

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	Friday, 13 June 2025	Time	10 am – 5 pm AEST
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	Ashlea Cameron*	ACCI	Senior Policy Advisor, Workplace Relations
	Kristie Walker	Amazon	Senior Manager, Employee Relations
	Natali Dowsett	Amazon	Senior Manager, Employee Relations
	Brent Ferguson	Ai Group	Head of National Workplace Relations Policy
	Peter Willink	Ai Group	Senior Advisor – Workplace Relations Policy
	Julian Arndt	Business NSW ABI	Director, Australian Business Lawyers & Advisors
	Vikki Sultana	DoorDash	Senior Counsel Industrial Relations
	Bryan Sim	DoorDash	Senior Manager Policy Development ANZ
	Will Spargo*	DoorDash	Lander & Rogers
	Paul McElroy	Menulog	Legal Counsel
	Katie Sweatman	Menulog	Kingston Reid
	Fran Gallardo	Menulog	Head of Government Relations
	Jack Boutros	TWU	National Campaign Lead
	Ama Somaratna	TWU	National Legal Officer
	Davis Clayton*	TWU	Delivery worker
	Nicholas McIntosh	TWU	Assistant Secretary, NSW/Qld/Vic/Tas Interim Governance Branch
	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

Meeting details and participants			
Apologies	Nigel Ward	Business NSW Australian Business Industrial (ABI)	CEO + Director, Australian Business Lawyers & Advisors
	Utsav Bhattarai	Food delivery worker	
	Michelle Harwood	ARTIO	Vice President
	Ben Nowlan	Sherpa/Drive Yello	
Secretariat	Daniel Yacoub*	Fair Work Commission	
	Jeylan Riza	Fair Work Commission	

Topic		Lead
Welcome and apologies	The Chair opened the meeting and welcomed participants. The Facilitator noted apologies and confirmed meeting participants attending in person and online.	Chair
Confirmation of record of previous meeting	Participants confirmed the meeting record of 2 May 2025. Moved: Cameron Loughlin Seconded: Paul McElroy	Chair
Agenda	Agreement to change the agenda to discuss the draft provided to participants on 12 June 2025. Agreement to discuss coverage last.	Chair
Engaged time	Discussion about definition of ‘engaged time’. Context provided around proposed exclusions	All
Consultation	Discussion about inclusion of consultative committee / forum	
Break		
Records	May be able to agree; Subject to re-drafting.	All
Insurance for Workers’ Compensation	Desire for greater detail discussed. Participants to consider and may re-draft.	
Dispute resolution	Discussion about whether wording should align with modern awards standard clause.	
Right to time away	Further discussion required about “minimum acceptance rates”.	
Delegate’s Rights	Discussion about necessity of including delegates’ rights in minimum standards orders and industrial context.	
Training	Discussion about whether clause re training to be included in minimum standards orders and viability of standardised training for employee-like workers.	
Lunch		
Earnings/reconciliation period	Participants may be able to reach agreement about reconciliation period.	All
Tolls	Discussion about difficulty of including tolls related to whether employee-like workers are directed to use them.	

Topic		Lead
	For further discussion (more information required).	
Rates	To be discussed in greater detail at next meeting.	
Superannuation	Not likely to be agreed but subject to further discussion as part of Minimum Safety Net / Rates.	
Minimum trip payment	To be discussed in greater detail at next meeting.	
Representation	Not likely to be agreed.	
Transparency of data	Discussion about whether this clause could be included and whether it would require disclosure of commercially sensitive information.	
Summary and next steps	<p>C Tran summarised status of matters that were agreed, may be agreed and unlikely to be agreed as basis for draft advice.</p> <p>Participants who would like to express views in the draft advice are to provide dot points to the RTAG Secretariat (ailsa.carruthers@fwc.gov.au) about</p> <ul style="list-style-type: none"> - Prioritisation - Any other matters <p>Please provide by midday on Friday, 27 June 2025</p> <p>C Tran to confirm whether meeting on Friday, 4 July 2025 will be all day meeting.</p> <p>Proposed agenda</p> <ul style="list-style-type: none"> - Rates - Coverage - Initial draft advice of sub-committee to RTAG Chair (aim to have final draft on meeting 25 July 2025). 	C Tran

Meeting schedule

Time: 10:00 – 15:30

Location: Conference Room 16

Dates: Friday 4 July 2025

Friday, 25 July 2025