TWU Carrying Australia

CENTURION UPDATE
SEPTEMBER 2026

TWU REVIEW OF DRAFT AGREEMENT: STILL MORE TO DO

After review of the proposed EA, your TWU bargaining committee has identified substantial concerns:

ISSUES THAT AFFECT ALL WORKERS:

CONDITION	⚠ CENTURION PROPOSAL	✓ TWU CLAIM	WHY THIS MATTERS
Duration of Agreement	4 years	3 years	We need to stay aligned with other transport companies so we can keep fighting together as an industry
Superannuation	12% legal minimum	15%	You deserve to retire in dignity—15% is standard in many transport companies
Wage Increases	Year 1: 1% – 9% "Reset" Year 2: 3.5% Year 3: 3.0% Year 4: 4.0% / CPI	Year 1: 18% - 34% "Close the Gap" Year 2: 4.0% / CPI Year 3: 4.0% / CPI	Centurion wages have consistently fallen below the Award and industry standards. We need to close the gap to other transport companies and protect your pay rates.
Full-time Hours	Hours averaged over 4 weeks	Minimum weekly & daily hours	Centurion shouldn't be able to roster you for 3 weeks @ 24hrs a week, then 80 hours for the 4th week.
Probation	Resets on changing employment type	3 Months (Total)	If you've been casual for 2 years and convert to permanent employment, Centurion could use this loophole to sack you 'on probation'.
Notification of Absences	"You must call in sick before your shift"	As soon as practicable	Sometimes you can't call in sick before your shift. You shouldn't be disciplined for something outside your control.
Allowances	Flat allowances	Allowances to increase with pay rates	Flat allowances means that they won't increase for years under this agreement.
Dangerous Goods	Class 3 allowance only applies to Bulk DG's	Class 3 allowance should apply to all placarded DG's.	You take high responsibility for DG's, you should be compensated.
Time Recording	Roster prevails over clock on	Actual hours of work to be paid	If you finish 15mins overtime, Centurion can manually change the time to your rostered finish time – not actual finish.
Consultation	When "definite decision" is made on change.	When "Seriously considering" a change.	What is the point of Centurion consulting with workers if they've already decided to make a change.
Unpaid Stand Downs	No pay during D&A investigation	All disciplinary stand downs to be paid.	You shouldn't be subject to harsh and prolonged periods of stand down without pay.

ISSUES THAT AFFECT FREIGHT OFFICERS:

CONDITION	CURRENTLY	⚠ CENTURION PROPOSAL
Sick Leave	13 days' per year	10 days' per year
Promotions	Clear progression based on time of service	IF Centurion decides to promote you
Coordinator Allowance	Team Leader Provisions	Coordinator Allowance – no defined duration (e.g. 1 day, or 1 month)
Duties	Set duties based on your classification	Centurion policies can change the scope of your role or duties at any time

ISSUES THAT AFFECT LOCAL DRIVERS:

CONDITION	⚠ CENTURION PROPOSAL
Overtime	Overtime after 50hrs a week
Rates of Pay	Proposed rates not high enough to compensate for all allowances and overtime incorporated into base rate. Margin above Award is much less than other areas of Centurion.

ISSUES THAT AFFECT LINEHAUL:

CONDITION	⚠ CENTURION PROPOSAL
"Point of Hire" definition	Unclear definition for FIFO and REGIONAL linehaul workers
Rostering	No pay for vehicle in workshop days
Public Holidays	Capped benefit & no flexibility of the additional 7.6hrs PH time.
Holidays	No option to use annual leave or sick leave for regular FULL days off.
RDO	No option provided to claim back 12 RDO's per year (award provision).
Dangerous Goods	No mention of Boat Allowances and Night Loading.

ISSUES THAT AFFECT HEAVY HAULAGE:

CONDITION	⚠ PROPOSED EA
RDO	No RDO's for workers to self-fund rostered days off.
Impassable Highways	Doesn't include scheduling delays or fatigue break delays.
Rates of Pay	Below pay parity with Road Train drivers.

ISSUES THAT AFFECT REGIONAL WA:

CONDITION	⚠ CENTURION PROPOSAL
Housing Allowance	In company policy instead of EA – which can be taken away/ changed.

When we fight, we win. If you're not a member, scan the QR code or click here to join now to keep up the pressure ahead of next week's bargaining meeting.

TWU VIC/TAS Richard Olsen P: 1300 727 614 E: info@twu.asn.au W: www.twu.asn.au

Authorised by Michael Kaine, National Secretary, Transport Workers' Union. Level 9, 447 Kent St, Sydney 2000 p(02) 8114 6500 twu@twu.com.au