



ROAD TRANSPORT POLICY

Ending Exploitation and Restoring Fair
Competition in Road Transport



WHAT WE BELIEVE

Australia's road transport industry is being undermined by systemic exploitation, regulatory loopholes, and deliberate cost-cutting at the expense of lawful operators and worker safety. Sham contracting has become a business model—not an exception—and it must be stamped out.

We reject the growing practice where companies misclassify workers as independent contractors under ABNs while exercising full control over their work. This is not flexibility—it is wage theft and regulatory avoidance.

A particularly concerning trend is the targeting of temporary visa holders, including student visa holders and subclass 457 (Temporary Skill Shortage) visa workers. These workers are routinely pressured into sham contracting arrangements, allowing unscrupulous operators to avoid payroll tax, superannuation, workers' compensation, leave entitlements, and minimum standards.

This creates a two-tier industry:

One group follows the law, invests in safety, and pays its obligations. The other cuts corners, exploits vulnerable workers, and undercuts compliant businesses. We will not allow lawful operators to be driven out of the market by those who cheat.

A fair transport industry is not optional—it is essential.

Businesses should succeed because they are efficient, safe, and well-run—not because they exploit vulnerable workers or avoid their legal obligations.

We stand for a level playing field, strong enforcement, and an industry that protects both workers and the public.



The message is simple:

If you operate in Australia, you follow Australian laws—or you do not operate at all.

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Zero Tolerance for Sham Contracting

We will introduce stronger penalties, including substantial fines and potential loss of operating licenses, for companies found engaging in sham contracting practices. Repeat offenders will face exclusion from government contracts and industry accreditation schemes.

Crackdown on Visa Worker Exploitation

We will establish targeted enforcement taskforces to investigate the misuse of visa holders in the transport sector. Employers found coercing or misclassifying visa workers will face strict sanctions, including sponsorship bans.

Close the ABN Loophole

We will tighten the legal definition of contractor vs employee to prevent misuse of ABNs as a tool to avoid lawful employment obligations. If a worker is controlled like an employee, they will be treated as one—no exceptions.

Mandatory Industry-Wide Compliance Standards

All transport operators will be required to meet consistent national standards for employment, taxation, superannuation, and workers'



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compensation. There will be no competitive advantage for non-compliance.

Licensing Integrity and Road Safety Reform

We will mandate that all overseas heavy vehicle licence holders must be formally assessed and verified against Australian standards before commencing work in the road transport industry.

No driver will be permitted to operate heavy vehicles commercially in Australia without:

- Demonstrated competency to Australian licensing standards
- Verified driving history and qualifications
- Completion of any required local training or testing
- Safety on Australian roads is non-negotiable. Imported risk through unverified licensing will not be tolerated.

Stronger Auditing and Enforcement

We will expand compliance audits across the sector, focusing on high-risk operators and supply chains. Principal contractors and large logistics companies will be held accountable for unlawful practices within their networks