



Western Australia

Owner-Drivers (Contracts and Disputes) Act 2007

Owner-Drivers (Contracts and Disputes) Regulations 2010

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Owner-Drivers (Contracts and Disputes) Regulations 2010

Part 1 — Preliminary

[Heading inserted: SL 2023/29 r. 4.]

1. Citation

These regulations are the *Owner-Drivers (Contracts and Disputes) Regulations 2010*¹.

[Regulation 1 amended: SL 2023/29 r. 5.]

2. Commencement

These regulations come into operation as follows —

- (a) regulations 1 and 2 — on the day on which these regulations are published in the *Gazette*;
- (b) the rest of the regulations — on the day after that day.

Part 2 — General

[Heading inserted: SL 2023/29 r. 6.]

2A. Transport association prescribed (Act s. 3)

Western Roads Federation Pty Ltd (ABN 74 622 040 322) is prescribed for the purposes of the definition of ***transport association*** in section 3 of the Act.

[Regulation 2A inserted: SL 2023/29 r. 7.]

3. Code of Conduct prescribed (Act s. 26)

The *Owner-Driver Contracts Code of Conduct 2010* set out in Schedule 1 is prescribed as a code of conduct for the purposes of section 26 of the Act.

Part 3 — Right of entry: authority for representatives

[Heading inserted: SL 2023/29 r. 8.]

4. Terms used

In this Part —

approved form means a form approved by the Chief Commissioner for the purposes of the provision in which the term is used;

Chief Commissioner has the meaning given in the IR Act section 7(1);

Commission has the meaning given in the IR Act section 7(1);

Commission's website means the website maintained by, or on behalf of, the Commission.

[Regulation 4 inserted: SL 2023/29 r. 8.]

5. Application for issue of authority

- (1) An application to the Registrar made under section 34B(1) of the Act for the person (the **nominated person**) nominated in the application to be issued with an authority under section 34B(2) of the Act must —
 - (a) be in the approved form; and
 - (b) have attached to the application a current passport size and style photograph of the nominated person.
- (2) For the purposes of subregulation (1)(b), the secretary making the application must certify on the back of the photograph that the person depicted in the photograph is the nominated person.

[Regulation 5 inserted: SL 2023/29 r. 8.]

6. Form of authority

A written authority issued by the Registrar under section 34B(2) of the Act is to be in the form of a laminated card and must include —

- (a) the words, as a heading, “Authorised Representative, Right of Entry and Inspection, *Owner-Drivers (Contracts and Disputes) Act 2007* section 34B(2)”; and
- (b) the name of the authorised representative; and
- (c) the words, appropriately completed, “(full name of the authorised representative) whose photograph and signature appear below, is appointed as an Authorised Representative for the purposes of the *Owner-Drivers (Contracts and Disputes) Act 2007* Part 8 Division 3.”; and
- (d) a photograph of the authorised representative; and
- (e) the signature of, and date of issue by, the Registrar; and
- (f) the signature of the authorised representative; and
- (g) the uniform resource locator of the Commission’s website.

[Regulation 6 inserted: SL 2023/29 r. 8.]

7. Secretary must notify Registrar of change of address

If an authority is issued under section 34B(2) of the Act, the secretary of the organisation that applied for the issue of the authority must advise the Registrar of any change to the address of the authorised representative.

[Regulation 7 inserted: SL 2023/29 r. 8.]

8. Application to revoke an authority

- (1) An application under section 34D(1)(a) of the Act to revoke the authority of an authorised representative must be in the approved form.

- (2) An application under section 34D(3) of the Act to revoke or suspend the authority of an authorised representative must —
- (a) be in the approved form; and
 - (b) be served on the secretary of the organisation that made the application under section 34B(1) of the Act for the issue of the authority.

[Regulation 8 inserted: SL 2023/29 r. 8.]

9. Secretary must notify Registrar of change in status

If an authority is issued under section 34B(2) of the Act, the secretary of the organisation that applied for the issue of the authority must, within 28 days of the authorised representative ceasing to be a person to whom a new authority could be issued, notify the Registrar of that fact.

[Regulation 9 inserted: SL 2023/29 r. 8.]

10. Register of authorised representatives

- (1) The Registrar must keep a register of authorities issued under section 34B(2) of the Act.
- (2) The Commission must publish on the Commission's website an up-to-date copy of the register of authorities.

[Regulation 10 inserted: SL 2023/29 r. 8.]

Schedule 1 — Owner-Driver Contracts Code of Conduct 2010

[r. 3]

Division 1 — Introductory provisions

1. Citation

This is the *Owner-Driver Contracts Code of Conduct 2010*.

2. Purpose of this Code

The purpose of this Code is to give effect to sections 26 and 27 of the Act.

Note:

Under the *Interpretation Act 1984* section 44 —

- (a) a reference in this Code to the **Act** is a reference to the *Owner-Drivers (Contracts and Disputes) Act 2007*; and
- (b) terms used in this Code have the same meanings as they have in that Act.

Division 2 — Contract negotiations

3. Term used: negotiating agent

In this Division —

negotiating agent includes a group of persons appointed under Part 5 of the Act as a negotiating agent.

4. Persons who may conduct negotiations for a single contract

- (1) Negotiations for an owner-driver contract may be conducted —
 - (a) between —
 - (i) a hirer; and
 - (ii) an owner-driver;
 - or
 - (b) between —
 - (i) a negotiating agent for a hirer; and

- (ii) a negotiating agent for an owner-driver;
 - or
 - (c) between —
 - (i) a hirer; and
 - (ii) a negotiating agent for an owner-driver;
 - or
 - (d) between —
 - (i) a negotiating agent for a hirer; and
 - (ii) an owner-driver.
- (2) Where a partnership is an owner-driver, a reference in subclause (1)(a) or (d) to an **owner-driver** is to be read as including one or more members of the partnership.

[Clause 4 amended: SL 2023/29 r. 16.]

5. Persons who may conduct joint negotiations for several contracts

- (1) Joint negotiations for owner-driver contracts may be conducted between —
 - (a) a hirer or a negotiating agent for a hirer; and
 - (b) a group of owner-drivers or their negotiating agent.
- (2) Negotiations for 2 or more owner-driver contracts may be conducted —
 - (a) by dealing with some of the terms and conditions of those contracts by way of joint negotiations; and
 - (b) by dealing with the remaining terms and conditions of each such contract by way of negotiations under clause 4.

[Clause 5 amended: SL 2023/29 r. 15.]

6. Parties to negotiate in good faith

- (1) In the negotiation of an owner-driver contract, or the variation or termination of a contract, the parties have a duty to negotiate fairly and in good faith but that does not prevent hirers and owner-drivers from acting in their own commercial interests.

- (2) In subclause (1) —

party means —

- (a) the hirer; or
- (b) an owner-driver or a group of owner-drivers,

that is involved in the negotiations, and includes any negotiating agent that is so involved.

- (3) This clause in its application to a group of persons that is acting as a negotiating agent applies to each member of the group individually.

[Clause 6 amended: SL 2023/29 r. 15 and 16.]

7. Information to be given to owner-driver

- (1) This clause applies where it is proposed that an owner-driver contract be entered into.

- (2) The person who will be the hirer under the proposed contract (the **prospective hirer**) must, before the contract is entered into, give the following documents to the owner-driver concerned —

- (a) a document setting out all current guideline rates, whether or not applicable to the circumstances of the proposed contract;
- (b) a copy of the form in Appendix 1.

- (3) Subclause (2) does not apply to a document if the owner-driver informs the prospective hirer that the owner-driver already has the document.

- (4) To the extent that it is not reasonably practicable for the prospective hirer to comply with subclause (2) in respect of any document it is sufficient if, before the contract is entered into, the prospective hirer informs the owner-driver where an electronic copy of the document is available.

- (5) The form in Appendix 1 may be printed as a booklet, and the reference in subclause (2) to the form includes a reference to such a booklet.

[Clause 7 amended: Gazette 2 Oct 2018 p. 3803; SL 2023/29 r. 15 and 16.]

Division 3 — Guideline rates of payment

8. Council may determine guideline rates

- (1) The Council, by notice published in the *Gazette* —
 - (a) may determine guideline rates, that is rates for the purpose of providing guidance as to rates and costs to —
 - (i) owner-drivers and hirers when they are negotiating owner-driver contracts; and
 - (ii) the Tribunal when it is determining whether payments have been made at a safe and sustainable rate;
 - and
 - (b) may amend or revoke any guideline rate so determined.
- (2) The *Interpretation Act 1984* section 43(7) to (9) apply to a notice under subclause (1) as if the notice were subsidiary legislation.
- (3) This clause has effect subject to section 27(2), (3) and (4) of the Act.
[Clause 8 amended: SL 2023/29 r. 9 and 16.]

Division 4 — Penalty clauses in contracts

9. Penalty cannot be imposed on owner-driver

- (1) In this clause —
default means a thing that is done or happens or is not done or does not happen in the carrying out of the responsibilities of an owner-driver under an owner-driver contract.
- (2) The purpose of this clause is to protect an owner-driver from being unfairly made to pay any amount to a hirer for —
 - (a) a breach of contract on the part of the owner-driver; or
 - (b) a default, if under an owner-driver contract it is the responsibility of the owner-driver to see that the default does not occur.
- (3) This clause applies where an owner-driver contract provides that if a breach of contract or a default occurs the owner-driver is liable to pay

an amount to the hirer for the resulting loss or damage incurred by the hirer.

- (4) The amount referred to is a penalty to the extent that payment of the amount would penalise the owner-driver because it would exceed the amount necessary to compensate the hirer for the actual loss or damage incurred.
- (5) An owner-driver is not liable to pay any amount to the extent that it is a penalty and a hirer must not require an owner-driver to make any such payment.
- (6) References in this clause to the *payment of an amount* include money or property of an owner-driver being forfeited to or retained by a hirer.
- (7) This clause does not limit or affect any rule of the common law or in equity relating to the enforceability of penalty clauses in contracts.

[Clause 9 amended: SL 2023/29 r. 15.]

Division 5 — Deductions from money payable to owner-driver

10. Deductions must be authorised by the contract or this clause

- (1) A hirer must not deduct any amount from money payable by the hirer to an owner-driver under an owner-driver contract unless the deduction is authorised either by —
 - (a) the contract; or
 - (b) this clause.
- (2) The deduction of an amount is authorised by this clause if —
 - (a) the amount represents —
 - (i) a payment under an owner-driver contract that the owner-driver is liable to make, in accordance with clause 9, for loss or damage incurred by the hirer as a result of a breach of contract or default (as defined in that clause) on the part of the owner-driver; or
 - (ii) the reasonable value of any service, benefit or thing that the hirer has provided or arranged to be provided to the owner-driver;

and

- (b) the hirer has given written notice to the owner-driver, not less than 14 days before the deduction is made —
 - (i) describing the liability or the service, benefit or thing; and
 - (ii) stating the amount to be deducted, when or from what money payable the deduction will be made, and the basis on which the deduction has been calculated.

[Clause 10 amended: SL 2023/29 r. 15.]

Division 6 — Rate of interest on overdue amounts

11. Rate of interest to be paid

- (1) This clause applies if —
 - (a) an owner-driver contract provides for interest to be paid on any payment that is not made within the time required by the contract; and
 - (b) the rate of interest at a particular time is provided for in the contract; but
 - (c) the rate so provided for is less than that prescribed for that time under the *Civil Judgments Enforcement Act 2004* section 8(1)(a).
- (2) Despite the provision referred to in subclause (1)(b), the rate of interest to be paid at the time referred to is the rate prescribed for that time under the *Civil Judgments Enforcement Act 2004* section 8(1)(a).

[Clause 11 amended: SL 2023/29 r. 10 and 16.]

Division 7 — Records to be kept by hirer

12. Information to be recorded by hirer: time for payment

- (1) A hirer must cause the following information to be recorded in respect of each owner-driver contract to which the hirer is a party —
 - (a) the name of the owner-driver;

- (b) in relation to any services provided under the contract —
 - (i) a description of the services; and
 - (ii) to the best of the hirer's knowledge — the name of the person who operated the vehicle with which the services were provided; and
 - (iii) the date or dates on which the services were provided; and
 - (iv) the amount of the payment due for the services and how the amount was calculated; and
 - (v) if any deduction is made from the amount due, when the deduction was made, the reason for it and the basis on which it has been calculated; and
 - (vi) the amount actually paid in respect of the services.
- (2) The information mentioned in subclause (1) must be —
 - (a) recorded as soon as is reasonably practicable; and
 - (b) kept for not less than 6 years,

after the services were provided, and paragraph (b) applies whether or not the owner-driver contract continues in force.

[Clause 12 amended: SL 2023/29 r. 11 and 16.]

12A. Information to be recorded by hirer: termination of contract

- (1) A hirer must record the following information in respect of each terminated owner-driver contract to which the hirer was a party —
 - (a) the day on which the notice of termination of the contract was given;
 - (b) the day on which the termination of the contract takes effect;
 - (c) if the hirer terminated the contract by payment in lieu of notice to the owner-driver — the day on which the payment was provided to the owner-driver and the amount paid.
- (2) The information in subclause (1) must be —
 - (a) recorded as soon as is reasonably practicable after the notice of termination of the contract was given; and

- (b) kept for a period of 6 years after the day on which the termination of the contract takes effect.

[Clause 12A inserted: SL 2023/29 r. 12.]

13. How information to be recorded

- (1) The information mentioned in clauses 12 and 12A is to be recorded —
 - (a) by entering the information in the English language on a separate page of a bound or loose-leaf book kept exclusively for that purpose; or
 - (b) by recording or storing the information by means of a computer or other device so that the particulars —
 - (i) will remain in the form in which they were originally recorded or stored; and
 - (ii) will be capable of being reproduced in written form in the English language.
- (2) A hirer must ensure that the information mentioned in clauses 12 and 12A is recorded or stored in such a way that when records relating to an owner-driver are produced to a relevant person under section 34(2) of the Act —
 - (a) the person does not have access to information relating to any other owner-driver; and
 - (b) there is no risk of the person having such access.

[Clause 13 amended: SL 2023/29 r. 13.]

Division 8 — Provision for particular payment to owner-driver

14. Particular payment that must be made to owner-driver

- (1) If a hirer receives any additional payment or higher rate in respect of services provided to a customer to cover —
 - (a) fluctuations in the cost of fuel; or
 - (b) any other contingency,

the hirer must pay to the owner-driver who actually provided those services a fair and reasonable amount to cover those fluctuations or that other contingency.

Owner-Drivers (Contracts and Disputes) Regulations 2010

Schedule 1 Owner-Driver Contracts Code of Conduct 2010

Division 8 Provision for particular payment to owner-driver

cl. 14

- (2) The contingencies referred to in subclause (1)(b) include where the owner-driver spent excess time —
- (a) loading or unloading goods or waiting to load or unload goods; or
 - (b) waiting for goods to be made available for collection.

[Clause 14 amended: SL 2023/29 r. 16.]

Appendix 1 — Information to be given to owner-driver

[cl. 7(2)(b)]

[Heading amended: SL 2023/29 r. 14(1).]

Owner-Drivers (Contracts and Disputes) Act 2007

Western Australian Owner-Drivers

Information Form

It is a requirement of the *Owner-Driver Contracts Code of Conduct 2010* (“the Code of Conduct”) for a hirer to provide an owner-driver with a copy of this form and any current guideline rates before entering into an owner-driver contract with the owner-driver.

Where an owner-driver advises the hirer that they already have current copies of the documents, the hirer is not required to provide additional copies.

In some circumstances, it might not be reasonably practical for the hirer to provide the documents before entering into a contract with the owner-driver. In those cases, the hirer should advise the owner-driver where the documents can be obtained.

The Act and Code of Conduct

The Code of Conduct has been made under the *Owner-Drivers (Contracts and Disputes) Act 2007* (“the Act”) Part 4. The Code of Conduct complements the provisions in the Act.

The Act and Code of Conduct regulate owner-driver contracts and dealings between owner-drivers and hirers. The Act and Code of Conduct apply to an owner-driver who is engaged:

- under an owner-driver contract that is entered into in Western Australia or is subject to the law of Western Australia; or
- to transport goods wholly within Western Australia; or
- to transport goods to or from a place in Western Australia, if a substantial part of the services to be performed under the owner-driver contract are to be performed in Western Australia.

Some owner-driver contracts that deal with East-West freight might be affected by similar legislation in NSW or Victoria. For those contracts, the WA legislation might not apply.

Road Freight Transport Industry Tribunal

The Western Australian Industrial Relations Commission (“the WA IRC”) has jurisdiction under the Act to hear and determine certain kinds of disputes between owner-drivers and hirers that relate to owner-driver contracts. When hearing those disputes, the WA IRC sits as the Road Freight Transport Industry Tribunal (“the Tribunal”). The Tribunal can also enquire into and deal with any other matter relating to the negotiation of owner-driver contracts that may be referred to it under the Act. It can deal with disputes under the Act, Code of Conduct or an owner-driver contract, including payment disputes.

The Tribunal gives owner-drivers and hirers access to a low-cost dispute resolution process. For further details relating to the Tribunal’s jurisdiction, owner-drivers should refer to the Act.

Note: It is good business practice to put agreed contract terms and conditions in writing; doing so can prevent disputes and can help the Tribunal when dealing with disputes. The contact details for the Tribunal are available on the WA IRC’s website.

Owner-Driver Contracts

An owner-driver contract is a contract entered into in the course of business by an owner-driver and another person (“the hirer”) for the transport of goods in a heavy vehicle (that is, of more than 4.5 tonnes gross vehicle mass) by the owner-driver.

An owner-driver contract can be written, oral or a combination of both. An owner-driver contract can include other services for the owner-driver to perform, so long as the services predominantly relate to the transport of goods.

For the purpose of the Act and Code of Conduct an ***owner-driver*** is —

- (a) a natural person —
 - (i) who carries on the business of transporting goods in one or more heavy vehicles supplied by that person; and

- (ii) whose principal occupation is the operation of those vehicles (whether solely or with the use of other operators);

or

- (b) a body corporate (other than a listed public company) that carries on the business of transporting goods in one or more heavy vehicles that are —
 - (i) supplied by the body corporate or an officer of the body corporate; and
 - (ii) operated by an officer of the body corporate (whether solely or with the use of other operators) whose principal occupation is the operation of those vehicles;

or

- (c) a partnership of persons, at least one of whom is a person referred to in paragraph (a).

Where:

listed public company has the same meaning as it has in the *Income Tax Assessment Act 1997* of the Commonwealth; and

officer, of a body corporate, has the same meaning as it has in the *Corporations Act 2001* of the Commonwealth.

Rights and Obligations

The Act and Code of Conduct impose legal requirements that affect the rights and obligations of owner-drivers and hirers in relation to owner-driver contracts and the negotiation of those contracts. It is recommended that those affected seek independent legal and financial advice about the requirements.

A party to an owner-driver contract cannot give away or bargain away any of the rights or obligations that the Act or Code of Conduct gives or imposes on them.

An owner-driver contract or any other kind of agreement cannot:

- Provide that all or any of the Act or Code of Conduct does not apply, or applies in a different way.

- Contain anything else that is contrary to or inconsistent with the Act, Code of Conduct or an order made by the Tribunal.

Any terms or conditions that attempt to do either of these things will have no effect.

Breaches of the Act, Code of Conduct or a Contract

Industrial Inspectors from the Labour Relations Division of the Department of Mines, Industry Regulation and Safety can investigate alleged breaches of the Act, of the Code of Conduct, or of an owner-driver contract. The contact details for the Department are available on the Department's website.

Requirements of the Act and Code of Conduct

Among the new requirements in the Act and Code of Conduct relating to owner-driver contracts are the following:

Making Payment Claims

If an owner-driver contract does not have a written provision about how to make a claim for payment, then the Act implies into the contract a requirement that a payment claim must:

- state the name of the claimant and date of the claim;
- in the case of a claim by an owner-driver — itemise and describe the services provided by the owner-driver in enough detail to allow the hirer to assess the claim;
- in the case of a claim made by a hirer — describe the basis for the claim in enough detail to allow the owner-driver to assess the claim; and
- be given to the other party.

14-day/30-day Payment Time Limits

Where an owner-driver contract contains a provision that purports to require a payment to be made more than 30 days after a payment claim is made, the Act provides that the contract is to be read as being amended to require payment within 30 days after the claim is made.

Where an owner-driver contract does not have a written provision about the time by when a payment must be made, the Act implies the following terms into the contract:

Within 14 days after receiving a payment claim, the party receiving the claim must —

- pay the whole amount of the claim; or
- where part of the claim is in dispute, pay the part of the claim not in dispute.

Minimum notice period

Where an owner-driver contract contains a provision that purports to allow a party to terminate the contract by giving notice of less than the minimum notice period, the Act provides that the provision has no effect.

The notice period is the period beginning on the day on which one party gives the other party written notice of termination of the contract and ending on the day on which the termination of the contract is to take effect.

The minimum notice period is 90 days. However, the minimum notice period of 90 days does not apply where the aggregate term of the original contract and any consecutive series of successive contracts between the same parties that contain substantially similar terms and conditions is less than 90 days. In that case the minimum notice period is 7 days.

Where an owner-driver contract does not have a valid provision about the notice period, the Act implies the following terms into the contract.

A party may terminate the contract by giving the other party written notice of the termination that states the day on which notice is given and the day on which the termination of the contract is to take effect. The notice has no effect if the notice period is less than the minimum notice period unless one of the following applies:

- The contract is terminated due to —
 - a material breach of the contract; or
 - the serious and wilful misconduct of the owner-driver; or

- exceptional circumstances beyond the control of the terminating party that were not reasonably foreseeable at the time of entering into the contract.
- The hirer terminates the contract immediately by paying the owner-driver the total amount that would be payable under the contract in respect of the minimum notice period, less 25%.
- The hirer terminates the contract and gives a period of notice that is less than the minimum notice period and pays the owner-driver both —
 - the amount payable for work performed by the owner-driver during the notice period; and
 - the amount that would be payable under the contract in respect of the balance of the minimum notice period, less 25%.

'If paid/when paid' Banned

The Act bans use of 'If paid/when paid' conditions in owner-driver contracts. If an owner-driver contract includes such a condition, that condition will have no effect.

Penalty Cannot be Imposed

The Code of Conduct provides that an owner-driver is not liable to pay a hirer any amount that is a *penalty*. A penalty is the payment of an amount to the extent that it exceeds the amount necessary to compensate a hirer for actual loss or damage suffered by the hirer due to the default of an owner-driver or breach by an owner-driver of an owner-driver contract. A penalty might include any money or property of an owner-driver being forfeited to or retained by a hirer as a penalty.

Interest Payable on Overdue Amounts

Where an owner-driver contract does not have a written provision about interest to be paid on overdue amounts, the Act implies the following terms into the contract:

- interest is payable from the day after the amount was due through to and including the day that the amount is paid; and

- the rate of interest payable is the rate prescribed at that time under section 8(1)(a) of the *Civil Judgments Enforcement Act 2004*.

If payment of part of an amount claimed is in dispute, the amount not in dispute should be paid, and the parties should try to resolve any issues about the remaining balance.

Deductions from Remuneration

The Code of Conduct provides that a hirer must not deduct any amount from money payable under an owner-driver contract to an owner-driver, except in the specific circumstances set out in the Code of Conduct or where authorised by the contract.

Joint Negotiations

The Act provides a right for a group of owner-drivers to jointly negotiate an owner-driver contract with a hirer.

Negotiating Agents

The Act allows an owner-driver to appoint a negotiating agent to deal with their owner-driver contracts.

Also, a hirer may appoint a negotiating agent for dealing with owner-driver contracts.

In each case the appointment of an agent has to be in writing.

Owner-drivers may group together to make an appointment and the agent for an owner-driver or a hirer may be a group of persons.

Owner-drivers, hirers and persons acting as negotiating agents should obtain a copy of the Act and Code of Conduct to familiarise themselves with provisions about negotiating agents.

Negotiations to be in Good Faith

During negotiations for owner-driver contracts, the parties have a duty to negotiate fairly and in good faith. Parties have the right to act in their own commercial interests, but should also act fairly, honestly and reasonably towards one another. The requirement to negotiate fairly and in good faith also

applies to a negotiating agent acting for an owner-driver, for a group of owner-drivers, or for a hirer.

Unconscionable Conduct Banned

The Act prohibits hirers and owner-drivers from engaging in unconscionable conduct towards each other during the negotiation of owner-driver contracts. The Act sets out a number of matters to which the Tribunal may have regard in determining whether a party has engaged in unconscionable conduct towards the other party. The matters listed in the Act include:

- Any use of undue influence, pressure or unfair tactics.
- Whether all relevant information was provided.
- Whether the parties acted in good faith and were willing to negotiate (rather than having a ‘take it or leave it’ approach).
- Whether any term of the owner-driver contract is an unfair term, including the following —
 - whether the term causes a significant imbalance in the parties’ rights and obligations arising under the contract;
 - whether the term is reasonably necessary in order to protect the legitimate interests of a party;
 - whether the term would cause significant detriment (financial or otherwise) to a party if it were to be applied or relied on;
 - whether the term provides for the payment by the hirer to the owner-driver of the guideline rate.

The matters listed in the Act are not exhaustive and the Tribunal will consider all the circumstances of a case when determining whether a hirer or owner-driver has engaged in unconscionable conduct. Where an owner-driver, group of owner-drivers or hirer is represented by a negotiating agent, the prohibition against unconscionable conduct will also apply to the negotiating agent.

If an owner-driver or hirer believes that someone has engaged in unconscionable conduct towards them and has not been able to resolve the situation, they can refer the matter to the Tribunal.

Misleading or Deceptive Conduct Banned

The Act prohibits hirers and owner-drivers from engaging in conduct that is misleading or deceptive, or is likely to mislead or deceive, during the negotiation of owner-driver contracts.

Discrimination Banned

The Act prohibits a hirer from causing detriment to an owner-driver for the reasons set out in the Act. The reasons include:

- The owner-driver has claimed, or proposes to claim, a benefit or exercised, or proposes to exercise, a power or right that the owner-driver or a person associated with the owner-driver is entitled to claim or exercise under the Act or the Code of Conduct.
- The owner-driver has brought, or proposes to bring, or has otherwise participated in, a proceeding under the Act.
- The owner-driver has informed, or proposes to inform, any person of an alleged contravention of this Act, the Code of Conduct or an order of the Tribunal under the Act.
- The owner-driver has participated, or proposes to participate, in joint negotiations relating to owner-driver contracts or the engagement of an owner-driver.
- The owner-driver has raised, or proposes to raise, issues of health and safety in relation to the performance of services under an owner-driver contract.
- The owner-driver has sought, or proposes to seek, to —
 - negotiate a proposed owner-driver contract; or
 - renegotiate an existing owner-driver contract.

Disclaimer: This information has been prepared as a guide only. None of the information in this form is intended to constitute advice, whether legal, financial or professional. Before you act on the information in this form, you should first get specific independent advice about your particular circumstances. You should not act solely on the basis of the information in this form.

This form provides a brief overview of some of the changes affecting rights and obligations. For further details and a range of other information for owner-drivers go to the Department of Transport's website.

[Appendix 1 amended: Gazette 2 Oct 2018 p. 3803-4; SL 2023/29 r. 14(2)-(6).]

Notes

This is a compilation of the *Owner-Drivers (Contracts and Disputes) Regulations 2010* and includes amendments made by other written laws. For provisions that have come into operation, and for information about any reprints, see the compilation table.

Compilation table

Citation	Published	Commencement
<i>Owner-Drivers (Contracts and Disputes) (Code of Conduct) Regulations 2010</i> ¹	30 Jun 2010 p. 3073-93	r. 1 and 2: 30 Jun 2010 (see r. 2(a)); Regulations other than r. 1 and 2: 1 Jul 2010 (see r. 2(b))
Reprint 1: The <i>Owner-Drivers (Contracts and Disputes) (Code of Conduct) Regulations 2010</i> as at 1 Oct 2010		
<i>Owner-Drivers (Contracts and Disputes) (Code of Conduct) Amendment Regulations 2018</i>	2 Oct 2018 p. 3802-4	r. 1 and 2: 2 Oct 2018 (see r. 2(a)); Regulations other than r. 1 and 2: 3 Oct 2018 (see r. 2(b))
<i>Owner-Drivers (Contracts and Disputes) (Code of Conduct) Amendment Regulations 2023</i>	SL 2023/29 6 Apr 2023	r. 1 and 2: 6 Apr 2023 (see r. 2(a)); Regulations other than r. 1 and 2: 1 Jun 2023 (see r. 2(b))

Other notes

- ¹ Now known as the *Owner-Drivers (Contracts and Disputes) Regulations 2010*; citation changed (see note under r. 1).

Defined terms

*[This is a list of terms defined and the provisions where they are defined.
The list is not part of the law.]*

Defined term	Provision(s)
approved form	4
Chief Commissioner	4
Commission	4
Commission's website	4
default	Sch. 1 cl. 9(1)
listed public company	App. 1
negotiating agent	Sch. 1 cl. 3
nominated person	5(1)
officer	App. 1
owner-driver	Sch. 1 cl. 4(2), App. 1
party	Sch. 1 cl. 6(2)
payment of an amount	Sch. 1 cl. 9(6)
prospective hirer	Sch. 1 cl. 7(2)
the Act	Sch. 1 cl. 2
transport association	2A