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Sent: Tuesday, 3 June 2025 12:45 PM
To: Ailsa Carruthers <Ailsa.Carruthers@fwc.gov.au>
Cc: Fran Gallardo <fran.gallardo@justeattakeaway.com>
Subject: AM2021/72: Discontinuance of Menulog application

Hi Ailsa

Hope all's well.

Please find the attached correspondence for the attention of the RTAG Chair.

Menulog has made the difficult decision to withdraw its application due to the progression of the new employee-like laws and the current operational challenges under the traditional road transport award.

Kind regards,

Paul

Paul McElroy

Legal Counsel

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3 June 2025

Fair Work Commission
Level 10, Terrace Tower
80 William St
East Sydney NSW 2011
Email: Ailsa.Carruthers@fwc.gov.au

Dear VP Asbury

RE: Discontinuance of Menulog application (AM2021/72)

As an Australian-born business, Menulog is proud of our role as the first platform to push for improved conditions for on-demand delivery workers via our Employment Program and Modern Award application which launched in 2021. This initiative led to important industry discussions and influenced the new national employee-like reform and framework.

Since we launched our trial, the landscape has changed enormously. We have pursued a dual approach (offering both contracting and employment). However, due to the progression of new employee-like laws and the current operational challenges under the traditional road transport award, we have made the difficult decision to withdraw the application and discontinue the program.

As you know, Menulog has always been pro-reform and our focus now will be to focus on the formation of employee-like conditions for couriers. This will ensure we get the best outcome for the tens of thousands of Australians who value and depend on this type of work.

Our priority is to consult with the small number of employed couriers on their options, which may include transitioning to other roles within the business, or being supported with generous severance packages.

Menulog is looking forward to continuing working alongside industry, the union and the Fair Work Commission as part of the ongoing consultation in ensuring any minimum standards are fit-for-purpose and viable for the industry.

Your sincerely,

Paul McElroy
Legal Counsel