



# priorityreport



## COLIN REES HONoured AS AFIA PERSONALITY OF THE YEAR

See **PAGE 16**

Victorian  
Premier  
recognises  
transport's  
vital role  
**PAGE 13**



Environment  
Minister  
addresses  
Alternative  
Fuels Summit  
**PAGE 15**



Innovative  
use of  
Optus 5G  
technology  
**PAGE 20**





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# CONTENTS



- 4 VTA Team
- 5 President's Welcome
- 6 Lifting the standard of our HVD workforce
- 7 CEO's Report
- 8 VTA Committee Reports
- 10 VWMA Report
- 11 Industrial Relations Report
- 12 Federal politicians briefed on safer industry vision
- 13 Premier praises transport's output
- 14 Rising costs affect us all
- 15 Prepare for fuels of the future
- 16 AFIA 2022 – a gala to relish
- 19 The mystery of the missing strategic plan
- 20 Enterprise 5G future starts now
- 21 Adaptalift has Hyster range within reach
- 22 Alcohol and drugs testing safety mix
- 23 Members, Sponsors and Supporters

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Adaptalift, Alcolizer, Matthews Steer, Optus.

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

COVER: Colin Rees, whose family have been involved in various modes of transportation for more than 60 years, pictured with wife Val following his presentation as the Personality of the Year at the Australian Freight Industry Awards.

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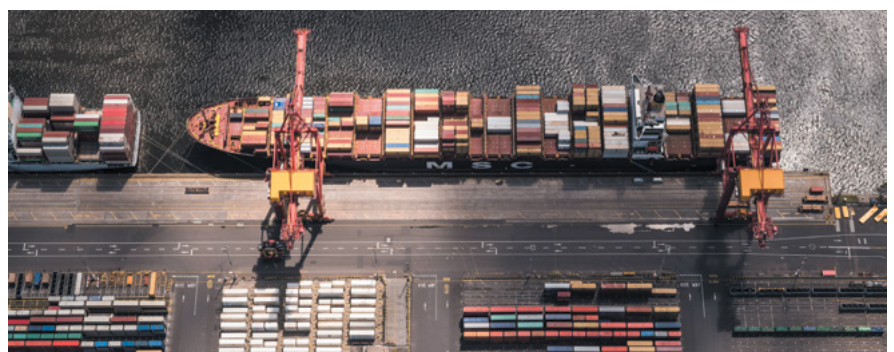
### THE VTA IS PLEASED TO ACKNOWLEDGE THE FOLLOWING NEW SPONSORS AND MEMBERS

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- J & N United Pty Ltd
- PNR Assets Holdings Pty Ltd

## VTA BACKS DRAFT PORTS PRODUCTIVITY REPORT

The VTA has backed some of the key points in a draft report from the Productivity Commission into Australia's maritime logistics system.

The Lifting productivity at Australia's container ports: between water, wharf and warehouse report analysed long-term trends in system performance and explored industrial relations, infrastructure constraints and technology uptake. A key point is that inefficiencies at Australia's container ports cost the Australian economy an estimated \$605 million each year. Chief among the points that received VTA support is that a lack of competition in some parts of the maritime



logistics system means consumers pay too much.

The report found transport operators have no choice about which terminal they use when picking up or dropping off a container, so must pay whatever price a terminal operator sets. It also highlighted VTA concerns about transport operators paying fees to

shipping lines for the late return of containers even where the delay is because empty container parks are full. We concur that the exemption for shipping contracts enabling these fees to fall outside the scope of the Australian consumer law should be removed. The draft report is open for comment until October 14.



# PRESIDENT'S WELCOME

Welcome to this issue of **Priority Report** magazine, where we review the activities and many achievements of the VTA in recent months.

It has been terrific to re-engage with members, with pandemic restrictions almost completely relaxed, bringing with it more and more opportunities to meet in person and reconnect.

The VTA Executive Council and Secretariat has been hard at work for members to generate positive outcomes across a variety of issues, from training and professional development, heavy vehicle licencing, and working towards a regulatory framework that benefits members and operators.

A particular focus of the Secretariat has been working constructively through its affiliations with ARTIO to achieve minimum road freight industry standards, which is consistent with the structural change needed for a viable, safe, and sustainable industry.

The VTA contributed significantly to Senator Glenn Sterle's Standing Committee in the last parliament, and we are encouraged that the new government appears pre-disposed to taking up recommendations in its report, which the VTA openly supported. Peter Anderson, as ARTIO secretary and representing the VTA, has diligently and effectively represented member interests, for which he is to be congratulated.

Our release of the Lifting the Standard industry review was another highlight of the past quarter – it is a document that draws attention to some of the deficiencies of the current licencing and training regime and was prepared to amplify VTA advocacy

for a new system that can attract and train younger drivers and cohorts of our society that typically don't consider careers in transport.

It is also worth referencing the VTA's efforts and advocacy for downward pressure on fuel pricing, particularly in the context of rising costs because of supply chain pressures and conflict in Eastern Europe, and the end of the temporary fuel excise reduction. Whilst the Road User Charge is set to rise by 0.8 cents, the VTA is pleased our advocacy for any increase to be less than CPI was effective. An increase to the Fuel Tax Credit of one cent will also help to offset the higher RUC.

I have always been impressed with VTA members' willingness to embrace new technology and being early adopters of emerging equipment that will one day become the norm for the industry. This was one of the reasons we decided to host our inaugural Alternative Fuel Summit, with the support of Viva Energy and CMV Truck & Bus.

Recognising the faster shift to lower carbon emissions under the new federal Labor government, the Summit tackled the issue head-on, with numerous speakers and equipment manufacturers updating members on the accelerating transition towards alternative energy sources to fuel the freight task.

After almost three years as President, it was a pleasure to be able to finally host the Australian Freight Industry Awards in person, and with close to 700 attending and over 60 nominations received, there was terrific energy in the Crown Palladium Ballroom.

We review the awards at length in this issue of Priority Report, but could I extend my sincere congratulations to all the awards winners, in particular Colin Rees

who was the recipient of the Personality of the Year award. Col is an absolute legend of the Australian transport industry, as well as a very loyal and dedicated VTA member, and it is hard to imagine a more worthy recipient of one of our industry's most prestigious awards.

In closing, I would like to acknowledge and thank all our members for their continued support of the VTA, and its efforts to bring about positive change and outcomes for transport industry participants, be they operators, suppliers, employees or freight and logistics customers.

As an employer representative, our role is to service your needs effectively, which is only possible with an engaged membership that openly shares its challenges and priorities. Please do not hesitate to contact me or any of the VTA Council or Secretariat to discuss issues of particular concern to you or your operation.

**Mike Lean**  
President



# LIFTING THE STANDARD OF OUR HVD WORKFORCE

**The transport industry routinely embraces innovation when it comes to changes in telematics, new safety technology and automation, so why are we so far behind when it comes to the basic issues of attracting and retaining a skilled workforce?**

At a time when many industries are facing declining demand, ours is fortunate enough to be experiencing some of the highest ever requirements and our infrastructure is trying to keep pace. Throughout the country, there is an unprecedented pipeline of major transport infrastructure projects in order to support the nation's burgeoning future freight needs.

However, this significant investment in infrastructure upgrades isn't being matched by investment in the people that deliver those services on our roads. The road transport industry has for many decades struggled to attract and retain the heavy vehicle drivers of the future, and this will only continue in the absence of reform to heavy vehicle licensing and training.

When we consider the fact that the average age of a truck driver in Australia is 57 and fewer than one in five are under the age of 30, it becomes clear that young people don't see the industry as a rewarding career choice. With 20 per cent of drivers already at retirement age, we are increasingly exposed to a potential crisis that will have far reaching consequences.

We need to address the core of this resourcing issue and not just provide a band-aid solution that incrementally grows the workforce at the expense of safety and skills.

The current system of licensing does not produce the safety standards or skill levels to meet the expectations

of the community and nor does it deliver a job-ready workforce for transport operators. Under the current time-based graduated system, a heavy vehicle licence can be attained for approximately \$1000 and just five hours of instruction with as little as 45 minutes driving time. This is all predicated on the assumption that the skills one needs to earn a regular driver's licence are transferable to a heavy vehicle, which couldn't be further from the truth.

The result of this system is that heavy vehicle drivers entering the industry are permitted to drive on our roads with minimal time behind the wheel and with limited experience and understanding of the vehicles they are driving.

The VTA has developed a fully rounded training framework which delivers a safe and professional driver workforce that meets the

expectations of transport operators and the wider community.

We know this framework is more than capable of reform because it is already being applied under a current Victorian government-funded program that delivers job-ready drivers for the transport industry. This highly successful program was developed within the VTA with the assistance of road transport and logistics experts and includes elements of similar successful programs in both Canada and the United States. It now provides a tried and tested model for a competency-based heavy vehicle driver training system.

If this approach replaced the current system, it would build skill and safety into a mandated curriculum that delivers safe and professional drivers to the road transport industry. This would in turn develop a workforce that takes pride in its work and is offered a genuine career pathway with more opportunities and financial rewards. It also makes road transport more appealing to a younger and more diverse group of people as our next generation of truck drivers.

The proposed overhaul of licensing and training within the road transport industry would lead to significantly improved outcomes for an industry that is struggling to attract and maintain the right talent. The VTA proposal would see people as young as 18 years old trained to drive a heavy vehicle under an experience-based graduated system.

The VTA is advocating for these changes not because we want them, but because we need them. We simply cannot afford to continue under the current system until we reach breaking point. Our industry, the public with whom we share the roads, and our nation's economy all deserve better.

**Peter Anderson**  
Chief Executive Officer



Our potential drivers are educated by heavy vehicle training and licensing specialists, Armstrongs.

# CEO'S REPORT



**It's been a particularly busy period for the VTA as we continue to advocate for our members to generate regulatory and legislative outcomes that will help to improve their productivity and business performance.**

This comes at a time when the transport industry – like most other parts of our economy – continues to struggle with skills and labour shortages, putting pressure on supply chains and customer expectations, which has implications for the living standards to which we have grown accustomed to.

As members are well aware, addressing labour shortages has been an issue the VTA has been addressing for quite some time – even well before the pandemic.

Our strategy has involved working to make the transport industry much more attractive by positioning it as a profession as distinct from a trade or just another job, whilst advocating for regulatory change to enable younger drivers to work in our industry from an earlier age.

This past quarter, we launched our Lifting the Standard review, which provides a confronting glimpse into the labour challenges our industry faces. By highlighting problem areas such as an inadequate driver licensing regime and industry training, the VTA is proactively working to bring about the change we need to lift standards and create a safer and more professional transport industry. I encourage you to read a summary of the review in this issue of Priority Report.

The other part of our strategy has been to advocate for government support to train new drivers and help people transition from

other jobs to a career in freight and logistics. Our Driver Delivery program continues to train and place new drivers in well-paid employment, and the program we announced earlier this year with the Victorian government to attract women and women over 45 to careers in freight and logistics warehousing, distribution and forklift driving roles is moving forward at a rate of knots.

If you or your operation is looking for well-trained and professional drivers, please contact the VTA.

We have also had an encouraging start to our relationship with the incoming Albanese Labor Government. I have had the opportunity to engage with the new federal transport minister Catherine King and the new assistant minister for transport and infrastructure Carol Brown, and we are very pleased with their resolve to implement recommendations the VTA supports in the Without Trucks Australia Stops Sterile Report.

Leading into the recent Jobs and Skills Summit, I joined an emerging coalition of state associations, operators, freight customers, online 'gig' economy aggregators, and trade unions to continue our consistent advocacy for a safe, sustainable and fair road transport industry.

It's pleasing that such an unlikely gathering shares this as a common goal because we understand they're vital for Australia's economic future and the safety of transport workers and road users. Even more pleasing was the federal employment minister Tony Burke's commitment in the lead up to the recent Jobs & Skills Summit in Canberra to set minimum standards for transport workers through the Fair Work Commission.

Our Secretariat and events team has had a busy few months with

eased COVID restrictions finally enabling us to host seminars and networking events with confidence and certainty. This has seen a phenomenal number of VTA members reconnecting at events like our Premier's Breakfast, Alternative Fuels Summit and Australian Freight Industry Awards, which we also review in this issue of the magazine.

In closing, I am sensing considerable optimism and excitement from members and operators as we emerge from pandemic hibernation, as evidenced by large crowds at recent events, the record number of AFIA nominations, and the increasing engagement we are having with members and sponsors.

I look forward to building on this momentum and working constructively with industry stakeholders over the months ahead to obtain great outcomes for members and operators.

**Peter Anderson**  
Chief Executive Officer

# VTA COMMITTEE REPORTS



**An industry wide labour shortage is adversely affecting Australia's economic recovery and more specifically, the transport and logistics industry. It is a complex issue with several key factors straining the labour market. There is no easy fix, but it requires action by key stakeholders to effectively drive the necessary changes.**

Members should be reassured that the VTA is strongly advocating for these changes by being actively involved on a number of key bodies such as the *Victorian Skills Authority* and the *Australian Industry Standards*. The VTA is not sitting on its hands and waiting for change – it is helping to driving change through its ongoing *Driver Delivery Program* and *Freight Industry Training Project*.

In this current climate, workforce management (planning, attraction and retention) remains one of the most significant challenges for our industry. We understand that our members are in desperate need for heavy vehicle drivers, therefore do not hesitate to check with the VTA for possible suitable candidates coming through the *Driver Delivery Program*.

The **General Freight Group**, along with all the other VTA committees, has welcomed the return of face-to-face meetings. With a federal election out of the way, managing the

economic and commercial challenges are 'front and centre' for businesses. Managing the impact of global supply chain issues, inflationary pressures, increased fuel costs and other operating costs are proving some of the key challenges in addition to the people issues.

Unfortunately, these issues are not being treated with the same sense of urgency by the government departments and agencies in order for businesses to effectively operate in these demanding times. We continue to witness this firsthand through a lack of understanding and appreciation of the issues. The VTA will continue to act as a strong voice for our members.

The **Wharf Carrier Group** continues to be directly impacted by the ongoing pressure of infrastructure charges, the interface with empty parks and related booking systems issues. The productivity, efficiency and profitability of wharf carriers is further affected by the unacceptable and unsustainable backloading performance at stevedores' facilities. Whilst increased costs are passed onto customers, it is not the ideal long-term solution. Achieving improved genuine productivity gains should be the focus. There are solutions. However, the wharf carriers are restricted by the degree of willingness by stevedores, shipping companies and empty container parks to drive such operational changes.

The **Earthmovers Group** also continue to be affected by operating costs as mentioned above. Given the nature of this sector, they are also impacted by the ongoing rising costs of owner-driver costs and the continued challenge of navigating the government rates and schedules for tip truck owner-drivers and the contractual arrangements with the principal contractors. The dramatic increase in the price of diesel has

been a major focus. Over the past couple of months, the calculation and implementation of a fuel surcharge/levy has been a major focus given the increase in the price of diesel. The VTA will continue to provide input into the Transport Industry Council (TIC) to ensure the costing modelling better reflects the true costs for operators.

The **Over Size and Over Mass Committee** continues to work with the Department of Transport (DoT) and providing feedback into identified routes and configurations which need to be further considered in developing the road network and the key routes for platform, jinker and dolly combinations. The OSOM operators continue to be frustrated and financially impacted by inefficiencies involving permits and access to the road network. Inconsistency, costs of repeated structural assessments, lack of timely communications and an apparent 'lack of knowledge' and training of permit and network agency staff directly compounds this situation.

Along with the other VTA sub-groups, the Long Distance Group continues to provide and share valuable feedback about road transport, warehousing and distribution centres across all jurisdictions. It is clear driver shortages is the burning issue along with the cost of fuel and managing the significant impact upon an organisation's cash flow. This group, along with the other groups, wants the VTA to advocate strongly for the fuel excise to be reinstated.

The **Technology Group** remains committed to examining new and emerging technologies and their potential advantages for businesses. This will also involve examining decarbonised fuel sources and the related technologies.

The **People Group** conducted a well supported worthwhile workshop in June. It drew on the professional expertise of Gallaghers Workplace



Risk, while Cahill Transport delivered a case study of how it has implemented the VTA *HeadFit BusinessFit* Program. It highlighted the importance of accommodating mental health and wellness in workplaces. The group is also focused upon key issues associated with the impact of COVID-19 upon workforces and the difficulties relating to ongoing

attraction, recruitment and retention for the industry.

The **VTA HeadFit BusinessFit Program** is designed to effectively drive change and significantly improve the mental health and well-being across the Victorian T&L industry. It is focused upon implementing an integrated change management approach to mental

health and wellbeing into transport organisations.

If you are interested to find out more about the program, please contact Greg Cain at the VTA.

**Greg Cain**  
Industry Services Manager

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

The Truck Turnaround Times (TTT) project continues and the VTA is seeing improvement on the long-term average. The VTA uses data supplied from a number of industry operators and then averages this data to come up with the final number.

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

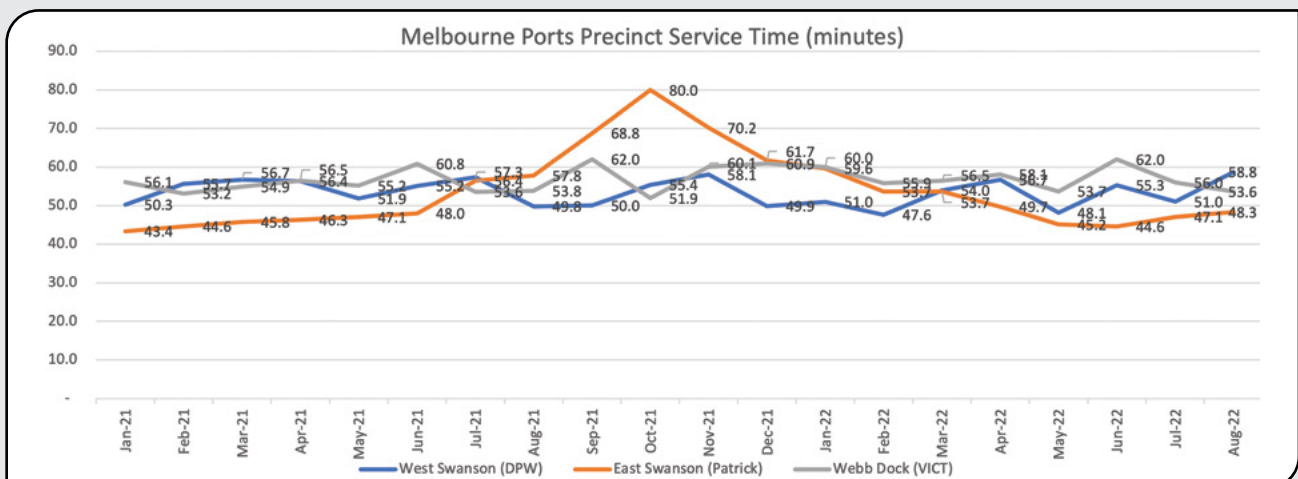
2021													
Terminal	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	YTD Ave
West Swanson (DPW)	50.3	55.7	56.7	56.4	51.9	55.2	57.3	49.8	50.0	55.4	58.1	49.9	<b>53.9</b>
East Swanson (Patrick)	43.4	44.6	45.8	46.3	47.1	48.0	56.4	57.8	68.8	80.0	70.2	61.7	<b>55.8</b>
Webb Dock (VICT)	56.1	53.2	54.9	56.5	55.2	60.8	53.6	53.8	62.0	51.9	60.1	60.9	<b>56.6</b>

2022													
Terminal	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	YTD Ave
West Swanson (DPW)	51.0	47.6	54.0	56.7	48.1	55.3	51.0	58.8					<b>52.0</b>
East Swanson (Patrick)	59.6	53.7	53.7	49.7	45.2	44.6	47.1	48.3					<b>50.5</b>
Webb Dock (VICT)	60.0	55.9	56.5	58.1	53.7	62.0	56.0	53.6					<b>57.4</b>

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 Precinct Service Time (Minutes)



# NEW WASTE AND RECYCLING ENTITY



## As of July 1, a new government entity has entered the waste and recycling world, Recycling Victoria. Who are they and why do they exist?

Well, with the passing of the Circular Economy (Waste Reduction and Recycling) Act 2021 which provides the foundations for a transition to a circular economy and stronger regulation of the state's waste and recycling sector to encourage more recycling, less waste and ultimately less landfill, there was a need for a new entity to take the reins to implement and manage this extremely important direction.

Recycling Victoria (RV) was formed as a business unit within the Department of Environment, Land, Water and Planning (DELWP). RV combines the existing regional and metro waste and resource groups and some of Sustainability Victoria's team.

RV's portfolio of roles and functions include:

- Strategic planning for waste, recycling and resource recovery services
  - Administer and regulate the CDS
  - Support procurement by councils
  - Develop (with DELWP) and regulate service standards
  - Collect, manage, and analyse data across the sector
  - Conduct inquiries into specific issues
  - Provide reporting to track progress towards goals, lift performance, and inform policy
  - Administer the waste to energy cap\*
- \* Note: The Environment Legislation Amendment (Circular Economy and Other Matters) Bill 2022 was introduced into Parliament on 7 June 2022. If passed, it would expand RV's functions to include infrastructure planning; risk, consequence and contingency planning; administering a cap on thermal waste to energy; development of market strategies and delivery of an annual market report.

The first big projects tasked for RV are the Container Deposit Scheme and the "Four Bin" system for household collections. The container deposit scheme is set

to roll out mid-next year across the state, finally giving Victorians the opportunity to recycle select containers and receive their 10-cent refund, aligning with the programs which have been running in the other states for quite some time. This will greatly aid resource recovery as the items will be separated into clean waste streams which greatly increases the effectiveness of the recycling process.

The Four Bin system for households refers to the standardising of bin collections and recycling options for each household in Victoria. Each household will have four waste streams collected from their kerbside – general waste, commingle, glass and food/garden organics. Each household will now be able to recycle more and the isolation of glass from the other commingle recycling products will ensure that both of these items are recovered and recycled.

I will delve into these programs in more detail in editions to come, but for now, I look forward to continuing to work with Recycling Victoria and engaging with the waste and recycling community as these changes are rolled out.

**Brett Lemin**  
VWMA Executive Officer

# WIDESPREAD CHANGE ON IR AGENDA



**The past few months has seen rapid change in Victoria. Not only has the change in federal government introduced a new industrial relations agenda, but a number of other changes have been introduced or proposed.**

## ALP's new IR Agenda

The ALP seeks to implement the following reforms:

- The Fair Work Commission (FWC) having jurisdiction to make orders prescribing new minimum standards of work for 'gig workers'.
- An amended definition of a casual employee which considers the employee's actual pattern of work.
- Labour-hire workers who are engaged via labour-hire companies receiving the same rate of pay and conditions as workers employed by the host employer.
- Preventing fixed-term contracts that exceed either 24 months or two consecutive contracts for the same role (up to a total maximum period of two years).
- Introduction of superannuation into the National Employment Standards (NES) in the Fair Work Act 2009 (Cth) (FWC) enabling

the Fair Work Ombudsman to pursue unpaid superannuation.

- Introduction of a Secure Australian Jobs code for government contracts.
- New federal 'wage theft' laws.
- Implementation of the remaining recommendations in the Respect@Work Report.
- Measures to address the gender pay gap.
- Consultation on portable entitlement schemes for certain industries.

## Wages and Superannuation

On 1 July 2022, the minimum \$450 earnings threshold before super became payable was removed and the Superannuation Guarantee increased from 10% to 10.5% and will continue to increase annually until it reaches 12% on 1 July 2025. The national minimum wage and minimum award rates also increased. Specific increases to wages and allowances under modern awards directly impacting the transport industry can be found in the Industrial Circular dated 23 July 2022 "Preparing for 1 July 2022".

## Domestic and family violence leave

The Full Bench of the FWC in May 2022 formed the provisional view that modern awards should contain 10 days of paid family and domestic violence leave (FDVL). In June 2022, the federal government announced an intention to introduce FDVL legislation in the first sitting of parliament in late July to make FDVL as an entitlement under the NES. Time will tell what form FDVL ultimately takes.

## Contractor v Employee

There have previously been various factors (not just the contract) relied upon to determine the true nature of working relationships. In two cases that went before the High court this year "Jamsek" and "Personnel Contracting", the High Court confirmed that it is the contract that should be primarily relied upon. If a written contract is not challenged as being a sham or ineffective, then the relationship continues by reference to the rights and obligations of the parties under that written contract, not the label given by the contract. This effectively means that the contractual terms are paramount in determining the nature of the relationship. Therefore, getting contracts correct and up to date, is more important than ever.

## Changes to vaccination requirements

The Pandemic (Workplace) Order 2022 (No. 10) (Order) commenced 12 July 2022 and will end 12 October 2022. This order states that there is no requirement for workers in the transport industry to be vaccinated to attend the workplace. The vaccination requirement remains for custodial workers, disability workers, and emergency service workers or workers who work in health care facilities, residential aged care facilities or specialist school facilities.

## Victoria Comino

Special Counsel,  
Rigby Cooke Lawyers



# FEDERAL POLITICIANS BRIEFED ON SAFER INDUSTRY VISION



**It's no secret that safety is one of the most important issues for which the Victorian Transport Association passionately advocates, featuring prominently in our deliberations with state and federal governments, members and other employer and employee representative groups.**

Indeed, higher levels of safety standards are at the very heart of our push for driver licensing reform to increase participation in our industry and broaden the appeal of road transport as a career choice for school leavers and others.

As much as we need a larger pool of professional drivers it's more important that those drivers enter our workforce with the skills and training they need to keep themselves and other road users safe.

For this reason, the VTA – through our involvement with the Australian Road Transport Industrial Organisation – is pleased to join with other responsible employer and employee groups in pushing for minimum standards within the road freight industry, and the establishment of an independent body for setting standards, resolving disputes and establishing binding payment terms. This is consistent with VTA support of recommendations in the Without

Trucks Australia Stops Sterile Review report.

A delegation of us travelled to Canberra during the first sitting week of the new Parliament where we met with elected and re-elected parliamentarians from across the political spectrum to articulate our vision for a safer road transport industry.

With the Albanese Labor government focused on delivering change and improvement, there is an opportunity for the road freight industry to drive reform and action to improve how the industry operates.

Our industry is desperate for change and improvement, along with greater safety, productivity and certainty of how to plan for the future. Fundamental change has not been seen in our industry for decades and we have also lacked the support and leadership to assist in unpacking the inequities of economic and operational environment that we face today. Significant structural change is needed in the road freight industry that will see a viable, safe, sustainable and efficient industry.

At the very top of our agenda with the politicians was ensuring the new government considers a reform agenda that will see structural industry improvement, especially with the proliferation of the gig economy and a general worsening of conditions for drivers beholden to employers that hide behind an app or a webpage.

After years of inactivity in acknowledging the challenges and systemic issues within our industry, we have now started the process where we will see real change that will acknowledge the good operators, isolate those that cut corners, and bring accountability to minimum standards within our industry.

We have a real problem with how gig economy employees are treated by the online platforms that are effectively a third-party employer within our industry. Those platforms are creating the issues we have today, as well as the fact we have no structured organisation that will create and enforce minimum standards within our industry.

There is no body capable of doing that in our industry at the moment, and this is why we want the politicians to legislate for a change in our industry that protects workers, whilst ensuring employers can operate healthy businesses that are both sustainable and safe within the community.

One of the greatest misconceptions in and about our industry is that safety and productivity are mutually exclusive. However, I can say as someone who has run a transport operation, employed transport workers, and is now an advocate for transport employers and their interests, this couldn't be further from the truth.

Employers comprehend that there can be no legitimate productivity gains without a safe working environment and conversely employee advocates understand the challenges operators are facing with higher running costs and a limited capacity to increase rates.

Our experience in Canberra and elsewhere validates that common ground between employer and employee representative groups is achievable, and we look forward to working closely with the current government to help and support the pathway for improvement within the road freight industry.

**Peter Anderson**  
Chief Executive Officer

# PREMIER PRAISES TRANSPORT'S OUTPUT

The VTA was delighted to have Victorian Premier Daniel Andrews as guest speaker when it conducted the Breakfast with the Premier event, sponsored by MTDData.

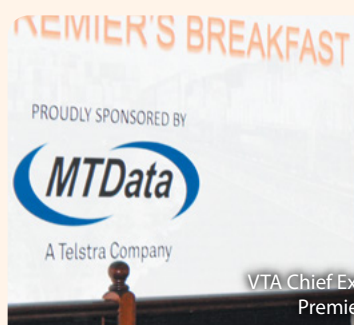
The event, held in Queen's Hall at Parliament House in Melbourne, attracted around 200 guests that included VTA members, sponsors and other industry stakeholders.

In his address, Mr Andrews acknowledged the vital role the transport industry plays in contributing to a successful and growing Victoria.

He also spoke on a range of issues, including the importance of

ensuring a pipeline of skilled and qualified drivers and the need for industry and government to work together on environmental topics, such as alternative fuels.

Mr Andrews also praised the VTA's Driver Delivery Program, recognising its success in delivering hundreds of highly skilled and job-ready drivers and helping attract females to our fascinating industry.



VTA Chief Executive Officer welcomed guests to the Breakfast with the Premier event in Queen's Hall at Parliament House in Melbourne.



VTA Chief Executive Officer Peter Anderson and Victorian Minister for Ports and Freight Melissa Horne at the Parliament House breakfast.



Guests listened intently to the address from Victorian Premier Daniel Andrews at the breakfast arranged by the VTA



Pictured ahead of the VTA's Breakfast with the Premier event were (L-R) MTDData Chief Executive Officer Matthew Bellizia, VTA President Mike Lean, Victorian Premier Daniel Andrews and VTA Chief Executive Officer Peter Anderson.



# RIISING COSTS AFFECT US ALL

**Australians are facing their biggest economic challenge since the 2007 Global Financial Crisis – and there's seemingly no end in sight for the near future. From the petrol bowser to the supermarket checkout, ballooning inflation and supply chain disruptions mean everyday Australians are paying more for essential items.**

And while the government continues to introduce measures to ease these pressures and support businesses through these turbulent times, the transport industry has been overlooked. As a sector used to operating on very thin margins at the best of times, unless there is urgent and prudent action to lower our operational costs, Australians will start to feel the pinch more than they already are.

Previously, I have called for an amendment to the Competition and Consumer Act 2010 in order to end the competition exemption that shipping liners receive. This followed research carried out by the VTA that found shippers have been achieving record profits all while transporting less cargo, highlighting the unfair burden being placed on the transport industry which is left footing the bill.

And exponentially increasing shipping fees are just one of many issues our industry is grappling with. The rising cost of fuel was a major talking point for both parties at the federal election in May, with the Morrison Government halving the fuel excise in its Budget, released weeks before Australians went to the polls. But not only was this saving not passed on to the transport industry, we essentially funded it through the removal of the Fuel Tax Credit. Operators were instead offered a paltry fuel saving that works out to around 4.3 cents

per litre. Car drivers can get a bigger discount just by hanging on to their supermarket shopping receipt.

Throw in increasing prices for labour, maintenance and parts and it's clear that something has to give. While our industry has limited capacity to pass these costs onto customers, rising prices will eventually make their way down the supply chain to consumers, thereby offsetting the savings the cuts to the fuel excise were intended to create.

For some smaller businesses, there's a real risk that they'll be unable to turn a profit under such gruelling fiscal conditions and will be forced to close. The impact of that would be far worse than a bigger grocery bill, as these small operators play an integral role in our interconnected supply chains and closures could potentially create a domino effect that would result in massive disruptions and gaps on shelves.

The transport industry does not operate in a vacuum. We are the mechanism that gets produce into supermarkets, vaccines into clinics, clothing into retailers, whitegoods into kitchens and so much more. Anything that hurts transport operators in turn hurts the Australian public. This is something that many still haven't realised – but they need to before it's too late.

The VTA is advocating – and engaging with government – for a more equitable solution so that the industry can benefit from the savings that others in the community have experienced and not be forced to increase prices or shut up shop.

Unfortunately, these recent price pressures are just the latest in a long line of challenges for the transport industry which includes driver shortages and issues around safety and licensing. Having worked in transport for a long time, I know just how resilient and innovative our great industry is. Already we are seeing progress, with the Victorian government embracing the VTA's Driver Delivery Program in order to create a pathway for skilled young drivers to enter our industry. We're also seeing manufacturers embrace alternative fuel technologies to move towards a cleaner and more sustainable future – a topic that was explored at the VTA's Alternative Fuel Summit (see page 16).

But these transitions take time. Until then, we need to reduce the cost of fuel for transport operators, the lifeblood that keep this country moving.

**Peter Anderson**

Chief Executive Officer



Increased fuel prices affect all motorists, but particularly transport operators who must pass their costs on to customers.



# PREPARE FOR FUTURE FUELS

The VTA was thrilled to recently host an Alternative Fuels Summit to tackle the important challenge of how our industry can start the important transition away from traditional fossil fuels.

Held at the premises of CMV Truck and Bus the summit attracted an impressive number of industry delegates who heard from a range of speakers, including the Victorian Minister for Energy, Environment and Climate Action, Lily D'Ambrosio.

VTA Chief Executive Officer Peter highlighted that whilst diesel fuel dependency helps the road freight industry to deliver today's needs for the Australian population, it must be prepared for significant change in the future.

"Reducing our industry's dependence on carbon-based fuels is among our responsibilities," he said.

"Knowing that the movement to reduce emissions is growing, all road transport operators should now be planning and estimating what level of action and commitment they will need to take to meet their future responsibilities."

The Alternative Fuels Summit was planned as a blank canvas of zero understanding, but presenters painted an informative picture - why change our energy source, what fuels will be available in the future, what can the government do, what will transition look like and what products are available now?

Delegates heard from companies such as Viva Energy which is leading the transport industry in transitioning to alternative fuels like hydrogen, that is already being deployed to power heavy vehicles.

Viva is doing terrific work in making hydrogen available to freight operators with its charging hub in Geelong well on its way to becoming operational and able to fuel hydrogen buses, and heavy, waste and recovery vehicles. Equipment providers like Volvo, Daimler, Hyzon and SEA Electric are already manufacturing vehicles that can tap into electric and hydrogen fuelling technology.

Mr Anderson said that with the recent change of government and the



Alternative Fuels Summit delegates mingled during a facility tour and vehicle display at CMV Truck & Bus premises.

subsequent legislation of a lower emissions reduction target of 43% by 2030 (based on 2005 emissions), the industry's acceleration towards alternative fuels will rapidly increase.

"Operators that start to plan for the transition will benefit from early adoption to the equipment, fuels, and technology of the not-too-distant future," he said.



Minister for Energy, Environment and Climate Action, Lily D'Ambrosio was keynote speaker at the Alternative Fuels Summit.



Alex Grant, Director, Business Development and Transactions at ARENA, spoke of decarbonising land transport during an Alternative Fuels Summit session themed "The big picture - why change our energy source?"



VTA Chief Executive Officer Peter Anderson (below) discussed some of the price variances between the states.



There was almost a full house of delegates at the VTA's Alternative Fuels Summit.

# AFIA 2022 – A GALA TO RELISH

**The Australian Freight Industry Awards have returned in a traditional format and bigger and better than ever.**

Following a three-year hiatus, the 32nd AFIA presentations – proudly sponsored by TWUSUPER and Viva Energy Australia – were celebrated in front of around 700 guests at Crown Melbourne to recognise the achievements of transport operator and supplier companies and individuals across a range of categories.

Surpassing a record number of nominations lodged in 2020 – when the Awards were presented virtually due to COVID – more than 60 nominations were submitted this year from small, medium and large operators from all over Australia.

The winners were:

- Colin Rees, Personality of the Year Award – sponsored by CMV Truck & Bus;
- Cara Spencer, Alex Fraser Group and Transport Women Australia – sponsored by Viva Energy Australia;
- Claudia Jennings, Linfox, Young Achiever of the Year Award – sponsored by Daimler Truck & Bus;
- SEA Electric, Sustainable Environment Award – sponsored by National Transport Insurance;



Cara Spencer, from the Alex Fraser Group and Transport Women Australia, speaks after accepting the Female Leadership Award.

- Knorr Bremse Australia, Application of Technology Award – sponsored by Transport Certification Australia;
- Wetenhalls, Best Practice Safety Award – sponsored by Gallagher; and
- Qube Bulk Pty Ltd, Investment in People Award – sponsored by Logical Staffing Solutions.

Victorian Transport Association Chief Executive Officer Peter Anderson said all winners and finalists should be proud of their accomplishments, and particularly that they were achieved during a time of great challenge and uncertainty in people's professional and personal lives.

"Their endurance, commitment and effort are reflective of every transport worker who has stood up and served our communities over the past three years, and it was terrific to recognise that in person at our awards presentation.

"It was a pleasure to host dignitaries from state and federal governments, along with VTA life members, councillors and hundreds of VTA members and transport industry



operators and suppliers, who were keen to get together for a night of celebration unlike any other in our industry," Mr Anderson said.

Mr Anderson also thanked industry guests for their hard work and tenacity in serving the Australian community during the pandemic.

"In front of our largest audience for over two years, it would be remiss not to acknowledge the women and men of the Australian transport industry who have worked so tirelessly during such difficult conditions," he said.



Alex Fraser Group colleagues (third L-R) Jeÿ Burns and Cara Spencer alongside (L-R) VTA Chief Executive Officer Peter Anderson and Viva Energy's Ashley Backman along with Victorian Minister for Roads and Road Safety Ben Carroll (second right) and VTA President Mike Lean.





The AFIA attracted almost 700 guests to the Crown Melbourne Palladium Room, which was glittering for the occasion.



VTA President and AFIA Chairman Mike Lean addressed function guests.

"To our members, operators and their staff, industry suppliers and all the businesses in the supply chain that kept our country moving, thank you for your service, your endurance, commitment, and effort, and for delivering to the people of Australia no matter the challenge."

Australian Freight Industry Awards Chairman and VTA President Mike Lean addressed guests, speaking of the many contributions the industry has made in recent times, as well as VTA advocacy for positive change.

"We're continuing to help alleviate driver shortages, with the Freight Workforce Innovation project seeing 125 women trained, placed and mentored into building careers in transport and logistics, and our ongoing advocacy for policy change to attract qualified transport workers under the Commonwealth's skilled migration program," Mr Lean said.

"Recognising the faster shift to decarbonising the community under all governments, our recent Alternative Fuels Summit tackled the issue head-on, and the Association continues to constructively work through its affiliations with ARTIO to develop and implement a new minimum standards framework."

Following the presentation of awards, guests were treated to a night of fine food and entertainment from Australian rock royalty, including Taxiride's Jason Singh, Boom Crash Opera's Dale Ryder, Bachelor Girl's Tania Doko, and The Choirboys' Mark Gable.



Colin Rees, Chairman and owner of the Colin Rees Transport Group (CRT), makes his acceptance speech after being honoured as the AFIA Personality of the Year.



Rachel Michaud, of Knorr Bremse, makes an acceptance speech following the Application of Technology Award presentation watched on from the stage by her colleague Stuart Ballingall (second left) and dignitaries.





Claudia Jennings, Linfox Health Operations Manager, responds to being named Young Achiever of the Year.



The Victorian Minister for Roads and Road Safety, Ben Carroll addressed AFIA guests.



Channel 9 weather presenter and personality Livinia Nixon was MC for the AFIA event.



West Australian Senator Glenn Serle (left) in conversation with VTA President and Australian Freight Industry Awards Chairman Mike Lean following the awards presentation.



An enthusiastic Jason Singh, the former lead singer of Taxiride, had the Palladium Room rocking during the spectacular post-presentation entertainment from a star line-up of artists.



The Investment in People AFIA was awarded to Qube Bulk Pty Ltd, represented by (second l-r) Melira Lister, Simon Wheeler and Russel Hutchinson, pictured with VTA CEO Peter Anderson (left) and (far right) Victorian MP Ben Carroll and VTA President Mike Lean.



(L-R) VTA Chief Executive Officer Peter Anderson, Wettenhalls attendees Jason O'Keefe, Philip Rout, Stephen Wood, and Gallagher's Keith Govias, alongside Victorian Minister for Roads and Road Safety Ben Carroll and VTA President Mike Lean following the Best Practice Safety Award presentation.



Pictured following the presentation of the Sustainable Environment Award were (L-R) VTA Chief Executive Officer Peter Anderson, SEA Electric representatives Glen Walker and Mark Wingfield, Victorian Minister for Roads and Road Safety Ben Carroll and VTA President Mike Lean.



Mark Gable, the lead singer of Choirboys fame, and Bachelor Girl's Tania Doko were among those to entertain AFIA guests with some classic Australian hits.



# THE MYSTERY OF THE MISSING STRATEGIC PLAN



**Planning can be exciting and fun to do. In 2019, around 38 per cent of Australians made plans to renovate their homes. In June 2020, 2.2million Australians were planning a post-pandemic overseas holiday.**

If planning is enjoyable, then why do so many Australian businessowners fail to write or refine a formal business plan? One study showed 80 per cent of Australian businesses don't have a business plan, and of those who do, only one-third update and refine it on a regular basis.

Winging it might seem like the natural course of action, but Australian Bureau of Statistics data shows 60 per cent of Australian small businesses fail within three years, and 90 per cent of Australian startups fail within the first year.

A 2018 Australian Centre for Business Growth study attributes Australian business failure to poor market research, bad financial management, lack of control over external factors and bad leadership skills.

Victorian businesses have enjoyed favourable economic conditions, but the pandemic has proven that good financial times can't last forever. Insulating yourself against economic downturns, and gaining a competitive advantage are two of the chief reasons that mapping out a solid business plan is vital to success.

If you've devoted all your resources to working in your business rather than on it, you could find yourself in trouble at retirement age. Many businessowners reach their late 50s and realise they don't have enough personal investments to retire and need to build the value of their business for sale. The problem is at that stage that energy and interest levels are likely depleted and building the business will feel like a battle. Adopting risky strategies won't necessarily make quick gains.

Having a strategic plan is great, but implementing it, and being accountable are greater predictors of success. That's where business advisory comes in.

A business advisor balances maximising business growth and minimising business risk, provides ideas and analysis, streamlines processes, identifies government funding opportunities, and assists with goal setting and creates accountability.

Effective strategic planning offers clarity on next steps and the potential outcomes, helps you understand the value of your business, navigates the best possible position for retirement, providing peace of mind that you've done everything in your power to set yourself up for a secure and prosperous future. Plus, you may be eligible for government funding to help support your strategic planning process.

To learn if you're eligible for government funding to support your strategic planning, or if you'd like to discuss your current business needs, please contact Adrian Misiano on (03) 9325 6300 for a complimentary one-hour risk review of your business.

## Adrian Misiano

Partner Business Advisory,  
Matthews Steer



Effective strategic planning in consultation with professional advisors ensures peace of mind that all is being done to secure your future.



# ENTERPRISE 5G FUTURE STARTS NOW



**With the Australian federal government's Australian 5G Innovation Initiative, the gates are open for Australian companies to prepare their business strategies around enterprise 5G.**

It is an exciting opportunity for enterprises to access funding to build and test early enterprise 5G implementations, which are the necessary precursors to larger opportunities in the near future.

This is important because 5G solutions, in a number of vertical markets and industries, will take time

to IHS Markit will have the potential to support an estimated US\$13.2 trillion of economic output by 2035.

Enterprises can now work with their telco partners, and potentially with new technology partners, to test, learn and plan for the future.

The focus in the government program reflects three technology features of enterprise 5G that underpin use cases being developed around the world.

These are enhanced mobile broadband, massive machine-machine communications, and ultra-reliable, low-latency communications. Applications include mining, agriculture, construction, smart factories, construction, logistics, retail and healthcare.

These technologies are important, but it's their application to businesses, and the way they are deployed to improve customer experiences, to create new services, products and value, that should be the primary focus of enterprises.

What will drive the adoption of 5G will be business strategies anchored in growth and opportunities. Telcos around the world are working with partners, customers and governments to build prototype 5G implementations in their different markets.

An example is the Singtel Group – part of Optus – which has been working with the Port of Singapore Authority (PSA) to develop a use case at Singapore's Pasir Panjang Terminal. Although this is a specific vertical market sector – maritime and logistics – this use case demonstrates how enterprise 5G translates across all vertical markets.

Robotics in the context of the PSA trial means the remote handling of containers, and their movement and management in docks, and between wharves and ships. In other industries, it will mean manufacturing operations untethered from fixed networks, or mining operations in remote locations.

Autonomous guided vehicles (AGVs), as another example at PSA, mean remotely operated cranes in a port. In a warehouse or a factory, it will mean the movement of goods across stacking systems, the alignment of raw material at the point of manufacture, or the ability to reprogram vehicle movements to accommodate short production runs.

As use cases continue to grow through real applications, enterprises need to map these to their own business operations to explore where 5G might fit.

With the support of programs such as the Australian federal government's Australian 5G Innovation Initiative, it's time for enterprises to consider, plan and start executing their 5G plans.

*For more information on how Optus is looking at Enterprise 5G, visit [optus.com.au/enterprise/5G](https://optus.com.au/enterprise/5G) or contact Jason Skrzylinski, Optus Sales Director, Optus Enterprise and Business on 0425 349 978.*

## **Faheem Tabassum**

Director 5G and IoT Product, Optus Enterprise and Business

Robotics and 5G technology play a part in remote handling of containers on docks and between wharves and ships and in other industries.

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The Adaptalift Hyster high capacity forklift makes light work of this task.



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We offer Hyster's full big truck range in standard and fully customised specifications to suit a wide variety of applications including ports, container yards and mine sites.

#### **The full range includes:**

- High-capacity forklifts 8T – 52T
- Empty and laden container handlers
- Reach stackers

Our extensive range of big truck MHE solutions is backed by more than 40 years of expert knowledge and expertise – ensuring we supply

customers with the ideal solution first time, every time.

In addition to our sales capabilities, our heavy equipment services team further supports customers with industry leading after-sales service and spare parts.

With service centres in most capital cities supplemented by a fleet of fully equipped modern mobile service trucks, our expert heavy equipment mobile technicians can visit and conduct on-site repairs, service, and routine maintenance minimising downtime and with minimal disruptions to customer operations.

Adaptalift Group also keeps one of the largest inventories of genuine OEM and high-quality after-market spare parts spread across our national network of branches and NDC's.

#### **About Adaptalift Group**

Adaptalift Group is one of Australia's leading family-owned suppliers of forklifts, access, and cleaning equipment.

In addition to being the exclusive Australian dealer for the leading global big truck manufacturer Hyster, we are also exclusive

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We are experts in providing our customers with highly flexible full turnkey sales, rental, parts, and service solutions.

We offer one of the largest and most diverse ranges within our industry with an ability to supply customers with everything from a simple hand pallet jack up to container handling forklifts and everything in between.

Complementing our large range of new equipment, ForkTrack Advance – our industry leading fleet management and safety system – offers owners, operators, and management unprecedented levels of analytical insight into the performance of their fleet with real-time web-based reporting, along with numerous features that improve safety.

*For further information contact Adaptalift Group on 13 22 54 or visit [www.adaptalift.com.au](http://www.adaptalift.com.au)*

#### **Paul Hinz**

Adaptalift Group Marketing Coordinator



# ALCOHOL AND DRUGS TESTING SAFETY MIX



**Alcohol and other drug testing (AOD) in the workplace is growing in prevalence and at the same time is increasingly controversial as workers and unions worry about the potential implications, and employers worry about the costs and the administrative burdens.**

Recent developments at state government level suggest that this trend towards wider spread AOD testing is likely to continue as the Victorian government announced plans for mandatory AOD testing for all government construction contracts. This was followed by a similar move by the Queensland government.

Increasingly employees, unions and employers are asking questions about AOD testing in the workplace; what does it mean and what are the implications? An effective AOD program is not designed to catch you, but to educate you. Deployed correctly, AOD testing in the workplace is a valuable asset in ensuring a safe and productive working environment. Crucial to this is the organisations' AOD policy and the management's intent within it.

It is easy to miss or overlook the damage caused by excess alcohol consumption; it's hard to measure and to quantify the loss in productivity due to alcohol impairment and tiredness due to being hungover. 'Having a drink' is also socially acceptable so people can, almost without thinking, 'have another drink'. It is a cultural ritual that is seemingly inextricably linked to our way of living.

#### **Some factors include:**

- 80% of adult males consume alcohol 3-5 times per week.

- It's legal to do almost anything in our society up to certain levels of BAC (blood alcohol concentration), and only when we exceed drink driving limits or become a public nuisance are we deemed to have broken the law.
- Numerous studies have linked levels of alcohol to impairment. There is a known correlation, and BA (blood alcohol) levels are very easily measured.

Therefore, understanding the potential positive impact an effective AOD program can have on safe working practices and on the individuals involved can enable an employer to benefit from being a 'best-practice' employer.

For more information regarding Alcolizer Technology's AOD programs and professional training, contact Alcolizer on 1300 789 908 or talk to a sales specialist.

#### **Andrew Price**

Alcolizer Technology Business Development Manager

**Alcohol or drug testing on site ensures a safe and productive working environment.**



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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.

**Contact Robert Laba,**  
**Member & Employers Services Manager,**  
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[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].



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**Website: [www.cmvtr.com.au/brands/volvo-trucks](http://www.cmvtr.com.au/brands/volvo-trucks)**





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



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**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**



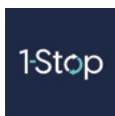
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CMV has more than 80 years' experience in automotive, commercial and agricultural industries.

**Contact Volvo Trucks Australia Vice-President Gary Bone at 392 Boundary Road, Derrimut, Vic 3030 or on 03 99316 000 or 0409 271 807.**  
**Email: [gary.bone@volvo.com](mailto:gary.bone@volvo.com)**  
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**Contact Scott Barker on 0409 956 991**  
**Email: [scott@barkers.com.au](mailto:scott@barkers.com.au)**



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**Relationship Executive**  
**Phone: 0475 837 740**  
**Email: [leachma@cba.com.au](mailto:leachma@cba.com.au)**



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## DAIMLER TRUCK

Daimler Australia markets leading commercial vehicles including Freightliner trucks, Fuso trucks and buses, Mercedes-Benz trucks and buses, along with Alliance Truck parts. It is the only Australian 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: Annie Howat,**  
**Corporate Marketing Manager,**  
**Daimler Truck Australia Pacific Pty Ltd**  
**Level 4, 631 Springvale Road, Mulgrave,**  
**Victoria, Australia, 3170**  
**Email | [annie.howat@daimlertruck.com](mailto:annie.howat@daimlertruck.com)**  
**Phone | +61 478 409 277**  
**[www.daimlertrucks.com.au](http://www.daimlertrucks.com.au)**



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 Scott Clayton on 0437 359 294**  
**or at [scott@driverisk.com](mailto:scott@driverisk.com)**  
**[www.driverisk.com](http://www.driverisk.com)**



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 Jonathan Fitzgerald, Senior Broker Manager, on 03 8544 1600 or at [jonathanf@fitzpatrick.com.au](mailto:jonathanf@fitzpatrick.com.au) with any enquiries.**



As Australia's largest and most trusted multi-line Third Party Claims Administrator, Gallagher Bassett (GB) provides a complete range of claims management solutions including, Workers' Compensation, Injury Management, Health & Wellbeing Programs, Employer Support and Advisory Services.

GB provide customised claim and risk mitigation solutions that improve our clients' outcomes. This results in less claims, reduced claim costs, more efficient claims administration and improved customer experience. We're experienced at managing VTA members' workers' compensation as we work with a large number of transport and logistics companies.

**Contact Barry Oliver, BDM, on**  
**0407 515 893**  
**Email: [barry\\_oliver@gbtpa.com.au](mailto: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 Raymond Liu on 0408 362 121 or email him directly [raymond.liu@ajg.com.au](mailto:raymond.liu@ajg.com.au)**

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Global Electric Transport (GET Electric) is Australia's leading supplier of EV charging solutions for the Australian motoring, freight and logistics sectors.

Our charging experts and accredited installers can develop solutions applicable for commercial and medium to high-density residential applications, as well as car park settings for passenger cars, commercial delivery vehicles, trucks, buses and industrial equipment.

GET Electric's fully integrated smart system with inbuilt automated load management, as well as sophisticated vehicle monitoring through a state-of-the-art back-end system and app, allows EV charger owners to generate revenue, control energy loads and pricing, all without lifting a finger.

No job is too big nor too small.

Our mission is to make the next generation of energy and transport as easy and rewarding to adopt as possible.

**Contact: Chris Alexander, CEO**  
on 1800 438 669 or email  
[chris@getelectric.com.au](mailto:chris@getelectric.com.au)  
[www.getelectric.com.au](http://www.getelectric.com.au)



Gibsons Technologies is a technology product firm based in Victoria, with operations in Australia, New Zealand and India. It specialises in developing out-of-the-box, tailor-made digital solutions. Gibsons Technologies offers a suite of products for both enterprises and small business operators.

Gibsons Technologies has in-depth knowledge in managing safety, compliance, and mass requirements for industries dependent on heavy vehicle transport, by virtue of partnering and servicing over 300 clients in Australia and New Zealand.

The design principles that we abide by are:

- Economic and excellent design
- Automation First – Single entry, paperless design
- Simple approach to Knowledge Management
- Agile focus, always!
- Cloud First, Mobile First

**Contact Sangeetha Singh, Head of Sales & Marketing**  
P: +61 417 397 907  
[www.gibsonstechnologies.com](http://www.gibsonstechnologies.com)



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 Beaurepaires, which has a national store network of approximately 250 stores.

**Contact: Graeme Haynes, Vice President, Goodyear Fleet. M : 0478 877 624.**



For more than 20 years, GraysOnline has been providing specialist services to the Australian transport industry. As part of Grays e-Commerce Group, Australia's largest listed eCommerce company, we have offices around Australia and a team of industry experts, qualified valuers and auctioneers who provide expertise in valuing transport and related assets and managing total project solutions for the realisation of trucks, trailers and related equipment. Over the years, we have acted for many of Australia's major transport corporations, as well as a wide range of private operators, contractors, lease hire companies, leading insolvency practitioners and financiers. We offer a wide range of disposal options including private treaty negotiations, tenders, online auctions via [www.graysonline.com](http://www.graysonline.com) or traditional on-site auctions.

**Contact Terry Rowland, Head of Transport,**  
on 0434 028 336  
Email: [terry.rowland@grays.com.au](mailto:terry.rowland@grays.com.au)



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](mailto:sales@haulmaxtyres.com.au) or phone 1300 761 80**



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Heritage Finance is a leading financial services company in the transport sector and is recognised as one of the most active introducers of asset-based finance to the major banks of Australia.

Our long-standing clients enjoy personalised and professional service, tailored financial assistance and debt structuring solutions, without the need to liaise with banks.

The Heritage Group is a privately-owned firm with a team of highly skilled, specialised professionals with more than 40 years of experience in finance and banking. Areas of expertise include senior debt tenders, asset-based finance, depot funding and specialised acquisition finance.

**Contact Bart Calman,**  
General Manager  
Phone: +61 497 579 974  
Email: [bcalman@heritagefinance.com.au](mailto:bcalman@heritagefinance.com.au)



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 9269** Email: [nmiller@huntvic.com.au](mailto:nmiller@huntvic.com.au)  
[www.hunthunt.com.au](http://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.

**Marketing: Corey Povey**  
[corey.povey@jostaustalia.com.au](mailto:corey.povey@jostaustalia.com.au)  
0418 557 865



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 suit your business.

**Contact Steven Reynolds (Business Development Manager) on 03 9797 8597.**  
[www.knorr-bremse.com.au](http://www.knorr-bremse.com.au)



Lochard Energy, a trusted Australian energy infrastructure business, is an expert in the safe handling of natural gas. We own and operate one of the largest energy storage facilities in the country, with an impeccable safety and reliability record.

We are leading the H2REFUEL initiative, which includes the development of one of the largest proposed renewable hydrogen refuelling stations (HRS) in Australia. Our aim is to deliver renewable hydrogen safely, reliably and cost-effectively. The H2REFUEL initiative will support our customers in realising their long-term sustainability goals, by enabling the emergence of zero-emission heavy vehicle fleets in the near future.

**Contact**  
**Greg Simmons CEng, MIMechE, AMIEAust**  
**Hydrogen Development Manager**  
0481 146 878 or 0455 037 613  
[greg.simmons@lochardenergy.com.au](mailto:greg.simmons@lochardenergy.com.au)

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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](http://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**



MTData is a Telstra owned Australian telematics company. Since 2003, MTData's solutions have been helping customers improve efficiency, reduce costs and remain compliant. We are a true technology partner working closely with our customers to get the maximum advantage in their markets.

The high retention rate of both customers and staff is a testament to the passion with which we deliver on our promise of supplying high quality products that are well designed for Australian conditions with strong after-sales support. Passion drives everything we do and that's why many of the largest transport and logistics players choose MTData as their technology partner.

**Get in touch with our expert consultants  
on 1300 683 282 or  
[enquiries@mtdata.com.au](mailto:enquiries@mtdata.com.au).  
For more information visit  
[mtdata.com.au](http://mtdata.com.au)**



**PRIME  
CREATIVE  
media**

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](http://www.primecreative.com.au)**

## RIGBY COOKE LAWYERS

Transport, freight and logistics companies are literally the engines of the economy in our large, geographically dispersed country. Rigby Cooke has developed its expertise by working where the rubber hits the road in the business of transport and logistics.

We can advise and act on your behalf for all legal, regulatory and compliance issues across NHVL, Chain of Responsibility, pallet recovery, workplace relations, OHS, dispute resolution and litigation, carbon tax and fuel levies, commercial contracts, buying or selling a business, customs duties and international trade, intellectual property, tax and succession planning. Our transport expertise ranges from public companies to privately owned large national and international companies, to family businesses which have grown from modest beginnings.

**Contact Elizabeth Guerra-Stolfa on  
+61 3 9321 7864  
Email: [EGuerra@rigbycooke.com.au](mailto:EGuerra@rigbycooke.com.au)  
[www.rigbycooke.com.au](http://www.rigbycooke.com.au)**



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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.

**Jarrod Hegarty, Regional Sales Manager,  
VIC, SA & TAS. 0427 964 890  
jarrod.hegarty@scania.com.au**



SG Fleet is an ASX-listed company and industry leader in fleet management and leasing, with more than 30 years of experience. Our business provides customers with expertise in the management of fleet assets to achieve maximum whole-of-life cost effectiveness, as well as risk mitigation. With approximately 250,000 vehicles under management, comprising cars, light and heavy commercial vehicles, trailers, buses and transport ancillaries, SG Fleet is a trusted partner to large corporations, private companies, government and small businesses. SG Fleet product support is covered through a network of more than 6,500 accredited service dealers. Services and benefits include:

- Operating leases including maintenance and future residual value outsourcing
- Novated and Tool-of-Trade lease solutions for employees and business respectively
- Fleet management of all fleet activities to achieve saving strategies and defect management

**Contact: Cameron McClure  
Tel: + 61 (0)3 8480 1300  
Email: cmcclure@sgfleet.com  
Website: 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**



**Teletrac  
Navman**

Teletrac Navman is a global, market leading software-as-a-service (SaaS) provider leveraging AI and machine learning to drive next generation mobile asset and fleet management. Powered by AI to turn real-time data into decisions, Teletrac Navman's specialised solutions deliver businesses with simplified, smart, predictive, and actionable insights to help enhance productivity and profitability. Its fleet and asset management technology uncovers and simplifies information that would otherwise go unseen, helping customers reduce risk and confidently move their business forward with certainty. Teletrac Navman has offices in Sydney, Melbourne and Auckland, along with additional offices in the United States, United Kingdom and Mexico.

**Contact: Chris Marriott – State Manager (VIC) on 0418 343 774 or email to [chris.marriott@teletracnavman.com](mailto:chris.marriott@teletracnavman.com)  
For more information visit [www.teletracnavman.com.au](http://www.teletracnavman.com.au)**

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Trident Technology Solutions 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. Trident'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 Geoff Bentley 0408 991 641**  
**gbentley@trident.com.au**  
**trident.com.au**



Vawdrey Australia is the nation's leading manufacturer 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:**  
**Patrick Chan at pchan@vict.com.au or**  
**call on 0438 357 226**  
**www.vict.com.au**



WATERMAN RECEIVABLES MANAGEMENT PTY LTD  
ABN 60 000 000 000

Waterman Receivables Management Pty Ltd has more than 50 years' experience in the debt collection industry and is a proud member of the Victorian Transport Association and also a member of Family Business Australia (FBA). "Waterman's" currently acts on behalf of a number of transport industry organisations within Australia and maintains strong relationships with them. Our services range from letters of demand sent by ourselves and that of our solicitors, phone demands to debtors conducted both during and after business hours, fielding calls, litigation within all jurisdictions and courtesy call campaigns. For an obligation free quote of our services, please feel free to contact me directly.

**Contact**  
**Andrew Stavropoulos**  
**Director**  
**T: 03 9605 0703 (D)**  
**M: 0417 388 615**  
**E: ajs@watermans.com.au**  
**www.watermans.com.au**



Westpac is Australia's oldest bank and company, one of four major banking organisations in Australia and one of the largest banks in New Zealand. We provide a broad range of banking and financial services in these markets, including consumer, business and institutional banking and wealth management services. Our business banking teams are responsible for sales and service to micro, small-to-medium enterprises, commercial business and Private Wealth clients in Australia. The division also provides specialist services for cash flow finance, trade finance, equipment finance, insurance premium finance, property finance, treasury and auto finance loans.

**Contact Philip Marquez, Equipment**  
**Finance Manager on 0466 931 539 or at**  
**philip.marquez@westpac.com.au**





# Behind the people who keep Australia moving

Everything we do, every day, relies on the people who literally keep Australia moving. From the fresh food in our supermarkets, to the petrol in our cars, from the school bus, to the train you catch to work, even your holiday travel. None of it would happen without transport workers.

And behind them is TWUSUPER, the industry super fund for the people who look after you.

**1800 222 071**  
**[twusuper.com.au](https://twusuper.com.au)**

