

# ROAD TRANSPORT NEWS



SH1 Transmission Gully, the main arterial route out of Wellington, finally opened in March, fulfilling a near century-old dream.

## 2022 a challenging year

THE YEAR IN REVIEW

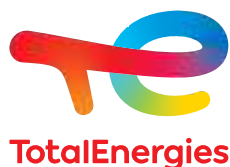
LOW-EMISSION FUND

NEW WEBSITE AND PRIZE DRAW

As Transporting New Zealand's first year draws to a close, it has been marked by ongoing challenges but also some notable successes.



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**Mobil**

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## **About us**

Ia Ara Aotearoa Transporting New Zealand is the central point of communication for the road freight transport industry. Visit the Transporting New Zealand website to keep up to date on media releases, Nick's blog, submissions, and advisories.

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We welcome contributions and feedback for this magazine.

## Our Regional Sector Advisor Network

Our team of experienced regional sector advisors can be contacted on a confidential basis with questions or concerns relating to industry and business issues. Support is available to all transport operators - employers and employees, members and non members.



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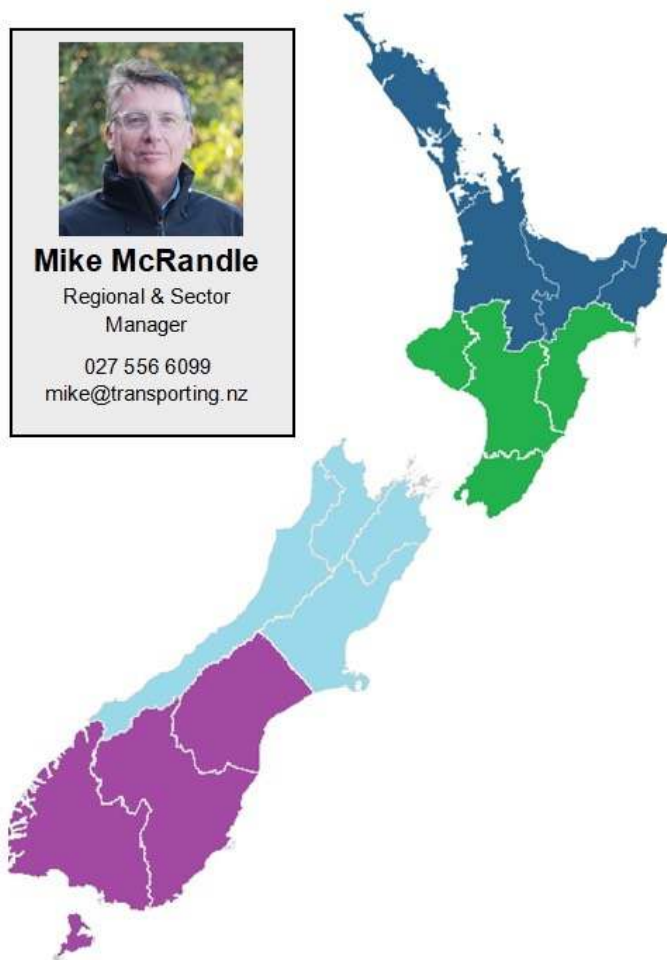
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## From the CEO

# Rising costs require urgent action

By Nick Leggett, chief executive of Transporting New Zealand



It's hardly a surprise—the cost of living and doing business is going up. I think everything is pointing towards next year being tougher than this year. We want our businesses to do well and not be distracted from their key role of moving freight and delivering it to their customers.

That is why Transporting New Zealand has called for the Government to extend the reduction in the excise tax on petrol, the RUC discount, and the public transport fare discount. These are all expected to end on January 31 next year. If that occurs, the impact on businesses and the public will be significant.

Our regional and sector teams are speaking with a lot of transport operators currently who are letting them know that there is significant pressure on every part of their business. As one medium-sized operator told me, "Revenue is up 25% on a year ago, but profit is down."

For a normal truck and trailer operating at maximum weight which typically travels 100,000 km in a year, the annual difference between the full and the discounted road user charges is \$20,000.

We know that the RUC discount has eased costs for many transport operators. In other situations, customers have had the discount passed over to them. Either way, come February 2023, that additional \$20k will be added straight onto the cost of whatever is being carried by the



Economist Cameron Bagrie's company, Chaperon, helps businesses talk to their financial institutions.

truck. Things are about to get a lot more expensive for New Zealanders, many of whom are already doing it tough with cost-of-living rises.

If they catch the bus or the train, that 50% discount won't be there any longer, if they fill their car it will probably be an extra \$15, and

supermarket grocery bills (and most probably everything else) will be higher, too. This comes at a time when inflation is nowhere near under control and is

unlikely to be any time soon. Plus, of course, next year people will be feeling those interest rate increases which will continue to be a reality as mortgages come off their fixed rates, with a total of \$160 billion of fixed mortgages up for renewal in 2023.

In uncertain and volatile times, we think the Government's job is to give as much confidence and support as possible to New Zealanders as it possibly can. If the reduction comes off suddenly, it's going to be too much at once and for businesses that are already struggling, these increases will make all the difference to their viability.

**"Our message is it's time to get prepared for a difficult time next year financially."**

So, what has the response been so far? The Government has said it is thinking about it but it doesn't sound hopeful. Transport Minister Michael Wood has written to us in response to our correspondence saying this is all very expensive and don't count on it. We are meeting him in early December, and this will be one of the key topics we will talk to him about. The road transport industry and the public need certainty.

Transporting New Zealand is here to support the industry, and our message is it's time to get prepared for a difficult time next year financially. Our strong advice to businesses is don't wait for problems to occur; start being proactive now, particularly before Christmas. Friend of the industry, economist Cameron Bagrie, has given transport operators the message that if you feel you are going to need to restructure with your bank or finance company, or anticipate any financial issues in 2023, now is the time to have those conversations. He warns that if you wait for

the problem to arise, it will likely be too late to reduce the impact on you and your business.

Also, start having those conversations with customers, if you have not done so already. If you are not charging fully the cost of doing your business to your customers, you need to start doing that now.

Cameron is part of a company that helps businesses talk to their financial institutions. Check out details around Chaperon's services here: [www.chaperon.co.nz](http://www.chaperon.co.nz).

I would like to wish members and everyone in the road transport industry a very safe and happy Christmas and New Year!

- Email: [nick@transporting.nz](mailto:nick@transporting.nz)  
or call 021 248 2175

A large white truck is shown from a low angle, driving on a road that stretches into the distance. The truck is slightly out of focus, emphasizing the road ahead. The sky is a pale blue.

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## Policy

## Green Compact a step towards decarbonisation

**E**arly next year we will launch the Transporting New Zealand Green Compact: our framework for decarbonising road transport by 2050. We recognise that New Zealand's road freight industry has to play an active part in the global move to take climate change action, and this document outlines our commitment to responsible emissions reduction. This supports our wider vision of creating an environment where trucking operators can drive successful, safe, and sustainable businesses.

We adopted the Green Compact from the International Road Transport Union, meaning that we can utilise research and policy work from industry leaders around the world. The Green Compact programme is currently in the evidence-gathering stage; however, testing and implementing policy and technological solutions will start in earnest next year.

Our industry needs to be actively participating in the conversation about emissions reduction, or key decisions about the transport sector and freight will be made without us. In doing this, Transporting New Zealand is committed to being evidence-based, pragmatic, and open-minded. This year alone we have demonstrated this by:

- supporting the Government's Sustainable Biofuels Obligation;
- advocating for accelerated depreciation for low and zero emission vehicles;
- discussing with EECA how our industry can lift rates of fuel-efficient driver training;
- successfully lobbying for an extension of half-price public transport fares as part of the Government's transport support package (alongside RUC and FED reductions);
- lobbying councils, Waka Kotahi, and MoT to take emissions impacts into account when planning roads, setting speed limits, and obstructing traffic flow.

It seems particularly fitting that we launch the Green Compact now, following the COP27 climate conference in Egypt. 2022 has also been a year of increasingly wild weather events which have damaged roading and other infrastructure. Dealing with climate change and its impacts is now an essential part of doing



**“Dealing with climate change and its impacts is now an essential part of doing business.”**

business. It's also a leading political issue, even as the economic outlook worsens. A November NZME poll ranked climate change second only to the cost of living crisis as the most important issue facing New Zealanders.

Despite these challenges, New Zealand's trucking industry is in a fundamentally good position. The freight task is forecast to grow 54 per cent over the next 30 years, and zero-emission vehicle technologies give us a clear long-term path to emissions reduction.

However, we also need to seize carbon reduction opportunities in the short to medium term, or road freight will increasingly lose ground to rail and coastal shipping. Guided by the Green Compact, and with support from operators, consumers, and government, we are confident our industry can meet the challenge.

- Look out for the official launch and details in January 2023.



## Submissions



### Te Kaha stadium traffic plan for Christchurch

In principle, Transporting New Zealand supports the upgrade of the surrounding streets so that they are prepared for the increased activity anticipated when the new Te Kaha stadium is built in central Christchurch. We believe this also links into the Government's broader Road to Zero strategy.

However, we are concerned that too many roading authorities have a strategy that is predominantly based on posting lower speed limits, and that in itself is not a good means of changing driver behaviour and achieving better outcomes.

### MBIE: Future of the Skilled Migrant Category

Migrant workers, particularly truck drivers, provide an important supplement to the road freight workforce. In 2020, we surveyed 600 trucking operators and found that 20 per cent had employed a staff member on a migrant visa. With a shortage of at least 2,400 skilled workers in 2021, the road freight industry requires immigration settings that attract drivers and other transport workers.

The trucking industry is already playing its part: wage increases are outpacing other sectors; our members are improving working conditions through flexible rosters and non-financial benefits; and members are engaging with our industry traineeship.

Transporting New Zealand is concerned that the proposed Skilled Migrant Category settings still put too much emphasis on academic and professional credentials, excluding truck drivers and other skilled trades.





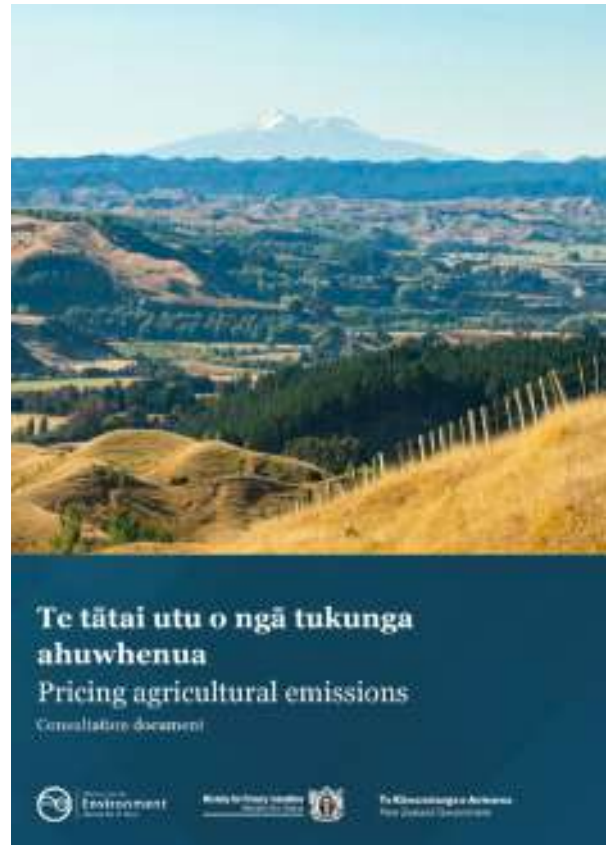
## Ministry for the Environment and MPI: Pricing agricultural emissions

Transporting New Zealand recognises that greenhouse gas reduction is key to our long-term future and we believe that all parties responsible for creating the emissions should play their part in reducing emissions.

In principle, we support the proposal that revenue from the pricing system funds incentive and sequestration payments. However, we have concerns that a “ring-fencing” approach is not dissimilar to how the Road User Charges regime in land transport was initially established. Money collected from road users is now put towards rail and coastal shipping and that shift has been detrimental to the upkeep of safe and fit-for-purpose roads. We would query the Government’s ability to avoid a similar risk playing out here.

In regards to incentivising emissions reduction, this sounds sensible and Transporting New Zealand support it in principle; however, the devil can be in the detail.

- Members can read all the submissions in detail on our website: [www.transporting.nz](http://www.transporting.nz).



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or contact Jenny Murray at [jenny@transporting.nz](mailto:jenny@transporting.nz)

## Essential information for members

### Te ara ki tua—Road to success

To find out about the Road to success programme, how it can benefit your business, and how to enrol your developing drivers, see: <https://www.roadtosuccess.nz> or email: [success@transporting.nz](mailto:success@transporting.nz).

### Covid

The Covid-19 website: <https://covid19.govt.nz/> has general information including Government support available to businesses. Transporting New Zealand has a [dedicated page](#) covering all information on Covid-19 relevant to road transport, including the latest advice and links. WorkSafe has developed a template to help develop a Covid-19 safety plan, which you can find [here](#).

### Member login access

If you are a member and want login access to the member area on our website, please email: [leighann@transporting.nz](mailto:leighann@transporting.nz)



## Transporting New Zealand launches new website

Ia Ara Aotearoa Transporting New Zealand is proud to launch its new-look website this month. Designed by Louise Stowell, the website reflects the changes in the organisation since the merger of the former Road Transport Forum and the Road Transport Association of New Zealand at the start of 2022.

Members will find it easier to navigate and find content, including the latest news and information, Nick's blogs and comments from others in the organisation; submissions on important issues; member benefits; and the latest Grant Thornton Cost Index.

You will see this magazine, Road Transport News, prominently on the home page!

The new website will launch on December 12.

- *To be in to win one of three \$50 prezzy cards, log onto the site [www.transporting.nz](http://www.transporting.nz) on December 12 and email your comments and contact details to [info@transporting.nz](mailto:info@transporting.nz) by December 16 with "Website competition" in the subject line. One entry only per person please.*



## Cover story



At last: The opening of Transmission Gully in March was the culmination of a nearly century-old dream to build a better highway out of Wellington. Photo: David Killick

## 2022—a wild and unpredictable year

By David Killick

**W**ho could have predicted at the start of the year how we would end up where we are now? So much has happened, both internationally and nationally.

The Chinese have a saying—or it could be a curse: “May you live in interesting times.” We have certainly had some of those. Here are some highlights and lowlights.

### January

For most of us, Covid had severely changed New Zealanders’ lifestyle, but very few had actually experienced it. That all changed with the arrival of the highly transmissible Omicron variant, and it soon became clear that it could not be easily controlled. New Zealanders’ high vaccination rate gave us an edge, however, and our strict policy undoubtedly saved lives.

### February

No-one seriously expected Russia to invade Ukraine, but it did, resulting in tens of thousands of deaths on both sides and Europe’s largest refugee crisis since World War 2. The invasion

**“Hundreds of operators participated in Transporting New Zealand’s Costs Survey, showing significant wage increases and challenging business conditions.”**

also caused food shortages and further rises in fuel prices.

In Wellington, protesters occupied Parliament grounds, ostensibly to demand an end to vaccine mandates, but they seemed to be pretty much anti-everything. The protest descended into a riot, and was eventually broken up by police on March 2.

### March

The Government announced the New Zealand border would reopen in steps and restrictions began to be gradually eased throughout the year. At the same time, Covid cases steadily grew.



**T**he big transport news this month was the opening of Transmission Gully motorway out of Wellington—years past deadline and over budget but the realisation of a nearly century-old dream. The new motorway has made a massive difference to journey times. Just as well. A few months later, severe weather closed SH59—the former main highway.



A rockfall closed part of SH6 west of Murchison in July. Further storms caused more damage a month later. PHOTO: Waka Kotahi

## April

In response to the sharp spike in fuel prices caused by the war in Ukraine, Transport Minister Michael Wood announced a series of short-term measures: a 25 cents a litre cut to Fuel Excise Duty (FED) for three months to June 30; half-price public transport; and a 36 per cent cut to Road User Charges (RUC) from late April to late July.

Transporting New Zealand chief executive Nick Leggett welcomed the move but warned we had to be mindful of what would happen at the end of that three months—and beyond.

## May

Finance Minister Grant Robertson delivered the 2022 Budget. As Nick Leggett noted, it came at a time of enormous economic stress. He said it was positive to see that the Government had listened to Transporting New Zealand's request to extend the road user charge discount to the end September 2022. The discounts were later extended until January 31, 2023.

Te ara ki tua Road to success celebrated its first year of helping trainees join the road transport industry. The programme is crucial in solving the long-term driver shortage.

## June

Transporting New Zealand made a detailed submission on Te Manatū Waka (Ministry of Transport)'s consultation document on freight and supply chain issues. We argued that road user charges should not be diverted from their core task of building and maintaining roading infrastructure.

## July

Transporting New Zealand welcomed Mike McRandle to lead its national team of Regional and Sector Advisors. Mike is the former head of the South Island Commercial Vehicle Safety Team (CVST) and a vice president of the NZ Police Association. We also welcomed Billy Clemens, who has a legal and police background, as a policy advisor.

Transporting New Zealand partnered with Teletrac Navman to launch Te ara ki tua Road to success Driving Change Diversity Programme to New Zealand.

Hundreds of operators participated in Transporting New Zealand's Costs Survey, showing significant wage increases and challenging business conditions. The results received significant media attention.

Severe weather struck the West Coast of the South Island. A rockfall on SH6 west of Murchison closed the road for a period.

## August

More severe weather struck, causing major flooding and slips in the top of the South Island. A massive clean-up in the Marlborough region was described as probably the "biggest recovery ever faced" in the area. State Highway 6 between Blenheim and Nelson was closed, forcing trucks to take the long way around.

Major flooding also hit Northland and Westport over the winter. SH1 through the Mangamuka Gorge, in Northland, is still closed, as is part of SH6.

The Road Ahead, Transporting New Zealand's conference in Invercargill, was the first time a conference could be held since 2019. The conference was canceled for the last two years because of the pandemic.



## September

Transporting New Zealand held its successful conference, The Road Ahead, in Invercargill. It was the first time the conference could be held after being cancelled for two years because of the pandemic. Several hundred people attended and enjoyed catching up and hearing from a range of experts, including politicians, economist Cameron Bagrie, Waka Kotahi, and leaders in new technology, with a notable address by keynote speaker Sir Ian Taylor. An awards evening was also held, followed by Hall of Fame, at Bill Richardson Transport World.

Excitingly, given the good momentum that we have brought to the driver traineeship part of Road to success this year we agreed with National Road Carriers and New Zealand Trucking Association that all three of our associations collaboratively work towards having 1,000 trainees enrolled in the programme by the end of next year. This combined big push across the sector should get the traineeship firmly established as the fit-for-purpose industry recognised qualification for entrants and leave a legacy that everyone that's been involved extremely proud of.

## October

Concern over the welfare of those in the road transport industry prompted Transporting New Zealand to launch its health and wellbeing

strategy. You can find out more on our website, including free resources and tools, support from our sector advisors, and exclusive discounts from leading wellbeing providers.

## November

The economic downturn again dominated the headlines and Transporting New Zealand again called for an extension of the fuel rebate, due to expire on January 31, 2023, to help Kiwis cope in tougher times.

## December

Transporting New Zealand prepared to launch its new-look website on December 12. Make sure to check it out and go in the draw to win a pretty card!

As Christmas approaches, the road transport industry faces unsettling headwinds, including rising costs, a continuing driver shortage, and the poor condition of many state highways.

However, Transporting New Zealand has been heartened by the number of new members bringing diversity and enthusiasm into the industry, as well as the continued mahi of so many dedicated and hardworking people.

We wish you all a safe and happy Christmas and New Year!



## Ask a lawyer

# Driver monitoring and recording systems

By Amanda Douglas



## **C**an I install driver monitoring or recording systems in our work vehicles?

Driver monitoring or recording systems can be a useful tool to help employers or business owners comply with their obligations under the Health and Safety at Work Act 2015. They can also capture footage that may assist employers, business owners, the police, and insurers in gaining an objective understanding of the events which may have contributed to an accident or other event involving a vehicle.

However, driver monitoring or recording systems are naturally invasive and can infringe on drivers' privacy. Accordingly, employers and business owners do need to be mindful of their obligations under the Privacy Act 2020.

In particular, any intrusion into an individual's privacy must be for a lawful purpose. This could be, for instance, to ensure that drivers are operating their vehicles in a safe manner, or to monitor driver fatigue.

The extent of the intrusion into an individual's privacy must also be justified as being reasonably necessary to achieve the relevant lawful purpose. For instance, the use of recording systems which also record in-cab audio are much more likely to offend the requirements of the Privacy Act than those systems which do not record audio. This is because it would be more difficult for an operator to establish audio recording is reasonably necessary to ensure, for instance, that a driver was operating their vehicle in a safe manner.

**“Any intrusion into an individual's privacy must be for a lawful purpose.”**

The particular technology employed by an employer or business owner will often play a crucial role in determining whether the invasion into a driver's privacy is reasonably justifiable in the circumstances.

For instance, certain recording systems currently available on the market are designed to only capture and record small periods of footage when triggered by an external force—such as hard braking, swerving, speeding, or impacting another vehicle or object. Some fatigue-monitoring systems use cameras to monitor drivers' faces to identify symptoms of tiredness, without actually recording any footage. These systems may be compared with more traditional technology, which continuously records footage while the vehicle is being operated. Systems that are triggered by an event are more likely to be justified, from a privacy point of view, than systems that continuously record. However, there may be circumstances where continuous recording may be justified.

In order to comply with the Privacy Act, employers and business owners should only use monitoring or recording systems for the purpose for which they were installed, and ensure that they go through a consultation process with staff about the technology's introduction and proposed use. This includes covering how the technology will operate, how the recordings may be used, stored, and accessed by the employer or an employee.

It is important that employers or business owners spell out what information is being collected and how this will be done. We recommend introducing a workplace policy setting out these matters. The purpose should be wide enough to encompass the various uses for which the information will be collected and used. This should be done before introducing recording technology; however, if the systems are already in place, employers should promptly get these measures in place.



## What is the Employment Relations (Restraint of Trade) Amendment Bill

The Employment Relations (Restraint of Trade) Amendment Bill was introduced in September and is currently before Parliament, undergoing its first reading.

A restraint of trade is a type of post-employment restraint that prevents an employee from working in a certain industry, for a certain period of time, within a certain geographical area after their employment ends.

The Amendment Bill seeks to prevent employers from including restraints of trades in employment agreements for low to middle income earners, which are defined as those employees who earn less than three times the minimum wage. This is a major departure from the current legal position, which allows employers to include restraint of trades in any of their employees' employment agreements, regardless of their income, so long as the employer can justify the restraint as reasonably necessary to protect their legitimate proprietary interests.

The Amendment Bill, if passed into legislation in its current form, would also require employers to compensate employees where a restraint of trade is used in their employment agreements. The level of compensation employers would be required to pay under the Amendment Bill would be equal to half the employee's weekly earnings

for the period for which the restraint remains in place.

In addition to the above, the Amendment Bill would limit the duration of any restraint of trade put in place by an employer to be no more than six months. This is another marked departure from the current legal position, under which there is no set limit for restraint of trade periods.

This is not yet law but watch this space as this Amendment Bill progresses through the process.

- *If you are a member of Ia Ara Aotearoa Transporting New Zealand and would like assistance with drafting a policy or any other steps relating to this topic, or have an employment, health and safety related or other legal question, please submit it to Amanda Douglas at Wynn Williams, [amanda.douglas@wynnwilliams.co.nz](mailto:amanda.douglas@wynnwilliams.co.nz) with the subject line: Transporting New Zealand Ask a Lawyer. Feel free to also make use of Wynn Williams' Legal Helpline, in which the first 15 minutes are free for Transporting New Zealand members, by calling Amanda on (03) 379 7622.*



## WYNNWILLIAMS

# It takes more than logistics to get from A to B!

Running a transport business gets more complicated by the day. Make sure you're across your legal and compliance obligations so you can focus on staying on the road.

For all your business related legal advice, including employment, health & safety, TSL and insurance issues, contact [amanda.douglas@wynnwilliams.co.nz](mailto:amanda.douglas@wynnwilliams.co.nz) +64 3 379 7622

## Health & wellbeing



QRS engineer Glenn Bradley now has strategies for dealing with depression.

## Bounding back to good health

**A**dventure course Outward Bound has propelled engineer Glenn Bradley to rethink the way he lives, works, and plays.

Described as a solutions genius, Glenn is an engineer, heavy diesel mechanic, panel beater, and metal fabricator with over 20 years' experience at Quality Roding and Services (QRS), in Wairoa, in the Hawke's Bay. He's a terrific problem solver. But there was one problem Glenn didn't know how to solve. Why did he sometimes feel so sad and as if life had slowed down?

"Last year was an odd year what with illness in the family and me coming back from Outward Bound," explains Glenn. "But that course started something in me."

Back in 2021, Glenn was in a funk. To snap out of it he wondered if doing something adventurous and challenging, like an Outward Bound course, might act as a re-set button and eject him out of his gloom.

**"It doesn't matter who you are, depression or physical pain can affect everyone."**

—QRS People and Capabilities Manager Peter Wairau

He floated the idea of attending the course at his annual appraisal and was thrilled when QRS said it would pay for him to go. For eight gruelling days Glenn swam, tramped, sailed, and survived the famous extreme adventure course.

It had the desired effect. Outward Bound boosted Glenn's zest for life and happiness. "Everyone got on really well, and every day you did exciting, interesting tasks."

Glenn returned to Wairoa fizzing and determined to try new things. He was even comfortable enough to speak in front of a group about his experience—something he would have balked at in the past.

But then he slumped. “It’s like you came back and you can’t get yourself hyped up. You’re missing something, the company, the activity. And I just couldn’t get out of it.”

Glenn says he didn’t know what was going on but guessed it had to be something more serious than just missing his new mates. “Nothing was making me happy. I had lost interest. I was really down.”

Thankfully, Glenn sought professional help from his GP. He was diagnosed with depression and was surprised to be told he’d probably lived with it on and off for years. “No one’s known and even I didn’t know!”

Glenn admits he’d always put depression in the “airy-fairy-is-it-really-a-thing?” basket until he experienced it himself. “Bloody hell, until you’ve got it, I don’t think you really understand.”

Glenn now has strategies for dealing with depression. With the support from the few people who knew, Glenn prioritises time outside going for long tramps and hunts. He’s also benefited from medication and talking to a counsellor. He’s clawed his way out and most days (but not all days) life is filled with joy again.

Looking back, Glenn says the Outward Bound course was the springboard from which he jumped into wellness. “Having been pumped up for those eight days and then coming back, that’s what set it off. But turns out that experience opened things up and I’ve now done things I wouldn’t have done in the past.”

With his energy returned, Glenn is taking opportunities to grow. He’s made good on a lifelong dream to own a road motorbike; runs regularly; did the blacksmith workshop he’d always wanted; bungee jumped; visited the South Island again; and completed an engineering extension course in New Plymouth.

“That kind of stuff puts a smile on my dial, makes you feel good. Without the course at Outward Bound I wouldn’t have gone to any of those things.”

QRS People and Capabilities Manager, Peter Wairau, says Glenn is held in high regard at QRS and he’s thrilled the company has, in a very small way, been able to help.

QRS looks after its staff by putting their health and wellness at the forefront of employee decisions. Staff have access to the community gym and pool, regular nurse health checks, and access to off-site support in areas such as budgeting, mental, and physical health.

“Time off for injury or illness management isn’t an issue. It doesn’t matter who you are, depression or physical pain can affect everyone. They’re equal opportunity mongrels like that!”

Peter reckons being emotionally genuine and authentic to those who are close to you also goes a long way. “No matter how bad it gets, if you take the right steps there is a way up and QRS is happy to be part of the solution.”

### About QRS

QRS is a Wairoa District Council-owned company taking on civil construction projects in the public and private sector, managing a number of local quarries, and maintaining the unsealed road network around northern Hawke’s Bay.

QRS has surveyed staff about their health and wellbeing for the past two years, encouraging strong individuals like Glenn to talk about their health and wellbeing experiences, and supports employee courses including Outward Bound.

The company has also joined the MATES in Construction programme, focusing on opening up communication channels, changing onsite culture, and improving knowledge of what can be done to prevent suicide.

More QRS stories and news is available on the company’s [website](#).

### Need to talk?

- Free call or text 1737 any time for support from a trained counsellor
- Lifeline: 0800 543 354
- Depression Helpline: 0800 111 757



## Wellbeing Stories

An ongoing series showcasing how transport operators are supporting health and wellness in the workplace





## Members

**Tracey Collinson has been driving with Fonterra for the last nine years and prior to that worked with Northern Southland Transport. She shares what she likes about her job.**



## ‘I have seen so much more of the countryside’

**W**hile I was still at high school, Mum and Dad shifted farm and I was lucky enough to get a ride in the stock truck and trailer unit that shifted their stock. I thought how cool it would be to drive a big truck and trailer unit!

However, I didn't know anybody in the industry and didn't know how to go about getting into the trucking industry.

So when I left school I started my working life in an accountant's office then moved to driving urban buses, then back to an office environment before applying for another office job at a rural transport company. I didn't get the office job but was asked if I would like to go driving.

I had my class 2 (and maybe class 4) licences from my bus driving days and had to get my class 5, forklift, and dangerous goods licence to start my 10-year career at Northern Southland Transport. Over the 10 years, I carted mostly fertilizer but also grain, hay, baleage,

**“I think that common sense, a willingness to help others, and being able to do what I was shown to do helped in my work.”**

gravel, coal, farm equipment, and occasionally, freight.

Ten years to the day, I left rural transport and started driving for Fonterra as a tanker operator, based out of Edendale, where I am still driving today.

There weren't many female truck drivers back when I first started driving. I often would have a wee giggle to myself when other road users had a second take look at me driving—I guess because I was a female and I consider myself a smaller person.

I was one of two female drivers at Northern Southland Transport and I was very fortunate in that I always felt accepted and the guys seemed more than happy to help me and show me the ropes, including how to back trailers.

I think that common sense, a willingness to help others, and being able to do what I was shown to do helped in my work.

Being outside in the fresh air and sunshine (and sometimes rain and snow), I usually had a good summer tan. I got to know the roads in the area that the transport serviced and was certainly a lot fitter and stronger from working with covers and lifting stuff.

Carting fertilizer meant being covered head to toe in dust that got everywhere.

I got to know my workmates and their families and also got to know the farmers and their farms, something that I do miss in my current role.

I worked about five-and-a-half days a week during the busy period, starting and ending the days at various times. I began driving and gaining experience in a three-axle truck and a three-axle trailer before being promoted to a 29-tonne unit (slightly underpowered), which was one of the bigger units back then. This unit had over 1 million kms and I can't remember how old it was before I was given a brand new truck and trailer unit to drive. We had to do our own oil changes and greasing and I should have changed my own tyres, but usually got help as the tyres were about as heavy as I was.

In my current role, tankers reach about 1.3 million kms in about six years when they get replaced. My current unit is a 2018 Scania with 862,000kms on the clock. I share the unit with two other drivers as Fonterra collects milk on a shift work pattern—three day shifts, three night shifts, then three days off (well, two-and-a-half, after you have a wee bit of sleep).

The roster is produced before the beginning of each season, at the end of July, and I know what shift I'm on for the whole season, which is great for planning. We get one weekend off a month and get every third Christmas and New Year off. So, I am also fortunate to have family and friends that have gatherings, birthdays, and Christmasses not necessarily on the correct day!

Shift work isn't for everybody; some people don't cope so well with the night shifts so move

on to other employment. However, shift work wasn't really new to me.

Though our start times are constant, we are required to work a minimum of eight hours that can stretch out to 13 hours during the peak. Another constant is our pay, a salary compared with an hourly rate at my previous employment. I am also fortunate to have my husband as a driver at Fonterra, too, on the same crew as me. Otherwise, we would be ships passing in the night.

The large fleet at Fonterra is serviced by a crew of mechanics and there is a tyre man to change our tyres. The most energy I have to exert is washing the entire outside of the truck and trailer three days out of nine. I am able to wash them at other times if I have time.

### **“More women have joined Fonterra as drivers, as well as couples.”**

Carting milk is a very clean job, unless you accidentally cover yourself in milk, then you might stink a bit until you can change your clothes! I have also seen so much

more of the countryside,

from Te Anau to Dunedin, Bluff to Ranfurly, and everywhere in between. Unlike fertilizer, milk production doesn't stop in flood events and snow storms. It makes for careful and calculated road selections, especially at night!

More women have joined Fonterra as drivers, as well as couples, and I have also noticed a lot more driving for rural transport, including logging and stock trucks.

There is a huge shortage of drivers at the moment. From what I understand, most companies would take a person on with the first of your heavy transport licences and let you gain experience while you learn and moving onto the next stage of your licences. Talk to the next truck driver you are able to and/or knock on the door of a company and hopefully they will be able to help start your career in driving in the heavy transport industry.

- *If you, or someone you know, are keen on becoming a truck driver, email: [info@transporting.nz](mailto:info@transporting.nz).*
- *Do you have a story about your company that you would like to share? Please reach out to your regional sector adviser.*



**Livestock**

## Down on the farm a worthwhile excursion

Transporting New Zealand regional sector advisor Jim Crouchley visited North Island farms recently to check out the latest developments.



**LEFT:** Owl Farm, behind St Peters College in Cambridge, is a research dairy farm run as a joint venture with Lincoln University. It has some very quiet and friendly calves. Jo Sheridan gave us details of the operation, and demonstrated the halters on the cows. Location of each cow can be viewed by phone and the halters guide them to the shed at milking time. Their movements can be restricted to a “geofence” and moving the cows can be done by remote control. The halter also monitors the cow’s temperature and general health. If needed, a light can be switched on to locate a particular animal.

See: <https://owlfarm.nz/>.

**RIGHT:** Frankton Sale Yards, in central Hamilton, are run by PGG Wrightson and were established in 1917. Hamilton City has expanded around them, providing livestock transporters some access challenges.



**LEFT:** Universal Beef Packers (UBP) in Te Kuiti, has a contract with Burger King. Currently it is struggling to find staff. It is a full halal plant.





**ABOVE AND RIGHT:** Waratah Farm, in the King Country, is very focused on animal welfare and recycling. A neighbouring dairy farm, owned by Waratah, controls the effluent. The farm takes waste from factories, ice cream and other food producers, and blends it with their feeds.

See: <https://www.waratahfarm.co.nz/>



**Innovation**

## Targeting empty running in road freight

**C**lever solutions for electric vehicle charging, ways to cut fuel costs in heavy freight, and an innovative marine project are among the 11 transport projects to receive funding in Round 3 of EECA's (the Energy Efficiency and Conservation Authority) Low Emission Transport Fund.

Energy and Resources Minister Dr Megan Woods described the fund's intent to explore new ways of slashing emissions in the transport sector, in areas that were previously seen as hard to decarbonise.

"For example, Core Technology will pilot electric outboard motors including 'handbag', 'briefcase', and 'carry-on' sized batteries for use on small watercraft so boat owners can test out what works best for them.

Core Technology is the fund's first ever marine project.

Findatruckload, a freight management company, and iCOS LIVE, a transport management company, received \$91,000 to integrate their products to create "the Future Initiative". The service will automate freight alerts to trucks about to run empty to allow them to fill their empty leg, generate more revenue, and save emissions.

"It's also great to see projects looking at saving money and waste at the same time by targeting inefficiencies in freight," says Dr Woods. "This will allow them to increase revenue, and significantly reduce wasted fuel. It's a win-win."

The projects come in all shapes and sizes. At a more local level, Ngāti Whātua Ōrākei, ahi kā from Tāmaki Makaurau, will run a car share service using a community app with chargers, three EV cars, and an EV van so whānau in the local community have accessible and affordable transport without needing to run an expensive private car.



Findatruckload, a freight management company, top, and iCOS LIVE, a transport management company, below, were among recipients of funding in the latest round of EECA's Low Emission Transport Fund.



## Next LETF funding round coming soon

The Low Emission Transport Fund, administered by EECA, supports the demonstration and adoption of low-emission transport technology, innovation, and infrastructure to accelerate the decarbonisation of the New Zealand transport sector.

Each round of the LETF will provide co-funding to a particular area of interest. In Round 3, organisations were able to apply for up to 50% of the cost of projects that met specific objectives—for instance, projects that would demonstrate replicability, overcome significant barriers within sectors, or encourage innovative approaches to smart charging and/or vehicle use.

- To see the complete list of recipients in Round 3, see [here](#).
- The next funding round opened on December 1. To find out more, see [here](#).

**“It’s great to see projects looking at saving money and waste at the same time by targeting inefficiencies in freight.”**

— Dr Megan Woods, Energy and Resources Minister



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## Is your fleet getting the most out of **driver support technology**?

NZI's latest Transport Report provides insights on awareness, understanding and usage of new driving technologies and the impact they have on safety.

[nzi.co.nz/fleetfit](https://nzi.co.nz/fleetfit)



## Employment issues

# Fighting swindlers and thieves

By Claire Arneson, HR and Health & Safety Adviser, SBS



**A**n HR nightmare involving the theft of over \$750,000 was recently reported by Open Justice New Zealand. The thief, a bookkeeper and “friend” of the victim, worked for Nelson café owner Alexandra Purucker for about six years starting

in 2012. In a position of trust with very little oversight, fraudster Iris Huebler took money from her boss telling her it was for a fake “investment” and also racked up significant credit card debt in Purucker’s name. Purucker has been left penniless, having her life savings and an inheritance completely wiped out by the swindler. Huebler has been sentenced to four years in jail and ordered to repay the victim \$80,000.

Although a rather rare occurrence, employee fraud and deceit can have devastating impacts on business owners, employees, and the wider community. SBS’s HR Consultants have seen multiple examples of deceit and fraudulent activity in the past including:

**“Employee fraud and deceit can have devastating impacts on business owners, employees, and the wider community.”**

- an employee who withdrew and spent thousands from the employee-funded social club;
- an employee who used a company credit card for unauthorised cash withdrawals to fund an addiction;
- an employee using company equipment (a digger) to run a side business;
- an employee who used a fuel card to fill up cars belonging to friends and family members;
- an employee who stole a conference room chair, identifying it as the perfect gaming chair and assuming it wouldn’t be missed.

Combating employee fraud and deceit is a serious business.

—Photo: ryancr



# STEALING

If you can't get what you want legitimately.

The writer is not suggesting that employees cannot be trusted, but rather a “trust, but verify” approach should be taken by employers. We recommend implementing the following controls that aim to both prevent fraud and discover it quickly where it has occurred. Employers should:

- Thoroughly reference check and complete a criminal record check for employees whose positions require them to handle money or sensitive information on behalf of the company;
- If you only employ one accountant, have your financial statements audited or independently verified on a regular basis;
- Implement Delegated Authority Limits for company expenditures and spot check regularly;
- Ensure comprehensive policies and procedures are in place that are up to date and fit for purpose;
- Set up automatic banking alerts so that you will be notified of potential fraud, for example; opt to receive notifications for large withdrawals or payments, and changes to account numbers;
- Where possible, disable cash withdrawals on company credit cards;
- Consider the use of surveillance cameras in your business, including proper storage and backup protocols;
- Maintain a company furniture/equipment register, especially where employees are working from home. Consider introducing a Working From Home Policy, too;
- Pay attention to clues that things aren't quite right and investigate immediately. For example, a savvy manager became curious when children's toys were delivered to an employee at work alongside other office supplies. By checking the latest invoice, the manager was able to see that the toys (later determined to be for the employee's children) were paid for by the company and therefore theft.
- *For more information on anything HR or Health and Safety related, get in touch with a member of the SBS Team. Freephone 0508 424 723 or visit [www.safebusiness.co.nz](http://www.safebusiness.co.nz).*





## Membership benefits

# Are you getting the best deal on fuel?

**F**uel is the second largest cost to your business. Transporting New Zealand members receive substantial fuel savings through our partnership fuel schemes, whether opening a new account or linking an existing one to access discounted rates. Our membership partnerships ensure that no matter where you are based, or where your trucks fill up, you can save on the cost of fuelling your fleet.

If you would like a fuel analysis done so you know if you are getting the best price for your fuel, then Transporting New Zealand Membership Advisor Vicki Harris is happy to help.

“The savings vary depending on what your existing discount structure is but I am happy to do a fuel analysis to assist in telling you if you can save on fuel with the Transporting New Zealand Fuel Scheme,” says Vicki.

“We have partnerships with BP, Z Business, and Mobil for savings at service stations and truck stops. We also have a partnership with Allied for bulk fuel. Each fuel supplier provides

different options for discounts, so it is always best to look at location, accessibility, and whether you only use Truck Stops or Service Stations. I can assist with all these questions and choosing the best supplier that suits your individual needs.

“If you have an existing account with one of our fuel suppliers, we can simply link your existing account without the hassle of having to reapply. The only thing that will change is the amount you pay.”

Below are examples of the savings made by Transporting New Zealand members who are on our fuel schemes. These are taken from a specific time period and change weekly but provide an indication of the range of savings possible across the country.

- For more information on the Transporting New Zealand fuel discount scheme, call Vicki Harris, 027 534 3848 or email: [vicki@transporting.nz](mailto:vicki@transporting.nz).

Region	Diesel prices at the pump in this region	Diesel prices currently at a Truck Stop on Transporting New Zealand fuel scheme	Savings on Transporting New Zealand fuel scheme (cents per litre)
Canterbury	\$2.469 - \$2.649	\$2.162	30.7 – 48.7 cpl
Wellington	\$2.329 - \$2.569	\$2.162	16.7 – 40.7 cpl
Otago	\$2.609 - \$2.639	\$2.162	44.7 – 47.7 cpl
Auckland	\$2.529 - \$2.779	\$2.277	25.2 – 50.2 cpl

21/11/2022 to provide an indication of savings

## Advice on member benefits

Transporting New Zealand membership manager Fiona McDonagh, left, and membership advisor Vicki Harris are ready to help advise members on benefits that can help their businesses.

- Email: [members@transporting.nz](mailto:members@transporting.nz)



## Member benefits



Boost comes in a handy smartphone app.

## Boost offers big savings for members

**W**ith your Transporting New Zealand membership, your business can access Boost. All free of charge.

Boost is a subscription-based employee benefits program; it comes in a handy smartphone app, so your employees can access discounts at loads of awesome retailers both in-store and online all the time.

Boost lets you top up employee remuneration with a company benefits plan tied to popular retailers and service providers. There's something for everyone with discounts available at retailers across the board, from accommodation to food and beverage, insurance to gym memberships, and big retailers like Torpedo7 and PlaceMakers.

It's a great way to retain great people, increase loyalty, and build a more positive work culture. And it's customisable so that it can be branded with your company logo, and you can add existing offers you may have available.

Boost is powered by n3, a business buying group that helps you save on your business essentials.

The cost of n3 and Boost Membership has been covered for Transporting New Zealand members—so there's no cost to your business.

- n3 is a business buying network with over 15,000 Members. n3 pre-negotiates great rates on everyday business necessities, so you get the best price on all your business essentials, from office equipment to gas and electricity and everything in between. They are dedicated to making it simple for Kiwi businesses to save money across all areas of day-to-day business.
- In the last year, Transporting New Zealand members saved over \$4.6 million utilising n3 suppliers. (The savings shown are based on member spend from July 2020 to June 2021.)

*If you would like to get started now, please visit <https://www.n3.co.nz/transporting-nz> to activate your n3 membership, or contact the n3 team to find out more on 0508 20 30 40.*

*To activate your Boost Membership, visit: <https://join.myboost.co.nz/tnz/> and fill out the form.*





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