



TOMAX
NEWS

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PLUS:

MARKET SUMMARY

• The Australian logistics industry is in disarray at the moment due to increased absenteeism from work places as a result of COVID isolation requirements, and a lack of migrant labour. Wait times at depots are increasing heavily with insufficient staff able to load trucks with cargo, unpack depots are taking up to 14 days to unpack containers after they arrive in their yard, and airline terminals are approximately 6 days behind in checking in airfreight cargo. It is hoped that the Chinese New Year break will assist in decreasing the large volume of cargo arriving into the country allowing the industry to catch up on backlogs. The opening of the Australian border to more overseas visitors and migrants is also expected to help with the labour shortages.

• Warehousing space availability around the country has reached a critical situation with lease availability at less than 1% and 3PL cargo capacity also at full capacity. Many companies seeking to store cargo are having to resort to extreme measures in order facilitate placement of excess goods. It is expected that this situation will remain for most the 2022 until additional industrial warehousing can be built.

TARIFF CONCESSIONS GAZETTE

Tariff Concession Orders (TCOs) are an Australian Government revenue concession that exists where there are no known Australian manufacturers of goods that are substitutable for imported goods. The weekly Tomax Client Newsletter will contain a link to the latest Gazette document so that you can stay updated.

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LATEST NEWS



AGREEMENT REACHED BETWEEN PATRICK TERMINALS AND MUA

After two years of prolonged enterprise bargaining and long winded negotiations, Patrick Terminals and the Maritime Union of Australia (MUA) have finally reached an in-principle agreement, which must now be voted on by members of the MUA. Next, the Fair Work Commission (FWC) will ratify the agreement which will enable its enforcement until 31st December 2025.

The new agreement will see employment being fully at the discretion of Patrick Terminals, where they are permitted to recruit employees without union approval. Furthermore, effective 1 January 2022, a 4% wage increase and annual pay rises of 2.5% or in line with consumer price index (whichever is higher) will be applied for wharfies. Permanent and casual employees will also receive sign-on bonuses.

Jame Newlyn, MUA assistant secretary, stated that the new enterprise agreement that has been agreed upon will deliver wage increases higher than industry standard, provide greater job security assurances as well as “fairness and dignity for hard-working members at Patrick’s four terminals around Australia”. Mr Newlyn said, “despite a political campaign of misinformation and interference by the ACCC, the Productivity Commission and even Scott Morrison, the Union has always sought to work co-operatively with Patrick Terminals’ management on continuous business improvement to ensure job security, safety, and productivity at Patrick Terminals’ four

ports. By negotiating in good faith throughout this process, the MUA has sought to improve certainty and ensure 24/7 operations at Patrick Terminals’ ports during the ongoing COVID-19 crisis and for our frontline workforce to continue working co-operatively and efficiently in the national interest.”

According to a Patrick spokesperson, the agreement came following a long process of conciliation on numerous issues. However, the company is waiting on the member vote before making further comments. The current enterprise agreement for Patrick employees expired on 30 June 2020 and negotiations for a new agreement took place since February 2020. On 4 September 2020, the union’s campaign of industrial action stepped in and proceeded through early November, when it withdrew all pending notices of industrial action after Patrick filed an application with the FWC, forcing the union to terminate all actions. In late October 2021, Patrick filed an application with the FWC to terminate the current agreement and hearings commenced on 17 January. Patrick’s application to terminate the existing agreement will end when the new deal is endorsed by the employees and ratified by the FWC.

Ackerman, I. (2022). PATRICK TERMINALS AND THE MUA REACH IN-PRINCIPLE AGREEMENT. Retrieved from <https://www.thedcn.com.au/news/containers-and-container-shipping/breaking-news-patrick-terminals-and-the-mua-reach-in-principle-agreement/> on 8th February, 2022.

TOUGHER STANCE NEEDED AGAINST MODERN SLAVERY

Human rights groups are urging the federal government to take a tougher stance against modern slavery, warning of widespread abuse occurring in Australia and abroad. After an investigation led by the Human Rights Law Centre, most Australian companies who were discovered to be associated with known supply-chain links to forced labour are failing to meet the basic report obligations.

The investigation was supported by RMIT University and the University of Notre Dame and assessed the disclosure statements of 102 Australian clothing, healthcare, seafood and horticulture companies. Businesses with a consolidated revenue of at least \$100 million must publish an annual statement (also known as the Modern Slavery Statement), which outlines potential links to forced labour within their supply chains and how they are actively avoiding them.

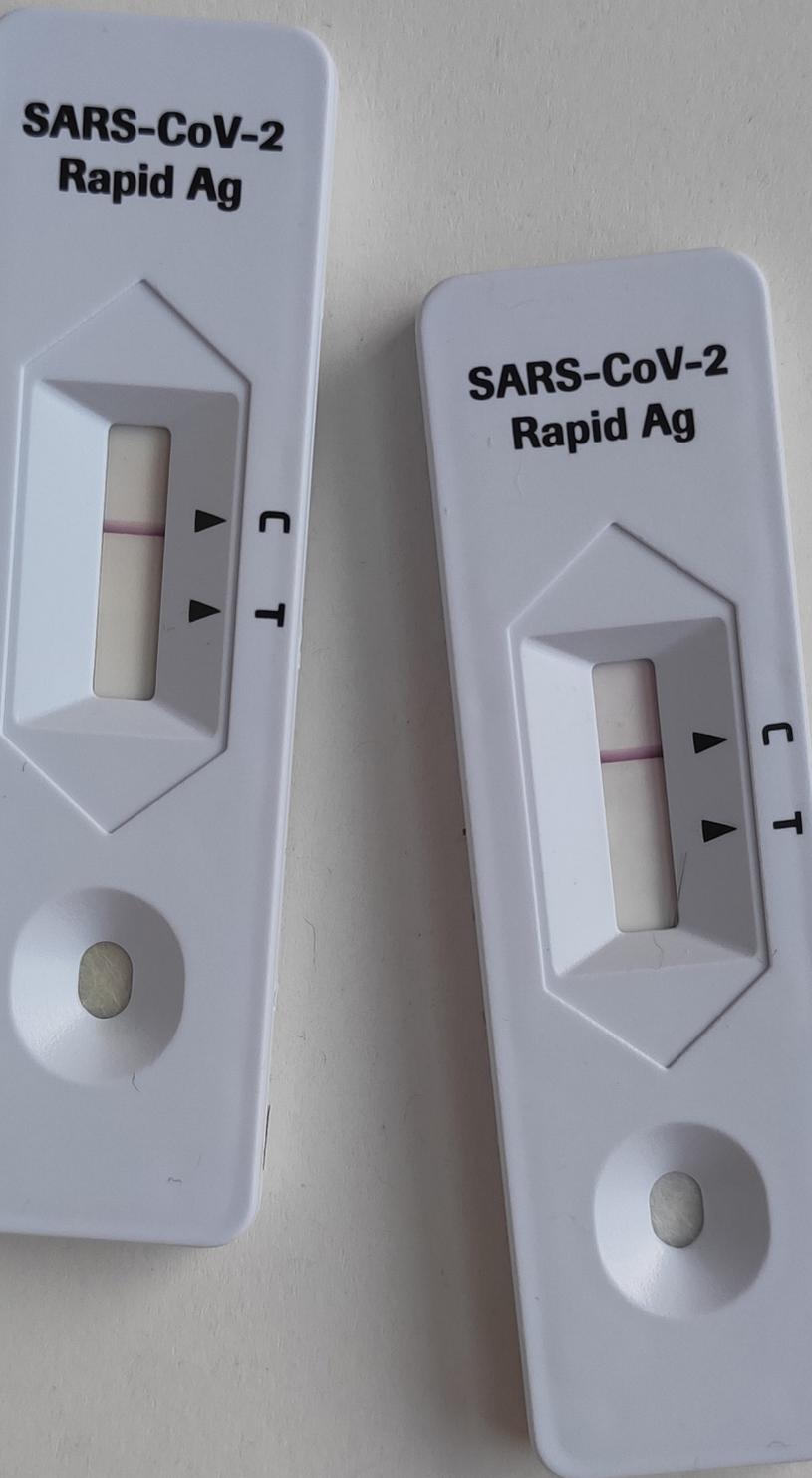
Freya Dinshaw, senior lawyer at the Human Rights Centre stated, “over half of the companies that we reviewed failed to disclose obvious modern slavery risks in their high-risk supply chains. We’re talking about clothing from China, rubber gloves from Malaysia, seafood from China, and fresh

produce from here in Australia.” Despite the federal government announcing \$4.4 million in funding over the five years to assist civil society groups investigate Australian links to modern slavery, according to Ms. Dinshaw, less than a third of Australian companies who were surveyed were taking effective action to mitigate the risks. She continued, “it is increasingly apparent that reporting alone is not going to be enough to drive fundamental change in supply chains. Many people would be surprised to learn that there are no real ramifications for businesses that fail to comply with modern slavery laws.”

Belot, H. (2022). Australian companies failing to prevent links to modern slavery, human rights groups warn. Retrieved from <https://www.abc.net.au/news/2022-02-07/human-rights-groups-demand-more-action-on-modern-slavery/100809012> on 9th February, 2022.



VICTORIAN RAPID ANTIGEN TEST FACTORY IN PROGRESS



The Victorian Transport Association (VTA) is welcoming Premier Daniel Andrews' announcement of setting up a local Rapid Antigen Test (RAT) factory. The Victorian-based factory will include an innovation hub, delivered by Lumos Diagnostics and its partner, Planet Innovation who will be backed up with government support. Production of RATs at the new facility is currently pending approval from the Therapeutic Goods Administration. From April, Lumos will produce one million tests every month, which will increase to 3 million per month after July. By October, the facility will manufacture up to 50 million RATs per year. In order to keep up with the demand in the next few months, the state government will obtain several million tests from Lumos.

C.E.O. of VTA, Peter Anderson, commended the state government for choosing to invest in local RAT production. Peter believes this move will assist the supply chain industry as it is faced with uncertainty from being struck by the pandemic. He believes it will assist as the economy reopens and more Australians are exposed to COVID-19. Peter says, "the bigger issue for the freight industry, however, is access to rapid tests, which is continuing to be challenging for medium and small operators. So, while we welcome RAT manufacturing in Victoria, we renew our calls for tests to be provided to the industry free-of-charge and from existing state and Commonwealth stockpiles, so that operators and drivers can meet their testing obligations and prevent our supply chains from collapse."

In addition, Peter states that the larger freight and logistics operators are financially capable of sourcing enough RATs for their drivers and operational staff. "The real risk to our supply chains is the small and medium-sized operators that are less capable of sourcing RATs. These operators – while smaller – are a vital part of the supply chain because they service thousands of businesses that rely on them for deliveries to service customers and consumers. These are the types of operators that must be prioritised for RATs, so that drivers can test regularly and keep working. With asymptomatic close COVID contacts in critical industries like transport able to return [to] work immediately, the provision of RATs is essential for these operators to continue trading", Peter says.



SMALL-TOWN BUTCHERS THRIVE AS AUSTRALIAN SUPERMARKETS FACE SUPPLY SHORTAGES

While larger supermarkets have had to grapple with the shortages of meat and other staples, smaller retailers with close contact with their suppliers have gained an advantage during COVID-induced shortages.

Despite being an abattoir town, Tamworth was hit with meat shortages the same as everywhere else in Australia, something not lost on consumers – or employees of the supermarkets.

However, Paul Avery, a Tamworth local butcher at Ford's Butchery, has not only survived during the shortages, but boomed over the past two years, picking up new customers as the shortages hit, with many of them sticking around. Avery's small shop saw a rise in customers as meat cabinets in supermarkets started running bare which "happened when the pandemic started." He estimates that roughly 20% of the customers who were impacted by the supermarket shortages have stayed. The surge in demand has even caused him to cut back on supply to some of his restaurant customers just to maintain stocks for his shop. Avery sources his beef

from the acreage just 15 minutes away from his shop, a move that was originally done to ensure quality, as well as a bit of a nod to the traditional country butcher.

The paddock-to-plate business model and short supply chains have enabled some small-town retailers to not only dodge most of the shortage problems but thrive during a period of uncertainty.

Plevey, T. (2022). Small-town butchers thrive as supply shortages hit Australian supermarkets. Retrieved from <https://www.theguardian.com/australia-news/2022/feb/09/small-town-butchers-thrive-as-supply-shortages-hit-australian-supermarkets> on 10th February, 2022.

STAFF SPOTLIGHT

MEET IVAN ESHOW →



COURIER DRIVER
TOMAX TRANSPORT

WHAT DO YOU DO AT TOMAX?



I am a courier driver that covers the South Australia run.

WHAT DO YOU ENJOY DOING IN YOUR SPARE TIME?



I like to go fishing whenever I can, play soccer and watch shows in my downtime.

YOUR FAVOURITE TREAT?



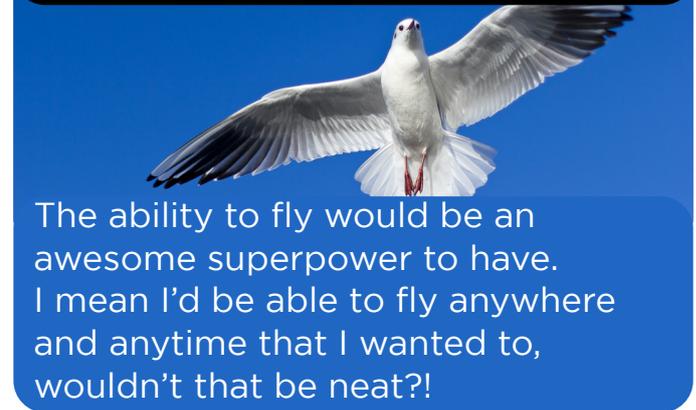
I have a bit of a sweet tooth so I love a good chocolate.

YOUR PROUDEST ACHIEVEMENT?



An achievement I am proud of is that I was able to complete the 10km Melbourne Marathon a few years ago. It was always a personal goal of mine.

IF YOU COULD HAVE ANY SUPER POWER, WHAT WOULD IT BE?



The ability to fly would be an awesome superpower to have. I mean I'd be able to fly anywhere and anytime that I wanted to, wouldn't that be neat?!

A SONG YOU LIKE TO SING?



I don't have a particularly favourite song but I'm big on rap/hip-hop music so I sing along to most songs (if I know the words).

SPOT THE DIFFERENCE

Can you find 5 differences between the 2 images?



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