



TRANSPORT WOMEN
AUSTRALIA LIMITED



**W.A.
LONG DISTANCE
OWNERS & DRIVERS
ASSOCIATION INC.**

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TRANSPORT WOMEN AUSTRALIA LIMITED Inc WALDODA

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Chairs Report

We are a quarter of the way through 2013. Scary when it's put like that but true - the year is moving along quite quickly and there is nothing like a good project to make time speed along.

Our current research is progressing quite nicely with returns coming through each day. It is a big project to try and cover Australia but we need to do that to get real results. If you have not sent back your survey, please do so, or submit online and also forward on to any contacts in your wider network so we get good coverage. The link is <https://www.surveymonkey.com/s/TWALfemaleparticipationintheworkplace>

I was in QLD for six weeks - some work and some leisure, and I had hoped to represent Transport Women Australia at the QTA International Women's Day breakfast recently but I came down with a bout of shingles and was unable to attend. However Doug went along and hosted the table and I believe they all had a lovely morning. 2013 is shaping up to be a busy year for us, we have the Brisbane Truck Show in May and are lucky enough to be sharing QTA's stand again so if you are there, come along and have a chat.

In June we will be holding our annual breakfast at the revamped ATA convention - Trucking Australia, at Hamilton Island on 22 June. You can contact TWAL administration for bookings.

We will be travelling to Alice Springs to start an update of the Transport Women's room probably in early June at this stage and also heading back there for the Transport Women's breakfast and AGM in August in conjunction with the Hall of Fame Reunion.



Late last year as a follow on from our conference we formed a cross modal group to address issues

relating to skills shortages and how we might look at this from a different perspective. Representatives from Maritime, Aviation, Bus Industry, Road Transport and Vehicle Manufacturers met in Sydney to discuss common issues. This group will continue to work together to seek a way forward and the first part of this process is our "Thought Leaders" series of articles to be published by CRT.

I had a phone call this week from a lady who called us the Transport Women Union so just for clarity we are not a Union although we do have some Union members as our members.

In January Jacqueline resigned from the board which was really sad because we have such an exciting year coming up. However I have always said that your work and family takes precedence over any voluntary activities so it was with much sadness that I accepted the resignation. Jacq had been on the Transport Women board since 2008 which has been a big commitment both in time and input.

Our next conference is in 2014 and the board had decided on Brisbane however the facility we had looked at could not cater for enough delegates. The jury is now out on whether we try North Queensland or South Australia so we would welcome any input. It is doubtful we would get anywhere else bar Melbourne where we could walk from the plane to the venue, and last years' delegates had shown a preference for somewhere warm as we hold our event in winter. Please let us know what you think.
Pam



Did you know?

That unless food is mixed with saliva you cannot taste it!!!

Announcement

Any of you that have been members for some years would know that we have been Associate members of the Australian Trucking Association which effectively meant we did not have a vote. As it has recently become more affordable to be a member we applied for full membership and their board approved this last month.



Comment

Recent tragic events have triggered deep and meaningful conversations amongst our peers about depression and what it is/how it affects us. Comments such as "well they need to pull themselves together" or "they are the only ones who can help themselves - no one else can" or "nothing is that bad that you can't work through it" or "there must have been someone they could talk to" or even "how selfish".

Before I go any further, let me say that I have a glimmer of knowledge about depression. I had post-natal depression for some years after the birth of my second child - undiagnosed at that time and with little assistance or understanding. My mother was too busy working to see it, and my mother-in-law was totally unsympathetic to any "ills" I may have had. She was from the "snap out of it - all in the mind" brigade.

Then some years later, after a few years suffering from ill health, I was diagnosed and prescribed medication for the problem. It is hard to describe the sense of emptiness, helplessness and aloneness you feel. Even with friends you feel they "don't understand", "can't know what you are going through", "don't care", etc.



It's like you mentally turn off from life/hassles/problems and retreat into your own space so nothing can touch you, but not necessarily think about it that way. You don't necessarily think it through. I am happy to say I have been over this for many years now.

Two of our friends have had young sons (in their early 20's) who have opted out of life - suicide. At the time, you mouth platitudes and wonder what place can have been so deep that they couldn't ask someone - anyone - for help.

In our local area it is like an epidemic - there are multiple youth suicides and older people too. Comments are made like "how inconsiderate, someone has to find them, usually close family members", and awful memories like that will remain forever.

The guilt and helplessness that are and will be felt by family and friends left behind is inconceivable. The pain, the wondering "what was so bad?", "what went through their minds in their final minutes?", "How could they do this to us?" - will go on and on with no exact answer because the loved one is gone and unable to tell.

I think the thing is that a person in that situation must have gone past the "caring about anyone"

stage. They must have been in such a dark place that they felt no one could possibly comprehend or help. They must feel like they have no one and nowhere to go but to opt out. They are incapable in that dark place of considering the effect on loved ones.

Suicide is not new nor is it trendy. It has been a problem for hundreds of years. We just hear about it because a) it affects us directly; or b) it affects someone we know.

Old newspapers have reports of suicides, whereas these days, it is not talked about or reported on as such. Do we need to make it 'public'? Do we need to talk about it as a society - and not just those people who have been affected?



Our local area is currently campaigning for a "Headspace Facility" to service our region rather than being forced to travel to capital cities for help and support. Maybe our 'national focus' needs to veer off topics like 'gay marriage, abortion and euthanasia issues' and concentrate on our nation's mental health issues because as a society, we don't need this to be commonplace - we want our loved ones with us.

Pam

Functions and Events

ATA's National Trucking Industry Woman of the Year Award - nominations close May 1, 2013

The ATA is once again calling for nominations for the National Trucking Industry Woman of the Year Award. The 2010 winner (also a TWAL member) Jan Pattison has urged people in the trucking industry to nominate an exceptional woman. "Take the time to nominate a remarkable woman" she said. "The ATA award recognizes the efforts of a woman in our industry" and will help inspire women and girls to reach for their goals. It celebrates the achievements of a wonderful woman in our wonderful industry. Please let us know if you have someone who should be considered for this award.



International Women's Day Event in Brisbane

We sponsored a table at this event and also sponsored the speaker's gifts. Following is the report that QTA's Lisa Acret sent out about the event

'THE GENDER AGENDA - GAINING MOMENTUM' IN THE ROAD FREIGHT INDUSTRY

QTA Ltd celebrated International Women's Day (IWD) with over 140 guests at the 'Women in Road Transport' breakfast event held on Wednesday 6th March 2013.

We were fortunate to have the event recognised by both the Minister for Transport and Main Roads, Scott Emerson MP and the Shadow Minister, Jackie Trad MP who joined us for the celebration.

The event featured a Panel of Industry Experts including current QTA Trucking Industry Woman of the Year Award Winner, Tracie Dickenson. The four member panel also included Kevin Campbell (Chief Executive Officer, Transpacific Industries Pty Ltd), Paul Kahlert (General Manager, All Purpose Transport) and Nicole Holyer (HR Advisor, DP World).

Former Director of **Transform** Louise Perram-Fisk, now Managing Director of Emberin, facilitated the discussion that included:

- the importance of diversity in the workplace;
- how the industry is supporting gender inclusion;
- the value and importance of educating your workforce;
- does gender inclusion needs to be priority in the transport industry?

The audience was impressed by the panel member's openness and willingness to share their experiences and opinions on a topic that is gaining momentum and in the road transport industry, as employers recognise the benefits of gender diversity and in their businesses. **The workforce at Daryl Dickenson Transport is a testament to this as they employ and retain a high proportion of women, including daughters Bettina Dickenson and Rhiannon Dickenson in their workforce.**

The Road Freight Transport sector has one of the highest reported percentages of male workers within the Transport and Logistics Industry, with men comprising 87.8% of the workforce. With an average age of 43.8 years, the sector faces the challenges associated with an ageing workforce. (Refer TLISC E-scan for more detail

www.tlisc.org.au). **For the industry to overcome the skill shortages and enable businesses to sustain growth, 'The Gender Agenda' will need to continue to gain momentum.**

QTA Ltd CEO Peter Garske said "Women make a significant contribution to the Transport and Logistics industry, and the QTA Ltd's International Women's Day breakfast is a unique event in the Australian Trucking Industry calendar that recognises their contribution."



QTA 2012 Trucking Woman of the Year Award Winner Tracie Dickenson (center) and daughters Bettina and Rhiannon



Sanity Saver Tips - from Jennifer Jefferies

- ~ Identify three things that you could use some help with and ask someone for help with one of them.
- ~ Change the way you look at your world - if you make having fun a priority, you'll have fun.
- ~ Throw out the scales and monitor your size by the comfort of your clothing.
- ~ Have a 'FREE DAY' away from exercise each week to allow your muscles to rest recover and transform.
- ~ Start being the person you want to be and claim your place in the world.

How Are We Travelling - A series of articles by TWAL

Article 1 ~ Recruitment - the main challenge facing the Australian Transport Industry

Even as Australia's demand for road transport increases exponentially, the pool of people to drive the trucks, service them and manage logistical operations is shrinking every day. Recruitment is now the single biggest challenge facing the Australian road transport industry.

Transport Women Australia Limited (TWAL) Director Melissa Strong, is Human Resources Manager at Lindsay Transport, one of Australia's best-known logistics providers. In this role, she is only too aware of the issues.

'A number of factors are combining to create this problem. The first is our ageing population: there are simply fewer young people entering the workforce, so the absolute numbers available are shrinking.

'The second factor is quite simply money. The transport industry is famous for its narrow margins, and is facing stiff competition from the mining industry. The miners' demand for heavy vehicle drivers and workshop staff is matched only by the high wages they're able to pay.



'Young men come here to do their apprenticeship as a mechanic,' says Melissa, 'and the moment they finish they're off to the mines. After a couple of years there they can buy a house, so you can't blame them, but the transport companies simply can't compete on wages.'

The Global Financial Crisis has had an impact in the other direction, as many drivers who would normally be retired are applying for jobs.

'Ten per cent of our drivers are over 60,' says Melissa, 'and I had a 70-year old apply last week. But rather than have them out driving, we'd like to find ways to help these experienced drivers share their skills and knowledge with new drivers during a transition to retirement. Those young people who do apply turn up with a truck licence and are keen to go, but they know nothing about loading a truck, driving in bad weather, or what to do if your load shifts when you're miles from anywhere.'

Legislation, improvements in safety regulations, and competition among companies can also create difficulties.



'Years ago if you had a licence you could turn up and be driving a truck that day,' says Melissa, 'nowadays the regulations are a bit stricter and some companies, especially the smaller ones, have such a demand for drivers that they're prepared to turn a blind eye to some of the requirements. This of course carries all manner of risks and distorts the labour market.'

Lack of training and career opportunities are often cited as a reason why the industry is not seen as an attractive proposition, but more of a 'last resort'. 'Yes, the idea that if things get really bad "You can always become a truck driver" is hard to shake,' says Melissa, 'but with margins so low, companies simply can't afford to have a truck off the road while they train drivers—this can make it difficult to sell the longer-term prospects.'

Could immigration be the solution?

'I know that NatRoad have been speaking with the Department of Immigration about this,' says Melissa, 'but as the industry isn't considered to require 'skilled' labour, it rarely appears on reports as having a skills shortage. There was a discussion about individual arrangements with companies—designed to prevent possible exploitation of foreign workers—but realistically, the demand is so high that companies aren't looking for low-paid workers: they'll take any workers they can get who can do the job.'

Melissa believes that a concerted campaign to improve the image of the industry would work wonders.

'Queensland did this with the mining industry, and they genuinely changed people's perceptions of what the industry did, why it was important and how it affected their daily lives. We need to do the same with road transport. If you remind people that the milk on their Weet-Bix got there on a truck, they can see that their personal relationship with the industry is a lot closer than they realised.'

'As this shortage worsens, the costs of logistics will necessarily rise, and those costs will be passed on, either to the customer or to the primary producer, or both. I believe that a major effort now to address some of these issues would go a long way to avoiding a crisis in the future.

'The major transport associations and the peak body the Australian Trucking Association (ATA), and of course TWAL, need to work together and plan a campaign to promote the industry, improve its image and show its career potential. Once people get into the industry they rarely leave, because there's a huge amount of job satisfaction and mateship that you simply don't find working in a bank.

'I have no doubt that if the associations demonstrated a willingness to take action and promote the industry, all of the big transport companies would get behind them and push, but it needs to happen sooner rather than later.'

WA Report

Road Transport in Western Australia is still subject to the same challenges as the industry faces across the nation in terms of not enough experienced heavy haulage drivers being available.

Whilst it is easy to argue we just need to train more drivers, the issue is far more complex than just that. Primarily the trainees need to be available if this argument were correct. In reality if a new driver attains an HR class licence they become a target for the mining industry. Given the

choice of driving a HR truck around the metro area and achieving a job on a mine site where an inexperienced HR driver can be trained to drive a dump truck within a short period of time then add the attractiveness of double the pay in comparison to the metropolitan based job - mining becomes the reality.

So we cop it both ways as many experienced operators are recruited by the mines the inexperienced are also attracted to mining.



Having worked in the mining industry various times in my life including as a teenager, I understand the benefits of the industry. There is never a shortage of advertised positions for truck drivers. Unless someone in the near future comes up with a logical solution to man the driver shortage we may need to look at other options including the possibility of overseas recruitment.

We all have family and friends and we need to know that we have the safest roads and operating conditions possible to ensure all our family, friends and transport industry employees' return home safely every day. The question we need to answer is - is this the case?

Looking at the latest NTI Major Accident Investigation Report 2013 it is disappointing to see ***"Western Australia's Great Northern Highway continues to be a growing concern to heavy vehicle insurance underwriters as the frequency of major truck crashes increases"***. Many reasons exist which are creating this situation including massive movements of over dimensional vehicles, stray livestock and fires and of course the old fatigue issue. We all need to play our part in trying to improve this situation.

Enough of the woes! The NT Road Transport Association will be holding its second ***Kids Convoy*** on **Saturday 06th April 2013** with monies raised from the event going to the Starlight Foundation at the Royal Darwin Hospital to assist them in their work supporting Territory kids with cancer. If you are in Darwin at the time this is a really worthy cause so please consider being part of the day's activities. If you are not in Darwin then I am sure any donation would be gratefully accepted by the NTRTA who can be contacted on this link ntrta@iinet.net.au or Andrew Swart on 0448 886 939 or Louise Bilato on 0400 107 223

Until next time "All the best from the West".
Regards
Steve



We hope that you all had a wonderful Easter break and that the Easter Bunny was good to you ☺



WHATS COMING UP

April 18 - Melbourne Evening function
May 15 - Brisbane Cocktail Party
May 16 - Brisbane Truck Show
June 22 - Hamilton Island Breakfast
June 21-23 - ATA Trucking Australia
August 22-26 - RTHF ReUnion 2013 inc TWAL Breakfast and AGM

Quotable

"It is not fair to ask of others what you are unwilling to do yourself" - Eleanor Roosevelt



Eight top tips to reduce truck fires

- ~ Do not overload electrical circuits
- ~ Fit circuit breakers to the alternator, trailer feed and cabin power supplies from the truck batteries
- ~ Consider installing a primary electrical isolation switch at the truck batteries
- ~ Ensure the starter motor cable is double insulated, conduited and taped closed to prevent moisture from getting in
- ~ Ensure that combustible parts such as noise shields are kept well removed from the turbo and exhaust
- ~ Check all wiring for rubbing at regular intervals, as well as the fuel lines and turbocharger oil lines
- ~ Prioritise axle end and tyre maintenance
- ~ Install fire extinguishers in all vehicles and check them regularly, even if their installation is not mandatory.

Information from NTI's Major Accident Investigation Report. For more information go to [NTI accident report](#)

A light hearted laugh for you

An Email we received about your Car Keys - Several days ago as I left a meeting at a hotel, I desperately gave myself a pat down. I was looking for my car keys. They were not in my pockets. A quick search of the meeting room revealed nothing either. I realised suddenly that I must have left them in the car - I frantically headed for the car park.



My husband has scolded me many times for leaving the keys in the ignition. My theory is that the ignition is the best place not to lose them. His theory is that the car will be stolen. As I burst through the door, I came to a terrifying conclusion. His theory was right, the car park was empty. I called the police, gave them my location and confessed that I had left the keys in the car and that it must have been stolen. Then I made the most difficult call of all, "Honey", I stammered (I always call him Honey in times like these!). "I left my keys in the car and it's been stolen". There was a period of silence. I thought the call had dropped out, but then I heard his voice. "Are you kidding me" he barked, "I dropped you off"!!!

Now it was my turn to be silent. Embarrassed, I said "Well, come and get me". He retorted, "I will, as soon as I convince this cop that I didn't steal your car"

USA Trip

You may have also realised that the planned Transport Women US trip did not happen. Those few who did commit were understandably extremely disappointed, however there needs to be a minimum number involved for organisational purposes. Maybe if you really did want to go, you could register your interest now for next time and start saving!!

Smartphone Apps that you might find useful

iCPR - free - is a 'what to do when' app in case of an emergency

Luminosity Brain Trainer - free (for the first 5 sessions) - It's a wonderful way to keep your brain active from some of the world's leading Neuroscientists from the top universities.

Play it down - free - gives you the ability to measure the decibel/volume level of music etc to discern what is too loud.

Nexercise - free - It's an app that is all about motivation, rewards and buddies. Great if you are on a health campaign.



Thought for the Day

"No-one can make you feel inferior without your consent" - Eleanor Roosevelt



Quick Stress Relievers

~ Replace stress with sweetness - try having a spoonful of honey when you are stressed out. Besides being a natural skin moisturiser and antibiotic, honey also has compounds that reduce inflammation of the brain. This is what enables it to fight depression and anxiety.



~ Sip Green Tea - it is a source of L-Theanine, which is a chemical that helps relieve anger.



~ Close your eyes - An easy way to regain calm and focus is to simply close your eyes. It is a great way to take a quick break from a manic day at the office.



Card Fraud

Small retailers need to be aware of the very real risk of card fraud when selling online, and the simple steps they can take to protect against it. Online retail is growing rapidly and offers a powerful channel for small businesses to reach new customers and increase sales.

However, selling online also presents you with new challenges. You need to be aware of the real risk of online card fraud and the simple steps you can take to prevent falling victim to this type of fraud.

Do you know who you are dealing with online? How do you protect your customers' card details from getting in the hands of fraudsters?

To help, the Australian Payments Clearing Association has developed Get Smart About Card Fraud Online - a convenient source of facts, tips and video case studies.

It is supported by Australia's leading financial institutions, the Australian Crime Commission and the Australian Federal Police, and it is FREE. Go to www.apca.com.au/getsmart for more information.

What is a Webinar?

A webinar is a seminar, conference or discussion held online at a specific time, where people who are registered to attend can listen, contribute and share information and ideas. It may require specific software, but this will usually be addressed when you register when detailed instructions will be given.

Kochie's Top Tips on Selling Your Business

Are you thinking about selling your business? Here are some important factors to consider if you want to sell quickly and for the right price.

~ Before you put your venture up for sale, make sure the financials are up to date, including your tax position. Ensure contracts like commercial property and equipment leases are current; contracts you have with customers and suppliers also need to be in order.

~ If you plan on using a broker, make sure you can agree on a value for the business and a budget for advertising the sale. Reach an understanding about the sales process and of course, negotiate the brokerage fees.

~ Selling the business yourself might be the best route to take if you already have a good business network and your operation complements a contact's existing business. But keep in mind competitors may tell your customers the business is for sale, which could make them seek a supplier with a more certain future.

~ Most importantly, be properly prepared, seek advice and take it one step at a time.

For more tips from Kochie go to

www.nab.com.au/kbb

Five top tips from Michelle Bridges on striking a healthy balance

~ Join an online training program that can include exercises, meal plans and mindset videos. This will save you heaps of time trying to figure out what to do. Include the whole family.

~ Plan to get your exercise out of the way in the morning. That way, life can't get in the way and stop you from that all important physical activity.

~ Plan to shop once a week and then just a small 'top-up' shop along the way. This will stop you from grabbing those convenience foods that are usually high in fat, sugar and salt. Even better, if there is an online service that delivers to your home, that will save you even more time (and money).

~ Don't bring your work home. If you work from home, make a set time to 'shut up shop', and stick to it.

~ Make the most of different forms of media, be it television, dvd's or podcasts to exercise in your own home or motel room if you travel a lot.

Administration News

We have been having some trouble with people being able to send through emails to our admin email address. This is mostly a problem with the firewall/security settings on the senders end. For whatever reason, our email address is considered to be unsafe by some of them. It is primarily a problem with larger companies who have servers and large email networks. If you are worried that your email has not been received by admin, try cc'ing it to pam@dphaulage.com.au or fionariley@optusnet.com.au as well as to admin. Between the three addresses you are bound to have success with at least one of them.

Don't forget, if you want to contact us urgently, a phone call is always the best method.

Updated your details lately???

In our electronic age, there are often changes in IT providers, moves to bigger and brighter premises, or changes of employer. If your details change, please let us know so you don't miss out on anything good.

Member News

We would love to include a quick snippet of your news too, so send your news to me at Admin's email so we can share it with other members

Another Thought for the day

"The truth will set you free. But first it will piss you off!!" - Gloria Steinem



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