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priorityreport



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PEOPLE FIRST – MANAGING TRANSPORT'S ASSET

See PAGE 16



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vta academy



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Victorian Minister for Ports and Freight Melissa Horne
officially opened the VTA State Conference on Phillip Island.

HeadFit
BusinessFit
mental health
initiative
PAGE 9



Innovative lighting
designed for
easing congestion
in Burnley Tunnel
PAGE 12



VWMA
annual
conference
highlights
PAGE 15



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CONTENTS



- 4 VTA Team
- 5 President's Welcome
- 6 Unlikely allies galvanised for transport reform
- 7 CEO's Report
- 8 VTA Committee Reports
- 9 HeadFit BusinessFit
- 10 WMA Report
- 11 Industrial Relations Report
- 12 Innovative pacemaker lighting system to reduce congestion in Burnley Tunnel
- 14 It's time for heavy vehicle reform
- 15 VWMA conference highlights challenges
- 16 Reform urged for widening asset base
- 19 Qube golfers shape up best; VTA events calendar
- 20 VTA Women's Lunch
- 21 Get future-ready with telematics
- 22 Smart OBM and telematics technology
- 23 Used equipment meeting demand
- 24 Members, Sponsors and Supporters

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COVER:

Victorian Minister for Ports and Freight Melissa Horne officially opened the VTA State Conference on Phillip Island.

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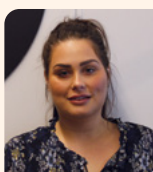
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DAVID RITCHIE JOINS VTA IN NEWLY CREATED ROLE

The VTA has been pleased to welcome David Ritchie, who joined the VTA/VWMA at the beginning of the year in the newly created role of Commercial Manager.

David is an experienced transport and logistics industry executive and has worked in operations, sales and marketing roles at several leading transport companies including Kings Transport & Logistics, AFS Logistics, Toll Global Express, and Australia Post.

Before joining the transport industry, David spent 10 years with Westpac in

various business banking roles, as well as working in the agribusiness sector.

In the new role, David will be responsible for steering the marketing and sales strategy for the VTA and VWMA, which will include proactively managing our important relationships with members, associate members, and sponsors.

As a vital member of the VTA/VWMA Secretariat, David will support and advise CEO Peter Anderson and our Executive Council on issues related to strategic direction and planning. His many years of experience in our

industry make David well-suited to this important role, and we look forward to his insights and valuable contribution.

On a personal level, David is married to Kym and they have a daughter Katherine, 19. He enjoys golf and swimming, particularly in Port Phillip Bay, barracks for Essendon and is still playing competitive cricket.

Please make yourself known to David by email at ritchie@vta.com.au or by mobile on 0417 123 964.



PRESIDENT'S WELCOME

Welcome to this latest issue of the VTA Priority Report, where we are pleased to review and report on the activities, events, and important advocacy of your Association.

The Executive Council and Secretariat have been involved in several initiatives since January that have helped to set the tone for our work in 2023.

Skills training will be a critical issue for the VTA, and we continue to make great strides in supporting the shortage of drivers and transport workers in general that the industry is experiencing. Several VTA training programs are well underway, and I'm pleased to report we are exceeding our goals with respect to training and placing new drivers – particularly among women – into professional transport roles.

The Victorian Government is an important partner in our Freight Industry Training Project, which aims to address the unmet workforce demand the Victorian transport and logistics sector is currently experiencing. The project is providing participants with industry approved training in heavy vehicle driving, forklift driving and warehouse skills, followed by placement into prospective 12-month (minimum) positions in their training field at leading transport and logistics companies.

The program is very tangible and practical evidence of VTA efforts to position transport work as an exciting, reputable, and well-paid profession, and one that we encourage people from diverse backgrounds to consider as a life-long career.

I reflected on this issue in my remarks at the VTA State Conference, reinforcing while we may never reach complete parity,

we can do much better than having a cohort of people representing around 50 per cent of the population so under-represented in freight and logistics.

Minimum standards are another issue the Executive Council, and in particular Peter Anderson as National Secretary of ARTIO, has been actively engaged on. We look forward to working constructively with the other state associations and employee representative groups this year. Indeed, Peter joined an influential delegation in Canberra in March for important talks, and we look forward to a positive outcome that will benefit members and their operations.

As an Association, we are acutely aware of the impact of higher prices and inflation on our members and operators. The recent easing of inflationary pressures is encouraging, as is an expected stabilising in diesel prices as the global economy slows. However, you can be assured we are advocating as much as possible for regulatory settings that keep transport cost increases to an absolute minimum, particularly as state and federal treasurers prepare to hand down budgets in May and June. While we appreciate the need for every business to be profitable, price rises must be appropriate, reasonable, and mindful of the capacity of customers throughout the supply chain to cover them. If they aren't, the whole system will be impacted.

This issue of the Priority Report has a distinct focus on heavy vehicle reform, which I know Peter and the Secretariat will be working hard to achieve this year in partnership with the state-based associations and other allied stakeholders.

The Executive Council is fully supportive of these efforts, and we appreciate the thoughtful input of the respective VTA committees into

the reforms that are needed to positively benefit freight operators.

I've enjoyed meeting new members and associate members at several VTA events held this year. The VTA State Conference was a terrific forum to meet and have constructive discussions about the important issues in freight and logistics, and I congratulate the Secretariat on yet another professional and well-organised conference. Events like this are only successful when delegates are active and engaged, and I thank the more than 180 attendees for supporting and attending the conference.

I trust you enjoy this issue of the Priority Report, and I thank you for your much-valued membership and support of the VTA.

Mike Lean
President

UNLIKELY ALLIES GALVANISE FOR TRANSPORT REFORM

As the National Secretary of the Australian Road Transport Industrial Organisation (ARTIO), I was pleased to join a 15-strong delegation of industry representatives in Canberra recently as part of a concerted effort to urge legislators and regulators to enact much-needed transport industry reform.

Like many of the state-based road transport associations, the VTA is a proud member of the ARTIO, a national industrial body that represents the transport industry and its members before the Fair Work Commission.

It is the only registered employer organisation assigned solely with the representation of employers and prime contractors in the industrial relations in the road transport industry, and for more than 30 years the ARTIO, in conjunction with its state branches, has represented thousands of members in major federal and state industrial cases.

Our delegation brought together unions, employer representatives, operators, and workers, who are united in our common advocacy and passion for reform, and to establish minimum standards of operation, cost, and people management within the road transport industry.

Reform is an issue you will hear the VTA and other like-minded industry groups talking about often this year, not least because it is so desperately needed, but because with the same political party now in government in every federal, state, and territory jurisdiction everywhere except Tasmania, there is a unique opportunity for consensus that will deliver the reforms we have been advocating for years.

Our Canberra delegation presented to more than 40 ministers and members of parliament from all

political parties to endorse proposed industry reforms that will improve safety and productivity for operators and transport workers.

Much of this was borne out of the excellent work by Western Australia Senator Glenn Sterle, whose 2021 *Without Trucks Australia Stops* parliamentary report presented 10 recommendations upon which unlikely allies like employer and employee representative groups have galvanised, in the interests of making our industry more viable, safe, sustainable, and efficient.



Parliament of Australia in Canberra.

Among the report recommendations, the VTA particularly welcomed the development of a national apprenticeship scheme to help attract workers to the sector, an expansion to ATSB powers to investigate commercial heavy vehicle road accidents, and the creation of an independent regulator to set minimum commercial vehicle costs.

We also welcomed the report's recommendation for creating an independent body for setting standards, resolving disputes, and establishing binding payment terms, which our delegation rallied behind in Canberra.

Such a body would go a long way towards ending the rapid degradation and break down of values and working standards that gig economy 'employers' have created through their deployment of technology.

While convenient for some, it is undeniable that gig economy

platforms and aggregators over time have reduced payment standards, entitlements and allowances for operators and transport workers. Any flexibility benefits espoused by their aggregators of working for these platforms are more than offset by low rates, absence of enshrined leave or superannuation benefits, or any collective representation.

Indeed, our Canberra delegation included gig economy workers and their families, who told stories of genuine hardship and even loss to ministers and parliamentarians, as part of our combined effort to enact reform when legislation is presented later this year.

These platforms represent a genuine risk to legitimate transport operators that have done the right thing by their customers, suppliers, and staff, only to be threatened by a largely faceless aggregator whose algorithms have no respect for the traditions and conventions upon which our industry was built.

And while there may be a place for such businesses in the modern economy, it must not be to the detriment of transport operators and workers, and the minimum standards for safety, productivity, and efficiency they aspire to and deserve.

Now, more than ever, transport customers, operators, workers, representative groups, and even some of the more responsible gig companies are calling for the security of enforceable minimum industry standards.

Our Canberra delegation was united in our efforts to convince parliamentarians to vote in support of legislation later this year that would enshrine this into law. Our unity in Canberra and on this critical issue going forward demonstrates how important it is for the legislators and the federal government to act.

Peter Anderson
Chief Executive Officer

CEO'S REPORT

I am pleased to welcome you to the VTA Priority Report magazine, and to report on what's been a very busy and positive start to 2023.

We set the scene for the year ahead early on with our planning and preparations for the State Conference 2023 in March, where we set a new attendance record for this important annual event. Labour and skills shortages that have impacted many industries before and during the pandemic was the inspiration for our **People First – Managing Transport's Greatest Asset** conference theme, with human resources, training, and heavy vehicle reform among the many issues discussed and debated at the Phillip Island conference venue.

Indeed, reform is something you will see featuring prominently in this issue of the magazine, and in much of the VTA's advocacy work this year.

With near coast-to-coast state and federal governments of the same persuasion after the recent New South Wales state election, we have a unique opportunity for consensus on issues like heavy vehicle national law, heavy vehicle licensing, minimum standards, and heavy vehicle charging. The VTA won't let this once in a generation opportunity for positive change go to waste.

In practical terms the VTA is helping to address members with labour and driver shortage challenges by stepping up our training programs to help fill the void. The VTA's Freight Industry Training and Driver Delivery Program are actively recruiting new participants. And encouragingly we continue to train and place dozens of qualified, competent, and motivated candidates into transport roles behind the wheel on the road, and

in distribution centre warehousing roles.

Underscoring the labour shortage issue is the fact that our industry has never been busier.

We surveyed state conference delegates to ascertain the views of operators and suppliers on a range of issues facing the freight and logistics sector. Survey questions focused on human resourcing issues and the extent to which labour shortages have impacted operations. The survey overwhelmingly confirmed the transport industry is busier than ever, with 85 per cent of respondents indicating demand for their services had increased over the past year. Driver shortages were also confirmed as significant issues with 90 per cent of operators surveyed reporting a shortage in their business, and a similar number saying they had recruited drivers over the past year.

Encouragingly, the survey revealed widespread support for operators' willingness to hire young people, with more than 90 per cent of operators surveyed saying they would recruit a young person from a transport apprenticeship program if it were available.

Almost all those surveyed said staff training was important and responded favorably to VTA training programs, with two-thirds saying they would use the VTA to assist with their training.

There was a high awareness response rate regarding the current VTA course offering, and the VTA is keen to provide ongoing training support for members. Please contact Tim or Serah on 03 9646 8590 for information about the many VTA training courses available.

Minimum standards are another important issue you'll be hearing from the VTA with the Commonwealth set to pass

legislation on this important matter later in the year. Wearing my ARTIO National Secretary hat, I'll be working closely with the other state-based associations and employee representative groups to ensure legislation is passed creating minimum standards for safety, productivity, and efficiency. You can read more about this on the opposite page.

I trust you will find this issue of Priority Report interesting and informative, as well as a handy reference tool for the issues of importance to our members and associate members. I also commend to you the articles from our contributors, which helps to showcase the immense efforts of suppliers to support the transport industry.



Peter Anderson
Chief Executive Officer

VTA COMMITTEE REPORTS

While the 'people' issues continue to prevail in 2023, traffic congestion is another major issue. It is crippling many parts of Melbourne and greater Melbourne and it is having a significant impact upon all sectors of the road transport industry.

The VTA acknowledges that Victoria's Big Build and other major infrastructure projects are necessary and that major disruptions are inevitable. However, effective planning and communications and finding alternative, suitable heavy vehicle routes are essential during these projects.

The direct and indirect impact upon productivity, efficiencies and sustainability are significant for operators. Given the ongoing disruptions for all industry sectors, the VTA is focused upon representing and advocating for members their key issues with all the project stakeholders.

The **General Freight Group** along with the other VTA committees, have reported continued steady volumes over the past quarter. However, increased fuel and operating costs are impacting businesses and road congestion is certainly having a negative impact upon costs. The

committee is supportive of the VTA representing its members and ensuring that they have a 'voice' with all levels of government, government agencies and the primary construction contractors.

The **Wharf Carrier Group** continues to be challenged by the operational environment in which they operate and the interface with stevedores, shipping companies and empty container parks. The VTA is actively involved in representing its members.

The **Earthmovers Group** has also directly impacted by the access and road congestion issues. The VTA is liaising directly with the government in relation to the operational issues involved with the major projects such as the West Gate Tunnel and North East Link. This is particularly important when the lack of drivers and vehicles is also considered with these projects. During 2023, managing the changes to EPA regulations and guidelines will also be an additional challenge.

Once again, the **Over Size and Over Mass Group** continue to be adversely impacted by the significant disruptions to our road network as discussed above. As part of the our commitment to safety, the VTA was successful in securing a Heavy Vehicle Safety Initiative (NHVR) for 2023. It is focused upon delivering specific 'load restraint

training' for this sector of the industry. We encourage members to attend the sessions and to actively encourage clients and customers to also take advantage of the program.

Along with the other VTA sub-groups, the **Long Distance Group** continues to provide and share valuable feedback about with road transport, warehousing and distribution centres across all jurisdictions. It is clear driver shortages is the burning issue for this group and the pursuit of 'minimum standards' debate for the industry will be closely followed.

Fitting with the VTA State Conference theme, the **People Group** will continue to conduct relevant and informative workshops for members whereby the sessions will be open to all VTA members. These sessions will have a focus upon mental health and well-being and industrial relations issues. They will also draw upon some of the key learnings from the HeadFit BusinessFit Program.

A similar approach is being taken with the **Technology Group** in 2023. There are many advances in the technological space as well as their application to the transport and logistics industry. The Technology Group will continue to be a springboard for members to learn

Greg Cain

Industry Services Manager



Traffic backing up during peak hour in Melbourne

HEADFIT BUSINESSFIT PROGRAM

During 2021-2022, the VTA conducted the HeadFit BusinessFit Program. This program was funded from the National Heavy Vehicles Regulator's (NHVR) Heavy Vehicle Safety Initiatives (HVSIs), supported by the Australian government.

I wish to congratulate and thank the eight organisations which were actively involved. They included: Wettenhalls Transport; Xtreme Freight; Cahill Transport; Victoria International Container Terminal (VICT); Secon Freight Logistics; Armstrongs Driver Education; Peter Sadler Removals and Logistics and Hi-Haul Transport.

A special thankyou to Brianna Cattanach and Keith Govias from Gallagher Workforce Risk for their professional services and commitment to ensuring the program was a success.

The HeadFit BusinessFit Program was an industry specific mental health and psychosocial safety initiative managed by the VTA. Unlike previous interventions and initiatives undertaken in the transport and

logistics industry, this Program focused upon creating meaningful long-term, operational and cultural change for the participant organisations that could then be understood and replicated across the industry.

Through this Program, industry level trends and gaps have been established to help inform future works, funding, legislation and more broadly industry needs. Key strengths of transport and logistics organisations in the mental health, psychosocial risk management and psychological safety space included:

- Leadership commitment
- Culture
- Reward and recognition
- Physical safety approach

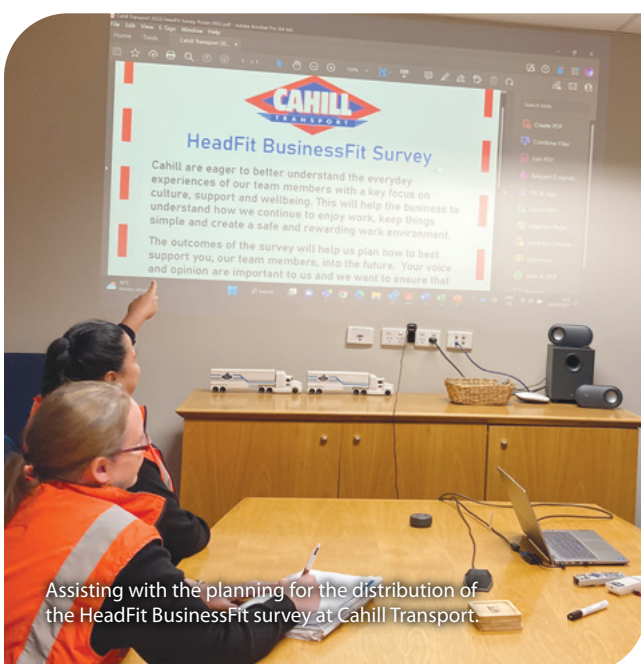
While key gaps and opportunities for improvement included the following key themes:

- Formalisation of psychological safety/mental health support approaches
- Engagement of an employee assistance provider and/or establishment of a peer support function

- Management capability
- Assessment, management and reporting of psychosocial risk factors
- Workforce mental health literacy and awareness
- Onboarding and pre-employment processes

Ultimately, the HeadFit BusinessFit Program has been a unique but highly effective initiative that focused on the need to implement organisational level 'change management processes' around mental health, psychosocial risk management and psychological safety in the transport and logistics industry, whereby these areas have been previously lacking and difficult to achieve meaningful engagement and improvement.

The HeadFit BusinessFit Program has been hugely successful in its initial aims and impact and has provided a clear and practical recommendations for further advancements, cultural change and meaningful interventions for the transport and logistics industry. The eight participating organisations are well placed to further build on the terrific work which has already been achieved.



Assisting with the planning for the distribution of the HeadFit BusinessFit survey at Cahill Transport.



Reviewing company policies and procedures as part of the document audit at Cahill Transport.

VICTORIA POWERS AHEAD WITH WASTE TECHNOLOGY



Waste to energy is an innovative solution that allows for the conversion of waste into useful energy. Victoria has been leading the way in the adoption of waste to energy technologies, which not only help in waste management but also contribute to the reduction of greenhouse gas emissions.

The Victorian state government has set an ambitious target of achieving net-zero emissions by 2050, and waste to energy is seen as a critical component in achieving this goal. The state is home to a range of waste to energy facilities, which vary in scale and technology. These facilities are capable of processing different types of waste, including organic, plastic, and medical waste, among others.

One of the most notable waste to energy facilities in Victoria is the Veolia Environmental Services facility in south-east Melbourne. The facility uses anaerobic digestion technology to convert food waste into biogas, which is then used to generate electricity. This facility has the capacity to process up to 120,000 tonnes of food waste each year, producing enough energy to power 3,000 homes.

Another significant facility is the Australian Paper mill in Maryvale, Gippsland. The mill has a cogeneration plant that generates electricity and steam from waste wood and paper sludge. The plant has the capacity to generate up to 50 megawatts of electricity, which is enough to power the equivalent of



45,000 homes.

Aside from these large-scale facilities, there are also smaller-scale waste to energy projects in Victoria, such as community-scale biogas systems. These projects provide a sustainable solution to organic waste management, which can be a significant source of greenhouse gas emissions when sent to landfill.

The adoption of waste to energy technologies in Victoria has not been without its challenges. There have been concerns raised about the environmental impact of some waste to energy processes, particularly incineration. There have also been concerns about the potential for these facilities to disincentivise recycling and waste reduction efforts.

To address these concerns, the Victorian government has put in place a rigorous regulatory framework for waste to energy facilities. This framework includes strict emissions standards, as well as requirements for public consultation and community engagement during the planning and development phase of these facilities.

In addition to these regulatory measures, the government is also committed to investing in research and development of new waste to energy technologies that are more

sustainable and have a smaller environmental footprint. This includes exploring emerging technologies such as gasification and pyrolysis, which have the potential to convert waste into energy with fewer emissions and a higher energy yield.

In conclusion, waste to energy is an essential component of Victoria's strategy for achieving net-zero emissions by 2050. The state's diverse range of waste to energy facilities demonstrates that there are many different ways to convert waste into energy sustainably. However, it is essential that these facilities are developed and operated in a way that minimises their environmental impact and ensures they do not undermine recycling and waste reduction efforts. With the right regulatory framework and investment in research and development, waste to energy can be a critical tool in Victoria's transition to a low-carbon economy.

Brett Lemin

VWMA Executive Officer



STEADY THE WAY TO GO WITH DISMISSALS



In two recent Fair work Commission decisions, the failure to follow dot 'i's and cross 't's in matters employers may have thought were straightforward, has been their undoing and landed them in legal proceedings. It pays to always take a steady approach to any matter that may result in the termination of employment.

In *Lipa Pharmaceuticals*¹ (**Lipa**) case, Lipa was dissatisfied with Jarouche's performance and had spoken to her about the need to improve. Ultimately Lipa decided that it had lost confidence and wanted Jarouche to leave the business. It advised Jarouche of this in a meeting which happened to occur shortly after Jarouche had made a request for six weeks' leave for planned surgery. During the meeting, Lipa proposed that it reach an agreed communication, and a settlement amount in exchange for Jarouche's departure.

In a phone call after the meeting, Jarouche said she would resign. Over the next two weeks, Jarouche came to an agreement with Lipa about the content of a reference, her severance pay, the wording of her resignation announcement and a proposed deed of release. The proposed reference was provided to Jarouche, but she later refused to sign the Deed of Release and filed a General Protections Claim stating she had been dismissed, or alternatively that her resignation was a forced dismissal.

Deputy President Anderson found

that it was clear all negotiations were directed to Jarouche's exit, she could not reasonably have expected to have continued to be lawfully employed, she had no real choice and accordingly she was dismissed. This allowed Jarouche to pursue her General Protections claim in the court.

In the case of *Active Crane Hire*² (**Active**), the logistics manager and yard manager saw a truck driver/yard hand asleep in a truck parked at the depot on the NSW Central Coast. The logistics manager then dismissed the worker on the spot. The next day the worker was issued with a letter terminating his employment.

The worker claimed he had been resting in the truck due to inclement weather, but the Deputy President rejected this evidence. Instead he accepted the employer's argument that there was a valid reason to dismiss the worker. Because of procedural failings, specifically the Logistics Manager did not give the worker the opportunity to respond the reasons for dismissal or raise any reasons why he should not be dismissed, the Deputy President found the dismissal was unfair and scheduled further hearings to determine compensation.

What you need to do:

Negotiated departures:

- Be very careful about railroading employees into these arrangements, don't rush!
- Seek advice before entering into these discussions and make sure discussions are held on a without prejudice basis.
- Do not use template Deeds of Release/Release Agreements – they need to be tailored.
- Do not start to carry out the terms of an Agreement until the document is signed.

Dismissals:

- Be very careful, don't rush! Stand the employee down if you need more time or tempers are high.

- Don't prevent access to a support person – either by denying the support person's attendance or not giving them enough time to arrange a person's attendance (note: on the spot dismissal meetings deny attendance).
- Ensure the employee is told the reason(s) you are considering dismissal, if you have evidence the employee should be shown the evidence;
- Give them an opportunity to explain what happened and respond to your reasons/evidence – all of your reasons/evidence;
- Give them an opportunity to raise any reasons why they should not be dismissed;
- Consider the whole context and other relevant factors, such as the length of service, previous employment history, before making a decision.
- Once a decision is made, the decision should be confirmed in writing.

Victoria Comino

Special Counsel,
Rigby Cooke Lawyers



¹ *Mariam Jarouche v Lipa Pharmaceuticals Ltd* [2023] FWC 493 (28 February 2023)

² *Brett Steed v Active Crane Hire Pty Ltd* [2023] FWC 15 (25 January 2023)

INNOVATIVE PACEMAKER LIGHTING SYSTEM TO REDUCE CONGESTION IN BURNLEY TUNNEL

Carrying more than 20 million vehicles, including 5.5 million trucks, in 2022 alone, the Burnley Tunnel is one of Melbourne's busiest transport links. However, congestion in the tunnel can have a ripple effect across Melbourne's road network.

To help fix the issue, Transurban has hit 'go-live' on an innovative, locally designed pacemaker lighting system in the Burnley Tunnel. The pacemaker lighting works by providing a driver's peripheral vision with a marker – a green band of moving light – to encourage drivers to maintain a consistent speed throughout the tunnel, particularly on the uphill towards the exit.

And in a world-first, this clever lighting can dynamically respond to real-time data and move at a speed safe and appropriate to traffic conditions.

Understanding the problem

Located 65 metres below the Yarra River, the Burnley Tunnel is much steeper and deeper than people realise. While drivers may enter the tunnel at 80 km/h, they will usually exit at a slower pace of 60km/h, which typically leads to congestion.

Transurban General Manager Operations Phil Naulls said this can be particularly problematic for

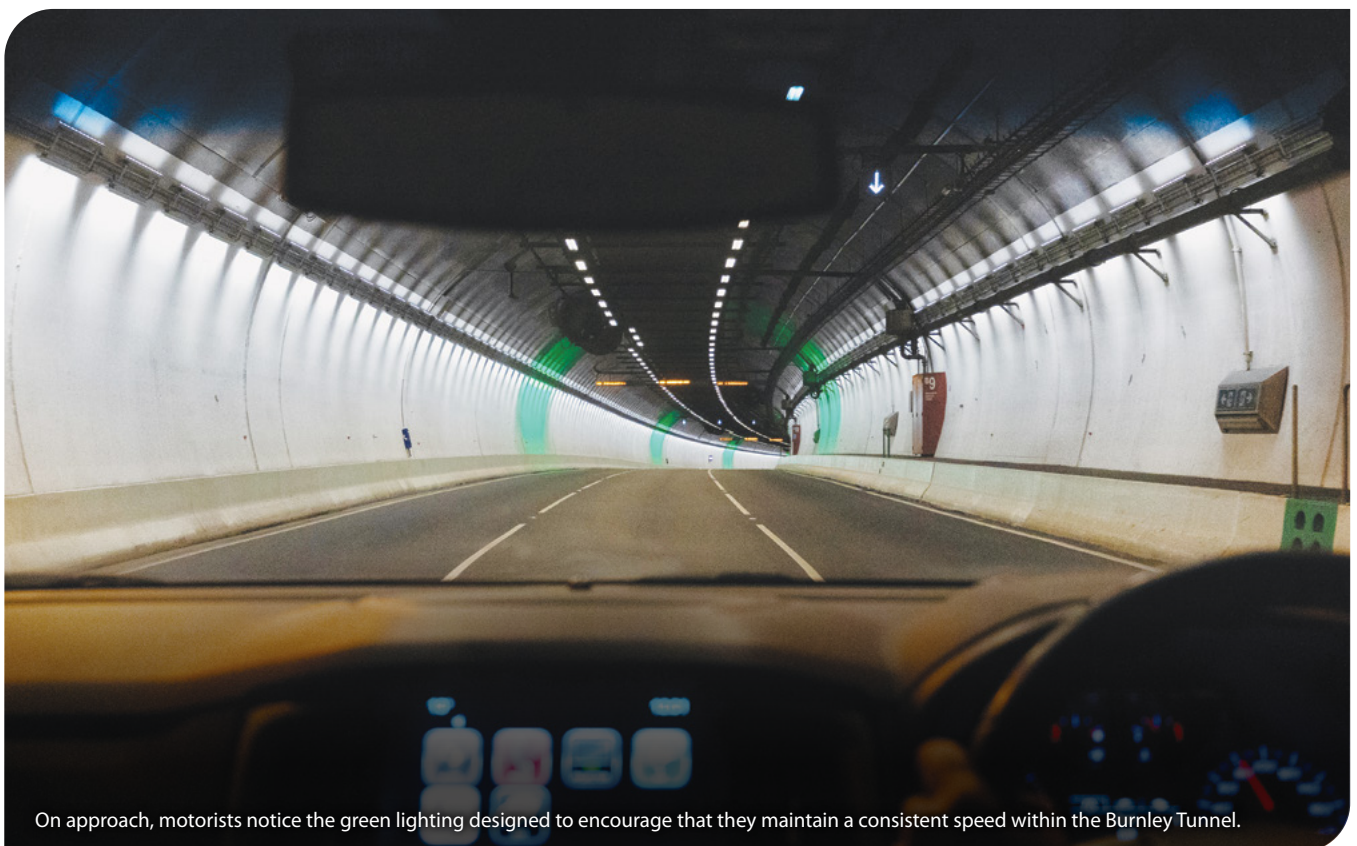
trucks, which usually experience an acceleration lag caused by slowing passenger vehicles travelling ahead.

"Congestion causes trucks to brake and change gears regularly, which can also lead to increased vehicle wear and tear," added Mr Naulls.

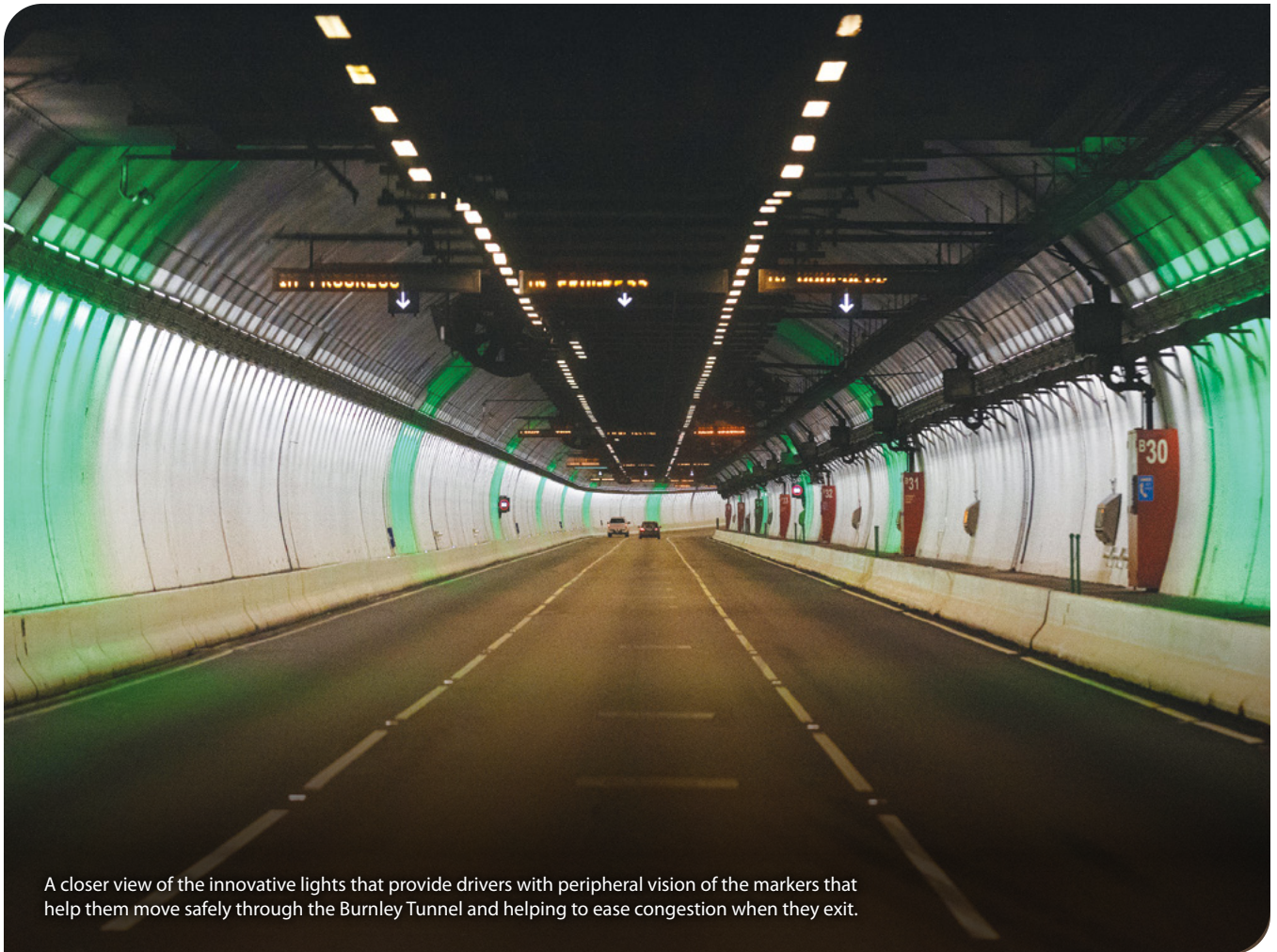
Developing a solution

In 2021, Transurban rolled out an Australian-first virtual reality trial to understand whether lighting and technology changes, including pacemaker lights, could help drivers maintain a consistent speed in the tunnel.

"Congestion causes trucks to brake and change gears regularly, which can also lead to increased vehicle wear and tear,"



On approach, motorists notice the green lighting designed to encourage that they maintain a consistent speed within the Burnley Tunnel.



A closer view of the innovative lights that provide drivers with peripheral vision of the markers that help them move safely through the Burnley Tunnel and helping to ease congestion when they exit.

Mr Naulls said the study found that 40 per cent of drivers had a better experience, improving comfort and consistency as they moved along the uphill slope towards the exit.

"We know tunnels can be stressful for some drivers, so this significant increase in comfort levels is also a great result."

In designing the pacemaker lighting system, Transurban turned to best practice examples from around the world where pacemaker lighting has helped improve traffic flow, including the Aqua Bay Line Tunnel in Tokyo, Japan, which shares the

same incline profile and similar congestion issues to the Burnley Tunnel.

Benefits for freight

Mr Naulls said changes to driver behaviour created by the pacemaker lighting will help trucks maintain an appropriate speed to accelerate uphill and out of the tunnel, helping to improve freight movement across the road network.

"Melbourne's home to Australia's largest container port and the Burnley Tunnel plays a critical role

in moving trucks around the traffic network," said Mr Naulls.

"Transurban's constantly looking for ways we can support the safe, quick, and efficient movement of goods to support Melbourne's growing economy and population. We're confident that these improvements to the Burnley Tunnel will keep Melbourne moving for years to come."

"Transurban's constantly looking for ways we can support the safe, quick, and efficient movement of goods to support Melbourne's growing economy and population. We're confident that these improvements to the Burnley Tunnel will keep Melbourne moving for years to come."

IT'S TIME FOR HEAVY VEHICLE REFORM

There is no greater opportunity than now for genuine heavy vehicle reform following years of delay.

The election of the Albanese Government last May, along with state elections that have seen Labor win or retain government in South Australia, Victoria and New South Wales, means the ALP now holds office federally and in seven of the eight Australian states and territories.

With the same party in government in every state and federal jurisdiction, it provides an opportunity for consensus and action in numerous policy areas, including heavy vehicle reform.

State and federal transport policy-making has generally been in a holding pattern for more than eight years, particularly in the critical areas of heavy vehicle national law, licensing, and productivity.

The National Transport Commission's latest review of national heavy vehicle law theoretically should be completed, with draft law due to be presented to state and federal ministers this year. This is essential to restore credibility and confidence in the NTC from transport groups frustrated by little to no decisions, direction, or development in years.

Licensing laws are also in a box seat for overhaul, with several transport groups aligned on the need to focus attention on skills and training as qualifiers for heavy vehicle licensing instead of experience alone.

Whilst predominantly a state or territory issue, our licensing regulations and requirements must be changed to attract new and young people to the transport profession, with minimum thresholds introduced to require days – not hours – of practical, behind the wheel training by qualified instructors for candidates to be granted a heavy vehicle licence.

This is a key policy area for the VTA in 2023, with our time-based graduated Driver Delivery program licensing



Heavy vehicles in rush hour traffic on Melbourne's West Gate Freeway.

model validated through its extension by the Victorian Government, and funding for forklift and other drivers and logistics workers allocated to a similar minimum threshold model when it comes to time spent in the classroom and under supervised, practical instruction.

It is essential that we change the narrative that experience alone makes a driver better or safer. This can only be achieved by introducing new licensing laws in as many jurisdictions as possible that prioritises skills and training over experience.

These years of delay by some state and federal bodies have had massive productivity implications for operators that are already being hammered by rising costs, chronic worker shortages, and a shrinking capacity to grow or at least maintain slim margins.

This is exacerbated by some of the safeguards in place to protect operators being under attack, such as we saw recently with the Grattan Institute's short-sighted calls for the Fuel Tax Credit (FTC) to be halved to reduce the budget deficit and reach reduced emissions targets sooner.

As well as increasing prices for households already under pressure from higher interest rates and inflation, all such an FTC reduction

would achieve is to increase the tax burden on operators that already pay higher registration fees and a Road User Charge, forcing them to raise their prices, which ultimately gets passed back onto consumers through more expensive goods and services.

Often overlooked in discussions around heavy vehicle reform is that transport operators and the industry groups that advocate for them are the customers of the bureaucracy, and as customers we've generally been poorly served in recent years.

With there now being general political consensus in place nationally, there has never been a better or more opportune time to attain the reforms that have evaded the transport industry for years. The results will be a safer industry that provides productivity, efficiency, and sustainability dividends for parties to every freight transaction including operators, customers, and consumers.

Peter Anderson
Chief Executive Officer

VWMA CONFERENCE HIGHLIGHTS CHALLENGES

Under the theme of the Changing Landscape of Waste Management, this year's annual conference brought together VWMA members, government stakeholders and waste and recycling industry suppliers for important discussions on the key issues impacting the sector in Victoria.

Attendees were greeted by the beautiful surroundings of the RACV Goldfields resort at Creswick, outside Ballarat, before heading into the conference to hear impressive presentations and strong discussions with regulators about the current state of the Victorian regulatory environment.

Industry members heard from speakers and presenters including a strong government representation, primarily John Bradley (Secretary - DEECA), Lee Miezi (CEO - EPA), Tony Circelli (Head - Recycling Victoria) and Matt Genever (Interim CEO - Sustainability Victoria).

The Association celebrated and recognised its members who are going above and beyond in our industry during the VWMA Waste Awards dinner.

Congratulations to the following very deserving award winners:

Outstanding Driver Award: Luke Eaton – Luke was recognised for his commitment to customer service and safety during the pandemic. Luke was driving for Veolia's Clinical Waste operations right through the pandemic, despite huge challenges his dedication and commitment never wavered.

Young Achiever Award: Zane Foott – Zane was recognised for his dedication to creating a better industry and actively engaging and supporting local communities. Despite his young age, Zane has cultured quite a long list of achievements and is determined to continue to drive the industry and community towards a strong circular economy, especially within the regions.

Female Leadership Award: Suzannah Morrison – Suzannah was recognised for her tireless work diverting waste from landfill and driving resource recovery at some of the state's largest construction projects. Suzannah's unwavering commitment and dedication ensured that these projects delivered outstanding waste diversion outcomes.

Outstanding Safety Award: Future Recycling – Tyrone Landsman accepted the award on behalf of Future Recycling, which is dedicated

to the safety of its team. Future Recycling has engrained its safety policies and procedures within the business culture that go well above and beyond the regulatory requirements and across all aspects of the business.

Special thanks to NHVR for sponsoring this year's Waste Awards, along with individual awards sponsors, Repurpose It, EPA Victoria, RSM Group and NHVR.

The conference highlighted that the industry is facing multiple challenges including staffing, regulatory roadblocks and emerging contaminants, but it also highlighted that collaboration and teamwork between members is benefitting the industry and consumers.

There were many robust discussions and attendees increased their knowledge about the industry and its issues and resolutions. Working together we can tackle all of these challenges and provide lasting solutions to help take this industry and our state to the next level.

Brett Lemin

VWMA Executive Officer



Ken Dickens - Managing Director - President Corio Waste Management - VWMA Conference



VTA STATE CONFERENCE REFORM URGED FOR WIDENING ASSET BASE

The VTA has used the theme of **People First – Managing Transport’s Asset** to focus on employment and retention of staff when addressing 170 delegates at the VTA State Conference, sponsored by TWUSUPER, on Phillip Island.

The conference attracted 30 presenters from key industry areas to provide delegates with two days of learning and networking and was officially launched by the Victorian Minister for Ports and Freight Melissa Horne.

“We’re continuing to work with the freight and logistics industry to keep supply chains moving into the future and benefit the thousands of Victorians who work in and rely on it daily,” Ms Horne said.

“This Victorian Transport Association state conference is a great way to hear from key members of the industry to understand issues and address them, so we can keep supporting our producers, freight operators and exporters.”

VTA Chief Executive Officer Peter Anderson used his opening address to encourage state and federal legislators and regulators to embrace the opportunity to create lasting heavy vehicle reform that will help attract people to the Australian freight and logistics sector.



VTA President Mike Lean (left) was in discussion with a past president Brendan Hopley during the state conference.

“Our conference theme has been inspired by the enormous challenges freight operators have had in recent years when it comes to attracting, hiring, and retaining staff, especially drivers,” Mr Anderson said.

“We are a labour-intensive industry and people are our most important asset. People are also the hardest of our assets to manage, so it was only natural that our focus is directly on

how to get the best from our people.”

Mr Anderson said labour shortages had underpinned the VTA’s work to develop training programs that deliver a pathway for new entrants to the transport industry to be trained as job ready workers in freight and logistics.

The Victorian Labor government has already been working with the VTA to address labour shortages in the sector through the Freight Industry Training initiative. The \$3 million program – which was launched early last year – has equipped participants with the necessary skills to secure long-term job opportunities, such as driving heavy vehicles, forklifts and working in warehousing, and ensuring essential supplies get to their destination.

The government’s Women in Transport Strategy 2021–24 was also a focal point at the conference – with the project aimed at increasing the number of women working in public



Rigby Cooke Lawyers Special Counsel, Victoria Comino addressed delegates on the topics of enterprise bargaining and managing absenteeism.



and private industry transport sectors to 50 per cent by 2024.

"With there now being general political consensus in place across the length and width of Australia there has never been a better or more opportune time to attain the reforms that have evaded the transport industry for years," Mr Anderson said.

"The results will be a safer industry that provides productivity, efficiency, and sustainability dividends for parties to every freight transaction including operators, customers, and consumers."

Conference delegates also heard from key stakeholders in road infrastructure around Melbourne. Under the heading Enhancing Access for Freight, speakers Michael Caink (North East Link Program), Paul Smith (West Gate Tunnel Project) and Phil Naulls (Burnley Tunnel Upgrade Project) provided insights into their progress.

With people the key focus of the conference, there were presentations from Department of Transport and Planning colleagues Antionette Batista (People and Culture) and Jess Murdoch (Freight Industry

Training for Jobseekers), Craig Nicholson (Armstrong's Driver Training) and Steve Dargavel (Labour Hire Commissioner, Labour Hire Authority).

Other speakers included Senator Glenn Sterle, Chair of the Rural Regional Affairs and Transport Legislation Committee, Bridget McKenzie, Deputy Leader of the Nationals and Shadow Minister for Transport, Infrastructure and Regional Development and Roma Mitchell, Victorian Shadow Minister for Ports and Freight.





Deputy Leader of the Nationals and Shadow Minister for Transport, Infrastructure and Regional Development Bridget McKenzie, on stage with VTA Chief Executive Officer Peter Anderson and Chair of the Regional Affairs and Transport Legislation Committee Senator Glenn Sterle (right).



Gallagher foursome Andrew Wallace, Nick Cahill, Keith Govias and Steven Rehlicki were among the conference delegates.



The VTA was delighted to welcome (l-r) Jen Grigg, Stacey Davies and Sheryn Paterson to the state conference.



David Hourigan (left) and Sal Petrocchio, Chief Executive Officer, National Heavy Vehicle Regulator, on the balcony during the conference.



VTA Chief Executive Officer Peter Anderson (left) at the conference dinner alongside Frank Sandy and Ros Milverton



Pictured in front of a green were the eventual VTA Golf Day winners that comprised Kevin Jenkins, Nick Cooney, Tim Stuart, and Anthony Sinclair, from the Qube Logistics team.

QUBE GOLFERS SHAPE UP BEST

The Qube Logistics team has won this year's opening annual VTA golf day held at the Southern Golf Club with the support of sponsor, MTDData.

The victorious four were Kevin Jenkins, Nick Cooney, Tim Stuart, and Anthony Sinclair, who won the day's play with a score of 52.375.

The runners-up with a score of 54.875 were Logan Thorpe, Trevor Page, Darren Thorpe and Callum Grant, representing Sims Metal.

The Viva Energy team of Bryce Richardson, Craig Sargent, Arman Nathoo, and Nathan Harrison placed third on 55.125 points.

The competition was extremely well attended and the players vied for

many of the prizes being offered on holes around the course.

Logan Thorpe also took out the prize for longest drive on the 11th hole, while the nearest the pin winners were Ken Lawden, Bart Calman, Dion Clemmens and Anthony Sinclair.

The VTA Executive Council and Secretariat sincerely thanks the team from MTDData for its support of the day and its ongoing commitment to the Association and our industry.

Events such as this are only possible through the support we receive and we encourage you to consider MTDData's services and all those businesses that back the VTA, many of which appear on pages 24 to 31 of this magazine.



The VTA's David Ritchie (left) and Peter Anderson (right) congratulated the golf tournament's runners-up that included Darren Thorpe, Logan Thorpe and Trevor Page, from Sims Metal.

VTA EVENTS CALENDAR 2023

Following is a list of programmed VTA events for 2023. We encourage members to participate.

JUNE

23rd June
New Members
Networking Evening

SEPTEMBER

2nd September
Australian Freight
Industry Awards

NOVEMBER

15th November
Golf Day

DECEMBER

8th December
VTA Christmas Lunch

VTA CELEBRATES DIVERSITY AND EQUALITY

The VTA was thrilled to host more than 200 members, associate members and guests at the annual Women's Lunch, an event first held in 2016 to celebrate the phenomenal role women continue to play in shaping the freight and logistics industry, and to continue to advance important conversations about increasing participation rates in transport.

Sponsored by TWUSUPER and held at the picturesque Showtime Events Centre at South Wharf on the Yarra, the lunch featured a keynote address from Sydney 2000 Olympics modern pentathlete and Chef de Mission of the 2016 Australian Olympic Team in Rio, Kitty Chiller.



Olympian Kitty Chiller related stories of overcoming adversity when providing the keynote address at the VTA Women's Lunch.

Kitty inspired guests with her stories of overcoming adversity as both a successful athlete and sports administrator, reinforcing the importance of resiliency, but also taking time to look after one's own personal health and wellbeing.

Our thanks to Kitty, as well as to AIST Deputy CEO Mel Birks who addressed guests on behalf of TWUSUPER and delivered an important message about taking

steps to boost superannuation savings for use in a dignified retirement.

The Women's Lunch continues to grow in both numbers and popularity and the VTA looks forward to hosting it for years to come.



AIST Deputy Chief Executive Officer Mel Birks welcomed luncheon guests on behalf of sponsor, TWUSUPER.



The Viva Energy Australia team enjoying VTA hospitality



TWUSUPER's Claude Savino (left) and Secon's Brendon Considine



Singer Lisa Hanley entertained guests throughout the afternoon

GET FUTURE-READY WITH TELEMATICS



Rising costs are continuing to squeeze already tight profit margins in the transport industry and operators often have no choice but to absorb cost increases for fuel, tolls, maintenance and wages. Adding to this pressure, there's also compliance, safety and sustainability to consider, along with the approaching 3G closure in June 2024.

To stay resilient in the face of this changing world, businesses must get future-ready by looking to new technology to support operations and make every dollar count. Connected, telematics tech can benefit your fleet in myriad ways, from sustainability and compliance to productivity and profitability, supporting every aspect of your business.

Local, state and federal governments across Australia have realised the benefits of new tech, leveraging data insights to make informed decisions. This is clear in the push from state road managers for businesses to transition to Smart On-Board Mass (Smart OBM) and Telematics Monitoring Application (TMA).

Real-time OBM weighing systems measure the mass of axle groups and calculate the gross vehicle mass of a vehicle at any point in time, while TMA records important positional information, which can provide valuable insights into truck movements. Smart OBM and TMA

create safer and more efficient future road networks for all, with government agencies and industry bodies using the data gathered to assess heavy vehicle access to the state road network.

Smart OBM and TMA aren't just about compliance, though. They're critical tools for your operation.

With this latest Smart OBM and TMA advancement, transport operators can reduce operating costs further and improve ROI thanks to the lower cost of the tech set-up and additional requirements, plus increased operational efficiencies. Smart OBM scale calibration requirements will align with the manufacturer's specifications, resulting in a potential change from a six-monthly to 12 monthly calibration schedule, which means fewer costs.

You can move more with less by running your trucks at higher mass and using larger vehicle combinations. The data gathered from your trucks will enable better access to roads to improve efficiency and generate more revenue by saving on fuel, driver hours and equipment wear and tear. All this means fewer trips for drivers, fewer truck movements and CO2

emissions, less maintenance, more profit, and increased safety.

The latest tech advancements allow you to automate previously manual tasks to reduce expenses and staff time, improve safety, increase productivity and streamline processes.

For example, with Teletrac Navman's FTC manager, you can claim the highest possible return on fuel tax with accurate return and rebate measurements, without wasting time following a paper trail.

Similarly, using Electronic Work Diaries (EWDs), you can track drivers' compliance fatigue breaks using a digitised system, with real-time alerts notifying you of upcoming breaks.

While these applications may seem like disconnected dots on the large map that is your operation, you can leverage our intelligent fleet management system, TN360, to connect those dots and monitor your entire operation remotely.

It's this connectivity that can propel your business forward and ensure you're future-ready.

Anthony Laras

National Manager – Transport,
Teletrac Navman.



SMART OBM AND TELEMATICS TECHNOLOGY



Telematics and vehicle technology are rapidly becoming critical tools for transport operators in Victoria. With the Victorian government leading improved regulations and an increased demand for more efficient and reliable transportation services, these technologies offer a range of benefits for businesses looking to stay ahead of the competition while maintaining compliance.

In recent years, New Smart On-Board Mass regulations have been introduced in states across Australia, aimed to expand road access safely and building a consistent standard. Victoria has announced that certain High Productivity Freight Vehicles (HPFVs) will be required to have Smart OBM by 30 June 2023. Mass limits will apply to these vehicles from the deadline if they are not fitted with Smart OBM.

Smart OBM monitoring systems are used to accurately measure the weight of a vehicle and its load by connecting to digital on-board weighing systems or scales. This information is vital for companies that transport goods, as it enables them to comply with legal requirements regarding vehicle weight limits.

It's important to note that integrating Smart OBM will also require IAP or TMA. The mass system automatically sends data of a heavy vehicle's mass, along with the location at the time of

reading, via an IAP or TMA system to Transport Certification Australia (TCA) at regular intervals to validate compliance at any given time. The location data can also be used to verify any permits associated with a vehicle.

In addition to the benefits of TMA and Smart OBM monitoring systems, integrating these technologies as part of a centralised telematics system can provide even greater visibility for transport operators. By collecting and analysing data on vehicle and job activity, operators can get powerful insights for a complete picture of their fleet's performance. Areas for improvement and data trends can be identified to make informed decisions for improvement.

Being a fully certified Application Service Provider of TCA applications, MTDData's Smart OBM solution integrates with a range of scale systems including AirTec, E-Max, LoadSMART, Loadman, Knorr Bremse and Tramanco. Our technology measures the weight of individual axles, as well as the total weight of the vehicle combination, and provides near real-time alerts to the driver via an app, or to fleet administrators if the weight limit is exceeded for corrective course of action.

As telematics and digital infrastructure become more critical

and become a standard to the transport industry, new technology will help industry overcome the challenges of the future.

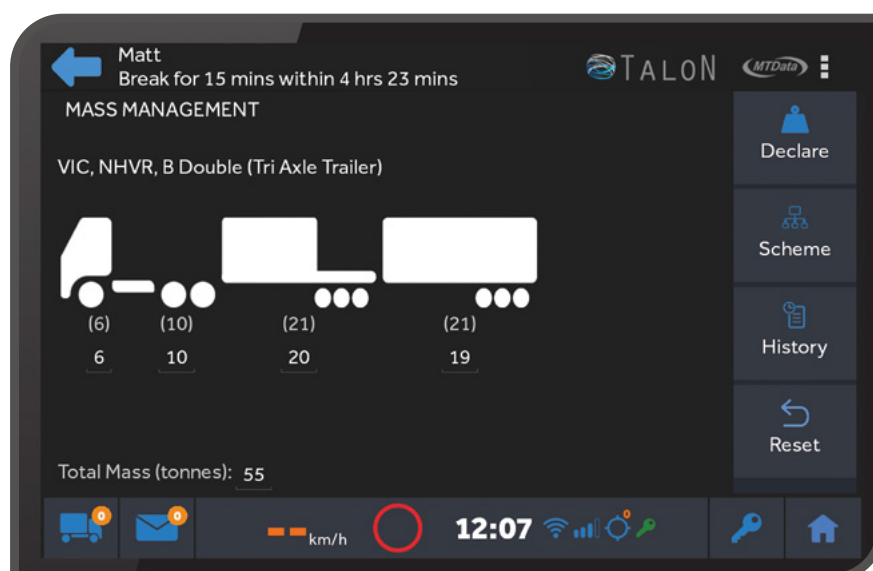
MTData has transformed transport companies of all sizes for more than 20 years since its conception. We are excited to expand emerging technologies such as AI and Machine Learning into telematics and heavy vehicles to further evolve the future of the transport and logistics landscape.

If you're unsure where to start with getting Smart OBM or operate in states extending out of Victoria and are unsure of the regulations, get in touch with us and our experts will work with you to find a solution that best suits your fleet.

Learn more about MTDData and solutions at www.mtdata.com.au

Ben Ditfort

Chief Operating Officer, MTDData



USED EQUIPMENT MEETING DEMAND



The first quarter of 2023 has seen Grays sell a large volume of transport assets including some from well-known names in the industry – K&S Fuller, Maddens Transport, K&S Corporation and Websters Transport, to name just a few.

Results from these used transport asset auctions has achieved above original purchase price on multiple occasions.

The transport and logistics segment has seen the most dynamic growth we have ever seen. There has been

an unprecedented demand for supply chain, with various factors having caused significant disruptions both locally and globally.

The COVID-19 pandemic has put pressure on the sector by both consumer need and the supply of equipment required to fulfil contracts and cater to consumer requirements. OEM suppliers have been experiencing delivery timeframes of 12 to 18 months across almost all rolling asset types. Used equipment is the only option in a lot of cases for service providers to fulfil the scope of their contracts.

Material costs and rising production costs can be expected to continue to be reflected in sale prices. In saying that, the market would appear to be comfortable with this if the equipment was available with most 'in-demand' and work-ready used transport equipment selling at a price higher to that of new stock.

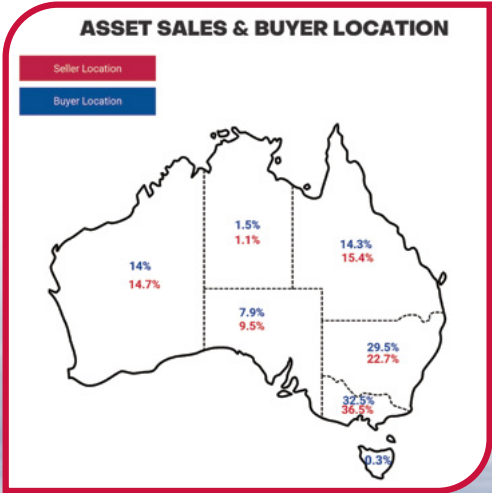
We don't see any reprieve,

specifically for 'in-demand' equipment, where there is any possible option of domestic supply. Used equipment will continue to regularly be the only option to meet the demand, and we expect to see the flow-on effects continue to impact the supply chain.

Traditional buyers of new equipment will continue to transact with **Grays.com**, and in some cases pay higher-than-new price for work-ready used equipment. Traditional buyers of work-ready used equipment will continue to buy and, in most cases, pay a high price for used equipment that is usually in need of some form of repairs or components before it is work-ready.

Go to **Grays.com** for all your Industrial needs.

Kayleigh Gartland
Head of Sales Vic & SA



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

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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, Grays 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.grays.com or traditional on-site auctions.

Contact Dan Burr, on 03 8552 4444 Email: Dan.Burr@grays.com.au



The Haulmax Tyre brand is becoming an emerging force within the truck, trailer, and industrial tyre marketplace in Australia. Haulmax Tyres are the only range of TBR tyres in the Australian market specifically designed, engineered, and made for Australian conditions.

Our range meets the growing demand for tyres delivering improved handling with increased stability, higher load carrying capacities and optimum tread life. Backed by the Haulmax Wingman platform, supported by a vast group of independently owned tyre stores we provide national tyre solutions to transport operators of all sizes, ensuring our products are both fit for purpose and cost efficient. This allows for absolute quality control and guarantee of product performance. We value evidence-based product testing and build our products to deliver to local expectations of transport efficiency, endurance, and safety.

Billy Addison, National Manager - Haulmax Wingman 0457 837 611 billy@tyretraders.com.au For more information visit <http://www.haulmaxtyres.com.au/>

The VTA is grateful for the continued support of our sponsors and associate members. We encourage the use of these companies and their services wherever possible, and please remember to mention you are a VTA member.



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



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
www.hunthunt.com.au



Hyzon Motors develops zero-emissions, hydrogen-powered commercial trucks with leading fuel cell technology.

We have announced construction of Australia's first purpose-built assembly plant to manufacture hydrogen-powered commercial vehicles locally.

The facility is being developed in partnership with RACV at their Noble Park site, and will generate over 100 local jobs, and help to foster a resurgence in the automotive industry.

Our vehicle development process is following a path of design, build and validation to make use of resources that are available in Australia and provide an opportunity to train new engineers and technicians.

Hydrogen fuel cell electric vehicles will play a vital role in the decarbonisation of the transport sector and be a key component of Australia and New Zealand fuel security strategy into the future.

To contact Hyzon to discuss vehicle availability please contact
salesanz@hyzonmotors.com



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@jostaustralia.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



Lochard Energy are trusted energy infrastructure specialists that own and operate one of the largest energy storage facilities in Australia. We are leading the H2REFUEL initiative, to develop bulk renewable hydrogen production and refuelling infrastructure, to help decarbonise and improve fuel security in the transport and materials handling sectors. H2REFUEL is the development of utility-scale, renewable-hydrogen production and refuelling stations (HRSSs), intended to one day formulate a network of clean refuelling centers, across some of Australia's busiest East-coast transport routes. These future facilities are intended to supply renewable-hydrogen to heavy-vehicle transport operators, bus companies, fuel retailers (for both light and heavy vehicles) and for those wishing to decarbonise their materials handling operations. Our most advanced project under the initiative is currently under development and is situated on the shoulder of the Hume Highway in northern Victoria and is being specified to serve the equivalent of up to 150 fuel-cell heavy vehicles per day.

Contact Bart Simes, GM Energy Developments for more information.
0417 299 528 or
bart.simes@lochardenergy.com.au

The VTA is grateful for the continued support of our sponsors and associate members. We encourage the use of these companies and their services wherever possible, and please remember to mention you are a VTA member.



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



MaxiTRANS is the largest supplier of locally manufactured, heavy duty road transport trailer solutions, including trailer repairs and service in Australia.

Through market leading brands Freightler, Maxi-CUBE, Lusty EMS, Hamelex White, Trout River and AZMEB, MaxiTRANS is the leading supplier of road transport equipment for the general freight, temperature-controlled freight and bulk transport market sectors. With origins spanning back over 75 years, MaxiTRANS continues to progress with the ongoing commitment to servicing the needs of the transport industry by delivering safer, more efficient, and reliable transport solutions.

Contact for more information, visit www.maxitrans.com



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. For more information visit 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**

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
www.rigbycooke.com.au**



Royans have been keeping transport on the move since 1944, as specialists in commercial vehicle accident repairs to the full range of vehicles. Royans are the trusted leaders within the transport industry with the largest branch network, consisting of 29 branches throughout Australia and New Zealand. This unparalleled network means they can offer a choice of location to get you back on the road faster. Royans pride themselves on offering the highest quality repairs and professional, friendly service utilising industry-leading technology and equipment. Royans' highly skilled technicians specialise in everything from vans, rigid trucks weighing 3.5tonnes to prime movers, earthmoving and mining equipment, specialised harvesters, farming equipment, buses, coaches, and the full range of trailers.

To assist in emergencies, Royans also provides a 24/7 accident response service, anywhere across Australia. When back on the road means back to business. Choose Royans.

**Contact Royans on 1800 ROYANS
Website: www.royans.com.au**

The VTA is grateful for the continued support of our sponsors and associate members. We encourage the use of these companies and their services wherever possible, and please remember to mention you are a VTA member.



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, 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
For more information visit www.teletracnavman.com.au



TR Group is your specialist heavy commercial hire supplier. Why worry about your truck and trailer needs when TR Group is here to meet all your short and long term heavy commercial vehicle needs?

We have one of the largest ranges of trailers and prime movers available to hire. With years of experience in heavy commercial hire and extensive industry knowledge, we have the service capabilities to get our hire vehicles working hard for you from day one..

Contact: Rick Halliwell National Sales and Accounts Manager
Phone: 1800 50 40 50
Email: rick.halliwell@trgroupau.com
<https://www.trgroupau.com/>

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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:
Olga Coelho Heubert,
Chief Commercial Officer
occoelho@vict.com.au
www.vict.com.au



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). "Watermans" 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



We work with you to assess your fleet operations, driver selection, monitoring and management, vehicle selection and maintenance, to determine an overall risk profile. We help determine opportunities to reduce risk, protect your drivers and other road users, and ultimately improve business resilience. Zurich Resilience Solutions (ZRS) can provide your business with industry-specific information and the data-led insights it needs to correctly identify and mitigate motor-related risk. Our risk engineers and consultants have access to a global repository of technical expertise that keeps ZRS at the cutting edge around emerging risks and safety technology. Our areas of expertise includes driver behaviour assessment and monitoring and in-vehicle technology, compliance reviews, risk assessments and industry best practice advisory, development of road safety programs and driver education.

Contact Mervyn Rea Head of Zurich
Resilience Solutions (Australia & New
Zealand) on 0401 105 436 or
mervyn.rea@zurich.com.au
[https://www.zurich.com.au/business/](https://www.zurich.com.au/business/services/resilience-solutions.html)
[services/resilience-solutions.html](https://www.zurich.com.au/business/services/resilience-solutions.html)



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 and the petrol in our cars, to delivering our online shopping purchases and keeping our essential services stocked. None of this 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

