



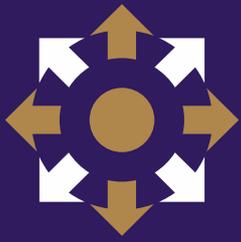
The Chartered  
Institute of Logistics  
and Transport

# Australia's

## BEST T&L PROFESSIONALS

INVOLVE | INFORM | DEVELOP | RECOGNISE





### **CILT Australia: Family – Stronger Together**

I recently attended the Chartered Institute of Logistics and Transport (CILT) International Convention in Dubai (13-16/09/15). Amongst the many and varied presentations was that from Dorothy Chan the Immediate Past International President. Again as she did at our Future Focus 2 Planning Workshop in Canberra in April this year she emphasised that we are part of the CILT International family – and that the family is stronger together.

In terms of this being a slogan as with those of other business enterprises it seems appropriate – a simple yet insightful set of words that encourages and motivates. However, if 'left on the shelf' so to speak the words gather dust and eventually go stale! To be useful the words must be actioned.

So what are the actions that give effect to our being part of the CILT International family – and enable us to be stronger together? In broad terms I believe that it first involves effort on our part to find our 'all' about CILT International – to learn who is in the family. Then to make quite explicit connection in 'all' that we do – to specifically mention in our introductions at events, in our networking and marketing generally. Indeed this linkage to an international family is one of the key characteristics that differentiate us in a positive way from other organisations against whom we compete for membership and participation at events and in professional development programs.

But we must go further! To just make reference to the fact we are a part of this international family does not address the issue of being stronger together. The strength derives from better understanding the folk from other jurisdictions throughout the world – their cultures, economies, their aspirations, the challenges they confront - and of how we might interact with them.

In a more parochial and self-serving sense, Australia is indeed part of a global economy and is slipping in terms of our productivity – our competitiveness. We are seeking to add to our being 'the' world's mine for base minerals and energy toward greater emphasis on trading our technology – across a wide spectrum of industries – inclusive of our research and education capabilities. Of particular note, Australia has I believe much to offer with respect to the logistics and transport industry – the domain of CILT Australia.

Consistent with promoting our being a part of the CILT International family and being stronger together I was recently appointed an International Vice President of CILT International. I see this role as highly complementary to that of Chairman of CILT Australia – that there are potential synergies I must harness. In that regard I will seek advice from the others from CILT Australia who also attended the International Convention in Dubai – Hanna Lucas, Elliot Price, Ryan Falconer and Kim Hassall - and from other members of the CILT Australia family.

Dr Neville Binning FCILT (Life)  
National Chairman | CILT Australia



*CILT Australia team at CILT International Convention  
From Left – Assoc Prof Kim Hassall FCILT,  
Dr Neville Binning FCILT (Life), Hanna Lucas MILT, Elliot  
Price CMILT, Dr Ryan Falconer CMILT.*



# In Memory of Peter Koning FCILT 1959 – 2015

It is with great sadness that we announce the recent death of our CILT Colleague and National Council Member, Peter Koning FCILT. Peter passed away suddenly at the end of August following his recent battle with cancer.

Peter started his career with British Rail as a management trainee in 1979 undertaking various operational roles in London, Kent and Suffolk. In 1993 his became commercial manager and account executive for Great Western Trains based in London and Swindon leading through to the privatisation of British Rail.

Between 1996 and 2000 he took on the role of Deputy Director European Affairs for Railtrack based in Brussels. During the time he spent in Brussels he founded the European Infrastructure Managers representative group, achieved significant levels on European funding for national rail projects and influenced policy formulation. He was closely involved the liberalisation of the European rail freight market and the creation of the European freight freeway network.



In 2000 he returned to the UK to become Head of Investor Relations at Railtrack. From there he went on to become Commercial Manager at Union Railways (HS1) before taking up a Development Manager post in London in 2004 with Network Rail.

In 2007 he left the railway for consultancy, joining AECOM in the UK and then Australia. While at AECOM, he worked throughout Europe and Australia on a wide range of rail related transportation projects. His experience includes direct involvement in some of Europe's most significant rail projects including the application of the rail interoperability directives, the construction of the Channel Tunnel Rail Link, and the development of the London Crossrail system.

He joined Network Rail Consulting in September 2013 as General Manager for Australia and New Zealand. As recognition of his outstanding transport capability and professional standing, Peter had recently been appointed as the Director of Operations and Maintenance for the Californian High Speed Railway Authority. Thus he was preparing to leave his position as General Manager Australia and New Zealand for Network Rail Consulting, the owners of the British railway network.

Peter joined CILT Australia as a Fellow transferring from the UK in September 2010 and joined the CILT Australia National Council as the NSW Section Chairman in 2011.

Peter was a larger than life character with a kind heart and a true gentleman. He was a committed hard working professional who was always polite and considerate to others. His intellect and good humour will be sadly missed.



*Peter alongside fellow NSW Section Committee Members at the 2013 National Awards Event in Sydney from Left: Bram van der Schaar, Dorothy Koukari, Peter Koning*





## CILTA's Annual Awards for Excellence Celebrating Excellence in Transport & Logistics

**Date:**

Saturday 7th November

**Time:**

12.00 – 18.00 AEST

**Venue:**

The Grove Marquee  
Doomben Racecourse,  
75 Hampden St,  
Ascot QLD 4007

*Includes Racecourse entry,  
Buffet Lunch, Race book,  
Entertainment and  
Beverages*

**Cost:**

Member \$155.00  
Non Member \$175.00  
Table of 10 \$1500.00

For catering purposes  
please ensure your  
bookings are made by  
Thursday 29th October.

Please join CILTA Australia and Transport & Logistics Industry Professionals to celebrate excellence in our Industry at our Annual Awards for Excellence Event on Saturday 7th November.

Excellence Awards across seven categories will be announced between races and entertainment will be provided throughout the day.

Don't miss this opportunity to network with like-minded T&L professionals whilst enjoying a day at the races. Bring your partners, colleagues and friends for a mix of business and pleasure!

Awards to be announced:

- ❖ **Young Professional of the Year (Sponsored by APS Group)**
- ❖ **Excellence in Moving Freight (Sponsored by Mack Trucks)**
- ❖ **Excellence in Moving People**
- ❖ **Excellence in Safety**
- ❖ **Excellence in Professional Development**
- ❖ **Excellence in Government Innovation (Sponsored by Zebra)**
- ❖ **Excellence in Transport Policy, Planning and Implementation (Sponsored by NetSuite)**

**REGISTER NOW**

<https://www.cilta.com.au/eventform-awards2015>

**Awards Partners:**



**Media Partner:**



# Annual Awards for Excellence 2015

## Excellence Awards Finalists

### ❖ **Young Professional of the Year** (sponsored by APS Group): [LEARN MORE](#)

This award recognises the significant achievements and contribution of a young professional to their organisation and the broader transport and logistics industry.

- Kieran Boyce
- Dr. Alexa Delbosc
- Hannah Marsden
- Jordan Streeter
- Shaun Toussaint
- Nhan Tran
- Simone Turner
- Matthew Bergin
- Rakesh Bandipelli
- Sara Moridpour



### ❖ **Excellence in Moving Freight** (sponsored by Mack Trucks): [LEARN MORE](#)

This award recognises an organisation that shows outstanding achievement in the management of freight.

- Hitech Asia Pacific
- Mainfreight
- Mountain Industries
- Qube Ports & Bulk
- TMR - Type 2 Road Train Access through Roma
- TMR - RoadTek, Angellala Creek Bridge
- Sensis Pty Ltd



### ❖ **Excellence in Moving People** [LEARN MORE](#)

This award recognises an organisation that shows outstanding achievement in the transport of passengers by air, rail, road or water.

- TMR - MyTransLink App
- TMR - Real Time Travel Information
- TMR - Step Hear System
- Transit Australia Group
- Transdev WA Pty Ltd
- Transport for NSW

### ❖ **Excellence in Safety** [LEARN MORE](#)

This award recognises an organisation that has demonstrated a practical and exceptional commitment to excellence in safety in Australian Passenger, Freight and Defence Transport or Logistics.

- Aurizon
- COR Australia
- Patrick Bulk Port Services
- Transdev WA
- TMR - Queensland Road Safety Action Plan 2013-2015
- National Truck Accident Research Centre (NTARC)
- TMR - Wide Centre Line Treatment on Queensland Highways

### ❖ **Excellence in Professional Development** [LEARN MORE](#)

This award recognises an organisation that has demonstrated an exceptional commitment to the development of its employees.

- Asciano
- Queensland Rail
- Department of Infrastructure and Regional Development
- Ostwald Bros & QGC Partnership

### ❖ **Excellence in Government Innovation** (sponsored by Zebra): [LEARN MORE](#)

This award recognises a Government Department (Federal or State) that has demonstrated outstanding achievement in Logistics and Transport Innovation

- Fremantle Ports
- TMR - Gladstone LNG Export Project
- TMR - Flinders Highway Flood Study
- TMR - Transport Network Reconstruction Program
- TMR - Moreton Bay Rail Project – Koala Management Plan
- Department of Infrastructure and Regional Development



### ❖ **Excellence in Transport Policy, Planning & Implementation** (sponsored by NetSuite) [LEARN MORE](#)

This award recognises an organisation that shows outstanding achievement in Transport Policy, Planning and Implementation.

- Arup and PATREC
- ITLS
- TMR - Transport Network Reconstruction Program
- TMR - PRISM



### Official Media Partner:





The Chartered  
Institute of Logistics  
and Transport

# CILT Australia Professional Development Directory 2015-2016

## Upcoming Courses



*Supply Chain*  
SCHOOL

If you're struggling to get a Better Understanding of  
Supply Chain Management ... then this ..... has all the answers for you!



## Supply Chain School

Supply Chain Management, Transportation, Warehousing, Inventory Management, Purchasing and Procurement, Benchmarking, Cost of Service and how to reduce it, Outsourcing: Tools and Models such as Network Modelling, Continuous Improvement, Job/ Career analysis and planning and managing people and supply chains, and lots more.

### Supply Chain School consists of :

- Three 'full on' two-day schools per year
- Members only Networking dinner day one of each school,
- 52 weekly Online Coaching Program/E-classes,
- 4 Members only Insider Webinars,
- plus lots of other goodies along the way.

**When:** 10<sup>th</sup> & 11<sup>th</sup> November 2015 | 8<sup>th</sup> & 9<sup>th</sup> March 2016 | 19<sup>th</sup> & 20<sup>th</sup> July 2016  
**Time:** 9.00am – 5.30pm  
**Venue:** Novotel Parramatta, Sydney, Australia  
**Website:** <http://www.supplychainschool.com/>  
**Contact:** Rob O'Byrne | +61 417 417 307 | [Robryne@logisticsbureau.com](mailto:Robryne@logisticsbureau.com)

### Professional Sector Relevance:



### CILT Key Knowledge Areas Covered:

1 – 20



**Take this opportunity to further your professional Development to accelerate your career.**

Visit the CILT Australia PD Directory at:

<https://www.ciltapd.com.au>

*The website is updated constantly so please ensure you visit regularly.*

*Want to have your T&L Courses listed in this Directory?  
Contact: Wendy Hillman, Education & PD Coordinator  
[education@cilta.com.au](mailto:education@cilta.com.au)*



## Reviews from our Latest Sector Committee Meetings:

### Continuous Improvement Committee Meeting:

#### Discussion Topic: How is Continuous Improvement (CI) applied to logistics?

Discussions in this meeting talked about application of CI in logistics specifically standardised job routines, operator multi skilling and facility design/layout and the associated benefits in quality safety and accuracy and productivity) across environments such as warehousing and transportation. Examples were provided from the experience and learning of the members with some intricately linked learning from each topic.

It was a great discussion and we look forward to future meetings where will continue to discuss specific applications of CI in Logistics, the associated benefits and look to provide a sounding board for members to share their experiences and learnings from projects completed within organisations and industries.



READ MORE: <https://www.cilta.com.au/news-continuous-improvement-sector-committee-meeting-2>

### Rail Freight Committee Meeting:

#### Discussion Topic: “Would the sale of ARTC to the private sector support the creation of a level playing field between road and rail freight”



Rather than privatising all or part of the Australian Rail Track Corporation (ARTC), the Australian government should recognise that with the increasing population and the current road pricing regime, that more public funding needs to be provided to the interstate rail network. This includes funding for an inland railway.

Two main questions were addressed:

1. Should the state be the provider of interstate rail track infrastructure?
2. Is there a role for a level playing field ?

READ MORE: <https://www.cilta.com.au/news-rail-freight-sector-committee-meeting-notes>

*Please note that these reviews may not reflect the views of CILTA or all CILTA Members but is a reflection of discussion from those committee members present at the recent Sector Meetings.*

#### Interested in getting involved in a Sector Committee?

Sector Committees are designed to bring members together that are working or have an interest in a particular field of Transport & Logistics. Their aim is to provide and encourage debate, provoke response and engagement on significant issues within the Sector.

#### Current Sector Committees:

Rail Freight  
Continuous Improvement  
Passenger Transport

Interested in starting a new Sector Committee? – contact CILTA National office on [admin@cilta.com.au](mailto:admin@cilta.com.au) to discuss.





# UPCOMING WEBINARS

[www.cilta.com.au/page-events](http://www.cilta.com.au/page-events)

## CoR Myths and Legends

Tuesday 10<sup>th</sup> November

Chain of Responsibility (CoR) laws are very different to past practices. The presentation will cover some of the key myths and put to bed some old legends.

Topics included will be:

- Regulators not accepting curtains as Load Restraint
- Regulators can recover more than just fines:- Manslaughter, Property Damage and Benefit Recovery
- Regulators will prosecute using your data, even if you cannot use it or find it
- Paperwork and signatures cannot protect your brand

Guest Speaker: Andrew Watt, Project Director, CoR Australia

**ADST:** 13.00 – 13.45, **SA:** 12.30 – 13.15, **QLD:** 12.00 – 12.45, **NT:** 11.30 – 12.15, **WA:** 10.00 – 10.45

**REGISTER NOW**

<https://attendee.gotowebinar.com/register/2983135944430550017>

CHAIN OF RESPONSIBILITY



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## The Price Is Right or Wheel of Fortune? Enterprise Bargaining in a sluggish economy

Wednesday 25<sup>th</sup> Nov

Many businesses, having entered the realm of enterprise agreements, will be looking at re-entering bargaining in 2016 for the first time in several years, in a sluggish economy and with resurgent union militancy in several sectors.

This session aims to reacquaint businesses with the process, discuss the FWC's promoted model for bargaining and agreement making, and provide Piper Alderman's tips for the successful preparation and conduct of bargaining.

Guest Speaker: Stephen Hughes, Partner, Piper Alderman

**ADST:** 13.00 – 13.45, **SA:** 12.30 – 13.15, **QLD:** 12.00 – 12.45, **NT:** 11.30 – 12.15, **WA:** 10.00 – 10.45

**REGISTER NOW**

<https://attendee.gotowebinar.com/register/3305729357485546498>



# T&L Trivia

Edition 13 - Answers



## All about CILT:

1. The Institute was originally formed as the Institute of Transport in the UK, in what year did this occur?

1919

2. In what year did the Institute of Transport have their Royal Charter Granted to become the Chartered Institute of Transport?

1926

3. In what year was Logistics added to the name of the Institute forming what we know of today as the Chartered Institute of Logistics and Transport?

2001

4. Today how many CILT Branches are there worldwide?

31

5. In what year did a branch of CILT form in Australia?

1935

6. Which Royal is the International Patron of CILT?

Her Royal Highness Queen Elizabeth II is the CILT International Patron and HRH the Princess Royal, Anne is Honorary President of the Institute and Patron of the CILT in the United Kingdom.

7. In 2013 CILT launched their new branding, what is the slogan that ties this branding together?

Stronger together

8. The International Convention is taking place in September this year, where is this being held?

Dubai

9. In what year did CILT Australia become an incorporated body?

26<sup>th</sup> October 1992 – The Chartered Institute of Transport in Australia – Incorporation of an Association

2<sup>nd</sup> February 1993 – The Chartered Institute of Transport in Australia – Registrable Australian Body

6<sup>th</sup> May 2002 - The Chartered Institute of Logistics and Transport in Australia – Registrable Australian Body

10. In what year were our Sections established? Match the Section with its Date

NSW	January 1935
VIC	October 1949
Hunter	July 1957
QLD	September 1952
WA	November 1955
SA	October 1961
TAS	April 1975
ACT	October 1974
NQLD	June 1984
NT	November 1990

## Logistics Workplace Winners! How they did it!

It's great to hear about transport and logistic organizations getting serious about workplace health and wellness programs.

An article in ATN 2/4/15 reports that Western Australia's ARRB group took out a Bronze award for making it's workplace healthier, happier and more productive.

Something that any business owner or employee would want!

Imagine the ROI on having healthier workers and bosses.



Less sick leave, absenteeism and your people having more energy that could be channelled into greater productivity, increased attention and awareness.

I wonder if error rates, accidents and conflicts would decrease?

If I was a person that liked to punt, then I'd be putting some serious money on that last trifecta!

So what did they do to be able to step up onto the podium, under the spot lights, hand on heart singing the national anthem and receive the bronze medal amidst a roaring applauding crowd!?  
(...sorry got carried away, thought I was at the Olympics!)

One of the initiatives was gather info into their peoples travel choices and how they could improve on their congestion and green house emissions...which the planet is very happy about!



They also encouraged their people to increase their physical activity, provided group fitness sessions and that's gotta be good for team cohesion and bonding!

Especially if it then translates into regular activity's like warehousing staff versus admin staff in the lunchtime volleyball or table tennis grudge match cup.

You could mix the teams up which helps staff from different work areas bond with colleagues they don't work with- if people know that they can depend on them in the "lunchtime legends cup" then next time your dept. or section needs that urgent attention on whatever...it will magically occur!

The 10,000 steps challenge is also a great way to get staff moving and energised. But what I found really interesting was an allowance for health and wellbeing purchases. How happy would staff be getting some bucks to do something really good for themselves....*what's that masseurs phone number!*



So, it's a big congratulation to ARRB group for looking after your people, and the upside is that the company gets a win as well!

Regards,



Chris Richardson  
Productive Minds

[www.productiveminds.com.au](http://www.productiveminds.com.au)

To watch the Video Blog please click thru to link below

<http://productiveminds.com.au/2015/06/logistics-company-health-and-wellbeing-winner/>

## 2015 Queensland Road Safety Awards Congratulations to CILTA Members achieving Excellence

CILTA would like to congratulate two of our Members for their recent achievements in the 2015 Queensland Road Safety Awards. John Duffy and Wayne Striplin both received Highly Commended for their nominations.

The awards run by QUT's Centre for Accident Research and Road Safety - Queensland (CARRS-Q), recognised the local efforts of road safety campaigners working to reduce the road toll.

### Australian Bus and Coach Drivers' Guide

Nominated Person: John Duffy CMILT CPP - Tour Coach Services

Result: Highly Commended, 2015 Queensland Road Safety Fleet and Occupational Award

#### Project Overview:

As a professional coach driver studying Heavy Vehicle Driving Instruction, the author was astounded at the lack of comprehensive resource materials available to suit Australian conditions, particularly for the heavy passenger transport industry. Conspicuously absent was comprehensive information for specific Australian hazards and emergency driving (eg. mechanical failures). The author researched, developed and published the "Australian Bus and Coach Drivers' Guide" to address this shortfall in the industry, providing a comprehensive but economic resource for all Australian bus and coach drivers. This book imparts the required information for the practical driving test for buses, more advanced and detailed skills for experienced operators (addressing particular Australian driving hazards), and an industry overview towards the highest level of driving professionalism. It also addresses current safety and environmental issues facing the industry.

### Bus Driver Safety Program

Nominated Person: Brisbane Bus Line & Strategix Training Group (Wayne Striplin CMILT)

Result: Highly Commended, 2015 Queensland Road Safety Industry and Business Award

#### Project Overview:

Brisbane Bus line's (BBL) and Strategix Training Group (STG) embarked on a Road safety program designed to improve road safety, develop existing staff and introduce new and safer drivers to the bus industry 2014. The core part of the program was a risk based Defensive Driving Course, that every driver has to attend. Other components of this program included-enrolling drivers into the Certificate 111 in Driver operations for the existing drivers and developing our drivers further. We also created a BBL Bus driver Academy. This allowed BBL & STG to target select candidates to attend an intense 5 week program to become qualified as a new bus driver. The overall program promotes safety for our drivers, passengers and the the Queensland community. The inclusion of 12 month poster campaign highlighting key points of the defensive driving course are displayed each month in various locations and depots.

The 2015 Queensland Road Safety Awards are supported by the Queensland Department of Transport and Main Roads, Queensland Police Service, the RACQ and the Motor Accident Insurance Commission.



*From Left, Mark Bailey MP, Minister for Main Roads, Road Safety and Ports, BBL Representation, John Duffy & Wayne Striplin.*

## TransportAustralia.com.au

TransportAustralia.com.au is about making it easier to locate training, safety, compliance professionals in Australia to do with transport.



**TRANSPORT  
AUSTRALIA  
COM.AU**

### CAN'T REMEMBER WHEN YOUR TICKETS ARE DUE??

Don't rely on your brain to remember!! Now there's one place to go to keep all those due dates and reminders for all your licenses, tickets, permits, cards and notes (anniversary dates!!) We'll can let you know when it's time to renew.

Trailer Inspection due? When did you need to rotate those tyre's?? Now you won't forget a thing! Your mobile will remember it all!!

Just list your details with TransportAustralia.com.au and our app will keep you up to date with the latest transport and related training courses, providers etc and we can set it up to send you reminders so you don't miss all those important dates in your life! Even down to your TSAA membership renewal!!

MC, Blue Card, MSIC, DG's, DGSC, LF, Forklift, LL, Loader Certificate/s, Permit's, Passes, AIP, Passport, Inspections, Chain of responsibility, COR Training, Load Restraint Training, EWP, the list is endless! This app will keep it all together! Sign up now - its free!!

[www.TransportAustralia.com.au](http://www.TransportAustralia.com.au)

### Client Centre:

Manage and record their licences, permits, passes etc in a safe secure environment that can be accessed from any web enabled device. These days we are required to have more and more licences and they don't all expire at the same time, this portal can offer you one place to add and access all details.

### Provider Centre:

This section is for providers of service and/or product to the transport and related industry with a focus on safety, training, compliance. We provide, a full business profile, which includes; Company Logo, pictures of your choice, company Name phone, fax, website, email, company information and services as well as online inquiry management.

*"Safety is everyone's responsibility and by making the information on training more readily available, we are helping people to make an informed choice regarding their training needs and the safety of all around them."*

Ben Fagan, Founder, TransportAustralia.com.au

## Videos recommended by Members

### Sailing down the expanded Suez Canal



Follow Adrian Mærsk through the 163 km canal in only 3 minutes. WATCH HERE:

<https://www.youtube.com/watch?t=57&v=D0la7Bt4KB8>

### Samsung 'Safety Truck'



Makes It Easier For Drivers To See The Road Ahead Before Trying To Pass. WATCH HERE:

<https://www.youtube.com/embed/ZetSRWchM4w?rel=0>

**TATA CONSULTANCY SERVICES**

Experience certainty.



## TCS Global Trend Study 2015

Learn how companies are experiencing a significant improvement in business profits through the Internet of Things (IoT).

Download the Full Report: <http://sites.tcs.com/internet-of-things/>

Technologically inclined companies, dealing in various products and services, are experiencing a significant improvement in business profits through the Internet of Things.

### Key Findings:

- › IoT spend will increase by 20% to \$103 million in 2018
- › IoT spend is directly proportional to the price of a company's product
- › Mobile apps are the most commonly used IoT technologies
- › North America and Europe lead IoT adoption
- › Companies using IoT technologies increased revenue by 16% in 2014
- › Industrial manufacturers are ahead of others in leveraging the IoT
- › The most important issues to address are strategic and cultural

## Implementing an Enforceable Drug and Alcohol Policy



*Partner, Tim Capelin and Lawyer, Amrita Kumar look at some of the practical issues to consider when considering the implementation of an enforceable workplace drug and alcohol policy*



Recent developments suggest we may be moving towards a greater consensus in the views of employers, tribunals, unions and employees in regard to managing drugs and alcohol in the workplace. Indeed, in recent times, even the militant building union, the CFMEU, acknowledged the need for mandatory drug and alcohol testing on building sites.

So the resistance to implementing effective D&A policies is reducing. This still leaves the question as to how to implement an effective D&A policy, including one with penalties if it is breached? In short, to achieve the best results, you need a well understood policy that is appropriate for your workplace and it needs to be consistently implemented.

Whilst each organisation should determine what is most effective for it, the elements of an appropriate policy should include:

- A clear statement prohibiting being affected by, using, consuming, possessing, manufacturing, selling, buying or transferring illegal drugs, prescription and pharmacy drugs or alcohol, while at work.
- An exception to the general prohibition where possession/use of prescription and pharmacy drugs are disclosed and managed as medically recommended.
- A process for workers to notify of personal drug issues and for an employer response once notified – usually to co-operate with the worker’s recovery plan whilst avoiding the worker being impaired at work.
- Specifics of alcohol and other substances’ blood content level that will amount to a policy breach.
- A mandatory testing regime compliant with Australian Standards and setting out the procedure for the regime’s operation.
- The potential consequences if the policy is breached.
- A requirement that appropriate confidentiality is maintained in relation to information gained through the operation of the policy (to only those who need to know).

Your policy should prescribe a mandatory testing regime setting out the type of testing that will be used, for example urine, saliva, blood or breath testing. Saliva testing or oral swab testing seems to be the preferred approach in recent times. However, caution should be taken in ascribing broad principles from cases (such as Endeavour Energy v CEPU) where at first glance urine testing appears to be rejected as inappropriate by the tribunal. However, in that case the facts peculiar to that organisation were very important and therefore it has limited general relevance.

The recent decision of Harbour City Ferries Pty Ltd v Mr Christopher Toms upheld the use of urine testing in the workplace. In this case Mr Toms, a ferry captain, was dismissed for testing positive for Marijuana in a urine test after a ferry accident. Harbour City Ferries had a zero tolerance policy on drugs and alcohol in the workplace. The evidence before the court could not establish whether the presence of marijuana in Mr Toms’ blood stream contributed to the accident. Nonetheless, the court on appeal found that that the termination was valid and impairment was not relevant to misconduct identified as non-compliance with the zero tolerance policy. This decision indicates that even though

tribunals have acknowledged that urine testing is not always the best guide to the actual presence of drugs in an employee's system, or any impairment, a properly implemented zero tolerance policy utilising urine testing can still be defensible. This is particularly the case in circumstances of high risk and high responsibility such as passenger transport.

A drug and alcohol policy will be ineffective unless well understood. Workers need to receive training and education on all elements of it, including the consequences of breach.

Training should also address the key underlying purpose of your organisation's policy. That is, ensuring your organisation is as safe as it possibly can be for the benefit of workers, their families and the public!

Training should occur at induction, but also should be ongoing to make it clear that management actively supports the policy and will consistently implement it.

When implementing a drug and alcohol policy, workers should be advised of the assistance that is available to them to address any substance abuse problems they may have. This could be through an Employee Assistance Program (EAP) or alternatively by highlighting generally available assistance that is provided through organisations such as Alcoholics Anonymous or Beyond Blue.

Reducing the impact on workplace safety of drugs and alcohol can be difficult. However, with a clear policy, clearly communicated, consistently implemented and backed up by employee support, you can reduce the risks substantially.

For further information, contact Tim Capelin at Piper Alderman on +61 2 9253 9936 or email at [tcapelin@piperalderman.com.au](mailto:tcapelin@piperalderman.com.au).



## CHAINalytics



### [Fuel Surcharges: How They Work and Why Fuel Levies Matter to Australian Shippers](#) | *Richard Koch*

When was the last time you checked the fuel levy you are being charged is correct? Do you know where to find the fuel price benchmark for the calculation?

[READ MORE >](#)

### [How IKEA Saves Millions Through Packaging Optimisation](#) | *Tom Blanck*

It can be surprising how seemingly minute changes, can cascade through the supply chain and can end up saving companies millions of dollars. Most companies have undiscovered opportunities - sometimes in plain sight - just waiting to be tapped.

[READ MORE >](#)



### [Thriving In Post-AEC ASEAN Markets](#) | *Tim Foster*

The supply chain implications of the AEC's ambitious goals are massive. When this effort ultimately takes off, the AEC will instantly become the eighth largest economy in the world.

[READ MORE >](#)

## Maintaining a World Class Supply Chain – Lessons from Tesco

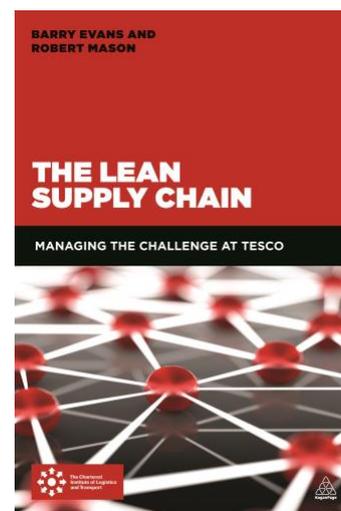
“Supply chain and inventory management systems are the lifeblood of Tesco” (Mike McNamara, former Chief Information Officer, Tesco).

Tesco used Lean thinking, loyalty, and simplicity to grow under a determined supply chain strategy, which ultimately enabled it to achieve a dominant position in the market. As the first retailer to realise the potential of convenience stores and online shopping, being able to anticipate market trends and changes in customer value has been central to Tesco's success. However, Tesco has not been so adept in adapting to recent changes in the consumer value proposition.

Drawing upon Barry Evans and Robert Mason's direct experience of working with Tesco, ***The Lean Supply Chain: Managing the Challenge at Tesco*** explores how Tesco has addressed and are addressing the challenge of managing their supply chains.

Key features of the book:

- Explores not just the 'what' and 'why' but **'how' Tesco built one of the world's most successful supply chains**
- Detailed study of **how lean concepts have given Tesco the leading edge** in the grocery sector
- Examines Tesco's most **important innovations**, including their revolutionary Home Delivery and Click and Collect service
- Demonstrates how Tesco **increased customer loyalty** by focusing on delivering customer value
- Assesses how Tesco are dealing with **current challenges** and market changes as well as the necessary **adaptations** to maintain their market dominance



*“For many years Tesco has been regarded as a world-class retailer. In this insightful book the authors detail the way in which Tesco have utilized best-in-class practices to create a highly effective and efficient supply chain. It's timely. The authors look in detail at how Tesco have been able to build a world-class supply chain. It should appeal to a wide audience - not just those interested in retail”.* (Martin Christopher, Emeritus Professor of Marketing and Logistics, [Cranfield School of Management](#))

### Download Sample Chapter

Download the sample chapter for an overview of:

- Tesco's most recent challenges, including the horsemeat and accounting scandal
- How Tesco has responded to maintain its market position
- What are the prospects for the retailer looking ahead

Download the sample chapter now – simply visit: <http://www.koganpage.com/form/the-lean-supply-chain-download-sample-chapter-now>

### Member offer

In order to build a Lean supply chain, guidance from a major global player is invaluable. So don't miss this exclusive limited time offer. Buy *The Lean Supply Chain: Managing the Challenge at Tesco* direct from the Kogan Page website before 31 October 2015 to receive your exclusive **20% discount**. Simply go to <http://www.koganpage.com/LSC> and enter discount code **CILTA0915** when prompted at the checkout.



## Safety: The Next Frontier

**When:** Monday, 16 Nov 2015 - Tuesday, 17 Nov 2015

**Where:** Melbourne, Australia

Challenging conventional safety wisdom with thought leadership to enable a paradigm shift in traditional safety practices

Safety: The Next Frontier is a forum by safety professionals, for safety professionals that promises to divert you away from the run-of-the-mill discussions and bring to the forefront, experts and thought-leaders in this space, helping you find a way out of the current stasis. Maintaining a good balance between the latest cutting edge work in the safety arena and theories in the safety arena, case studies from industry practitioners and opportunities to discuss potential solutions with fellow peers experiencing similar challenges, this power packed event will guarantee you the ROI for your time and money spent! The opportunity for improving safety as a discipline and the chance of making a difference to the work of thousands of employees should not be ignored.

To request for brochure or registration, Please contact Elise Chew at [SuC@marcusevanski.com](mailto:SuC@marcusevanski.com) with the code for CILTA members' discount - STNF1CILTA

Elise Chew - +603 2723 6662 || [SuC@marcusevanski.com](mailto:SuC@marcusevanski.com)

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## ALC Diversity & Inclusion Summit



**When:** Wednesday, 25 Nov 2015

**Where:** Melbourne

The Australian Logistics Council encourages you to save Wednesday 25 November 2015 in your diary to attend the ALC Diversity & Inclusion Summit in Melbourne.

It is critical that the logistics industry reflects the community it serves. ALC's recent publication, People, Women and Diversity – Opportunity for Change, clearly outlines the task ahead and the work that needs to be done to build on the good work already underway by many leading logistics companies to develop greater diversity in the workplace. The Summit reflects ALC's commitment to ensure the logistics industry has the best possible talent working across all parts of the supply chain. At the event, we will map a series of strategies ALC will adopt to encourage and retain more women in the logistics industry, to widen the recruitment pool and help bring a new perspective to the industry.

Registrations will be on sale in the coming weeks, visit [www.austlogistics.com.au/DiversityandInclusionSummit](http://www.austlogistics.com.au/DiversityandInclusionSummit) for more information and updates.

CILTA members can access a discounted registration rate of \$450 per person for the Summit. To take advantage of this offer once registrations open, select 'Delegate Registration' and apply discount code 'Supp2015'.

Kirstie Walkden - 02 6273 0755 | [admin@austlogistics.com.au](mailto:admin@austlogistics.com.au)

## GovProcure 2015

**When:** Tuesday, 01 Dec 2015 - Thursday, 03 Dec 2015

**Where:** The Menzies Hotel Sydney

GovProcure 2015, now in its second year, will provide a unique platform for all public sector stakeholders and organisations engaged in procurement to enhance their understanding and knowledge of the latest developments, initiatives and legislative changes taking place in this evolving sector.

Featuring key speakers from the Government of Canada, Auckland City Council, the Australian Department of Finance, the ATO and more, GovProcure is the ideal opportunity to gain insights into how leading minds are increasing procurement value.

Explore how to transform your public sector purchasing operations in order to achieve better procurement results.

[Download the conference brochure here](#) for further details.

**CILTA Members receive 10% discount – quote ASSN when registering.**

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## Chain of Responsibility & Heavy Vehicle Safety



PRESENTING THE 10TH ANNUAL

# Chain of Responsibility & Heavy Vehicle Safety Conference | Driving effective compliance

2 – 3 December 2015 | Pullman Quay and Grand Sydney Harbour



**When:** Wednesday, 02 Dec 2015 - Thursday, 03 Dec 2015

**Where:** Pullman Quay Grand Sydney Harbour

A conference discussing all areas relating to Chain of Responsibility & Heavy Vehicle Safety: Technology, Government, Fatigue, Regulators, Operators, Police, Lawyers and Academics.

It is vital that all links in the supply chain are fully aware of their obligations under Chain of Responsibility and the National Heavy Vehicle legislation. The 2015 conference will share how the new laws have been implemented and enforced, demonstrate recent case-studies and give practical advice with regards to heavy vehicle safety and CoR compliance.

<http://www.informa.com.au/conferences/transport-conference/safety-conference/chain-of-responsibility-heavy-vehicle-safety-conference>

All CILTA Members are entitled to a 10% discount - please use the Promo Code: PROMOCILTA

Scott Macfarlane - 02 9080 4109 || [scott.macfarlane@informa.com](mailto:scott.macfarlane@informa.com)



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and Transport

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**INVOLVE – INFORM – DEVELOP – RECOGNISE**