

Meeting record

Subcommittee for consultation about an application for an employee-like minimum standards order Food and beverage delivery – MS2024/3

Meeting details and participants				
Date	21 February 2025		Time	10.00am AEDT
Location	Fair Work Commission 80 William Street EAST SYDNEY NSW 2011		Conference Room 16 Level 16, Terrace Towers * indicates attendance by MS Teams	
Chair	Richard Olsen		RTAG Member	
Facilitator	Commissioner Oanh Thi Tran		Fair Work Commission	
Attendees	Jack Morrish*	ACCI	Senior Policy Advisor, Workplace Relations	
	Jessica Tinsley*	ACCI	Consultant	
	Brent Ferguson	Ai Group	Head of National Workplace Relations Policy	
	Peter Willink	Ai Group	Senior Advisor – Workplace Relations Policy	
	Zoe Adams-He	Amazon	Senior Corporate Counsel, Labour & Employment	
	Kristie Walker	Amazon	Senior Manager Employee Relations	
	Michelle Harwood*	ARTIO	Vice President	
	Nigel Ward	Business NSW Australian Business Industrial (ABI)	CEO+ Director, Australian Business Lawyers & Advisors	
	Julian Arndt	Business NSW ABI	Director, Australian Business Lawyers & Advisors	
	Vikki Sultana	DoorDash	Senior Counsel Industrial Relations	
	Emma Dowsett*	DoorDash	Head of Policy and Government Relations, Australia and New Zealand	
	Paul McElroy*	Menulog	Legal Counsel	
	Katie Sweatman*	Menulog	Kingston Reid	
	Jack Boutros	TWU	National Campaign Lead	
	Ben Nowlan*	Sherpa/Drive Yello		
	Ama Somaratna	TWU	National Legal Officer	
	Davis Clayton*	TWU	Delivery worker	
	Utsav Bhattarai*	Food delivery worker		

Meeting details and participants			
	Pia Brunner	Uber	Director of Public Policy and Government Affairs, Australia and New Zealand
	Cameron Loughlin	Uber	Legal Director - Australia and New Zealand
	Dr Michael Rawling	University of Technology, Sydney	Associate Professor, Faculty of Law
Apologies			
Secretariat and meeting support	Ailsa Carruthers* Daniel Yacoub*	Fair Work Commission	

Topic		Lead
Welcome and apologies	The Chair opened the meeting and welcomed participants.	Chair
Confirmation of record of previous meeting	<p>The meeting agreed to amend the meeting record of 7 February 2025:</p> <ul style="list-style-type: none"> Ms Sweatman attended online The overview provided by the Transport Workers' Union of Australia (TWU) is to be described as a 'high level overview' As procedural matters during subcommittee meetings are on the record but substantive discussions are without prejudice, under 'Without Prejudice Discussions' the meeting record should distinguish between procedural matters and the explanation provided of without prejudice discussions. <p>Subject to these changes, the meeting confirmed the meeting record. Moved: Cameron Loughlin Seconded: Jack Boutros</p>	Chair
Representation	<p>Mr Loughlin sought advice from Mr Ward about who Mr Ward represents at subcommittee meetings as the meeting's ability to reach consensus is hampered if participants do not know who other participants represent. Mr Loughlin also sought advice from the meeting Chair about the basis on which the RTAG invited Mr Ward to participate in the subcommittee.</p> <p>The Chair advised that any person or organisation that believes it has a direct or indirect interest in the application can participate in subcommittee meetings.</p> <p>The Chair and Mr Ward declined to provide the advice sought by Mr Loughlin about who Mr Ward represents.</p>	Mr Loughlin
Scope and coverage	<p>Participants discussed the scope and coverage of the application being sought by the TWU, including:</p> <ul style="list-style-type: none"> potential intersection with other applications and existing State and federal instruments, including those covering traditional courier services. 	Tran C

Topic		Lead
	<ul style="list-style-type: none"> • how best to capture scope and coverage. Options may include description of industry; description of work; description of items being carried; description of what is not covered. <p>Participants agreed that further discussions are required concerning scope and coverage.</p>	
Discussion topics and meeting frequency	<p>Participants discussed the prioritisation of topics for discussion and preferences regarding the frequency of subcommittee meetings.</p> <p>There was consensus that participants prefer a schedule of meetings to be circulated.</p>	Tran C
Next steps	<p>The meeting agreed that:</p> <ul style="list-style-type: none"> • The RTAG will advise participants as soon as possible about the date of the next meeting and ongoing scheduling of meetings. • The TWU will prepare and, if time permits, circulate a draft clause about scope and coverage as a starting point for further discussions. 	Tran C

Next meeting:

Date: TBC

Time: TBC

Location: TBC