

TEAM

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TRANSPORT NEWS

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Codes of Practice Re-Issued by Transport SA

TRANSPORT SA HAS ADVISED that they have re-issued the *Code of Practice for the*

Transport of Indivisible Items in South Australia and the Code of Practice for the Transport of Agricultural Vehicles as Loads. They have been issued as a result of some minor changes.

Drivers operating under the Government Gazette Notice *Transport of Indivisible Items or Transport of Agricultural Vehicles Carried as a Load* are required to comply with the conditions prescribed in the relevant Code. A current version of the Code must be carried in the truck.

Copies of the Codes are available from the Transport SA Customer Services Centres, Services SA offices, Vehicle Permits Unit at Regency Park or by contacting the Public Notice Administrator (telephone (08) 8343 2274 or e-mail mario.tarzia@transport.sa.gov.au).

Chain of Responsibility: Legal Liabilities

ARE YOU A CONSIGNOR, PACKER, LOADER, CARRIER/OPERATOR, DRIVER, RECEIVER,

VEHICLE OWNER, EMPLOYER, PRIME CONTRACTOR, MANUFACTURER, OCCUPIER OF PREMISES, DIRECTOR, SECRETARY, SENIOR COMPANY OFFICER? If your answer is yes to any of these then it is likely you can be held responsible and may be legally liable under the chain of responsibility laws.

The National Transport Commission has published a bulletin that provides information on the pioneering 'chain of responsibility' laws being progressed by the National Transport

Commission in conjunction with the road transport Industry and all governments and is a

TURNING PEOPLE ON

People can only ever perform to the level of belief they have in themselves. I promise you, it can't work any other way. If you want to lift their performance, first lift their belief in what they are capable of. Managers must give good positive feedback in a way that's useful, comfortable, genuine and constructive, and give negative feedback in a positive way. Conferences and training programmes can contribute enormously by lifting not only skills competence but also self-esteem and confidence.

People will always perform for their reasons, not yours. If you really want to keep your people motivated and happy, find out what their reasons for working with you are, agree on what constitutes excellent performance, and reward them for it in a way they want. For some people it will be money. For some it could be time off, or more flexibility. For others it could be work variety, new challenges or learning. ...

At any given moment people have the power to choose. It's true that every one of us is an amazingly powerful individual, when we decide to accept it. In all sorts of circumstances we demonstrate the will to succeed, even against extremely difficult odds (when we want to enough). When we, as managers, remind our people that their success or failure is in their own hands – that we will help them through training and coaching, but that the choice for excellence is their – we give them responsibility.

An extract from Turning people on by Catherine Palin-Brinkworth, momentum; The Quality Magazine of Australia, September 2001.

must read document if it is likely you can be held responsible under the new laws. A copy of the bulletin is available at <http://tinyurl.com/626om>

For specific queries about the legislation it is suggested you consult a solicitor or the Legal Aid organisation for your State or Territory.

Fitness for Duty and Fatigue

IN NOVEMBER 2002 I ATTENDED A SAFE WORK SEMINAR in which Dr Angela Baker, Research Fellow at the University of South Australia Centre for Sleep Research gave a presentation titled *Fitness for Duty and Fatigue*. During the presentation I noted numerous points addressed by Dr Baker that I considered valuable and relevant to the road transport Industry. Here they are for your consideration:



- **Fitness for duty** is the capacity for an individual to perform their job safely and competently.
- **Fitness for duty** is an employee and employer responsibility. Fitness must consider the effects of drugs, alcohol and fatigue.
- **5 – 15 % of road fatalities** are due to fatigue.
- **Shift workers:**
 - 4 – 7 times more at risk of an accident
 - increases insurance costs.
 - increases sick leave & staff turnover.
 - increases incidents & accidents
- **One night of sleep deprivation** can cause impairment as bad or worse than 0.05% BAC
- **Accidents associated with sleepiness** can lead to legal proceedings, e.g., culpable driving, negligence.
- **Unrealistic work schedules & chain of responsibility** – every ones (backside) is on the line.

- **Reasons for having a Fitness for Duty Policy:**

- Increased productivity and reduced incidents and accidents.
- Identify drug/alcohol abusers within the workforce.
- Eliminate drugs and alcohol from the workplace.

- **Rehab strategies** – have them, ensure people on them are not penalized/punished by the processes.

- **Impairment Versus detection:**

- Detection – blood testing, breath testing. Note drug detection does not mean the person is necessarily impaired.
- Impairment – identifies workers who are unfit to carry out tasks safely at time of testing regardless of cause (drug, alcohol, fatigue, other).
- Are our actions focused on just catching people or are we concerned with impairment and the cause or why?

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Disclaimer

We suggest that our clients do not act solely on the basis of material contained in this newsletter because the items herein are comments of a general nature only and may be liable to misinterpretation in a particular circumstance, also changes to legislation and policy can occur quickly. We therefore recommend that our advice be sought before acting on any of this information.