

YOUR JOURNEY. COUNTLESS OPPORTUNITIES.

REAL CAREERS.
REAL IMPACT.
KEEPING PEOPLE,
GOODS AND COMMUNITIES
MOVING.

A CAREER
THAT KEEPS
AUSTRALIA
MOVING



DIVERSE ROLES.
STRONG FUTURES.
ALL ROADS LEAD
TO OPPORTUNITY.



DRIVING
THE FUTURE



MAINTAINING
WHAT MOVES US



LOGISTICS
BEHIND EVERY MILE



SAFETY & COMPLIANCE
EVERY JOURNEY MATTERS



LEADERSHIP
MOVING FORWARD



CHOOSE YOUR PATH. DRIVE YOUR FUTURE.

THE ROAD TRANSPORT INDUSTRY

DRIVING
AUSTRALIA
FORWARD



The Road Transport Industry employs over **380,000 Australians** in a wide range of roles and it provides many career opportunities for you as an employee or as a business owner.



Over **70%** of the trucks on our roads are owned and operated by small family businesses and they all have the opportunity to grow into large businesses with hundreds of trucks, just like Allan Scott (Scott's Transport) and Lindsay Fox (Linfox) did.

Road Transport is the cardio-vascular system of Australia's economy.



We bring in **everything you need**, from food and clothing to furniture and building materials and all the supplies needed by manufacturing, agricultural and mining businesses.



Then we **take out the rubbish** and transport finished products to market.



COVID taught everyone what we already knew:

Trucking Supports the Community's Daily Lifestyle.



When the state borders closed at the start of COVID and the trucks couldn't deliver all the interstate freight, **shop shelves quickly emptied.**



Government's realised they had to allow the trucks to **keep moving** to supply and sustain the community and the economy.



ALLAN SCOTT
SCOTT'S TRANSPORT



LINDSAY FOX
LINFOX



EVERYDAY. EVERYWHERE. EVERYONE.
ROAD TRANSPORT KEEPS AUSTRALIA MOVING.

There are many types of trucking operations; general freight (things in cartons), livestock, massive Over Dimensional Freight that might weigh 100 tonnes that is carried on highly specialised trucks under police escort because they take up the entire road, to tanker operations for wine, milk, fuel etc and many more.



Trucks operate throughout Australia in all cities and towns, doing local work (under 500km), on highways between cities, across state borders and throughout rural and remote Australia. Put simply, trucks go everywhere and carry everything that we all rely on every day.

It's not all about **driving**, although that is the most obvious job, with the best office-window views.

OPERATIONS

Before drivers can carry the freight, it has to be organised.

In every trucking business there are skilled people in Operations who have the very important job of arranging the freight that might come from, or be going to, 10 or more customers, into consolidated loads for each trailer.

This is done so as to maximise the efficiency of the freight handling and transport and includes working out which trucks will drop which trailers where and when for loading/unloading or for other trucks to pick up and continue the freight journey.

These people are brilliant at solving complicated puzzles and trouble-shooting unexpected problems. Some do it in their head, others use sophisticated programs.

WAREHOUSE, FORKLIFT LOADING/UNLOADING

Everything has to be stored in warehouses until its loaded onto trucks, restrained and transported.

Highly skilled people perform this work safely and efficiently, ensuring trucks are loaded legally and safely and they maintain inventories and stock control.



COMPLIANCE MONITORING AND SAFETY MANAGEMENT

Trucking is a heavily regulated industry with legislation and rules covering the size of trucks, how much they can carry on certain roads, how freight has to be tied down/restrained, how long drivers can work for and how often and how long they must rest, the roadworthiness/safety of the trucks and much more.

Everyone involved in the movement of freight, including the customers at each end, is legally required to play their part in the **Chain Of Responsibility**. All of this is carefully monitored and managed by Compliance Managers and staff. They use a wide range of systems including technology in the trucks that monitor and record the speed and location of the truck and track and report any warning signs of driver fatigue or distraction.

SCHEDULERS

Key people in trucking businesses organise schedules for every trip to ensure they can be done safely and legally without fatiguing drivers.

They need to be adaptable to cope with unexpected delays, including floods and late freight. They also provide contact and support for drivers on the road.

WORKSHOPS AND MECHANICS

Trucks are hard working vehicles that typically do ten times more kms in a year than the average family car.

They must be maintained in a roadworthy condition all the time. Nothing breaks or fails while a truck is parked in a depot, only when trucks are working out on the road; just like cars.

But unlike cars, trucks, especially long distance trucks, are checked after every long trip and on a regular scheduled maintenance program basis, by the tens of thousands of mechanics employed by all the trucking businesses around the country.



IT AND SYSTEMS

trucking is now so complex and sophisticated that keeping track of all the freight and the trucks and trailers let alone managing and tracking all the documentation, requires more and more use of sophisticated programs and technology.

Good IT and systems people have plenty of opportunity in the trucking industry.



ADMINISTRATION

All of this has to be managed either by the owners of the business or by experienced management teams responsible for marketing/sales, contract negotiation, accounting, purchasing, Industrial Relations and legal issues.

They are supported by tens of thousands of administrative and clerical staff who handle all the documentation and processing tasks and maintain all the extensive records that every trucking business is required to keep.

***SO THERE ARE PLENTY OF CAREER OPPORTUNITIES FOR YOU IN TRUCKING.
WHETHER YOU WANT TO:***

- DRIVE TRUCKS LOCALLY IN LIGHT COMMERCIAL VANS OR SEMIS
DOING DELIVERIES IN CITIES OR TOWNS**
- DRIVE THOUSANDS OF KMS THROUGH AUSTRALIA'S WONDERFUL LANDSCAPES,
FROM THE GREEN AGRICULTURE PASTURES AND FORESTS TO THE ARID,
RUGGED OUTBACK, CATCHING GLORIOUS SUNRISES AND SUNSETS**
- APPLY YOUR PUZZLE-SOLVING SKILLS TO WORK IN AN OPERATIONS TEAM**
 - MONITOR AND MANAGE COMPLIANCE AND SAFETY**
 - DEVELOP AND MANAGE IT SYSTEMS**
 - MANAGE A TRANSPORT BUSINESS**
- ESTABLISH AND OWN YOUR OWN TRUCKING BUSINESS**



WAGES FOR TRUCK DRIVERS

Earning **\$100,000 to \$120,000** annually is not unusual for Long Distance truck drivers.

Truck Drivers (depending on their experience and license qualifications) can expect to earn upwards of the hourly rates shown below.

Most truck operators pay above these rates.

LIGHT RIGID

LR 4.5 TONNE TO 8 TONNE

Small trucks / minibuses



\$26.87HR

MEDIUM RIGID

MR 2 AXLES AND
GREATER THAN 8 TONNE

2-axle trucks



\$27.51/HR

HEAVY RIGID

HR 3 AXLES AND
GREATER THAN 8 TONNE

Large rigid trucks
(3+ axles)



\$28.32/HR

HEAVY COMBINATION

HC
Prime mover +
single trailer (semi-trailer)



\$29.00/HR

LONG DISTANCE:

\$42.98/HR

MULTI COMBINATION

MC
B-doubles & road trains



\$30.78/HR

LONG DISTANCE:

\$45.62/HR

TRUCK DRIVING LICENCES



YOUR PATH. YOUR CAREER. KEEP AUSTRALIA MOVING.



START HERE CAR LICENCE (C CLASS)

Must be held for at least **12 MONTHS**

A GREAT CAREER STARTS HERE!



LIGHT RIGID

LR 4.5 TONNE TO 8 TONNE

Small trucks / minibuses



- ✓ 12 MONTHS car licence required
- ✓ Basic training + practical assessment



MEDIUM RIGID

MR 2 AXLES AND GREATER THAN 8 TONNE

2-axle trucks



- ✓ 12 MONTHS car licence required (or upgrade from LR)
- ✓ Accredited training + driving assessment



HEAVY RIGID

HR 3 AXLES AND GREATER THAN 8 TONNE

Large rigid trucks (3+ axles)



- ✓ 2 YEARS car licence OR 1 YEAR MR
- ✓ Formal training + competency-based assessment



HEAVY COMBINATION

HC

Prime mover + single trailer (semi-trailer)



- ✓ 2 YEARS car licence OR 1 YEAR HR
- ✓ Accredited training + on-road assessment



MULTI COMBINATION

MC

B-doubles & road trains



- ✓ 1 YEAR HC licence required
- ✓ Advanced training + strict assessment

KEY REQUIREMENTS FOR ALL UPGRADES



MEDICAL CHECK
(fitness to drive)



ACCREDITED TRAINING
& competency-based
assessment



VALID AUSTRALIAN
DRIVER'S LICENCE



EXPERIENCE MAY BE
REQUIRED (e.g. logbook
or supervised driving)



EMPLOYERS OFTEN
SUPPORT TRAINEESHIPS
& ON-THE-JOB TRAINING



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