road or other local roads.

Trucks play a crucial role in contributing to Victoria's economy.

We want to improve traffic flow for truck drivers, make freight routes safer and more connected.

Throughout these restrictions, we'll be collecting data to better understand how trucks use the Nepean Highway and improve how we plan and manage the freight network.

To learn more, or for more information on alternative routes visit the VicRoads website.



PRESIDENT'S WELCOME



2019 is off to a flying start for the Victorian Transport Association and after a successful year advocating for our members on a range of significant issues, the year ahead is shaping up as another important one, with major reform on the national and state agenda.

We saw out 2018 with the re-election of the Andrews Labor government and it is a credit to the VTA that the new cabinet has already had significant engagement with Peter Anderson and the VTA Secretariat, with incoming roads minister Jaala Pulford, and freight and ports minister Melissa Horne already having regular interaction with the association.

Indeed, we were pleased that Minister Pulford is a guest speaker at the March State Conference, which the next issue of Priority Report will review.

You can find a full recap of the new faces to occupy senior government and opposition transport portfolios later in this issue.

With a federal election slated for May, political parties will be articulating their vision for our transport infrastructure loudly, and often.

We are thrilled to have Deputy Prime Minister Michael McCormack and Shadow Assistant Road Safety Minister Senator Glenn Sterle at the March Conference, and rest assured the VTA will be agitating for policy positions from all parties that benefit our members and freight operators more generally.

Away from politics I'm excited about the many networking and professional development seminars the VTA has in store for the year.

Look out for details of the annual Port Outlook Day in May, and of course set aside Saturday, 7 September for the Australian Freight Industry Awards.

This year is the 30th anniversary of the awards and planning is well underway for a memorable awards presentation and celebration of our industry.

I encourage you to review the VTA events listing in this issue and set aside dates to meet and engage with your fellow members.

There is much to be encouraged by when you consider all of the infrastructure work, construction and development in our state.

Notwithstanding the inevitable disruption experienced throughout the community by this activity, it is solid evidence that Victoria is leading the nation when it comes to projects of state and national

significance, with transport playing a key role in every one of these projects.

The VTA and the state government have played an important role in bringing many projects to fruition, which will provide many benefits to the economy in the form of jobs and investment.

I continue to appreciate the support and enthusiasm of our valued members, supporters and associate supporters for the important work of the industry.

There are many avenues for members to be actively involved in the association and I encourage you to contribute to our advocacy work through participation on our various committees, attending our events and seminars, and letting us know what we can do to assist you and your operation.

After all, we are a member services association first and foremost, which is a promise the VTA Executive Council and Secretariat strive for each and every day.

Cameron Dunn

President

GET SERIOUS ABOUT FATIGUE

The heavy vehicle industry is deep into its scrutiny of what can be done to improve the facilities along our major highways to help alleviate the degree of fatigue our long distance drivers endure through their daily and nightly work.

There is no doubt that long distance drivers are under constant pressure to ensure that their driving regime fits with their administrative responsibilities in logging their time behind the wheel and meeting statutory law.

However, only approximately 5 per cent of the Australian long distance freight task is interstate, while approximately 15 per cent is intrastate work and a majority of heavy vehicle movements begin and end within 100 kilometres from their point of origin.

Under the current Heavy Vehicle National Law, long distance drivers are highly regulated and monitored through a very strict, and repressive, administration process. They are heavily fined for breaches of this regime and it would appear, from the outside that there is a very small proportion of heavy vehicle drivers who must be masters of the fatigue laws as they try and manage the process and as a consequence, endure huge personal fines if they make a small error or mistake.

The majority of heavy vehicle drivers do not have to work under the same administrative regimes and are therefore looked upon differently from their long distance cousins. There is no doubt that any accident on our roads involving a heavy vehicle delivers severe consequences. Stay alert, stay legal and stay on the road is our sound advice for all drivers.

And this is where the current debate becomes messy. Are the current fatigue laws fitting into the enforcement regime or are they managing fatigue to improve safety on our roads? The anomaly between long distance and local driving in referencing fatigue is that the local driver does not endure the same scrutiny or enforcement levels when it comes to fatigue.

Twelve hours behind the wheel of a heavy vehicle in a day is a hard day's work. Stretch it out longer, throw in customer expectations, infrastructure issues on the road and the outrageous levels of personal fines and the pressures on all heavy vehicle drivers can be extreme.

The Heavy Vehicle National Law is under review and the Victorian Transport Association will be highlighting the inequities in the law on fatigue as well as other issues in its submission.

But there are solutions to improving safety and managing driving fatigue issues on our roads that can be acted upon now without having to go through the arduous process of amending laws.

Country and regional driver rest areas have long been the bane of long distance drivers as they are generally constructed differently in each state, in varying positions and attract other road users that exclude the long distance driver. There are studies under way to address these issues, which will cater for a small proportion of our industry.

But what of the rest areas in metropolitan areas? Where do we park, and rest, when visiting the major cities? Where does the local driver take his 15-minute and half-hour break? Parking a heavy vehicle in suburban streets is difficult and, in most instances, illegal.

The causes of driver fatigue are many and at times complex to resolve overall. The need of the industry is not just to drive behavioural change in driving and driver management but to support the individuals as we slowly change and transition through these issues

It is not that hard to acknowledge that every heavy vehicle driver above 4.5 GVM is required, by law, to have regular and prescriptive rest breaks. Then why do we not have regular and prescriptive rest areas for heavy vehicle drivers flowing off our major arterials.

Today's heavy vehicle driver in metropolitan areas is entitled to be able to stop the vehicle in a safe area and rest accordingly to ensure that fatigue does not become a mitigating factor in increasing the fatigue-related safety risk.

Our road planners, statutory authorities, academics and politicians need to understand that safety on our roads is not just up to the driver. We must support the freight industry and ensure that the actions to combat our road toll, improve driver behaviour and deliver safer roads are consistent and ongoing.

The VTA supports the introduction of heavy vehicle rest areas in metropolitan regions to be built and included in future road plans that will see heavy vehicle drivers better manage their fatigue regimes.

Peter Anderson

Chief Executive Officer

CEO'S REPORT



This issue of Priority Report comes at the start of an unprecedented year of reform in the transport industry, and the Victorian Transport Association is in the thick of it and fighting for change and reform that benefits our members.

We've set the tone of the year with our planning for State Conference 2019, bringing together over 35 speakers from industry, government and regulators to discuss important reforms that are underway.

Chief among these are reforms to National Heavy Vehicle Law being led by the National Transport Commission, as well as reviews into heavy vehicle driver licensing that the VTA has been appointed to lead, and the ongoing discussion around road user charges.

The Secretariat and I have been busy planning the State Conference and I look forward to reporting our deliberations in the next issue of Priority Report. We've had

another encouraging response from delegates and we continue to appreciate support from all parts of the industry for this important event.

Our events program for the year is already well underway with record attendance at the February VTA Golf Day, sponsored by Viva Energy Australia.

Over 100 members and supporters attended the sell-out event, which is always a great way to start the year and reconnect with friends and colleagues.

On a policy and advocacy front I am pleased to report significant engagement with the re-elected Victorian Government. New roads minister Jaala Pulford, and freight and ports minister Melissa Horne have quickly embraced their new portfolios and are bringing fresh ideas to their areas of responsibility.

The Cleaner Freight Initiative we have been pushing for is well on the radar of the new ministers, and we will be pushing for action this year.

Freight movements in the inner west will only increase, and this program

is essential to manage the industry's interaction with local communities, produce even more qualified and better trained drivers, and move towards greater adoption of more efficient Euro 5 prime movers.

We have also been busy with recent submissions on areas as diverse as driver distractions and the on-demand worker.

The on-demand worker is something all parts of the economy are grappling with as apps and digital technology transform how we work and interact. I refer you to our extended cover story on this important issue confronting virtually every employer in our economy.

I was also pleased to represent the VTA as a guest speaker at the International Medicine in Addiction Conference in Melbourne in February to share the important road safety message, and what we as transport workers are doing to improve standards in our industry.

Away from the day to day workings of the Association we continue to be vocal supporters of our preferred charity, Whitelion. Thanks to the generosity of our members at the Christmas Lunch, I was able to present a cheque for \$2400 to CEO Hang Vo, in support of Whitelion's outstanding work with at-risk young people.

I hope you enjoy this latest issue of Priority Report and look forward to seeing you at our forthcoming events.

Peter Anderson

Chief Executive Officer



Peter Anderson presented VTA fundraising proceeds to Whitelion CEO Hang Vo

VTA COMMITTEE REPORTS



This year the VTA will continue to have a very significant role to play in providing strong representation and advocacy with key regulatory bodies, government agencies and the government, as well as to conduct and deliver relevant and effective workshops, education and training for its members.

The VTA Secretariat's working group sub-committee structure provides the ideal forum for members to engage, contribute and provide valuable feedback to help shape VTA policies and directions which ultimately benefits the members and our industry.

The General Freight Group has a key role to play in leading VTA development of policy positions, providing advice and information to VTA members, exercising strategic oversight of the various VTA sub-groups and also providing feedback to the VTA Secretariat of its members' interests, as well as to the VTA Executive Council.

In 2019, the General Freight Committee will address priorities under the following five key issue streams: Business Productivity and Operations; Law, Regulations and Policies; Safety; Technology and People. By adopting this approach, it will provide an effective strategic workplan framework for this committee, as well as for all the other sub-groups. It will ensure the two to three priority issues and topics but still allow operational

flexibility for each of the sub-groups.

By way of example, the current Heavy Vehicle National Law is being reviewed this year. The Terms of Reference have already been established. This is a significant project for the industry. This review and related issues will be placed in the Law, Regulations and Policies issues stream of the General Freight Committee. VTA representation and advocacy will be paramount at many levels. Certain aspects of this review may also form part of the activities of several of the VTA sub-groups because of its relevance to the whole of the industry. Feedback from the sub-groups will assist the General Freight Committee in developing its policy positions for the VTA Secretariat.

The unprecedented number of major infrastructure projects will continue to have significant impacts upon our industry and the community. This highlights the continued need for the development of key VTA policy positions that influence government and regulatory agencies to ensure that VTA members are effectively represented. Under the Business Productivity and Operations stream of the General Freight Committee workplan, we will see further work on the 'Port Landside Improvement Strategy' and the development of the 'Spoil Haulage Improvement Strategy' by the **Earthmovers Group**. We are also currently establishing an **Over Size and Over Mass Group** and this is another example of how the VTA is providing a vital 'voice' for this sector.

Along with the other VTA sub-groups, the **Long Distance Group** will focus on aspects of the HVNL review, image of the industry and the input into the NTC Driver Distractions debate.

The **People Group** will continue with its key theme that is focused on the benefits of investment in developing positive organisational cultures and healthy wellbeing programs. The **Technology Group** will focus

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.

It is terrific that the VTA has secured continued Victorian Government funding to continue with the established and successful VTA Driver Delivery Program and the VTA Cadetship Program is fully subscribed and will commence in March this year. The VTA has also extended its delivery of effective and relevant training programs for 2019.

The closure of Coode Road continues and VicRoads is taking a lead role in ensuring that the closure and transition is completed in the appropriate manner. The **Wharf Carrier Group** and the VTA are maintaining a proactive position in identifying and reporting issues associated with traffic light sequencing and traffic flows. We can also expect substantial traffic impacts for the next few years with the full ramp construction involving the West Gate Tunnel works.

On the subject of efficiency gains, the VTA is working closely with the State and Federal Governments in developing a strategy aimed at achieving landside efficiency improvements. This will examine all facets of the Import/Export sectors that impact landside functions, as well as to identify areas that need improvement and propose solutions that will benefit the industry.

There has never been a better time for reform in order to improve productivity and efficiency gains for the industry and the VTA is working closely with all stakeholders.

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

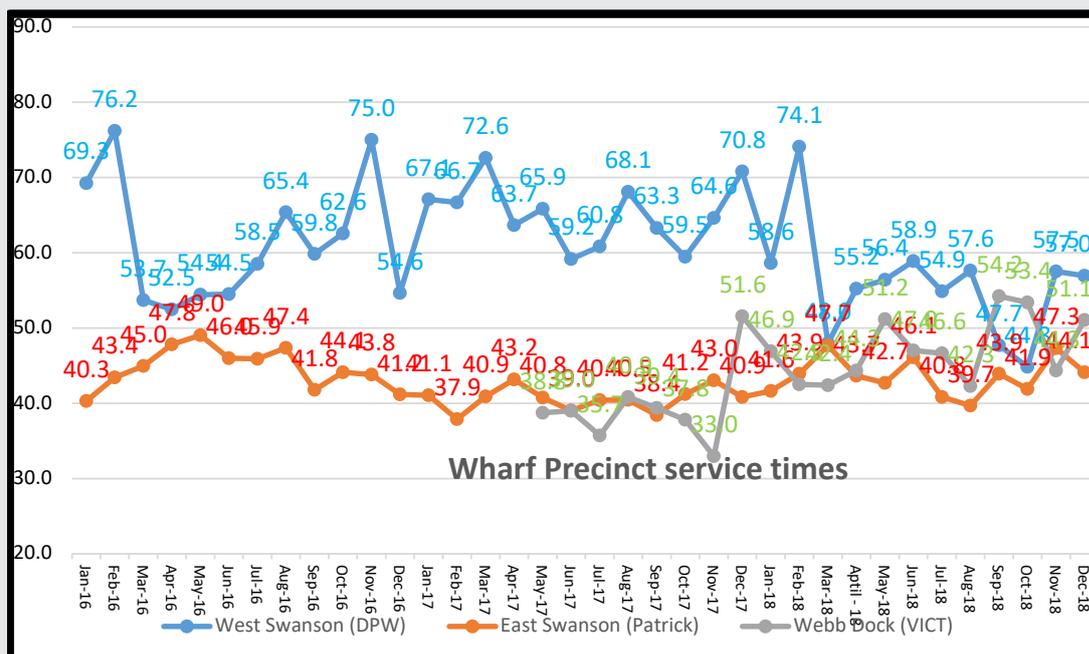
Industry Services Manager

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	44.8	57.5	57.0	55.9
East Swanson (Patrick)	41.6	43.9	47.7	43.7	42.7	46.1	40.8	39.7	43.9	41.9	47.3	44.1	43.6
Webb Dock (VICT)	46.9	42.5	42.4	44.3	51.2	47.0	46.6	42.3	54.2	53.4	44.3	51.1	47.2

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 Government was the first in Australia to recognise the important role the state governments play in planning for our booming waste and resource recovery needs.

The Statewide Waste and Resource Recovery Infrastructure Plan (SWRRIP) basically outlines a few key things (in simple terms):

- All Victorians and sectors of the economy produce waste

Victoria's integrated waste management system is worth billions and the sector employs more than 12,000 Victorians directly and supports a further 10,500 Victorian jobs. These 22,500 plus Victorians enable the delivery of an essential service to households and businesses across Victoria daily.*

The interconnected network of landfills and transfer stations, and facilities that process our organic waste, plastics and commercial and industrial waste, includes the collection of waste and recycling from Victorian homes and businesses. Although for most people their interface with the waste and recycling system is their local council, it is the private sector that manages the bulk of the services and the infrastructure that supports Victoria.

*Figures taken from soon to be released VWMA report into the contribution the waste and resource recovery sector makes to the Victorian economy.

- Waste needs to be managed in a sustainable way while also accommodating growing suburbs and populations
- We can't keep building landfills and need to reduce our reliance on them

It's recognised through the development of this plan that we'll need to expand our existing infrastructure needs (more facilities to extract material from our waste streams with residual ending up in landfill).

In short, the Plan acknowledges that if we're going to accommodate a growing population and support an expanding economy (including major infrastructure projects) we need to expand the waste and resource recovery system – however, building the infrastructure is only part of the equation.

The SWRRIP has a number of key initiatives attached to it that recognise the importance of some of the other elements of the equation.

Market Development Strategy recognises the need to stimulate markets. It acknowledges that there are some "problem or priority" material streams (based on their environmental impacts, or ability to create markets for them and include such things as glass, e-waste, organics, among others).

The Education Strategy recognises the need to engage with the business and the public about the importance of recycling, prioritises government intervention and investment to focus on improving the quality of recycling streams (reducing contamination) and investing in early engagement (e.g., through school programs).

The list goes on about complementary strategies, plans and initiatives.

The next few months will be interesting times for the State Government and related government agencies working in the waste portfolio. The Victorian Auditor General's Office (VAGO)

The waste and resource recovery portfolio is made up of nine government agencies working in waste or resource recovery. The EPA has the clearest role in this portfolio regulating business while the other eight agencies develop policy, deliver programs and funding, engagement with local government and the community.

audits government regularly and has its sights set on the Victorian Government's focus on waste and resource recovery. Last financial year we saw VAGO investigating the government's approach to the landfill levy (which is swelling after decades of underspending). This year we will see VAGO investigating the recovery and reprocessing of resources from waste.

I'll pre-empt some of the findings of their report which will likely point out a roadmap developed to move Victoria forward has stalled and more investment to create markets and engage with the public is needed.

I'll go one step further – any government activity, investment, or strategic plan cannot succeed in the waste and resource recovery sector without private investment, engagement, intel and most of all, buy-in.

The next few months will once again test relationships with the private sector and government and shine a light on systematic flaws in our system that shouldn't be ignored. The intense focus is the perfect time to close loop holes, fix the flaws and create a path forward. The VWMA will be calling out to members to help shape our consolidated industry position on many of the challenges ahead for us. We have the ideas, we have the people, we have the appetite – and through the association you empower us to take action on your behalf.

Mark Smith
VWMA Executive Officer

INDUSTRIAL RELATIONS IN 2019

LET'S TAKE A LOOK THROUGH THE CRYSTAL BALL!



It is highly likely that 2019 will be another watershed year in industrial relations, especially if the May election leads to the demise of the Morrison Government and the ALP, under Bill Shorten, form Government. What are some of the priorities and issues that the transport industry needs to consider?

Both major political parties are still developing their IR policies and it is still not clear when they might be finalised and announced. Nevertheless, some of the issues for debate/ consideration are listed briefly below:

1. What is the future of Enterprise Bargaining?

- The ACTU, and especially the TWU, have been calling for the re-introduction of 'industry bargaining' involving multi-employers and multi-sectors and would make the relevant modern award reflect actual rates of pay much more closely than they currently do;
- The ACTU also want to:
 - Prohibit employer lock-outs during bargaining,
 - Limit the ability of employers to terminate expired EBAs
- The ALP platform includes:
 - allowing for the re-introduction of mandatory arbitration to settle bargaining disputes, which

would likely be heard by the Fair Work Commission (FWC) or any successor Tribunal.

2. What is happening with labour hire?

- If elected, the ALP will likely mandate that labour hire workers must be paid the same as permanent employees doing the same work;
- It is also likely that they would introduce a national licensing scheme for labour hire operators.

3. Will 'penalty rates' be an issue?

- In June 2018, Bill Shorten introduced a bill that would have the effect of reversing the 2017 FWC decision to cut penalty rates – so it would likely be a priority if elected in May. Although directed primarily in the retail and hospitality industries, it would surely prevent penalty rate cuts across the board.

4. Will Industrial Manslaughter impact the debate?

- The ALP National Conference passed a resolution in late 2018 to work towards the development of industrial manslaughter laws with Safe Work Australia. This follows a Senate Committee Inquiry around the framework surrounding the prevention, investigation and prosecution of industrial deaths in Australia.

5. What about 'casual employees'?

- The Skene decision of last year has been addressed temporarily by the insertion of a new regulation that allows the payment of a 'casual loading' to be offset against entitlements applying to

employees, who may otherwise be regarded as permanent. It is likely that further issues will arise around casual status and a 'right' to seek a conversion to permanent employment.

6. What is the 'gig economy'?

- This is where 'a worker' accepts tasks/work through a 'third party' platform such as Uber, Airtasker etc and then performs such work/task as advertised. Questions abound around the legal status of such contractual relationships and therefore what entitlements apply and who is responsible for paying those entitlements, especially superannuation. There are, or recently have been, several inquiries conducted by both State and the Federal Governments that will lead to draft legislation in the next year or two – so continue to watch this space.

7. The National Employment Standards (NES)?

- The NES was also amended in December 2018 to ensure that all workers will be entitled to receive up to a minimum of 5 days of unpaid domestic and family violence leave.

As each of the major political parties announce their policies around employment and industrial relations issues, the VTA will keep its members and supporters advised with informed and relevant commentary and likely impact on the transport industry.

Paul Ryan

VTA Industrial Relations Advisor

CHANGES TO TCA

AMIDST INDUSTRY PROGRESSION



As many of you will be aware, Transport Certification Australia was folded-in with Austroads, by way of an acquisition, on 31 December 2018.

The decision for TCA to be owned by Austroads was made by the Transport and Infrastructure Council (TIC) following a review of national transport bodies in 2018.

Council recognised the essential role TCA performs, how the use of telematics and related intelligent technologies will continue to support surface-based transport reforms now and into the future.

TCA will continue as a separate corporate entity reporting through its newly established board, and will continue to lead by interacting with three distinct stakeholder groups:

- **Producers** of applications (including government agencies and regulators which set policies and programs using telematics)
- **Consumers** and users of applications
- **Providers** of applications (which deliver telematics products and services in response to Producers and Consumers).

If any evidence is needed of this, one need look no further than the work we've progressed since the beginning of 2019.

Consolidation of heavy vehicle rest area information

During January we published the first instalment of consolidated rest area location and amenity information, for use in in-cab navigation devices, through the Traveller Information Exchange (at no cost to users).

This directly responds to the needs of the heavy vehicle industry, which has long demanded the need for a centralised, standardised source of formal and informal rest area information.

While the information was available previously, it was in different formats and retrieval methods between sources, made it hard to access, retrieve and use.

By using in-cab navigation devices which reference information provided through TIX, drivers will have advance knowledge of informal rest area locations and amenities during their trip.

To date, we've released two instalments of heavy vehicle rest area information, including formal location information from Queensland and South Australia, and informal rest areas (identified by green reflectors).

Road and Transport Safety Advocate, Rod Hannifey, has been promoting the use of green reflectors as a cheap and effective measure to identify informal rest areas. Over the past 12 months TCA has worked with Rod to digitally record location and amenity information of the locations with green reflectors.

By providing information in multiple ways, TIX serves a diverse range of user needs, including those who:

- Purchase telematics services from providers
- Have their own systems
- Just want the data in a standardised form.

As we move forward, there are opportunities for:

- Other types of crowd-sourced data to be disseminated through TIX
- Users to maintain the currency of crowd-sourced data (for example, when current rest areas are no longer available, or when new rest areas become available).

We want to hear from you about what other information could be of value through TIX!

New ministerially-approved applications and features through the National Telematics

Significant work is underway following the approval of 16 new telematics initiatives by the TIC in November 2018.

Of particular interest to VTA members are three initiatives which are targeted specifically to operators and drivers:

- Provide turn-by-turn navigation/route guidance for heavy vehicle drivers (building on work which TCA and the VTA has already progressed with VicRoads in this area)
- Recognise transport operator systems to be used in the National Telematics Framework
- Share reports sent to road agencies and regulators with transport operators and drivers.

TCA will be working with the VTA

to progress these ministerially-approved initiatives so that operators can benefit from these improvements.

I wish to acknowledge the valuable engagement we had with all stakeholders and the open, forthright discussions – including those with VTA and its members – which directly informed the business case.

More type-approved On-Board Mass (OBM) Systems available

There are now four different types of OBM Systems which have been type-approved by TCA, with more currently being progressed through the type-approval process.

I congratulate the first two OBM suppliers to have obtained type-approval: Loadmass Pty. Ltd. (trading as Loadman Australia) and Tramanco Pty. Ltd.

Type-approved OBM Systems are identified by the 'TCA Type-Approved' logo.

I'm often asked what distinguishes type-approved OBM Systems from other offerings.

Put simply, type-approved OBM Systems allow operators with the ability to improve the measurement of mass accurately, reliably and consistently.

With the need to achieve conformance with regulatory limits, accreditation under the mass management module of the National Heavy Vehicle Accreditation Scheme (NHVAS), as well as meeting Chain-of-Responsibility (CoR) requirements,

type-approved OBM Systems help transport operators better manage the risks associated with the measurement of mass.

It is also encouraging to see the Victorian Government highlight the potential for using OBM Systems in the recently released Victorian Freight Plan. Using technology and data as a disruptive way to manage ever-increasing usage of transport infrastructure is critical.

Version 3 of the Telematics In-Vehicle Unit (IVU) Specification

During February we released the latest update to the Telematics IVU Functional and Technical Specification.

The latest update (Version 3) reflects current and emerging developments, and anticipates disruptive influences which continue to shape the open technology market.

This also draws upon TCA's operational experience in managing applications administered through the National Telematics Framework.

We've been able to identify areas of the Specification where requirements can be made less stringent, without compromising performance-based outcomes which relate to robustness, accuracy, reliability, tamper evidence, data storage and security.

Since first being introduced in 2013, this Specification has become an important reference for providers and consumers of telematics services.

It is significant that there are

now more than 45,000 heavy vehicles fitted with TCA-recognised Telematics IVUs, which support applications and functions of the National Telematics Framework.

Time to say goodbye...for now

After leading TCA for the past 13 years I departed as its Chief Executive Officer from 1 March 2019.

It has been a privilege to meet and work with some great people across government, industry and the technology sector, whose passion and love for their work has been contagious. In particular, I have enjoyed working with the VTA and its members over the years – including prior to my tenure with TCA.

I was not born in a truck, nor was my family in the transport business, so I can't claim some 'mystic' connection to the industry. What I can say, however, is that I fully appreciate the immense importance of the transport industry to Australia's prosperity. I also would like to acknowledge the great people that work in the sector and their down to earth approach to getting the job done.

I see many productivity and safety opportunities 'within reach' through the use of telematics. Many of these have been talked about for longer than I care to remember. But all it takes is leadership, and two-way communication between industry and government, to make things happen.

I am confident the VTA is well placed to advance the cause.

With that, I wish you all well for the future. I'm sure I'll cross paths with many of you in the years to come.

Chris Koniditsiotis

Former Chief Executive Officer
Transport Certification Australia

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The Model T Ford and de Havilland Comet transformed how communities and business interacted in the 19th century.



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INDUSTRY MUST PREPARE FOR THE ON-DEMAND WORKFORCES

The proliferation of digital technology that has defined the start of the 21st century has made fundamental transformations to communities and cultures, and the day-to-day interactions we have as individuals, suppliers, consumers of goods and services, and employers of people.

Just as the combustible engine forever changed how communities,

businesses and cultural institutions interact, today's equivalent – the mobile phone or handheld tablet – has upended how we interact and communicate.

If the legacy of the Model T Ford or the de Havilland Comet was their ability to bring people closer, history will cast the technology behind these platforms as the advancement that brought us even closer.

Transport operators have embraced new mobile technology and quickly identified where it could create greater efficiencies, safer workplaces and faster deliveries, with customers

and consumers being the ultimate benefactors.

The latest development every sector of the economy is having to adjust for is the on-demand worker, a worker classification made possible from technology that has converted mobile phones and tablets into veritable noticeboards for jobs and income.

Transport is feeling the greatest impact of this because travel is essential for virtually every on-demand worker transaction. Over one-third of new businesses created in Australia over the past year was in the transportation sector, according to CommSec, with ride-sharing businesses alone soaring by a massive 39 per cent.

The on-demand worker manifests in the form of the Uber driver that takes you home from work or delivers your evening meal, or the concreter you found on Airtaskr to pour the slab for your new home extension. By and large, they work for themselves and set their own hours, which is one of the greatest appeals for 'gig economy' workers who want flexible hours and working conditions.



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The Model T Ford and de Havilland Comet transformed how communities and business interacted in the 19th century.

Governments and industry sectors have rightly identified there may be unintended consequences of the rapid rise of the 'gig economy' and on-demand worker, with the Victorian Government recently calling for submissions to its Inquiry into the Victorian on-demand workforce.

For all their lifestyle and social benefits, on-demand jobs remain generally unregulated, which has consequences for remuneration, superannuation, occupational health and safety and other aspects of employment that are typically covered under employment laws and regulations.

In its submission, the VTA expressed concern that persistent and unregulated proliferation of on-demand jobs could compromise the living standards workers have become accustomed to because remuneration erosion is inevitable in an increasingly competitive on-demand worker economy.

Most rational people will opt for the driver that charges \$3 to deliver their pizza than the one that charges \$5. Extrapolate this across the broader economy and on-demand workforce and the potential for unintended consequences are clear.

Our submission focused on the need to land on an accepted economy-wide definition of the on-demand worker, and that such a definition should not be confused with piece, casual, on-call, home-based or other labour hire definitions.

Such a legal definition of the on-demand worker would be significant because it is the key threshold question that determines which regulatory framework applies across areas including wages and conditions, health and safety, workers compensation and taxation.

Whilst our submission acknowledged independent contractors and casual workforces continue to have their challenges, employment arrangements and contractor engagements are generally



understood and manageable in the transport and logistics industry.

Regulation of on-demand workers in the 'gig economy', however, needs immediate attention. This is evident in payment standards, employment contracts, and adherence to the handling of accruals, shift loadings and entitlements such as holiday, family and long-service leave, superannuation and accident compensation that are currently unavailable to the on-demand worker.

Notwithstanding their advantages, the on-demand worker's

dependence on digital platforms can enable avoidance of industrial relations responsibilities.

For example, current regulatory gaps can be exploited to avoid application of workplace laws and other statutory obligations. This is unacceptable and for employers who operate professionally and comply with relevant industrial laws and within statutory requirements, they are clearly placed at a competitive disadvantage.

There is no doubt the on-demand worker and the 'gig economy' they work in is here to stay.

The challenge is to sensibly regulate their growth in a way that upholds living standards, provides clear career pathways for skills development, and avoids an underclass of workers that would subvert standards we have worked so hard to establish.



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Peter Anderson

Chief Executive Officer

CHRISTMAS CHEERFULNESS

The VTA was proud to host more than 300 industry representatives and their guests at the annual Christmas Lunch held on December 7 in the exclusive Members Dining Room at the Melbourne Cricket Ground.

Attendees were treated to a traditional Christmas lunch with all the trimmings and welcomed the opportunity to socialise and celebrate the festive season.

The event, sponsored by Viva Energy Australia, was highlighted by the entertainment from singer-songwriter Sarah Valentine, a regular VTA functions performer, and versatile comedian Des Dowling.

Guests appreciated the games and activities, including Music Trivia, and there were loads of prizes and giveaways.



Scott Matthews (Graysonline, left) responds to one of the competition questions as Chris Beanyi (MSE) ensures he is heard.



VTA Relationship Manager Kevin Halpin (second left) mingled with all groups at the Christmas Lunch.



Scania pair Michelle Schofield and Tevfik Onguc at the VTA Christmas Lunch.



VTA Chief Executive Officer Peter Anderson welcomed guests to the annual Christmas Lunch.



Chris Pearce (AA Semi-Trailers), Michael Mann (Glen Cameron Group) and Paul Ryan (VTA) caught up before the festivities.



Ryan's Transport Managing Director Dennis Ryan (left) and TWUSUPER Chief Executive Officer Frank Sandy were pictured in the MCG Members Dining Room ahead of the lunch.



Enjoying pre-lunch refreshments were (l-r) Shane Harbridge, Phil Bruggeman and Ross Jacobs, all from the Glen Cameron Group.



Nationwide Towing representatives were among the 300-plus luncheon guests.



VTA President Cameron Dunn provided a yearly overview and extended season's greetings to Christmas Lunch guests.



VTA Christmas Lunch guests (l-r) Vincent Nguyen, Paul Cole and Raymond Liu, all from Gallagher insurance broking and risk management company.



Gippsland Water Soil and Organic Recycling Facility trio (l-r) Libby Valentine, Danny Key and Claire Portelli were among the luncheon guests.

STATE POLITICIANS ON THE MOVE

The Victorian political landscape for the transport, freight, roads and port sectors has undergone sweeping change since the state election last November.

The incumbent and successful Labor government has made the most significant reshuffling of portfolios with transport being the focus of an all-female team.

Minister for Transport Infrastructure Jacinta Allan leads the team that includes third-term parliamentarian Jaala Pulford, who has responsibility for Roads, Road Safety and the TAC, and new cabinet minister Melissa Horne, whose portfolios comprise Public Transport and Ports and Freight.

The Opposition, under newly-elected Liberal leader Michael O'Brien, has also initiated changes to its Shadow Ministry in areas affecting our sectors.

The Leader of the Opposition in the Legislative Council, David Davis has the key portfolios of Shadow Minister for Transport Infrastructure and Public Transport (Metropolitan),



New Victorian Ports and Freight Minister, Melissa Horne.



Jaala Pulford now has the portfolio of Minister responsible for Roads, Road Safety and TAC in Victoria.

while Gordon Rich-Phillips has become Shadow Minister for Metropolitan Roads and Road Safety and first-time Shadow Cabinet member Roma Britnell has the Rural Roads, Ports and Freight portfolios.

The VTA has enjoyed a harmonious working relationship with previous state politicians in these sectors, including Minister Luke Donnellan and Shadow Minister David

Hodgett most recently, and we remain confident that we can continue to share opinions on roads and freight movement infrastructure with the newly-appointed party members.

We have already seen the first signs of the government ministers being proactive on road infrastructure matters and we encourage their ongoing endeavours.

VTA EVENTS CALENDAR 2019

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



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

MAXITRANS TEAM STUNS GOLF RIVALS

The MaxiTrans team was to the fore with an amazing performance to win the Viva Energy Australia golf day at The National Long Island Golf Club.

Playing off a handicap of 2.5 and achieving a nett score of 51.5, the four of Cameron Knowles, Stuart Farrow, Robert Marlais and Drew Robertson had a sensational 18 under off the stick. It was startling golf.

The runners-up were the Xtreme Freight team represented by Jim Pantou, Tony Van Keulen, William Van Keulen and John O'Brien with a score of 54.75.

In third place after aiming for back-to-back victories following their success at Commonwealth Golf Club last November was the Vawdrey Australia team of Paul Vawdrey, Stephen Ammitzball, Craig Parow and Steve Fanning who scored 54.875.

All competitors were keen to show their prowess on the fairways to claim the spot prizes, but they could not match the longest drives of competition co-winner Rob Marlais (MaxiTrans) on the fourth, nor Viva Energy Australia team member Nick Lubransky on the 13th hole.

On the greens, they were also in pursuit of nearest-the-pin prizes,

which were won by Ashley Backman (Viva Energy Australia) on the ninth hole and by the RSM team's Tom Fanning on the 12th hole.

NEXT GOLF DAY

Get your team ready for the TWUSPER event at the Commonwealth Golf Club. Monday, November 18, 2019



(Left to right) Golfing legend Bob Shearer with Bruce McKee, Peter Anderson and Neil Felmingham



Peter Anderson (left) and Viva Energy's Rob Cavicchiolo (right) with the winning MaxiTrans team of (left to right) Cameron Knowles, Drew Robertson, Stuart Farrow and Rob Mallias



Daimler team of (left to right) Andrew Assimo, Daniel Whitehead, Paul Chappel and Gary Wheatley



Viva Energy team (left to right) Frank Vitale, Nic Lubransky and Paul Rodney

FAMILY BUSINESS SUCCESSION STEPS



There are many small to medium businesses that are operated by family groups. These family businesses have in many cases been in business for many years with either Dad and/or Mum the key persons who have made all the decisions, both strategic and financial.

One of the biggest challenges these businesses face is who is going to succeed Mum and Dad as the key persons in the business. In many instances, other family members are employed in the business, sometimes non-family members capable of operating the business are employed and, of course, there is the option to sell to an external third party.

For families where some family members work in the business, there can be a number of issues that require consideration.

Sometimes not all family members are offered the opportunity to work in the business and there are some who choose not to. Either way, this can create issues that the family group may have to deal with in the future, such as estate planning, for example.

The one thing that is most important for any successors, family or non-family, in a family business is opportunity. For the business to be sustainable in the future, the opportunity and what it looks like, must be presented to the key person successors.

The opportunity might be an equity opportunity or a profit share opportunity with the return on investment a key factor in decision making. A funding option as part of any opportunity that is presented is very attractive to any successor, however a key person may still have the capacity to fund the opportunity externally.

Any timeframe that is in place and goals that have been set, such as further study, additional mentoring etcetera need to be agreed to make the opportunity achievable. Importantly, if the opportunity has been presented it must be attractive to the successor.

If the opportunity has not been presented maybe now is the time to start the conversation, instigated by either party.

For transition to a successor to work, Dad and/or Mum must be ready to relinquish control and the successor must also be ready to assume decision making responsibility. Importantly, the successor must be the right person for the job. If robust systems and processes are in place, this will make the transition to the successor much easier and reduce the business risks of the transition.

Key family issues that require consideration include:

Does the whole family agree with the succession plan?

Do Dad and Mum need to realise equity out of the business for retirement?

What is the value of the business and is the value that has been transacted a family value or a commercial value?

Is the business structure appropriate to enable transfer of equity to take place in an efficient manner?

If the family keep the business, is this the right decision for the family as a whole?



Jeff Long

Managing Partner, HLB Mann Judd

AUTOMATED SOLUTIONS FOR COR MAINTENANCE



It has now been three months since the new COR changes have come into force, in particular the new maintenance provisions and its associated responsibilities. The additional paperwork burden can be significant for transport operators and seeking solutions that automate has been high on their business agenda.

Heavy vehicle maintenance is constantly being reviewed by transport operators and achieving the right balance of cost and investment is challenging, while maintaining a profitable operation. A number of factors have contributed to the large increase in paperwork and auditing that now has to take place, with the COR maintenance becoming a significant but necessary overhead for operators.

As a technology provider it's great to see a focus on reducing and even eliminating the in-cab paper for all driver functions from industry. When we analyse fleet operations we find that even medium-sized fleets (<100 trucks) are processing well over 300,000 pieces of paper from the driver each year. With the addition of further paper processing for maintenance, it is getting out of control.

Our solution to this evasive paper problem is to deploy into the truck a reliable compliance and productivity

app that can run on any mobile device, be it Android, IOS or even Windows-based and connected to a Cloud-based software solution to eliminate all CoR maintenance paperwork. Of course, the app also manages fatigue (EWD), jobs and mass declarations as well as safety incident reporting.

Delivering a paperless solution requires some of the following maintenance tools:

- Pre-start vehicle and trailer checklist, that automatically creates a Defective Maintenance Request (DMR) when items are not ticked, that are immediately sent to fleet operations for actioning
- Sign on glass driver declaration with interlocks to prevent driver bypassing process
- Raise a DMR with associated photographs at any time during a driver shift
- Driver can review any DMR on the mobile device in the past 60 days to confirm repair status
- Qualified mechanics can close or raise new DMRs during repair or servicing activities directly on the vehicle's mobile device, including signature and checklist imaging.

When you are operating a fleet with different heavy vehicle and trailer variations, it is important that the pre-start checklist and fault types are customisable for each vehicle and trailer types.

Fleet Operations staff should have immediate access to all the maintenance-related information that the driver and maintenance team require to meet all the CoR and NHVAS standards and more. Cloud-based mobile solutions need to provide key maintenance functions such as:

- Pre-start checklist results including driver signature, available historically with vehicle, driver and trailer records for ease of audit
- DMRs shown on the Operations maintenance screen for immediate corrective action
- All DMR corrective action closeouts are made available on mobile device at drivers' next login
- Detailed reports are available for all DMRs open or closed with closeout performance
- Automatic scheduling of A, B, C and other services for each vehicle and trailer, based on either km, hours or time period intervals
- Keep track of costs for DMRs and services, and ability to view service history and cost by asset
- Scheduled service information to be available for operations

One of the greatest challenges an operator has is the collation and analysis of vast amounts of information 'Big Data', especially once CoR maintenance processes are automated. Application of an integrated Business Intelligence platform into the overall cloud solution can provide dashboard and KPI reports for various aspects of the fleet's asset maintenance to highlight asset technical issues and direct large-scale problem corrective actions, and even changes to equipment purchases to reduce maintenance costs.

The CoR maintenance automation process is not complete without integration into an operator's TMS or maintenance system, such as FleetMEX, Translogix Workshop and other systems.

John Tsoucalas

General Manager, Compliance Systems, Fleet Effect

CHECK YOUR TRANSPORT AGREEMENTS



Increasingly, customers are insisting that transport companies use their Transport Services Agreement, rather than the transport operator's own terms and conditions. These customers will have undoubtedly allocated significant risks away from them to you, their service provider. Some key areas to check are:

1. Rates: If your bid for the work assumes a minimum volume, ensure that your customer commits to that, or else give yourself a right to increase rates or to terminate. If you don't have those rights, you'll be taking the risk! It's important to

stipulate that rates are regularly reviewed, including if the transport services change (e.g., new routes) and that there is an objective process (preferably, a formula) that covers off on cost increases you are exposed to. If new charges or taxes are introduced, the contract should allow you to pass these through to your customer. Finally, beware of 'most favoured nation' clauses – these work in the customer's favour and can be very difficult to manage with a range of customers once the contract is on foot.

2. Exclusivity/minimum purchases/early termination: If you are not the exclusive provider (or don't have a minimum purchase commitment), or your customer can terminate without cause, how will you recoup the capital expenditure (new trucks, trailers and depot works) that you have bought or leased to service the contract? If you are incurring significant capex, aim to secure from the customer a mixture of exclusivity, minimum volumes or a committed contract period. There is a similar issue for employees taken on to service a new contract.

3. Liability management: We recommend a holistic approach to assessing your overall exposure and liability management. Some 'tools' available include:

- contractual protections to ensure you have a reasonable opportunity to rectify
 - appropriate liability limitations and exclusions (e.g., of consequential loss)
 - insurance – a specialist insurance broker who understands your business and the industry can add value
 - contribution – ensure the contract only makes you liable for the losses you have caused.
- 4. KPIs:** These are increasingly common, with greater detail and more serious consequences if not met, including termination. KPIs should be objective and properly measurable. An appropriate cure regime should apply before triggering serious consequences.

Nick Miller

Principal, Hunt & Hunt Lawyers



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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.

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www.twusuper.com.au

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Contact Mairead Hayes on 03 8823 3761
Email: mairead.hayes@vivaenergy.com.au
www.vivaenergy.com.au



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Contact Renzo Antidormi on 0408 562 515
Email renzoantidormi@nti.com.au



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Contact Charles Bunker-Smith 03 9931 6000 or
cbunkersmith@cmv.com.au
www.cmv.com.au



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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



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For assistance on any of your telecommunications needs, please contact Curtis Hughes on 0412 036 699.

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 to see how RSM can help you



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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.

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**For more information please visit www.1-Stop.com.
Contact Alicia Mingare on +61 419 840 805
For reference: 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 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



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**Contact Craig Nicholson craig@armdrive.com.au
0439 888 464
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



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**Contact Rod Cunningham on 0447 276 167
Email: rod.cunningham@barkertrailers.com.au**

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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

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



DriveRisk is a dedicated team committed to reducing on-road risk for fleet operators and the driver community by developing and providing risk-identifying information coupled with behaviour-changing solutions. We use data from video, sensors and reports to create a focused risk profile of a driver, enabling fleet operators in establishing an accountable and structured, proactive solution to driver and risk management. DriveRisk is the proven market leaders of driver science and the exclusive reseller of Lytx™ DriveCam in Australia, Africa and New Zealand.

Contact Owen Neochi on 1800 837 433 or at info.australia@driverisk.com www.driverisk.com



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



Europcar was formed in 1949 just outside of Paris and has operated in Australasia since 2004. With over 69 years' experience and around six million drivers each year, Europcar is a world leader in car and truck rental.

From a car-rental specialist, our Group has become a global provider of mobility solutions. At a time where the market and customers' needs for global providers of mobility solutions is growing, we are convinced that we can play a leading role in the mobility ecosystem.

Europcar acknowledges the growing demand for commercial vehicles and we continue to heavily invest in this segment by expanding our current truck and van supersites and increasing fleet size and mix to meet demand requirements. Europcar also has the largest corporately owned van and truck network in AU.

Contact Sahil Nijhawan (New Business Development Manager) on 0417 686 500 or Brett Devlin (Business Development Manager) on 0423 590 666.



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.

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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**



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 Beaufort, 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 e-Commerce 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**

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The Haulmax brand provides Australian engineered performance tyre solutions for the truck, trailer and industrial tyre marketplace in Australia. Our tyres are built for Australia's unique conditions to provide improved handling with increased stability, higher load carrying capacities and optimum tread life. Haulmax Tyres invest heavily in product development ensuring our products are both fit for purpose and cost efficient. This allows for absolute quality control and guarantee of product performance.

Haulmax features:

- * Built to European Tyre & Rim Technical Organisation (ETRTO) standards
- * Premium casing design, raw materials and compounds
- * Application specific wider and deeper tread for increased traction and mileage.
- * Special cut & chip resistant compounds to increase mileage on Australia's harsh gravel roads.
- * Life-Time Replacement Warranty

Contact sales@haulmaxtyres.com.au or phone 1300 761 80



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



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



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
General office: 03 9663 9877



Knorr-Bremse is the leading manufacturer of braking systems and supplier for rail and commercial vehicles, with sales totalling over EUR 6 billion in 2017. Its 28,000 employees develop, manufacture, and service braking, control, and energy supply systems, HVAC and driver assistance systems, steering systems, powertrain and transmission control solutions. We supply customers with braking systems for trucks, buses and trailers. The entire spectrum of products from electronic braking and chassis management systems to wheel end systems. The company's portfolio ranges from; conventional valves, electronic control systems, brake actuators, disc brakes and drum brakes. We are not just suppliers but also development partners, collaborating closely with customers. Our modular approach offers a clear advantage we can select and fine-tune the most appropriate solution to sit your business.

Contact Steven Reynolds (Business Development Manager) on 03 9797 8597.

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LOGICAL STAFFING SOLUTIONS

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

**Contact Russell Hutchinson on
03 9369 1977
www.logicalstaffing.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 – Freightler, 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**



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 Feuille on
0436 651 372
Email: sfeuille@mymove.com.au
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
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
www.linkedin.com/in/ben-thornton-
644051108/**

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Panus Oceania focuses on developing quality product and equipment for the Australian semi-trailer market. With more than 50 years of experience led by our global manufacturing hub in Thailand, we pride ourselves on the opportunity to service all areas of the transport industry.

Contact Scott Wettenhall on 0417 066 067
<https://www.panustrailers.com.au>



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Prime Creative Media is Australia's largest business-to-business publisher, specialising in integrated marketing communications in high-growth industries. Our brands include Trailer Magazine, Prime Mover Magazine, Global Trailer Magazine, Rail Express, Logistics and Materials Handling, Roads & Infrastructure, Waste Management Review, and Inside Waste. Our platforms 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.primecreative.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 or **0478 304 091**



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, phone Anthony Lowe on 0439 064 332 or 1300 4 DETECTION, or email Anthony.Lowe@tdda.com

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With Trimble Transportation Enterprise's (formerly TMW Systems) expertise as a software solutions provider and Trimble Transportation Visibility's (formerly 10-4 Systems) knowledge in comprehensive supply chain technology, Trimble Transportation is able to provide users with scalable solutions that maximise performance, visibility and safety. Users are able to better manage end-to-end transportation, fleet and asset management, routing and dispatching, optimisation, business intelligence, fleet maintenance and freight visibility by implementing Trimble Transportation solutions. Its knowledge in transportation and logistics gives it invaluable experience to help users combine predictive, prescriptive and automated analytics to make better, data-based decisions to boost efficiencies and ensure safety.

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



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 for more information and details on exclusive partner offers.

**Contact Matt Sampson
matt@utenant.com.au
0409 351 814**



Vawdrey Australia is the nation's leading manufacture of quality semi trailers and associated transport equipment. Proudly designed and manufactured in Australia at our Dandenong facility in Melbourne's south eastern logistics hub, we design and build equipment that is custom made for the unique conditions found in the Australian operating environment. We pride ourselves on delivering trailers and truck bodies that meet the highest standards of design and finish, that deliver unmatched levels of productivity and safety, backed up by nation-wide service and support across the country. Ranging from the largest fleets to single vehicle owner operators, Vawdrey take pride in working closely with our valued clients and understanding individual business needs.

**Contact: Paul Vawdrey
Paul.vawdrey@vawdrey.com.au
0417 559 512**



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 or call on
03 8547 9730
www.vict.com.au**



WorkPro makes workforce compliance simple and organisations more efficient. The online platform centralises background checks; licence, ticket and document management; and safety and compliance training. Established in 2006, WorkPro has transformed the talent acquisition and management process through consistently delivering powerful technology and continually evolving services. With government database and commercial integrations, and partnerships with industry bodies, subject matter experts and professional associations, WorkPro delivers services to clients across Australia and New Zealand.

Contact Tania Evans on 1300 975 776



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
03 9613 5517**



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