



TRANSPORT REFORM UPDATE: SAVING LIVES AND CREATING A BETTER INDUSTRY

Congratulations. The laws brought in as part of the Closing Loopholes bill are already changing the road transport industry for the better. Over time this world-leading system will save lives and businesses and reform the industry so that it is safer and fairer, with the first applications submitted and industry consultation almost complete, and standards soon to be set through the Fair Work Commission. This would not have been possible without members of Parliament listening to those from every corner of road transport on what was needed to make real, tangible change.

INDUSTRY UNITY TO IMPLEMENT NEW SYSTEM



The road transport industry united like never before to achieve these laws, involving thousands of transport workers, employers and employer associations, small businesses and other industry stakeholders. It involved extensive consultation, Senate Inquiry evidence from 150 industry experts, a unanimous industry roundtable, repeated calls from workers and industry groups, and nationwide convoys. **Now we are applying this unity to implement the laws.**

1 FIRST APPLICATIONS ON FOOT

FAIRER PAYMENT TERMS

Maximum 30-day payment terms to relieve pressure for businesses struggling with extended payment times.

PARCEL DELIVERY STANDARDS

Minimum standards in parcel delivery are crucial to stop exploitative practices from companies like Amazon Flex.

RIGHTS FOR GIG WORKERS

Minimum standards to ensure decent pay and conditions for workers who have existed for too long outside workplace protections.

2 CONSULTATION AND IMPLEMENTATION

Consultation is now almost complete for these applications, with sub-committees formed from workers, employers, industry associations and academics having had their say.

The industry will also be involved in implementing the new standards as established by the Road Transport Expert Panel.

3 DEVELOP FURTHER APPLICATIONS

Further applications are being prepared with the rest of the industry to tackle other pressing issues, including in rideshare.

These can then be built on over time and deal with future challenges in the industry as they arise.

With applications in consultation with the transport industry on foot, this legislation is already creating change in the industry to relieve dangerous pressures on workers and transport operators.

But there is still significantly more to be done with these laws to ensure transport is safe, sustainable and viable into the future.



NEW RIGHTS FOR TRUCK DRIVERS AND GIG WORKERS

Automatic rights have kicked in for truck drivers and gig workers, covered under the **Digital Labour Platform Deactivation Code** and the **Road Transport Industry Termination Code**.

UNFAIR DEACTIVATION RIGHTS

PAST: gig workers could be “deactivated” from an app by an algorithm, often with no reason given and no right of appeal.

WITH NEW RIGHTS: gig workers have the right to discuss their deactivation with a person, and can appeal the deactivation. Dozens of gig workers have been reactivated through the TWU.

IMPACT: these rights are reducing pressure on gig workers to take risks to avoid deactivation

✓ **DOZENS** of gig workers reactivated through the TWU

UNFAIR CONTRACT TERMINATION RIGHTS

PAST: owner drivers (as well as transport operators) were under huge pressure to take risks on the road to avoid losing a contract.

WITH NEW RIGHTS: access to a fair process before contracts are terminated, and rights to reinstatement if they were unfairly terminated, or compensation provided. The TWU is exploring cases with these rights.

IMPACT: these rights are helping to reduce the deadly pressures faced by truck drivers around the country facing unrealistic deadlines to keep contracts.

These rights will bolster protections for workers and work hand-in-hand with the first applications to bring up standards in the industry and make it more sustainable.

WHERE TO FROM HERE?

In Australia’s deadliest industry, change cannot come quickly enough. This year, over 100 people have been killed in truck-related crashes.

TRUCK CRASH DEATHS 2025

TRUCK DRIVERS: 34

TOTAL: 126

GIG WORKER DEATHS

SINCE 2017: 23

Though change will take time, these laws give the road transport industry the tools to deliver real change after decades of crisis spurred by wealthy clients, and exacerbated by the rise of the gig economy. **We’re just getting started using these laws to create a safer, fairer road transport industry for all.**

CONSULTATION + IMPLEMENTATION

Consultation has almost concluded for the first three applications

FURTHER APPLICATIONS

Working with the rest of the industry to prepare further applications including in rideshare.

A FUTURE-PROOF SYSTEM

The world-first system can deal with current issues and is flexible enough to address new issues as they arise like automation and AI.

