

**Submission
No 2**

**INQUIRY INTO PRESSURES ON HEAVY VEHICLE
DRIVERS AND THEIR IMPACT IN NEW SOUTH WALES**

Organisation: Truck Moves Australia

Date Received: 17 August 2023

Thank you for allowing the industry to submit information.

I have been in the transport industry my entire working life, and my father before me. Our business delivers new trucks by driving them for the wholesale and retail new truck market. We do not own any trucks, or move any freight, however we do move more than 500 new trucks each week in NSW and Australia and thus understand the industry from the inside.

The average age of drivers in our business is 61, and this is representative of the Truck Relocation Industry as a whole nationally.

Our industry was brought under the Road Transport & Distribution Award back in 2018, and since then many operators simply ignored the Fair Work Commission ruling that drivers must be paid by the hour. We know exactly who the non-compliant operators are, because their drivers tell us and show us the evidence of underpayment, illegal driving hours and other unsafe and illegal practices that are happening right now everyday.

We have written to the Fairwork Ombudsman who is meant to police and prosecute wage theft, and after multiple reports with physical evidence and a long line of drivers wanting to take action, seem to have taken no action. We also wrote to Tony Burke, Minister for Industrial Relations of Australia and also Catherine King, Minister for Infrastructure, Transport and Regional Development of Australia.

In short, paying truck drivers hourly is the safest method. If a driver is paid a cents per kilometre rate, they are incentivised to both speed and drive excessive kilometres, take extreme risks like entering tunnels and drive excessive hours. If a driver is paid by the tonne or load, they are again incentivised to speed, overload and operate at maximum limit constantly. If drivers were paid hourly per the Road Transport & Distribution Award by the grade (size) vehicle they are in, then overtime past 7.6 normal hours and double time after 10 hours, it removes the incentive by the customer (consignor under NHVR Regulations) and the business owner as it gets much more expensive as the risk of fatigue increases.

If you have noticed how the tipper drivers on Sydney roads drive when empty, you will get a sense of what a per tonne or cents per kilometre pay structure looks like, as they return to a load to remove soil from the tunneling projects. These drivers, have to get as many tonnes per day moved as they can. They are structurally incentivised to speed, break fatigue laws and take risks like going into tunnels as its shorter wasted time.

I have been a long term advocate for hourly pay, legal pay and stamping out wage theft that leads to unsafe truck driving.

I am available for any involvement you would like to help solve this issue.

Thank you again for the opportunity to make a submission.