



priorityreport



PRODUCTIVE STATE CONFERENCE

SEE PAGE 16

Entries open for AFIA and gala presentation
PAGE 6



Jail time supporting juvenile charity
PAGE 19



Regional forums promote safety
PAGE 12





**More sites.
Same price.**

**AdBlue® at the pump is
still just **\$1** per litre
everyday.**

For added convenience while on the road, you can refuel your diesel and AdBlue® tanks at the same location. For up to date information on where you can purchase AdBlue® at the pump, visit www.shell.com.au/adblue



Available on Shell Card
Customer Service Centre **13 16 18**



AdBlue® is a registered trademark of Verband der Automobilindustrie e.V. (VDA).

CONTENTS



- 4 VTA Team
- 5 President's Welcome
- 6 AFIA entries open
- 7 CEO's Report
- 8 VTA Committee Reports
- 10 VWMA Report
- 11 Industrial Relations Report
- 12 Regional forums promote safety
- 13 VTA training intensifies
- 14 Guest Columnist: North East Link Authority gets mobile
- 16 VTA State Conference focus on productivity and safety
- 19 Posting bail for charity
- 20 Productivity improvements at heart of WGT EES submission
- 21 West Gate Tunnel project contractor appointed
- 22 VTA Events calendar
- 23 Integrate with 'the connected truck'
- 24 Make electronic data a business asset
- 25 DIY drug testing not the answer
- 26 Members, sponsors and supporters

CONTRIBUTORS

North East Link Authority, AcQuum, Fleet Effect, The Drug Detection Agency.

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

VICTORIAN TRANSPORT ASSOCIATION



Peter Anderson
Chief Executive Officer
peter@vta.com.au



David Viney
Administration
Manager
david@vta.com.au



Andrew Tytherleigh
Executive Officer VWMA
andrew@vta.com.au



Kevin Halpin
Relationship
Manager
kevin@vta.com.au



Paul Ryan
Industrial Relations
Advisor
paulryan@bigpond.net.au



Joanne Costa
Reception
reception@vta.com.au



Greg Cain
Industry Services
Manager
greg@vta.com.au



Deborah Hogg
Member Services
Coordinator
deborah@vta.com.au



victoriantransportassociation inc.
Phone: +61 3 9646 8590
Website: www.vta.com.au

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

NEW MEMBERS

- Brownes Foods Operations
- CHS Broadbent
- International Trade Management

NEW SPONSORS

- AcQuum Consulting
- Barkers Trailers
- BM Tronics/Telstra
- SAF Holland
- Sustainable Performance Partners

- The Drug Detection Agency
- Tom Tom Telematics
- Westpac
- Worrells

VTA RELOCATES TO WEBB DOCK

The Victorian Transport Association (VTA) is now operating from a new, modern office space at Webb Dock.

In June, we relocated the VTA and Victorian Waste Management Association to first-floor facilities at MIRRAT House at 46 Kooringa Way.

The office telephone number remains unchanged, 03 9646 8590.

VTA CEO Peter Anderson said that after almost 20 years of operating from Fishermans Bend, an opportunity arose to relocate to new premises with modern features and amenities more suitable for staff and our membership.

"The new office features training rooms and facilities that are better equipped for the types of programs we are offering, and cater to various



The exterior of the VTA's new Webb Dock office location at Mirrat House, Kooringa Way, Port Melbourne.

sizes and configurations in line with our growing number of participants," Mr Anderson said.

"We can also better support members who may require use of some of our facilities, with plans to

make offices, meeting and training rooms available to members by arrangement.

"We look forward to welcoming members and other visitors to our new home."

PRESIDENT'S WELCOME



The Victorian Transport Association (VTA) has been working diligently on behalf of members on a range of regulatory, infrastructure and policy initiatives over the past quarter, consistent with our strategic purpose and intent of being a members-based association that exists to help create business and economic conditions that will enable members to be successful.

Many of these initiatives are detailed in the various reports and contributions in this issue of Priority Report, and I would especially refer you to the advocacy work the VTA is doing with the Victorian Government on various infrastructure projects to ensure the specific needs of freight operators are being factored into proposed new roads and bridges.

So often when planning for new infrastructure, planners discount the physical needs of heavy vehicles to safely use roads and bridges.

The VTA is a valuable oversight body to ensure these specific needs are being factored in, with the design of the proposed West Gate Tunnel a good case in point, where we have recommended changes be made to better accommodate high-productivity freight vehicles, and other heavy vehicles of various sizes and configurations.

The need to extract every last ounce of productivity from the assets operators invest in was a key point of discussion at the VTA's recent State Conference, which was a tremendous success. It was a credit to the VTA secretariat that well over 170 members, supporters and sponsors attended the Conference



to hear from an unprecedented 35 speakers over the two-day event.

Special thanks to our keynote speaker, the Hon Darren Chester, Federal Minister for Infrastructure and Transport, for investing so much time and effort in our Conference. The Minister met with members over drinks and canapes at the Welcome Reception, before delivering the conference's opening address the next morning, and all of us at the Association appreciated the significant time he spent listening to the concerns and needs of our members.

In addition to the great line-up of speakers and presenters at the conference, I am pleased that the VTA's charity partner, Whitelion, was also in attendance over the two days with its coffee cart, and raising funds to benefit its various initiatives.

For those who are unaware, Whitelion is a charity that works with at-risk people in the youth justice system to open doors to opportunities, positive relationships and community connections.

The VTA is very pleased to have had Whitelion as its principal charity partner for a few years now. As an industry association, one of our aims is to position the transport industry as somewhere young people aspiring to a job and a professional career can look. So, there are many strategic reasons for the VTA to partner with Whitelion, which we feel is a good fit.

I recently had the opportunity to see first-hand Whitelion at work in the community. As a participant in the annual Bail Out fundraiser, I spent a few hours in lock up at the old Melbourne Gaol with other participants to raise funds and awareness of Whitelion's work in the community. Sincere thanks to those that helped me to raise more than \$5,000 for Whitelion.

I was given an even more confronting look at how some of our at-risk youths live when I joined the Whitelion team on the Chatterbox Bus for the night. Whitelion does tremendous work with these people and I would encourage you to consider it if you are looking for a charity partner whose values are consistent with the VTA.

I commend this issue of the Priority Report to you and hope you find it an interesting account of how the VTA has been working for its members.

Cameron Dunn
President

AFIA EXTRAVAGANZA 'REACH OUT, I'LL BE THERE'

The Victorian Transport Association (VTA) is now accepting entries for the 28th Australian Freight Industry Awards (AFIA), which recognise and acknowledge the outstanding achievements of participants in the freight and logistics industry.

An annual highlight for the industry, the coveted awards will be announced and presented during a spectacular night of entertainment, hosted by the VTA and sponsored by TWUSUPER and VIVA ENERGY, at the Crown Palladium Ballroom on Saturday, 2 September.

The VTA is inviting individuals and businesses to nominate for one or more of the six categories of awards, which are:

- **Investment in People Award** – sponsored by Logical Staffing Solutions
- **Best Practice Safety Award** – sponsored by Zurich Financial Services Australia
- **Application of Technology Award** – sponsored by Transport Certification Australia
- **Waste & Recycling Award** – sponsored by CMV Volvo
- **Young Achiever of the Year Award** – sponsored by Viva Energy Australia
- **Personality of the Year Award** – sponsored by Victorian Government



The This is Motown group will highlight a night of sensational entertainment at the AFIA presentation dinner.

Department of Economic Development, Jobs, Transport and Resources

VTA CEO Peter Anderson said the awards showcase the professionalism and innovativeness of participants within the transport and logistics industry.

"Submitting entries and attending the spectacular night of entertainment accompanying the awards presentation along with staff and family is a great way of supporting our industry, and having your accomplishments recognised in front of your peers," Mr Anderson said.

VTA President Cameron Dunn and Mr Anderson will conduct the awards ceremony, along with special guests, during a spectacular night of entertainment and celebration.

Headlining the feature acts will be one of Australia's most sought-after

entertainers, Matt Hetherington, and his band. They will also share the spotlight when accompanying the This is Motown group, who will have the Palladium Room rocking with a celebration of the music that was made so popular by the likes of The Temptations, Marvin Gaye, Stevie Wonder, Smokey Robinson, The Four Tops with 'Reach out, I'll be there' and many, many more.

Iconic Australian singer Mark Seymour, who enjoyed 13 albums with his group Hunters and Collectors and has released seven solo albums, also has star billing with his current band, The Undertow.

Guests will also appreciate another sensational talent in the charismatic and versatile performer Sarah Valentine, whose performance on The Voice Season 4 inspired international artists The Madden Brothers and Ricky Martin to turn in their chairs.

the AFIA Registration Form and criteria from the VTA website: www.vta.com.au, or obtain a copy by contacting 03 9646 8590.

Details for the event bookings and ticket sales are also available on the website.

CEO'S REPORT



Welcome to the Winter 2017 issue of Priority Report, which recaps another busy quarter for the Victorian Transport Association (VTA) in advocating for members and ensuring the issues of most significance for our industry are being appropriately addressed by legislators and policymakers across the nation and state.

In this issue, we review many of the policy and regulatory initiatives the VTA has been taking a leading role in pursuing on behalf of members, as well as preview numerous forthcoming events and activities of interest to members and our industry at large.

Since the last Priority Report, I am pleased to confirm the new VTA training initiatives made possible through our partnership with the Victorian Government are now fully up and running. The Transition to Transport and Driver Delivery programs announced by Luke Donnellan at our Ministerial Breakfast earlier this year are accepting applicants, who are now well on their way to securing a career in our industry.

Numerous workshops have already been run and the VTA continues to accept applications from participants looking for a new career in transport, and from employers wanting to provide new staff with invaluable training.

I would encourage every VTA member that has recently hired a staff member new to the industry to enrol them in the Transition to Transport program, which offers an intensive overview of our industry. There is no cost for members, and

the VTA will mentor participants in their first three months on the job.

We have continued to take a leading role in putting forth the views of our industry into various infrastructure initiatives being considered by state and national governments.

Our recent response to the West Gate Tunnel Environment Effects Statement confirms our support for this much-needed second river crossing in Melbourne, but highlights the need for changes to the road to make it more productive for operators. This includes abolishing proposed metering for heavy vehicles on entry ramps, ensuring the toll regime is fair and equitable and doesn't discriminate against trucks, and other physical changes to the road to enable operators to attain maximum efficiencies.

We also continue to work closely with the North East Link Authority (NELA), which is now fully operational and preparing the business case for the VTA's priority infrastructure road. Congratulations to Duncan Elliott and his team for the progress they are making, which you can read about at length on pages 14 and 15.

I enjoyed meeting regional VTA members during our recent round of Regional Forums, which took place in Shepparton, Bendigo, Portland and Korumburra. Well over 120 members attended the forums, which included presentations from our Victorian Enforcement Liaison Committee partners VicRoads, WorkSafe and the Victoria Police. Thanks to TWUSUPER for its generous support of these important forums, which give regional operators an opportunity to express key issues of concern to road, workplace and enforcement authorities.

This important dialogue continued at the VTA's State Conference, which attracted a record attendance.

Delegates were treated to a strong line-up of presenters from government, regulators and industry, with thanks to Federal Infrastructure Minister Darren Chester, who opened the Conference in Lorne. Conference proceedings are detailed at length in this issue of Priority Report.

The VTA is also in the throes of preparing for the annual Australian Freight Industry Awards (AFIAs) on Saturday, 2 September at Crown Melbourne. Our events team is assembling another phenomenal line-up of entertainment celebrating all things Motown. I encourage you to attend the awards presentation, and of course showcase your businesses achievements from the past year, by submitting an entry. Entry forms are available on the VTA website.

In the midst of all this activity, the VTA has also moved to new headquarters at Webb Dock. After 20 years at Fishermens Bend, the time had come for a change and our modern new office space in the Mirrat building is much better-suited to the needs of our members. The new training rooms will enable us to deliver our programs in a much better setting, and there is casual office space and meeting rooms available to members for use by appointment.

I hope you find this issue of Priority Report an informative read, and look forward to seeing you at one of our forthcoming networking events or seminars.

Peter Anderson
Chief Executive Officer

ENTER NOW

Nominations for the awards must meet the criteria as outlined by the VTA. Each nomination must be accompanied by a typed summary of no more than 1,500 words outlining why the individual or organisation has been nominated. Supporting material such as

charts, publications, diagrams or photos may be submitted along with the summary. Nominations will be accepted in hard copy, electronic format or by USB.

The deadline for entries is Monday, 14 August. Nominees can download

VTA COMMITTEE REPORTS



As predicted in 2016, Victoria and Melbourne's infrastructure projects and related issues continued to be a major focus for the Victorian Transport Association (VTA) this year. Strong representation and advocacy at all levels of stakeholder engagement is crucial for our VTA members.

In my Industry Services Manager's role and working closely with VTA CEO Peter Anderson, it has been important to build strong and effective relationships with key national and state government departments, agencies and regulators. This has taken time and requires a sustained commitment to continuing to build the VTA's sphere of influence, reputation and ensuring that it is an active 'voice' for its members.

This has been particularly evident with our direct involvement and engagement with the Western Distributor Authority, the Port of Melbourne, Metro Rail and the National Transport Commission, to name a few key organisations.

The recent VTA submission to the West Gate Tunnel Project, *Environment Effects Statement*, highlights this ongoing and crucial advocacy role. By way of example, the VTA response argues for fairer, more equitable and sustainable tolling regimes for transport operators, along with the need for more detailed freeway entry/exit planning and a total 'rethink' of the planning and design for McKenzie Road and the Port of Melbourne precinct. The VTA position has drawn from the ongoing

and valuable feedback from several of the VTA sub-committees such as the General Freight and Wharf Carrier Committees.

From a secretariat perspective, the **Wharf Carrier Group** has concentrated on responding to project planning impacts mentioned above, as well as the Coode Road Closure Plan, and addressing inefficiencies with current container movements, including empty containers and two-way running.

Throughout 2017, the **People Group** has concentrated on aspects of health and wellbeing in the workplace. A productive workshop was conducted at the May meeting. It focused on investigating the challenges of recruiting, engaging and retaining 'millennials - the 18-25 demographic'. The direct involvement of the Secon Logistics staff was much appreciated. It provided the opportunity to learn from firsthand experiences. It also demonstrated how VTA members can make a valuable contribution in providing effective strategies for other members to consider for their organisations. It has also triggered the need for the VTA to plan and implement effective ways of attracting and engaging our younger members.

The **Long Distance Committee** remains focused on issues relating to attracting heavy-vehicle drivers, changes to Chain of Responsibility (CoR) and the need to review the current structure of heavy vehicle licensing. This continues to be a major issue for the industry. The VTA is being proactive with this issue and is presenting to key Vicroads representatives to highlight the need for changes to the current licencing framework in order to better meet the skills required for driving heavy vehicles. The VTA is advocating for more thorough assessments and significantly increased delivery of behind-the-wheel (BTW) experience. It should also be highlighted that the VTA is ensuring that the Driver Delivery Program is currently devoted to BTW training.

The **Technology Group** has further concentrated on the development of its previously agreed projects: Fatigue Management for Local Work, and the Compliance Cost Index. Each of these projects is designed to provide guidance and practical application for VTA members.

As mentioned earlier, the **General Freight Committee** has provided valuable input into tolling, congestion and infrastructure planning, in particular, the West Gate Tunnel and the proposed North-East Link. Given the changes to CoR, the General Freight group is also committed to enhancing members' understanding of the proposed changes. To this end, several programs are being developed for our VTA members.

Although covered in more detail in other sections of this Priority Report, the 2017 VTA Cadetship Program is progressing well - the candidates are at the mid-point of the program and are about to commence 'Block 3'. Two *Transition to Transport* programs have been delivered to date and the *Driver Delivery* program has commenced.

Truck Turnaround Times project for Swanson Dock

The Truck Turnaround Times (TTTs) outlined in this graph capture data for the 2016-2017 calendar years, and represent the queuing times undertaken by transport operators at Swanson Dock.

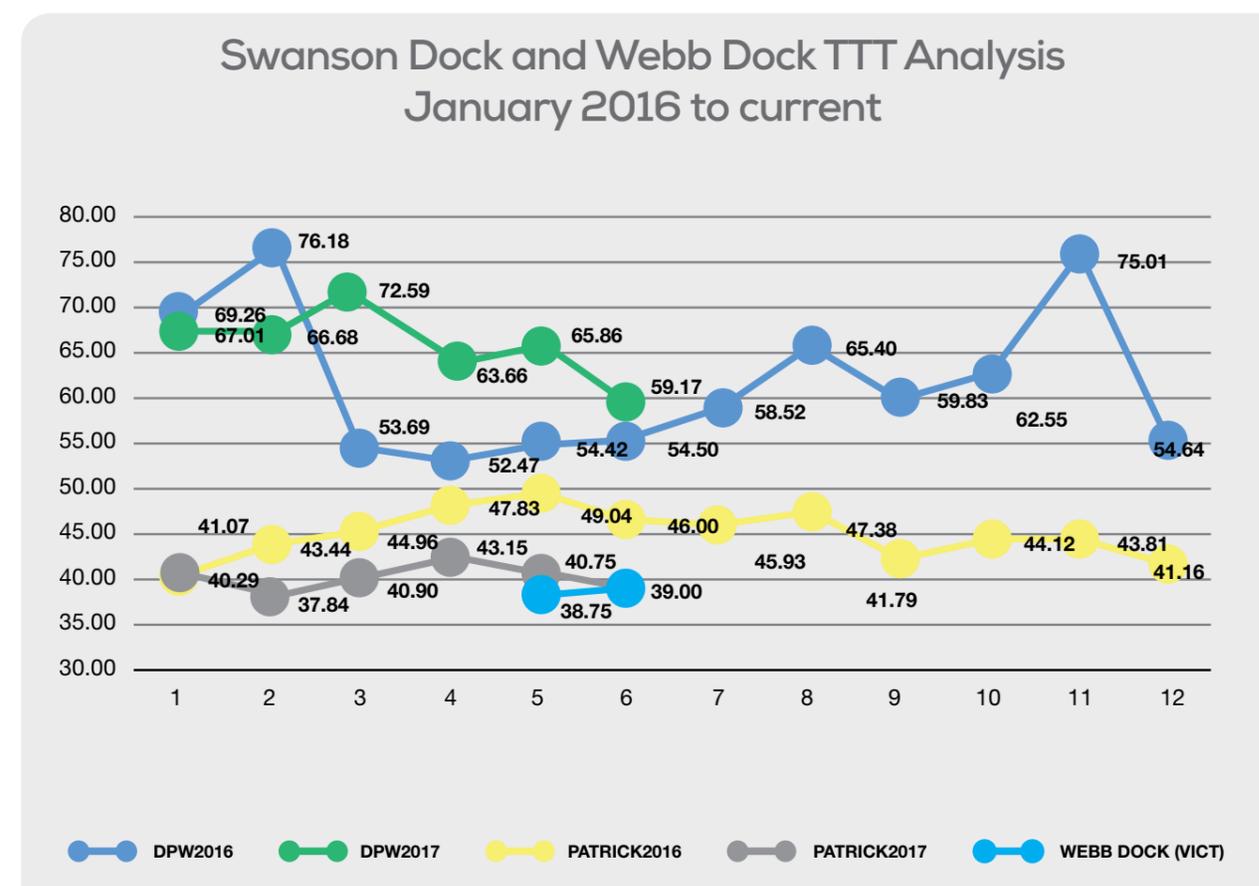
The VTA will continue to engage with the respective parties on queuing times, as significant turnaround times may have implications on other compliance and operational aspects faced by the transport operators. The VTA is now capturing data for the Victoria International Container Terminal (VICT), based upon the same data collection methodology for both East and West Swanson Dock.

Greg Cain
Industry Services Manager

2016													
Terminal	January	February	March	April	May	June	July	August	September	October	November	December	YTD Ave
West Swanson (DPW)	69.26	76.18	53.69	52.47	54.42	54.50	58.52	65.40	59.83	62.55	75.01	54.64	61.37
East Swanson (Patrick)	40.29	43.44	44.96	47.83	49.04	46.00	45.93	47.38	41.79	44.12	43.81	41.16	44.65

2017													
Terminal	January	February	March	April	May	June	July	August	September	October	November	December	YTD Ave
West Swanson (DPW)	67.01	66.68	72.59	63.66	65.86	59.17							65.85
East Swanson (Patrick)	41.07	37.84	40.90	43.15	40.75	39.03							40.47
Webb Dock (VICT)					38.75	39.00							38.88

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



LANDFILL LEVIES – A CONTENTIOUS ISSUE FOR THE WASTE INDUSTRY



While the Environment Protection Authority (EPA) was allocated \$160 million to restructure and develop itself into a world-class environment regulator, the 2017-18 Victorian budget provided just over \$30 million over four years to the waste and resource recovery sector.

Of that, \$15 million is to assist local governments to progress the e-waste ban with only \$2.5 million allocated to developing markets for recovered materials and energy.

Contrast approximately \$7.5 million a year for four years with nearly \$200 million collected through the landfill levy over the past 12 months – to add to the existing hundreds of million already in the Sustainability Fund – and it's not difficult to think that the landfill levy has gone beyond its original intent of providing a market signal that diversion of waste is the preferred option to landfill, to a money spinner for the government – a cash cow, a right little earner!

Certainly, the Municipal Association of Victoria (MAV) thinks it's unfair and a wasted opportunity when it could be spent on assisting it to improve its waste infrastructure and rehabilitate its old landfills.

Due to its lobbying efforts, according to the MAV, the Victorian Auditor-General is now to investigate whether the landfill levy fund is

achieving its aim to reduce waste, influence investment in resource recovery infrastructure and encourage innovative treatments. This will be an interesting report to read.

The waste industry too has voiced its concern to government about the lack of support for industry, which is expected to do all the heavy lifting when it comes to investment into the sector. State and national waste industry associations have lobbied governments about them 'putting skin in the game'.

Apart from New South Wales, which has provided over \$400 million to support industry development, most other states appear reticent to put little more than relatively small sums in to stimulate increased activity. It would not be fair to say, however, that there have not been successes. For example, the construction and demolition (C&D) sector has operated profitably with little government support and the consolidation of organics continues to stimulate investment in that sector.

The National Waste Reporting (NWR) of 2013 highlighted the sums required and also pointed to barriers to investment. It estimated that an additional \$3.6 billion was needed for some 208 new resource recovery facilities, including materials recovery \ and alternative waste treatment facilities to handle the expected generated waste by 2019-20. That's a lot more than \$30 million over four years, which the Victorian



Government has committed.

The NWR highlighted that while state policies and programs have tried to address the market signals, commercial risk, failure to change current practices and landfill pricing continue to work against investment because of the commercial viability of resource recovery. Only New South Wales and South Australia have attempted through shared infrastructure investment and co-funding grant programs to address commercial risk and return issues.

Australia is not Europe, with large populations close together. The cost of transport can quickly erode residual value of material. Also, the low-hanging fruit has already been gathered and many modern waste streams are complex materials that require sophisticated (and expensive) processing to make them viable raw materials again.

It's time for governments to think globally about the waste industry. They work with many other industries to support their contribution to the local economies. Indeed, the Victorian Government has just negotiated a \$40 million deal to save the Heyfield Timber mill.

The landfill levy was designed to support waste reduction and increase recycling and generate jobs. In its current form, it's short changing the industry and the Victorian people.

Andrew Tytherleigh
VWMA Executive Officer

AVOIDING UNFAIR DISMISSAL FINDINGS



Generally speaking, the termination of an employee is the end result of a process, and if that process has been duly followed then there will be minimal chance of an employee successfully challenging it in the unfair dismissal jurisdiction. Any termination must be done in writing, either at the time of termination or immediately thereafter. If necessary, post the termination letter to the former employee's address.

Under s.387 of the Fair Work Act 2009, the Fair Work Commission (FWC) must have regard to the following factors when arbitrating a claim for unfair dismissal.

To determine, for the purposes of the arbitration, whether a termination was harsh, unjust or unreasonable, the Commission must be aware whether or not:

- there was a valid reason for the termination related to the employee's capacity or conduct (including its effect on the safety and welfare of other employees);
- the employee was notified of that reason;
- the employee was given an opportunity to respond to any reason related to the capacity or conduct of the employee;
- there was any unreasonable refusal by the employer to allow the

employee to have a support person present to assist in any discussions relating to dismissal;

- the termination related to unsatisfactory performance by the employee – whether the employee had been warned about that unsatisfactory performance before the termination;
- the degree to which the size of the employer's undertaking, establishment or service would be likely to impact on the procedures followed in effecting the termination;
- the degree to which the absence of dedicated human resource management specialists or expertise in the undertaking, establishment or service would be likely to impact on the procedures followed in effecting the termination; and,
- there are any other matters that the FWC considers relevant.

In addition, it is obliged to take into account that a 'fair go all around' has been given to all parties, including the employer.

Further, a small business as defined (fewer than 15 employees, including casuals) can utilise the Small Business Fair Dismissal Code when terminating an employee. This code is available on the Fair Work website, along with a checklist available for use by small businesses.

REDUNDANCY

A further matter to be aware of is that where an employee is terminated on account of a 'genuine redundancy', the FWC cannot hear an application for unfair dismissal as it does not have jurisdiction. A 'genuine redundancy' arises where:

- the employer no longer requires the person's job to be performed by anyone because of changes in the operational requirements of the employer's enterprise, and

- the employer has complied with any obligation in a modern award or EBA that applied to the employee to consult about the redundancy.

INSTANT DISMISSAL

The right of instant termination is restricted to those instances where the employee's conduct has been of such a serious and wilful character to repudiate the contract of employment.

SUMMARY

In summary, if the following points are followed then you, as an employer, should have few problems in managing your workforce and avoiding unfair dismissals.

1. Set the standards in your workplace – ensure they are ascertainable
2. Communicate the standards – via a Code of Conduct or written policies
3. Enforce the standards – in a reasonable manner
4. Always find out the facts – investigate
5. Put any allegations to an employee
6. Give the employee the opportunity to comment/respond
7. Institute appropriate disciplinary measures
8. Offer counselling
9. Issue written warnings
10. If terminating, ensure you have a valid reason, and do it in writing
11. Ensure all payments are correct and provide a reconciliation statement
12. Complete a statement of service
13. Ensure a 'fair go all round'
14. If retrenching an employee, make sure that it is 'genuine' and that there are no other jobs available in your business or associated entities

Paul Ryan
VTA Industrial Relations Advisor

REGIONAL FORUMS – SAFETY SPOTLIGHT

The Victorian Transport Association (VTA), in conjunction with the Victorian Enforcement Liaison Committee (VELC), hosted breakfasts in four country centres in May amid forums that addressed the theme of Safety and Productivity in Regional Transport.

The forums for freight operators, the transport industry and broader community were held in Korumburra in Gippsland, Shepparton in the north, Bendigo in the north-west and Portland in the south-east of the state.

Attendees heard from Victoria Police, WorkSafe Victoria, VicRoads and the VTA – the reference groups that comprise the VECL – with a focus on what these authorities are doing in local communities to improve safety for freight operators and all road users.

“As well as being vital for moving goods throughout Victoria, trucks are the workplace for those that



Porthaul Managing Director Brian Williamson (left) and VTA Relationship Manager Kevin Halpin discussed the program ahead of the VTA Regional Forum in Portland.

drive them and it’s important that operators and their drivers are kept up to date on regulatory and enforcement practices in place to keep them safe at work,” said VTA CEO Peter Anderson.

“These annual forums are a great way for us to meet with regional operators and present the latest information on important issues like fatigue, drugs and alcohol, and regional road projects, as well as to hear their concerns about a range of issues, including the state of rural freight and transport networks.”



Shanti Jayamanne, from WorkSafe, emphasised workplace safety at the Portland regional forum.



Attendees at the VTA Regional Forum in Portland listen to the safety messages from several speakers.



Sergeant Darren Mutsaerts, of the Victoria Police Heavy Vehicle Unit, was among the speakers in Portland and Shepparton.

MORE HV DRIVERS IN TRAINING

The Victorian Transport Association (VTA) has intensified its training programs and is assisting in the development and training of new heavy-vehicle drivers further to having received a significant grant from the Victorian Government.

The new Transition to Transport program is designed to encourage more workers to consider the freight and logistics industry as a career change and, importantly, to guide them into new jobs.

It is also open to new workers hired by VTA members, who are encouraged to enrol them as part of their induction to the industry.

In June, the VTA advertised in suburban newspapers in Melbourne’s west and southern areas and on radio to seek registrations of interest from participants keen to undertake the VTA Driver Delivery program.

This involves a comprehensive course of behind-the-wheel (BTW) training over eight days with the VTA’s partner, Armstrongs, a specialist in heavy-vehicle driving training and education.

Employees who had recently left the Victorian automotive sector or were soon to have their positions made redundant, were identified as potential candidates for the training, although it remains open to anyone seeking an exciting career change.

This training provides applicants with an industry-ready heavy-vehicle licence and job placement with a reputable transport



VTA CEO Peter Anderson explains the methodology of the Transition to Transport program.



Participants listen intently as they gain an improved understanding of the freight and logistics industry from their Transition to Transport tuition.

company.

The VTA has utilised its government funding to heavily subsidise the training courses and has engaged Logical Staffing Solutions to interview participants and to find them new jobs.

Approved applicants have since been admitted to the VTA Transition to Transport

program, through which they are provided with a thorough overview of the transport and logistics industry.

Should you be aware of new entrants willing to undertake the driver training course, ask them to contact Deborah Hogg at the VTA on 03 9646 8590 or obtain details on the VTA website, under ‘training courses’.

PROCESS CHAIN FOR MAKING MISSING LINK A 'LOCK'



The North-East Link – the missing link in Melbourne’s road network – will join the Metropolitan Ring Road at Greensborough with the Eastern Freeway or EastLink. It will provide a connection for 100,000 vehicles a day,

taking long-haul freight off local streets and relieving pressure across the whole transport network.

Most Victorians will be familiar with the North-East Link. For close to a century, the project has been debated and discussed. As far as we know, Melbourne’s planners first proposed the project in 1929.

Even if you are unaware of the project’s history, Melbourne’s road users will be familiar with the ripple effect of the ‘missing link’ across the city.

At the end of the M80 in

Greensborough, large volumes of through-traffic navigate neighbourhood streets to connect with the Eastern Freeway or EastLink.

This includes freight travelling from the western suburbs or the Hume Highway to employment hubs in Dandenong or the Latrobe Valley. Traffic also flows in the opposite direction, heading to destinations such as the Melbourne Wholesale Markets at Epping, La Trobe University or Melbourne Airport in Tullamarine.

The ‘missing link’ doesn’t just impact on freight movements

and long-haul trips. For local residents in communities such as Rosanna, Bulleen, Eltham and Greensborough, travel times are unpredictable and frustratingly long. These are everyday challenges – putting limitations on what jobs local residents can access and how they get their kids to school.

At the North East Link Authority (NELA), we see this project as much more than a project to connect two freeways. The North-East Link provides us with opportunities to unlock employment opportunities to the north of Melbourne, to deal with the freight challenges into the

future and to deliver amenity and environmental benefits within the area that the project is delivered.

The Victorian Transport Association (VTA) is no stranger to the North-East Link, having long advocated for this essential piece of infrastructure. As Melbourne continues to grow, the need to complete the ring road has become more pressing. Other organisations, such as Infrastructure Victoria (IA) and the Royal Automobile Club of Victoria (RACV), have nominated the North-East Link as the state’s number one-priority road infrastructure project.

NELA has been tasked with looking at all possible corridor options for the road as it develops a business case for the project, as well as any complementary upgrades to the transport network, including public transport and cycling infrastructure, that might be required to ensure the project delivers the best possible transport and amenity outcomes.

To ensure we fulfil the North-East Link’s potential, it needs to meet a series of objectives. Briefly, we’re looking for the best option to:

- allow businesses to attract employees and people to access jobs to the north, east and south-east of Melbourne;
- improve the way freight moves and increase industry growth; and,
- provide safer roads and better amenity for local communities.

At this point we don’t have all of the answers. We are working with a very large project area, and where there are opportunities, there are also challenges.

So far, we have gathered an enormous amount of information. We have looked at ground conditions and traffic movements, and we’ve counted trucks. We’re

doing heritage and environmental studies and we have utilised work undertaken on the project in the past.

We are using all of this information to explore every option. In the coming months, we look forward to sharing our research and findings with the community and with stakeholders.

When we outline our findings we will be asking for feedback – from industry, local residents and other stakeholders. This process will help inform us in determining the best corridor.

There will be a wide range of opportunities to provide input and I urge all VTA members to participate in this process, learn about the potential benefits and constraints of various options and share knowledge.

There will be public forums and drop-in sessions where people will be able to walk through information areas, see our data and participate in meetings with our experts.

I consider NELA to be an open-door organisation and would be keen to hear from VTA members who use the roads in Melbourne’s north-east and have information to share.

NELA is working to a tight timeline – we have been charged with delivering a business case to the Victorian Government by the end of the year. In 2018, we will commence planning and environmental approvals.

The coming months will be a crucial time for this transformational project for Melbourne and we look forward to ongoing conversations with the VTA.

Duncan Elliott
Chief Executive Officer
North East Link Authority





MaxiTRANS provided a display of its trailers at the conference venue in Lorne.

INFRASTRUCTURE ESSENTIAL FOR PRODUCTIVITY AND SAFETY

The 2017 Victorian Transport Association (VTA) State Conference was another resounding success, with 170 delegates hearing from Australia's foremost transport experts about how to maintain and improve their operations' productivity.

Launched with an evening reception welcome, sponsored by 3M at the Lorne Hotel, the two-day conference at the Mantra Resort featured more than 30 speakers, inclusive of panel discussions.

The opening session was highlighted by a keynote address from the Federal Minister for Infrastructure and Transport, Darren Chester, who informed of major road and rail projects that will create more efficient transport networks and thus, ultimately, support the bottom line for freight operators.

Infrastructure projects held a strong focus during the

conference with the Program Delivery Director for the Australian Rail Track Corporation (ARTC), Simon Thomas, presenting the topic 'Inland rail – a once-in-a-generation project connecting regional Australia to global markets'.

The Victorian Shadow Minister for Ports and Public Transport, David Hodgett, explained the measures required in "getting Victoria on the move again" and it was pleasing to see him mingle amongst the guests between conference sessions.

Safety and productivity underpinned many of messages from the speakers and panellists. National Transport Commission (NTC) CEO Paul Retter addressed the prospect of achieving 'more productive freight supply chains', while National Heavy Vehicle Regulator (NHVR) CEO Sal Petrocchio spoke of 'productivity and safety for business' and JANA Senior Consultant Jeremy Wilmot provided a financial markets overview.

With his address preceded by a panel discussion on 'industry initiatives to improve operator and road safety', WorkSafe Regional Manager – Operations and Emergency Management, Ian Matthews, emphasised that "safety is productivity." He neatly summed up that operators who strive for a workplace safety culture are more likely to experience lower costs and reduced exposure to lost-time claims because their people are healthy, safe and working.

This segment was interspersed with individual topics of 'heavy-vehicle crash research' delivered by Own Driscoll, National Manager – Truck Accident Research for National Transport Insurance (NTI), 'as safe as houses' presented by Brendan Kropp, from Arthur J Gallagher insurers, and how 3M is advancing heavy-vehicle safety as explained by its Sales and Marketing Leader, Cade Turner.

VTA CEO Peter Anderson said the discussions highlighted the many productivity challenges facing the



Victorian Shadow Minister for Ports and Public Transport David Hodgett (left), VTA CEO Peter Anderson and Federal Minister for Infrastructure and Transport Darren Chester (right), pictured during a break from speaking engagements at the VTA State Conference.

Australian freight and logistics operators.

"There's no doubt as I look at many of the operators with us, that productivity improvement remains the main objective of every one of you, regardless of the size of your fleet or the number of people you employ," he told delegates.

A technology session was led by an address from 3M's Gavin Hill on 'securing the next wave of productivity through telematics'. Panellists discussed the opportunities for, and limitations of, technology to improve productivity.

The General Manager – Compliance Systems at Fleet Effect, John Tsoucalas, explained the management of sub-contractors with technology to meet 2018 Chain of Responsibility (CoR) reforms, while Trimble Country Manager Nick Dabner suggested four focus areas to improve logistics productivity, and Seeing Machines' Business Development Manager, Alexander

Robinson, indicated how technology is improving safety.

Tony Desira and Leon Petoom, from the Victorian International Container Terminal (VICT), demonstrated how landside technological innovations at our ports could create greater productivity improvements by reducing idle time and produce more efficient loading and unloading of boxes.

During a 'people' session, Matthews Steer Partner Adrian Misiano stressed that "productivity is not just about working harder," while workplace issues and strategies for management were addressed by Allan Wildbore from Sustainable Performance Partners, John Cotter from TWUSUPER, Russell Hutchinson from Logical Staffing Solutions and Max Kruse from DP World.

'Understanding and adapting to customer needs in a changing marketplace' was a topic broadly expressed by Brendan Richards from Ferrier Hodgson, Kristine



AFL premiership player and coach Stan Alves provided the keynote address at the close of the VTA State Conference.

Alleva from AcQuum, Grant Dickson from Thorn and Merv Rea from Zurich.

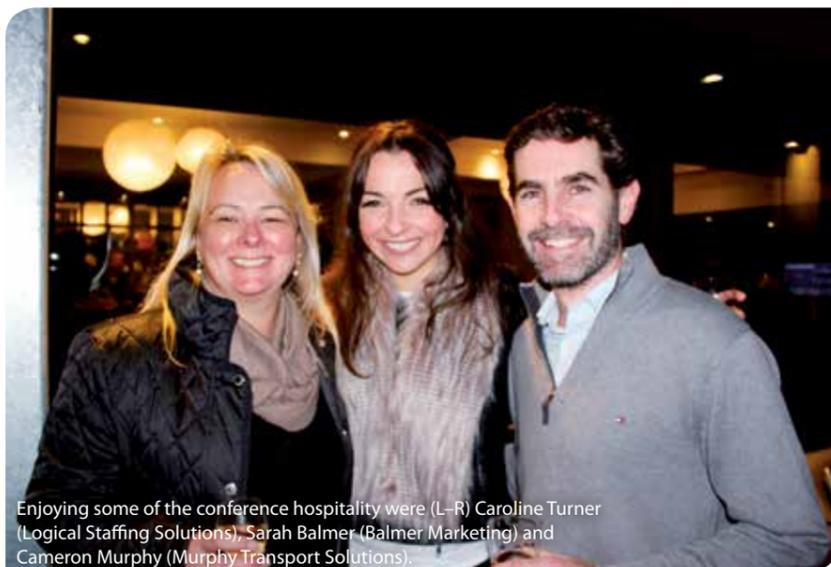
Volvo Group Product Manager, Thiago Leal, provided an update on the company's equipment, while areas of equipment maintenance, solutions, efficiency, innovation and transition were covered by Stuart Farrow from FleetMark, Kevin Manfield from MaxiTRANS, David Threlfall from SG Fleet and SAF Holland's Adam Ritzinger and Peter Verde.

The conference closed with an outstanding keynote address by former AFL coach and premiership player, Stan Alves, which was proudly sponsored by CMV-Volvo.

The VTA thanks all companies who provided displays at the conference and to the sponsors of our morning and afternoon teas (Trimble and GraysOnline), lunches (CMV-Volvo and TWUSUPER), welcome reception (3M) and the conference dinner held in the Mantra Resort's elegant Heritage Ballroom (TWUSUPER).



Victorian Shadow Minister for Ports and Public Transport David Hodgett was among an array of key speakers at the VTA State Conference.



Enjoying some of the conference hospitality were (L-R) Caroline Turner (Logical Staffing Solutions), Sarah Balmer (Balmer Marketing) and Cameron Murphy (Murphy Transport Solutions).



3M's Mark Gorman (left) demonstrated the company's traffic safety systems to conference attendees



Cade Turner, Sales and Marketing Leader of 3M, spoke about advancing heavy-vehicle safety.



Delegates had many opportunities to mingle with other transport associates during the two-day conference.



DP World Chief Operating Officer Max Kruse had a focus on getting back to basics during the People session at the conference.

AcQuum Consulting has provided an abridged article of its VTA State Conference theme on page 24 of this VTA Priority Report.

GET OUT OF JAIL BAIL APPEAL

VTA President Cameron Dunn was among 200 Melburnians to be jailed on a Friday night in May, all in the name of charity.

The 'inmates' volunteered to be involved in the annual Whitelion Bail Out fundraiser at the Old Melbourne Gaol.

Business leaders, politicians, sports stars and other

recognisable characters joined in the fun. Each of them posted bail and with the help of supporters to earn their release, they raised money to support programs that mentor youths who have been released from jail or have been associated with substance abuse and other criminal activity.

The Victorian treasurer, Tim Pallas, inspected the prisoners and made his own donation to the cause.

The event, now in its 12th year, was held in conjunction with other Bail Outs in cities around Australia. A recent tally showed that the national events had raised nearly \$470,000.

Last year, the fundraising supported Whitelion with its help to 2,774 youths, introduce 381 to the mentoring program, have 112 learning enrolments and find employment for 128 young people.



Cameron Dunn behind bars and waiting for supporters to post bail to secure his release.



VTA President Cameron Dunn is taken into custody outside the Old Melbourne Gaol.



The Victorian Treasurer Tim Pallas (front left) joined in the fun of the Whitelion 2017 Bail Out, along with VTA President Cameron Dunn (left) and other Old Melbourne Gaol 'inmates'.

PRODUCTIVITY IMPROVEMENTS AT HEART OF EES SUBMISSION

The Victorian Transport Association (VTA) has made recommendations in its response to the West Gate Tunnel Environmental Effects Statement (EES) that, if accepted, would make the proposed road more efficient and productive for operators moving freight in and out of the Port of Melbourne.

"Our strategic assessment of the merits of the EES of the West Gate Tunnel Project, has determined the project will deliver a high level of benefit in providing an alternative to the West Gate Bridge and supporting the productivity and performance of the M1 corridor," said VTA CEO Peter Anderson. "While the project will assist in improving transport connections with the city and the western and inner western suburbs, the need for the Port of Melbourne (PoM) to grow and prosper is vital to the overall

prosperity of Victoria, and this Project must deliver on Melbourne's future growth opportunities."

Specifically, the VTA has recommended plans to meter heavy-vehicle entry ramps be abandoned on safety grounds, and to keep truck traffic moving seamlessly.

"Heavy vehicles, regularly weighing between 55 and 65 tonnes gross mass, have great difficulty in entering the freeway at freeway speeds from a standing start," Mr Anderson said. "The VTA maintains it will be safer and more efficient, and would not impede the flow of traffic onto the freeway, if the heavy vehicle lane is not metered."

The VTA submission also recommends an additional lane be added to the eastbound entry ramp from Millers Road to allow for safer entry to the freeway.

In relation to user charges, the VTA has strongly recommended tolls reflect the net impact upon the

infrastructure in a fair and equitable way.

"The tolling regime should acknowledge the multiple user and shuttle service providers to the PoM at an agreed threshold of daily movement. The transport operator should be eligible for a discount on the current tolling rates that would encourage full usage of the system," Mr Anderson said.

The VTA also made recommendations regarding construction congestion and ensuring that the Port of Melbourne is not negatively impacted during construction. MacKenzie Road is a vital link and it is important that the construction process does not lead to vehicle disruption and road closures.

Other recommendations related to design changes at various locations to enable better movement of freight and less congestion. The full submission is available on request by contacting the VTA.

CONTRACTORS CONFIRMED TO BUILD WEST GATE HEAVY-VEHICLE ROUTES

A preferred contractor for the \$5.5 billion West Gate Tunnel project has been appointed, with John Holland and CPB Contractors set to build this vital transport infrastructure for all Victorian road users.

The project will support the Victorian freight industry, helping us to be more productive and easing congestion on our roads.

The project includes the building of a 2.8km tunnel eastbound and a four-kilometre tunnel westbound under Yarraville, which will provide a vital second river crossing and take

28,000 vehicles per day off the West Gate Bridge.

Upwards of 9,000 trucks will be removed from local western suburbs streets once the project is completed, with the new transport link providing heavy-vehicle operators a purpose-built heavy vehicle route direct to the port, with links to Appleton Dock Road and MacKenzie Road.

The project will be built to cater for high-productivity freight vehicles and also includes strengthening on the West Gate Freeway.

The traffic flow will be enhanced through the West Gate Freeway corridor by widening from eight

through lanes to 12 between the M80 Ring Road and Williamstown Road, including express lanes to the West Gate Bridge.

There will also be ramps between the West Gate Freeway and Hyde Street, in Yarraville, for trucks carrying dangerous goods or with local destinations.

Pressure on the four existing river crossings – the West Gate Bridge which spans the Yarra River, Footscray's Shepherd Bridge and Hopetoun Bridge, and Kensington's Lynchs Bridge – the trio traversing the Maribyrnong River – will be eased and traffic volumes decreased.

In a \$40 million upgrade, Shepherd Bridge, which carries 40,000 vehicles daily, including 8,000 trucks, is also being widened from two to four lanes outbound, and a new separated shared user path will be installed for the 1,000 cyclists and pedestrians who use it each day.

This shared user path will connect to a new 2.5km Veloway being built as part of the West Gate Tunnel project which will sit above Footscray Road and reduce conflict with trucks at key intersections along this route.

It is envisaged that with trucks having access to the new streamlined thoroughfare, they will enjoy significantly reduced travel times, with trips from the Princes Freeway to Appleton Dock expected to bypass up to 17 sets of traffic lights and be up to 13 minutes faster.

The project is currently being assessed through a comprehensive Environment Effects Statement (EES) process. Following planning approvals – expected later this year – construction will commence, with the project open to traffic in 2022.

The project will be built to cater for high-productivity freight vehicles and also includes strengthening on the West Gate Freeway.



An artist's impression of how the new West Gate Freeway will look upon completion.

VTA TO HOST FREIGHT OUTLOOK 2017



The Lifeguards@200 setting for Freight Outlook 2017.

The Victorian Transport Association's (VTA) much-acclaimed Outlook seminar series continues in October, with Freight Outlook 2017 to be held on Wednesday, 18 October at Lifeguards@200 in Port Melbourne.

While the full program has yet to be determined, the seminar will feature prominent operators and presentations from industry stakeholders from government, academia and regulators.

Program, pricing and registration information will be made available directly to members, and on the

VTA website, so stay tuned for further details of this important event.

We thank Viva Energy Australia, Trimble and TMW Systems for sponsoring this popular event.

VTA EVENTS CALENDAR 2017

Following is a list of programmed VTA events for 2017. We encourage members to participate.

August
17 (Thursday)
Opposition Policy Briefing Lunch
Sofitel, Melbourne
Sponsor: VICT

23-24 (Wednesday-Thursday)
Australasian Waste & Recycling Expo
Melbourne Convention & Exhibition Centre

September
02 (Saturday)
AFIA presentation Dinner
Palladium Room, Crown
Sponsors: TWUSUPER, Viva Energy Australia

15 (Friday)
AFIA winners lunch
Eureka 89 - Skydeck
Sponsor: National Transport Commission

October
09 (Monday)
Matt Nind Charity Golf Day
Spring Valley Golf Course
Sponsors: Sacred Heart, Spring Valley Golf Course

18 (Wednesday)
Freight Outlook 2017
Lifeguards, Port Melbourne
Sponsors: Viva Energy Australia, Trimble, TMW Systems

November
13 (Monday)
TWUSUPER Golf Day
Commonwealth Golf Club
Sponsor: TWUSUPER

December
01 (Friday)
VWMA Christmas Lunch
Novotel Hotel, St Kilda
Sponsor: Bucher Municipal

08 (Friday)
VTA Christmas Lunch
Members Dining Room, MCG
Sponsor: MaxiTRANS

INTEGRATE WITH THE CONNECTEDTRUCK



It's time for transport operators to refresh their technologies to remain productive and compliant. So how do you get connected?

With rapidly changing technologies and the massive adoption by businesses of cloud-based software solutions, one of the biggest challenges faced by transport operators is connecting systems with the multitude of in-vehicle devices and systems.

Consider a plug-and-play approach to systems integration. The ConnectedTruck utilises one single interface data source (Integration Core) into a transport operator's enterprise resource planning (ERP) or transportation

management system (TMS), as illustrated below:

Typical in-vehicle systems that are critical for a transport operator's business include GPS telematics and engine data for use in location, speed, and maintenance management; driver mobile data for use in maintenance, fatigue (electronic work diaries), timesheet, jobs and POD (proof of delivery) management; HD cameras for use in real-time streaming of incidents, side loading and live driver video audits; sleep and distraction monitoring for use in incident prevention and fatigue management; paperless compliance management; job scheduling and POD automation that automates invoicing through TMS/ERP; and analytics analysis of big data.

The use of a dynamic Integration Core that allows rapid integration between a single source data source in Argus Cloud with a transport operator's systems is essential in attaining the ConnectedTruck outcome. Through the Integration Core, any number of vehicle systems can be easily integrated, with vital

data being available in the transport operator's systems, such as TMS/ERP systems for creating jobs and allocating them to vehicles, through to receiving job-completion timestamps with 'Sign on Glass' POD information; payroll systems which receive daily work and break data automatically; CRM systems which require job history, POD details, and vehicle/job location data; risk management systems to be provided with incident reports, images and video; TMS or other workshop systems to be provided with vehicle/trailer fault reports from drivers and to provide fault close-out details to drivers; and systems compatible with Translogix Sapphire TMS, SAP, Xero, MYOB, QB, and with other systems progressively being added.

There is a growing demand by transport operators' customers for real-time information on their jobs, location of their freight, estimated time of arrival on deliveries and validation that the transport operator is meeting their Chain of Responsibility obligations. This information is now easily available through the ConnectedTruck, which can become a strong value proposition in the marketing of freight services.

A plug-and-play truck in the form of the ConnectedTruck is now a reality and transport operators are benefiting from 100 per cent paperless compliance performance, much-improved cost of operations and a quicker integration path for multiple systems.

John Tsoucalas

General Manager - Compliance Systems

www.fleeteffect.com



MAKE ELECTRONIC DATA A BUSINESS ASSET



Kristine Alleva, Director at AcQuum Consulting, was part of the panel discussion on customers at the Victorian Transport Association (VTA) State Conference in June. The topic was 'Understanding your customer needs and additional opportunities by analysing your data'.

Listed below are 10 reasons why you should capture your data electronically and unlock the information by using business intelligence and analytics:

1. Transparency of information with customers.
2. Visibility on all aspects of your business in real time (not next week or next month).
3. Accuracy of the information displayed, as data is captured once and at the time it first enters your organisation.
4. Insight into your company by combining data from multiple systems.
5. Removal of risks for your company.
6. Accessibility via mobile devices – anywhere, any time.
7. Highlighting of areas to be investigated and actioned before they become a problem.
8. Enabling more meaningful conversations with customers.
9. Opportunity to provide additional services to customers.
10. Low time and money cost investment for a powerful asset.



Electronic data capture can become your business's most valuable asset. Customers are demanding more transparency into the services you provide and the prices you charge. Customer reporting that includes all your operational costs involved in servicing your customer can be displayed. There are also productivity gains to your business as there's no rekeying in information, fewer errors, happier customers, quicker invoices issuing, better cashflow and more timely visibility on operational and profitability aspects of your business.

By combining multiple systems and data sources and displaying the data graphically on a dashboard, you will gain insight into and de-risk your business. Business reporting and analytics systems provide accurate information from these source systems in a timely manner so you can see how your business is performing without waiting for reports to be manually generated in Excel.

Information provides insight into areas that require improvement (efficiency gains), insight into other possible additional services to offer your customers and insight into risks that need to be addressed before they become an issue. Technology investment provides efficiencies, saving you time and money, enhances your service capability and de-risks your company by providing auditability, better governance, accessible information and fewer errors in reports.

Real-time and accurate information provides powerful insight into your business operations. This information is displayed on any device. Consolidated customer information displayed on your iPad provides you with the ability to show your customers real-time data with and offer additional services and support.

Please contact Kristine Alleva at AcQuum Consulting should you wish to discuss your technology requirements at k.alleva@acquumconsulting.com.au or 0414 012 062.

Additionally, AcQuum Consulting will be running some workshops over the coming months at the VTA office. Communications will be issued by the VTA over the coming months.

AcQuum Consulting is a services-based technology advisory company based in Docklands, Melbourne. Our leaders have each worked within the transport and logistics industry for 25 years. We are passionate about helping our clients select the best technology for their business and to manage their investment in technology. We can work with you to define your requirements, as well as run an independent system selection process so you get the best software for your business within your budget. We implement business analytics and reporting solutions as well as budgeting, forecasting and finance solutions.

For more information:
www.acquumconsulting.com.au

DIY DRUG TESTING NOT THE ANSWER



Drug use is a real workplace problem. Drug testing, properly conducted, is an important tool in combatting it. There's no cheap fix for drug testing.

Companies trying to save money with do-it-yourself (DIY) drug testing risk not only their company's reputation and costly court battles but more importantly, they compromise their employees' safety.

Drug testing seems a straight-forward-enough task, and DIY seems an easy way of keeping costs down. But it's not so simple. You need to be aware of the procedural and operational complexities of workplace drug testing. The accuracy of any test is dependent on the quality of the specimen. Further, you need to be up to date with all the latest tricks users employ to fox testers and fake results.

Poor quality testing and a lack of qualified procedure represent a deadly combination that can easily result in an inaccurate test result. This can mean that an employee is wrongly accused of taking drugs, or that someone taking drugs is not identified in the testing process.

When people work in a safety-sensitive environment, there's no room for testing error. When an improper procedure compromises a test specimen or incorrect testing produces a false negative, you open the door to serious injury – or even a fatality.

The reverse is almost as bad. A



false positive may mean someone losing their job. That may affect their ability to make a living or to get another job. It may also expose your company to legal action.

When it comes to drug testing, employers should adopt a three-step approach. We call it the PIS test: Policy, Independence and Standards.

The first step towards creating a safe and drug-free workplace is to establish a Drug Alcohol Management Program (DAMP) – a robust, company-wide drug and alcohol policy. Having such a policy is fine, but the onus is then on the employer to ensure that it has been correctly followed.

So, make sure the policy is printed, prominently displayed, and that workers are made aware of it and reminded about it. And make a commitment to follow all the processes and procedures that your policy sets out. If matters ever come before the employment court, how the employer addressed its obligation will weigh heavily when the court makes its decision. Having a robust DAMP in place represents

an investment in protecting your reputation and your employees.

For a company to be seen to be serious about drug and alcohol testing, it helps to use an independent service provider who can provide the level of expertise required to deliver accurate outcomes in a professional manner.

Finally, you need to ensure that your policy, the independent testers and your approach conform to best practice and the highest international standards. You can't afford to take shortcuts when people's lives and livelihoods – as well as the company's reputation – are on the line.

The Drug Detection Agency (TDDA) has ISO15189:2012 accreditation for workplace drug testing (see NATA and IANZ websites for further details). TDDA is a leader in its field with more than 50 locations throughout Australasia. For more information, visit: www.tdda.com

Kirk Hardy,

Chief Executive Officer
The Drug Detection Agency

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



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

For assistance on any of your Telecommunications needs, please contact:

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



At TWUSUPER we understand that employers want the super process to be as simple as possible. We have been the Industry SuperFund for people in transport for over 30 years and understand how you and your industry work.

Dedicated Business Relationship Managers are on hand to help you:

- Make sure you're SuperStream compliant
- Set up SCH Online* - an online clearing house you can access free of charge to pay all employees' super with a single login and one payment
- With any queries you have
- Provide workplace education to your employees about super and retirement at no extra cost
- Join TWUSUPER online

Find out more at twusuper.com.au/employers.
Amy Horan, National Business Relationship Manager, is available on 0447 111 618 to answer your queries.

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

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



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

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

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

Phone 03 8368 1100 or visit www.maxitrans.com to find your nearest dealer.



The RSM Group is a licensed General Insurance Broker founded in Victoria in 1983.

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

Call Greg Young on 1300 786 806 to see how RSM can help you.



Shell is extremely proud to have been part of commercial road transport's (CRT) remarkable journey over more than 100 years and is looking forward to being an integral part of the CRT Industry into the future.

At Shell, it's about developing enduring partnerships with its customers. The nationally based lubricants, bulk fuels and Shell Card specialists are geared to do just that. Its commitment to provide superior account management and technical support really sets them apart from the competition. Plus it has quality products to make the difference real.

To find out more call 13 16 18



CMV Truck & Bus operates six dealerships located throughout Victoria, retailing new and used Mack trucks, UD trucks, Volvo trucks and buses, as well as CMV Finance, CMV Fleet Management, CMV Fleet Leasing, CMV AdBlue, VicRoads and aftersales services for the transport industry.

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

Together with Volvo Group Australia, CMV Truck & Bus is committed to providing our customers with the highest level of product and service support throughout Victoria, and Australia.

Phone 03 9931 6000 or visit cmvtb.com.au for further information on our products and services.



3M Commercial Vehicle Safety Solutions

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

Contact us today on 136 136 or email us at 3MCSVolutionsANZ@mmm.com www.3Mreflective.com.au



Zurich has a strong reputation and proven experience in road haulage and transport fleet insurance offering a comprehensive motor fleet insurance product to protect your business vehicles.

Zurich's range of insurance covers can be customised to meet the needs of fleet businesses including marine and liability solutions. With extensive experience in writing transportation accounts, specialist underwriters, superior risk engineering combined with web-based risk management and reporting capabilities, Zurich is dedicated to serving our trucking and commercial motor customers.

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

Contact Peter Johansson on (03) 9940 6489 or peter.johansson@zurich.com.au

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

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

Alcolizer technology

Alcolizer Technology is a world-leader in the field of Alcohol and other Drugs (AOD) testing and is recognised as one of Australia's most innovative and forward-thinking companies.

Alcolizer is the largest provider of Breath Testing devices to Australian Police and the largest provider to the Australian Resource and Transport sector. Its products are built in Australia, for Australia, but shipped around the world wherever people value quality, reliability and innovation.

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

It's time to talk about alcohol and other drugs. It's time to talk to Alcolizer. Visit www.alcolizer.com



OAMPS Insurance Brokers, now Arthur J. Gallagher, have been a major provider of Insurance products and concepts to the Transport Industry for more than 40 years.

Although our speciality market is primarily dangerous goods, our national network supports clients at every level of the transport industry.

Our recent acquisition by Arthur J. Gallagher has created a national focus of WorkCover through our sister company Gallagher Bassett – the country's leading WorkCover authority agent.

Contact Frank Malvaso or Leigh Quinn on Ph: 1800 240 432.



CHEP is an Australian founded company of more than 70 years' experience in providing pallet and container pooling services to the aerospace, automotive, chemical, consumer goods, fresh food and manufacturing industries.

Pooling is the shared use of high quality standard pallets and containers by multiple customers and is a strategic option for companies that wish to reduce capital expenditure and improve supply chain operations

We offer outstanding, environmentally friendly logistics solutions to customers to help protect their products as they move through the supply chain by combining superior technology, decades of experience and an unmatched asset base. CHEP has more than 12,500 employees, serving 500,000 customer touch points in more than 50 countries.

Contact us on 13 CHEP (2437) www.chep.com



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

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

For assistance contact Barry Oliver, BDM, Phone 0407 515 893 or email barry_oliver@gbtpa.com.au



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

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

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



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

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

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

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

Contact 02 6103 4700 Website: www.seeingmachines.com



DP World Australia is the leading container terminal in the country. The company has a dedicated and professional team of more than 2000 people who operate marine ports in Melbourne, Sydney, Brisbane and Fremantle. The company has a customer-centric approach which drives it to constantly invest in terminal infrastructure, facilities and people to provide superior quality services to its valued customers.

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

Contact 02 9270 8800 Email: sro.reception@dpworld.com.au



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

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

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

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



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

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

Contact John Tsoucalas on 0419 588 095 or john.tsoucalas@fleeteffect.com.au



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

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

Phone Caroline Taylor on 03 8620 2807 www.logicalexecutive.com.au



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

Phone Russell Hutchinson 03 9369 1977 www.logicalstaffing.com.au



Over its 25-year history, Matthews Steer accountants and advisors has developed a strong passion for the transport and logistics industry, providing tax and business services to numerous players of various sizes within the industry. The Matthews Steer team of 45 has built its reputation as trusted, reliable, knowledgeable advisors. Our remit extends far beyond traditional accounting services. We are business development innovators, dedicated to helping local businesses achieve strategic, results-driven evolution. At Matthews Steer your results are our focus. We are dedicated to helping you achieve personal and business success. Our long term association with the VTA has positioned us to strengthen networks and education relevant to the industry and continually add value to our clients.

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

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



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

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

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



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

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

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

Contact Geoff Bentley at gbentley@neptuneservices.com.au or on 0408 991 641 Website: www.neptuneservices.com.au



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

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

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

Contact Renzo Antidormi on 03 9860 5605 Email: renzoantidormi@nti.com.au



The Drug Detection Agency (TDDA) is Australasia's complete solution provider for all workplace drug policy, education and testing needs. TDDA offers a drug and alcohol policy review and development service. Our policy experts will review your existing drug and alcohol policy and provide any relevant considerations or alternatively assist in developing a new policy. TDDA training sessions will provide understanding of the effects of drug and alcohol in the workplace, and the obligations and responsibilities of employers and employees under the relevant Workplace Health and Safety (WHS) acts.

Our purpose built, on-site testing vehicles have been specifically equipped to deal with legislative requirements and are available to attend your workplace for all drug and alcohol testing requirements 24/7, and 365 days per year.

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



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

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

Contact Grant Dickson on 0488 900 680, Grant.Dickson@thorn.com.au or www.ThornBusinessFinance.com.au



Transport Certification Australia (TCA) is a national government body responsible for providing assurance in the use of telematics and related intelligent technologies, to support the current and emerging needs of Australian governments. TCA is a 'cross-cutting' organisation that works across different policy streams, surface transport modes, and government and industry sectors. TCA provides assurance through the provision of advice, accreditation and administration, recognising the intersection of policy, technical, commercial and operations elements. By working closely with industry, standards developers and other stakeholders, we facilitate innovation, unlock productivity and foster new, sustainable business environments.

Phone 03 8601 4600, email tca@tca.gov.au or visit www.tca.gov.au for further information.



**PRIME
CREATIVE
media**

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

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

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

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

Contact 03 9690 8766 www.primecreativemedia.com.au



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

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

**T: 1300 367 049
E: enquiries@safetytracker.net.au
W: www.safetytracker.net.au**



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

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

Funding options cover the broad spectrum of:

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

Whole of life management includes:

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

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



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

Email Claire Jordan-Whillans at cjwhillans@vict.com.au or call on 03 8672 3284 Website: www.vict.com.au



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

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

Contact 03 8354 0811 www.whitelion.org.au



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

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

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

For more information call 1300 975 776 or visit workpro.com.au



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

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

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

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

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

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

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



TWUSUPER
For people in transport

An Industry SuperFund 

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