

**IN THE FAIR WORK COMMISSION**

**Matter No. AM2016/32**

**4 Yearly Review of Modern Awards – Road Transport and Distribution Award  
2010**

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**STATEMENT OF DENNIS MEALIN**

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I, Dennis Mealin of [REDACTED] state as follows:

1. I am 60 years of age.
2. I am currently employed by Oz Wide Heavy Vehicle Deliveries as a truck driver.
3. I am the holder of both a Heavy Rigid (HR) and Heavy Combination (HC) driver's licence.
4. I am a member of the Transport Workers' Union of Australia (TWU).

**Experience in the Industry**

5. I have worked as a truck driver in the road transport industry for the majority of my working life. I have worked in various sectors of the road transport industry as a truck driver having performed both local work and long-distance operations.
6. My first job as a truck driver was when I was in my 20's. I worked with Qantas driving ground equipment around the airport. At times, I was also required to drive trucks outside the airport. I worked for Qantas as a driver for about 10 years.

7. I do not recall whether an Award or an Agreement covered my terms of conditions however I believe one or the other covered me. At the time, I was a delegate with the Transport Workers' Union of Australia (TWU).
8. Following my employment with Qantas I worked with various employers in the road transport industry transporting goods such as building supplies, landscaping supplies and gravel. These jobs involved both local work and interstate operations.
9. In my experience in the industry I have also gained a broad range of experience driving many different types of vehicles in multiple sectors of the industry. Some of the vehicles I have driven prior to working in the vehicle location sector of the industry include:
  - a. Ground equipment and machinery at the airport;
  - b. Heavy rigid vehicles with tippers in the building and landscaping sector;
  - c. Heavy vehicle combination of a truck and dog with a four-axle tipper in the gravel sector;
  - d. Agitators/cement mixers;
  - e. Fuel and gas tankers;
  - f. Garbage compactors;
  - g. Car carriers;
  - h. Buses;
  - i. Elevated work platforms; and
  - j. Liquid waste vehicles.

10. In addition to having completed work on many types of vehicles, I also have experience on a broad range of makes and models including Kenworth, Mercedes Benz, and Freightliner in particular.

**Overview of work history in the vehicle relocation sector of the transport industry**

***Truck Moves***

11. In March 2012, I commenced employment with Truck Moves Australia Pty Ltd (**Truck Moves**) as a casual truck driver. My role as a driver involved relocating new and used vehicles. I performed both local and long-distance work. I worked for Truck Moves for about 3 years.

12. When I started at Truck Moves I was asked about my abilities including the following:

- a. Whether I had experience with AdBlue and manual burn vehicles;
- b. If I was prepared to drive to any State in Australia;
- c. To provide all my license history and medical checks;
- d. Whether I would obtain an MSIC for the Port of Brisbane;
- e. Could I drive a number of vehicle combinations including; B-Double tankers, agitators, truck and dogs, elevated work platforms, compactors and loaded pantechs;
- f. Have experience with a wide range of load variations;
- g. Comfortable with plane travel;
- h. Be available at short notice; and

i. Competent telephone communication skills.

13. I started off as a local driver for them so I did short moves within the local industry from the Port of Brisbane to different vehicle builders and dropped those vehicles off. Then those vehicles would have a body fitted and I would go back and pick up that vehicle and take it to somebody else like an electrician or people that installed signals. I often took one particular vehicle to three different people for different things, including smaller things like to mechanics to have bull-bars installed or to get the suspension modified. Lots of varying different people but predominantly, I moved on from there to interstate work because that was more suitable for me with the location I live in.
14. During the period that I worked for Truck Moves, I drove vehicles of various makes, models, sizes with varying gross vehicle mass (**GVM**). However, for the majority of the time I drove prime movers completing long distance operations interstate.
15. When I commenced employment with Truck Moves I performed mainly local work for the first few months then moved to doing primarily long-distance operations.
16. My job as a driver with Truck Moves involved driving new and used vehicles from one location to another. When I drove new vehicles, the job could involve just driving the cab chassis or a fully assembled truck where the body had been fitted. The assembled trucks I drove were both loaded and unloaded depending on the job and the client.
17. When I drove used vehicles, these vehicles could be the cab chassis only or fully constructed vehicles. In certain cases, such as the cartage of fuel tankers, there was residual loads on board to consider. I also moved other vehicles, such as cars and buses, whilst engaged by Truck Moves.

18. The clients that I delivered new and used trucks to included manufacturers and dealerships. This included taking vehicles to body builders where I would drop off the cab chassis and at a later date collect the vehicle once it had been fitted with the body, deliver it back to the yard and then on to the customer.
19. During the period that I worked for Truck Moves, most of the jobs I did involved relocating vehicles that had been assembled with the body attached. An example of this type of delivery would be where I would pick up a truck out of assembly and deliver it to the dealership which could be anywhere in Australia.
20. A typical job with Truck Moves would be to commence at the Brisbane depot (my local depot), where I would be driven to the airport by a chase car or by taxi. I would then board a plane and fly to the destination for pick-up and then travel to the manufacturer or dealership by taxi, wait for the vehicle to be collected. I would then drive the vehicle to its destination before flying back to Brisbane or to another destination to collect and relocate another vehicle.
21. Another aspect of my work for Truck Moves was collecting and relocating new trailers. For example, a trip might involve picking up a truck from Bayswater in Melbourne, driving it to Dandenong in Victoria to pick up a trailer or trailers and then deliver the trailers to another location before then delivering the truck to a further location.
22. When I performed local driving work I was paid an hourly rate, which as I understand was based on the minimum wage and not on an Award. When performing local work, I could clock my time for a breakdown, waiting for a truck that wasn't ready and Truck Moves would then charge that time to the customer.
23. When I performed a long-distance operation as outlined in paragraph 18, I was paid a trip rate. The rates were not based on kilometres travelled which I understand because I often completed work that might be many extra kilometres but would receive no difference in pay despite the extra time involved in my completing that work. For example, I might have completed a trip from Brisbane to Melbourne and received a flat rate of \$450. In the same week, I might then

have completed another trip from Brisbane to Adelaide, which is an additional 400 kilometres, and I would only receive an extra \$15 or so to complete that extra work.

24. I was not paid waiting time or travelling time for the hours that I was directed by Truck Moves to travel to the location where I would collect the truck. For example, I could be flown to Perth and not get paid for the hours that it took me to travel from the Truck Moves base to Perth.
25. When I collected and delivered trailers I received the same trip rate that I would have received when performing a long-distance operation plus an additional trailer allowance if moving a trailer, which depended on the vehicle I was driving.
26. If I were driving a vehicle that required a dangerous goods licence, I would be paid an allowance for having such a licence.
27. The business of Truck Moves involved more than the relocation of the cab chassis or trucks that did not have a load. I often moved vehicles with loads for clients such as Toll. For example, I have flown from Brisbane to Townsville and collected B Doubles for Toll that were fully loaded and driven back to Brisbane. The loads included general goods and dangerous goods.
28. Another example of the type of work I did for Toll involved delivering a new truck to one of their depots where at some stage it would be loaded. Then Truck Moves would send a driver to collect the loaded truck and deliver it to its destination.
29. Another type of work I did was collecting and delivering promotional vehicles for clients of Truck Moves. For example, I collected promotional vehicles for Mercedes Benz from Melbourne and delivered them to Brisbane where they would be placed on display at the truck show. The truck would be loaded with promotional goods such as motor vehicles that Mercedes Benz was displaying at the show. When the show was finished I would transport the promotional vehicle back to Melbourne.

30. Another example of the work I carried out involved moving heavy vehicles with machinery loaded on the back. Driving these vehicles required the possession of a HR licence. One of the clients we moved trucks for was Mid Coast Trucks.
31. My role as a driver did not simply involve driving a truck from one location to another. My duties also included a number of non-driving tasks associated with the transport task. These non-driving tasks included vehicle checks, refueling, and paperwork, placing of trade plates on to vehicles, hitching trailers and tying down loads.
32. The trips I carried out did not always involve flying from one location to another. There could be a series of destinations before I ended up back in Brisbane. For example, I recall one trip where I collected a prime mover from Kenworth in Brisbane and delivered it to Rockhampton. The manager contacted me and asked me to take a truck from Rockhampton to Darwin. When I delivered the truck to Darwin I was flown to Melbourne where I collected a truck and drove back to Brisbane. When I arrived at Brisbane I was flown back to Perth where I collected a truck and drove it back to Brisbane.
33. When I did the trip described in the preceding paragraph I was on the road travelling and driving for just under 2 weeks. Although I worked continuously for more than 6 days, this didn't breach the heavy fatigue management regulations, which require that a heavy vehicle driver must have a break on the 7<sup>th</sup> day. On these types of trips, I would be travelling and driving vehicles where I did not have to fill out a logbook.
34. I predominantly worked through weekends all the time. I felt that if I knocked back some weekend work that I would be punished by not getting any work at all or being called. Then once I started agreeing to weekend work again I was busy as anything. For this reason, even though we are casuals, we don't have as much flexibility as might be suggested in the sector.

### ***Quick Shift Vehicle Relocations***

35. I left Truck Moves on or around the end of 2014. I was off work for some time due to illness before applying for a driving job with Quick Shift Vehicle Relocations as a casual driver. I worked for Quick Shift for about 10 months and occasionally complete some ad hoc work for them now.
36. The type of work that I did for Quick Shift was similar to that of Truck Moves. The work involved relocating vehicles for manufacturers and dealerships for key companies such as Isuzu, Volvo and Mack. We also had other types of companies who may require their vehicles to be transported from one location to another such as Energex.
37. Quick Shift was a much smaller operation than Truck Moves. I performed the long-distance operations for Quick Shift but was paid differently to how Truck Moves paid me. Rather than a trip rate I received a flat hourly rate for all time worked which included the time spent travelling to and from a location as well as driving time. However, this rate did not include additional allowances for pulling a trailer or other types of allowances that may be applicable under an award. There were also no penalty rates based on the time of day I worked or overtime.
38. That being said, when I did work for Quick Shift the company did cover other expenses such as my meals. To cover the cost, they would ask me to provide the bill and then they would reimburse me instead. However, there was a \$40 limit on meals that could be purchased.

### ***Oz Wide Heavy Vehicle Deliveries***

39. After Quick Shift I got a job with Oz Wide Heavy Vehicle Deliveries (**Oz Wide**) where I performed similar driving work to that of Truck Moves and Quick Shift. I have been driving for Oz Wide for approximately 16 months. The clients are similar with the exception of Brown & Hurley who only used Truck Moves to relocate their vehicles.



40. The payment method with Oz Wide is similar to that of Truck Moves in that they pay a trip rate for long-distance operations and a flat hourly rate for local work. However, the trip rates are better than that of Truck Moves plus they pay an hourly rate for waiting time. This is generally \$20 an hour. Oz Wide does not pay any penalty rates or meal breaks.
41. As stated earlier, when I worked for Truck Moves I was paid an hourly rate for local work and a set trip rate for long distance work, which was determined by Truck Moves and not referable to any award.
42. At Oz Wide I moved a broad range of vehicles including cab chassis', garbage compactors and buses. I also complete a lot of relocation work in mines that are winding up or closing down and their capital needs to be transported from one site to another.

#### **Response to Materials Submitted by Truck Moves**

43. I have had the benefit of reviewing the following materials tendered by Truck Moves:
- a. Outline of submissions dated 24 November 2017;
  - b. Further statement of Matthew Whitnall dated 24 November 2017;
  - c. Statement of Matthew Whitnall dated 1 March 2017;
  - d. Further statement of John Bradac dated 24 November 2017; and
  - e. Statement of John Bradac dated 6 March 2015.
44. At paragraph 59 of Truck Moves' outline of submission, a table has been included that consolidates various information of the statements of both Matthew Whitnall and John Bradac. I set out my response to both this table and other comments made by Truck Moves below.

### *Interaction with Clients*

45. When I started doing interstate work the prime mover was always delivered to the end customer unlike local work, where you may complete lots of local deliveries to and from the yard while a vehicle was fit-out. Our deliveries were not always delivered to the customer locally but on occasion they were.
46. Truck Moves asked me to communicate with the customer on a lot of occasions. These interactions included notifying the customer of my delivery time so they could be available to accept the vehicle or to make them aware what time the vehicle was arriving because I knew they are waiting on the vehicle.
47. I also often had to discuss the vehicle itself with the customer to be informed if there were any issues with the driving of the vehicle, if it was loaded and various other matters. As I was delivering vehicles that I had never driven before, a problem might arise with the vehicle as it is being driven that the customer would be able to talk through with me or inform me of.
48. I also regularly had to speak to other agents working on the vehicle as it was being processed including mechanics to ascertain finish times so that I could complete my work for the day.
49. Customers also regularly ask me questions about the vehicle itself. They might ask if I had any problems with the vehicle or if different features worked okay. For example, it might be a new model vehicle and a customer would ask how did that vehicle went or if the cruise control work. They don't usually worry about fuel consumption, how much you know whether it was heavy or whatever on fuel that's, but they just generally ask the general condition of the vehicle. If it is a second-hand vehicle the customer would ask even more questions because a lot of those customers have purchased these vehicles from auctions and they haven't had anyone test drive them so they want to know whether there's anything that needs

to be fixed. For example, one customer that I regularly delivered to is Mid Coast Trucks. They would often ask a varying range of questions.

50. I would also need to notify the customer if a vehicle had a fault. For example, if the vehicle had a faulty gearbox I would notify the customer for safety reasons. I also may then have been required to return that vehicle as well to the auction house. I have always had a responsibility and discretion to make those decisions and have those discussions which I didn't have when I worked in other sectors of the industry.
51. These issues can also occur on some of the new trucks. I've driven brand new Kenworths and then they've broken down even though I have been closely watching all the gauges (fuel, temperature, etc.). Just because it's a brand-new vehicle doesn't mean someone hasn't missed something. Someone might have forgotten to put oil in the diff, as an example, so I will be watching the diff temperature gauges and see it is hot. I then have to pull over and notify the manufacturer and they send a representative out. If you're not experienced then you may not know to look and could cause more damage.

### *Training in Practice*

52. In the material, it has been suggested that drivers in the vehicle relocation industry only require basic WHS training, fatigue management training, basic fueling training and training on the use of trade plates. A comparison is then made with the freight or general transport industry where training is also required on the Heavy Vehicle National Law, heavy vehicle regulations, EWHS training, environmental laws, load restraint training and so on.
53. I disagree that drivers in the vehicle relocation industry do not require advanced training and I would say that we do need to know and be aware of all those things. I am still driving a heavy vehicle and I occasionally drive loaded vehicles with weight requirements. I drive interstate and I have to pass through all the relevant weigh bridges that I am asked to pull into. I have to negotiate border crossings, including going into Western Australia and I have all the relevant laws and regulations to abide by that apply in each different interstate.

54. It's not as simple for drivers in the vehicle relocation industry as it is for a car driver who might just jump into a car and take off. I still have most of the same requirements as the interstate drivers carrying loaded vehicles do and I feel we have a lot of other obligations and added responsibilities because of the nature of our work.
55. I have a lot of varying roles because I drive different types of vehicles on a regular basis that I have to jump between all the time. One day I could be in a bus and the next day I could be pulling a road train or a B-double before next driving a vehicle fitted with an elevated work platform that weighs 33 tonne. I have the necessary permits on me and show them to the Police or the Department of Transport if required.
56. My work is not as simple as jumping in a truck and taking off without looking at the vehicle itself. I need to know all these laws, including the NHVL, and abide by them otherwise I will be fined. A fine is not the only implication. If I drive overweight or do anything that is in breach of a law or regulation or if I were to become involved in a fatality or an accident whilst in breach of any law then I am liable.
57. I have to comply with OHS laws and all of my logbook requirements, particularly when I am doing interstate work.
58. I also comply with environmental laws. For example, if you get in the truck and it's exceeding the exhaust emissions well then, I have to be responsible and say that I won't drive that vehicle. Or, if I am driving a vehicle and there's a possibility of freight or rubbish falling out of it I also need to consider them. This does not happen all the time as vehicles are not often loaded but we are required to have knowledge of these requirements.
59. In relation to load restraint training, one of the questions asked of me during my interview was if I had experience with loading and was give work when I started at Truck Moves that was commensurate with my experience. There were other

drivers with a lot less experience and they were not given trailers or loads because they didn't have experience in that work.

60. The drivers with more experience tended to get more of the trucks that were loaded and more of the B-doubles or full trucks – that is vehicles that were harder to drive. For example, I've driven fuel trucks with fuel in them and I've driven gas trucks with gas in them. Even if they're empty they still have gas in them and that is still deemed to be a load and if I'm driving a truck with gas in it is a dangerous goods vehicle as well.
61. Also, Truck Moves provided me with my dangerous goods license and paid for the actual licence. Truck Moves wanted me to get the dangerous goods licence. I've picked up vehicles from the gas yards. When I did that work I signed paperwork to receive that vehicle and at that stage the customer tells you if the vehicle is empty or if the vehicle is not fully empty.
62. There are also drivers who have other licenses to complete work for Truck Moves and other companies like it. For example, drivers picking up the vehicles from any Port in Australia have to have a Maritime Security Identification Card (**MSIC**).
63. It is the same situation in my work at Oz Wide who also require drivers to obtain an MSIC. I have been asked to obtain mine at Oz Wide as well and although I have not obtained the MSIC yet, when I do Oz Wide will pay for it.
64. All drivers require training in refueling. Most of the vehicles are diesel trucks or diesel vehicles. When I pick up a vehicle the first thing I do is check the fuel gauge to make sure I'm not going to run out of the fuel or you may need to access fuel as soon as possible and that's most likely the case particularly when collecting a vehicle from the Ports.
65. Vehicles moved from the Port have the minimum amount of fuel in them and so the first thing you do is go to the fuel station. When transporting by sea manufacturers and seafarers don't want vehicles full of fuel as they're an added fire hazard. I still have experience with moving vehicles from the Port because I

wait outside the Port and then the MSIC drivers bring the vehicles out of the Port where I then jump in and will take the vehicle to be get fuel because those trucks in particular are always in the red. I was always told they have 40 or 50 litres in them but it's not going to make it very far.

66. Further when travelling interstate, I have got to fuel a lot more regularly and this also depends on the capacity of the actual truck. How many tanks it has, how many tanks are open or how many tanks are available to be used. And the size of the tanks. Some trucks are day cabs and the manufacturer only puts small fuel tanks in them because they're used for daily use and they just fuel them up every day. But when I run a vehicle like that interstate it might have a 70 or 90 litre tank and if it's a heavy rigid vehicle or a tandem, it's going to use a lot of fuel so I am stopping every couple of hundred kilometres to fuel for what could be over a four and a half thousand kilometre journey say across to Perth or say Townsville to Perth or Melbourne up to Darwin. That's a lot of fuel stops.

67. Another key thing I need to be trained on and then put into practice is considerations about vehicle height. Most trucks normally have a sticker somewhere on the vehicle that would tell me this and it is important for me to know so that if I approach a bridge or other overhead structure I maneuver it appropriately.

#### ***Driver Experience is Key in the Vehicle Relocation Sector***

68. I also need to have knowledge and experience to get into different trucks and be able to work them appropriately. Every vehicle has different alarms and switches and there is certain driving expertise that must be applied. For example, if I need to engage the power take off (PTO) and raise stabilisers, I might also need to put the bucket in its correct position and tie it down properly because the sensor hasn't been disengaged properly. I have to physically do that and tie it down.

69. Or for another example, garbage compactors. Compactors often have problems with the lid that lifts the bucket up to put the bin and if they're not properly stowed away then I have got to engage the PTO and put them in. If I do not know

how to do that I may need to contact the customer and ask them to talk it through with me.

70. If I am carting a concrete agitator then I need to put them in transit mode. This requires me to engage the PTO, which are often either computerized or have got really different types of controls. Because I have agitator experience I don't have any trouble with it but another less experienced driver would need to gain experience or ask questions. In the case of the concrete agitator the bowl needs to spin at all times. If you deliver the vehicle and that bowl isn't turning and it's not in transit mode, the customer is not going to be happy and they're possibly going to claim against the company because that bowl could be damaged. This is because if the bowl is not spinning as it's going over bumps it's continually hitting in the one spot and will actually dent the bowl and require repair.
71. It's really never as easy as just getting in a truck and driving it. Not every truck's the same, every truck has different systems. I need to know where isolator switches are located. Fuel and gas trucks have roll over switches that turn off all electricity of there is a roll over. All of these small details are very important.
72. Other key things to consider when jumping into different vehicles are as follows:
  - a. Handbrake placement;
  - b. Park brake placement;
  - c. Automatic controls (some of those are on the dash and they may be just a pushbutton but they can also be in various other places including under armrests); and
  - d. Twin steer vehicles where the controls are set on the left-hand side of the vehicle (such as high beam or cruise control).

73. It is not as simply as me just getting in the truck and driving it. I have to adjust to a different configuration, operation and control every time I go to do a job and I need to do so quickly.
74. Drivers who drive the same truck everyday have been fully trained in that truck. Those drivers often do the same run every day. As a driver who has worked in both fashions, it is much harder when you are constantly driving different vehicles to various different locations with no consistency.

### ***Work Activities***

75. It has also been suggested that my only administrative duties are to collect trade plates, be shuttled to the appropriate location and then commence work with rudimentary inspection and sign-off for the vehicle. This is simply not the case.
76. When I go to a customer for pick-up I need to complete paperwork, inspect the vehicle ensuring there is no damage and its roadworthiness. If I find any defects or damage to that vehicle then I must note it on the delivery docket and ask the customer to come and look at it and check the vehicle. I am fairly thorough and often take photos of the vehicle if necessary.
77. I always check the liquids on a vehicle because I don't want to have problems whilst I am driving – particularly on long-distance runs. I have had a lot of occasion where the coolant level has been too low or the header tanks been too low and warning lights have come on or the vehicle has leaked coolant out.
78. I also move a lot of second-hand vehicles for other trucking companies like Toll, Linfox and for the Pickles auctions. These trucks are not guaranteed to be in brand new condition and of course I need to make necessary checks when relocating them. The person selling the vehicle is not going to check to see if it's got enough oil, water or fuel in it as it's not their responsibility. I sign for the vehicle and I take it away. And I sign for it in the condition it is in because it is an auctioned off vehicle and second-hand. I mark off all the damage on it and get a signature for it and make sure the vehicle is roadworthy checking certain key safety issues such



as the tires. I have quite often had to contact the customer that is buying the vehicle and tell them it has bald tyres or needs other repairs completed to make the vehicle roadworthy.

79. In relation to inductions on sites. I am often required to complete inductions particularly. On work sites at the mines. If I don't then I am unable to deliver the vehicle.

80. For example, I often deliver to mines four wheel drives, powder trucks, water trucks as well as a varying range of different trucks to them. I cannot move within the gate of their site without completing a site induction. The induction can sometimes take an hour.

81. We also do the following tasks:

- a. Review consignment notes;
- b. Wear appropriate protective clothing (such as hard hats in mines, steel cap boots and high-vis-vets); and
- c. Complete a broad range of bending and squatting when doing checks or having issues with a vehicle.

82. I also sometimes need to tend to load or unloading as well – this all just depends on the job I am doing. I also need to consider vehicle configuration and weight as part of this because I do have to sometimes stop on weigh bridges as does any other driver. I have to consider these things whether I am driving a cab chassis or a loaded vehicle because ultimately, I've picked up that truck and I've signed for it. To me, that means I have accepted responsibility for that vehicle when I cart it from Location A to Location B.

### *Licensing*

83. Also, truck Moves and other companies in the vehicle relocation industry expect us to hold all necessary licenses. To drive at Truck Moves I had to have a minimum of Heavy Rigid and I was told that it was advantageous for me to hold a Heavy Combination and Multi-Combination license. I was also asked if I held an MSIC and a dangerous goods license.

### *Logbooks and BFM*

84. Another issue which I would like to raise is any suggestion that we do not need to company with Basic Fatigue Management (**BFM**) or logbook requirements. As a driver, I must comply with these requirements including all necessary paperwork to complete my logbook.

85. When I was at Truck Moves I've been asked to do particular work that I could not have done in the allotment time frame if I complied with logbook requirements. The time frames often did not include minimum rest breaks or other factors such as the type of terrain to be travelled.

86. When I was asked to complete this work and declined, I was often then not given work for long periods of time by Truck Moves. It took my having to have a very long and direct discussion about these issues with management before Truck Moves stop asking me to do these runs. However, I have always been concerned because another driver who is not in the same situation as me may be forced to accept the run because they need the money.

87. When I did raise concerns some of the reasons Truck Moves gave me including saying that it is a non-logbook truck. Or to get over minimum break requirements they might require the driver to do some local work before they could drive on the logbook again.

88. Truck Moves also didn't count time taken to travel to pick up a vehicle in transit on a plane or in a taxi as time worked and as I mentioned, did not pay me for that

travel. However, this is an issue because I may have already been travelling for many hours before I am expected to jump in the vehicle and just take off on the run.

### ***Truck Moves' Safety Record***

89. When I worked at Truck Moves there were several safety issues including a fatality, workplace incidents and other breaches. Some examples include:
- a. Trucks being written off;
  - b. Drivers injuring their head;
  - c. Fatalities (one driver in particular fell asleep on his run and hit a tree near Kempsey and died); and
  - d. Fatigue issues (one driver fell asleep at the wheel on a Melbourne to Brisbane run and ended up in a swamp).

90. Also, when I was working at Truck Moves I was advised by management that the Department of Transport are looking into breaches at Truck moves including logbook infringements. I cannot recall anything ever came of it.

### ***Why I Work in the Vehicle Relocation Industry***

91. I could gain employment in another sector of the industry and earn a lot more money than what I do but I like the challenge of the work I do and the flexibility that I have. When I was a young driver who had a family to support and a house to pay off I would not have earned enough money. I believe that it is the poor way we are paid for the experience that we have that is half the problem in the vehicle relocation sector. I do not think it attracts an older workforce because of anything other than older drivers, like myself, being in a better financial situation and when the driver is younger and picks up work, he has to compete to get as much work as he can because what is on offer is very ad hoc.

92. Also, believe older drivers are attractive because they can drive almost anything. For example, I can jump in all different types of vehicles including the old crash boxes. Now a lot of drivers couldn't drive a crash box vehicle, which is just an old road ranger box which is much harder to drive than the modern road ranger gearbox.

A solid black rectangular redaction box covering the signature area.

Signed

..... 22. 12. 17 .....

Dated