



Regulated Worker User Group Quarterly Update – February 2026

The Quarterly Update provides news relevant to the Regulated Worker User Group. This edition talks about an upcoming online presentation and provides updates on the minimum standards cases. It also includes information about 2 applications for minimum standards received in December 2025.



Upcoming online presentation

We will host an online presentation titled '**Gig Workers and Road Transport Contractors - current minimum standards cases**' at **4:00pm AEDT on Tuesday, 10 February 2026**.

Vice President Asbury, National Practice Lead for Regulated Workers, will explain the status of applications for minimum standards for:

- employee-like workers (gig workers)
- regulated road transport contractors, and
- people and businesses in road transport contractual chains.

The Vice President will explain what will happen next and how workers and businesses can follow the progress of the cases and participate. We will end the presentation with a Q&A.

To attend, please register your interest by filling out the [online RSVP form](#) by **Friday, 6 February 2026** or alternatively, by emailing rws@fwc.gov.au by **Monday, 9 February 2026**.



Case updates: MS2024/1, MS2024/2, MS2024/3 and MS2024/4

These cases are:

- **Last mile delivery cases**
 - **MS2024/1** – Application for an employee-like worker minimum standards order covering 'last mile' delivery
 - **MS2024/2** – Application for a road transport minimum standards order covering 'last mile' delivery

- **On demand delivery case – MS2024/3** – Application for an employee-like worker minimum standards order covering ‘on-demand’ delivery
- **Road transport contractual chain case – MS2024/4** – Application for a road transport contractual chain order.

These applications were made by the Transport Workers’ Union of Australia (TWU).

Hearing dates set

The President has set hearing dates in each of the applications.

Case	Hearing	Date
MS2024/1-2	Directions hearing	9:30 am (AEST) 26 June 2026
	Hearing about whether to issue notices of intent and draft orders	10:00 am (AEST) 20–24 July, 27–31 July and 3–7 August 2026
MS2024/3	Hearing about whether to issue notice of intent and draft order	10:00 am (AEST) 11, 12 and 13 May 2026
MS2024/4	Directions hearing	9:30 am (AEST) 24 July 2026
	Hearing about whether to issue notice of intent and draft order	10:00 am (AEST) 17–21 August and 24–28 August 2026

The timetable for filing submissions and evidence before the hearings is below.

Case	Submission	Deadline
MS2024/1-2	The TWU and any other party supporting the TWU’s draft orders to file their evidence and submissions.	4:00 pm (AEDT) 27 February 2026
	Any party opposing the TWU’s draft orders or advancing an alternative order or guidelines to file their evidence and submissions.	4:00 pm (AEST) 12 June 2026
MS2024/3	The TWU to file its general evidence and submissions.	4:00 pm (AEDT) 13 February 2026
	The TWU to file its evidence about ‘cost recovery’.	4:00 pm (AEDT) 27 February 2026
	Uber and Door Dash, and any other party supporting the TWU’s draft order to file their evidence and submissions.	4:00 pm (AEDT) 27 February 2026

	Any party opposing the TWU's draft order or proposing an alternative position to file their evidence and submissions.	4:00 pm (AEST) 24 April 2026
MS2024/4	The TWU to advise which of the 2 drafts it filed on 24 November 2025 it intends to pursue.	4:00 pm (AEDT) 13 February 2026
	The TWU and any other party supporting the TWU's draft order to file their evidence and submissions.	4:00 pm (AEDT) 27 February 2026
	Any party opposing the TWU's draft order or advancing an alternative order or guidelines to file their evidence and submissions.	4:00 pm (AEST) 10 July 2026

You can read the President's full directions here: [Directions](#). To keep up to date with developments in these cases, including submissions and details of conferences and hearings, you can [subscribe to receive email updates](#).

Parties' draft orders

On 24 November 2025, the TWU filed its drafts orders in each of the cases. These are the orders that the TWU is asking us to make.

MS2024/1 and MS2024/2 – last mile delivery cases

The TWU's draft orders in the last mile delivery cases include terms about:

- pay
- insurance
- reimbursement of tolls and fines

These are just some of the terms in the TWU's drafts. You can read the TWU drafts in full here:

- [TWU draft in MS2024/1](#)
- [TWU drafts in MS2024/2](#)

You can read the other parties' views on those drafts, including one party's alternative proposal in MS2024/1 and MS2024/3, on the [MS2024/1 and MS2024/2 case page](#) on our website.

MS2024/3 – on demand delivery case

The TWU's draft order in the on-demand delivery case includes terms about:

- pay

- vehicle insurance
- personal accident insurance
- information sharing

These are just some of the terms in the TWU's draft order. You can read the TWU draft in full here: [TWU draft for MS2024/3](#)

Uber and DoorDash support the TWU's draft in the on-demand delivery case. You can read the other parties' views on those drafts, including one party's alternative proposal in MS2024/1 and MS2024/3, on the [MS2024/3 case page](#) on our website.

MS2024/4 – Road transport contractual chain case

The TWU submitted 2 draft orders for the road transport contractual chain case. Each TWU draft includes terms about:

- minimum 30-day payment terms
- compulsory rate reviews

You can read the TWU drafts in full here: [TWU drafts in MS2024/4](#)

You can read the other parties' views on these drafts on the [MS2024/4 case page](#) on our website.



New cases

Since the last update in October 2025, we have received two new minimum standards applications.

MS2025/3 – Rideshare (passenger transport) case

On 17 December 2025, we received an application from the TWU for a minimum standards order that would cover employee-like workers who perform digital platform work in passenger transport.

This case is listed for a directions hearing before Justice Hatcher on 17 February 2026 in Sydney.

Find out [more about MS2025/3](#) on our website.

MS2025/4 – Concrete cartage case

On 18 December 2025 we received an application from the TWU for a road transport contractual chain order in the concrete cartage industry.

Find out [more about MS2025/4](#) on our website.

Stay up to date

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