

## **Road Safety Remuneration Tribunal**

### **Ten Ways to Cope with the Road Safety Remuneration Order 2016**

A difficult issue for some transport operators is dealing with the Contractor Driver Minimum Payments Road Safety Remuneration Order 2016 issued by The Road Safety Remuneration Tribunal in December 2015 to operate from 4<sup>th</sup> April 2016.

Ways to survive the change:

1. Write a Strategic Business Plan. Involve your key people. A few pages will do and summarise it into a One Page Plan.
2. Include a Customer Profitability Analysis with your Strategic Business Plan
3. Update your web site and LinkedIn profiles.
4. Negotiate new or interim terms with your customers.
5. If unable to negotiate mutually satisfactory new or interim terms with customers agree in writing with them what will happen on 4<sup>th</sup> April 2016.
6. Negotiate with your best sub-contractors terms on which you may offer them full time, part time or casual employment.
7. For customers you would like to continue working with negotiate rates at which you can supply your transport services using employees, and new employees, including former sub-contractors.
8. If you continue providing some sub-contractors to clients from 4<sup>th</sup> April, ensure you comply with the Order. Obtain expert written opinion if needed.
9. Keep your web site and LinkedIn profiles current.
10. Update your Strategic Business Plan and Customer Profitability Analysis monthly.

### **Post the Road Safety Remuneration Tribunal**

The industry no longer must cope with change forced by the Road Safety Remuneration Tribunal following its abolishment on 21<sup>st</sup> April 2016.

What are the Lessons?

1. Operators should review their business models. Should they be modified or changed?
2. Update their Strategic Business Plan.
3. The plan should include a Customer Profitability Analysis.
4. Their web site and LinkedIn profiles should both be current.
5. OH&S practices should be documented and followed; not just paid lip service.
6. Use up to date technology, software, and processes.

Operators should update their Strategic Business Plans monthly.

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