

# CoR Speed Management Policy

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(ABC Pty Limited) understands the implications of speed on all road users and its position is that all staff undertaking work for the company, understand and comply with both company and respective legislative obligations at all times.

The respective state laws and speed limits set have been implemented to protect road users which include not just staff but also their families and the wider community.

Chain of Responsibility Legislation imposes penalties for breaches of speeding laws with a minor breach (that is exceeding the speed limit by as little as 3kph) which could expose both the driver and the relevant business to fines.

Work will be allocated to ensure that rosters, schedules, routes and time lines will not result, encourage or incentivise any driver to speed.

Our intent for compliance also extends to third parties to whom we allocate work including, but not limited to: contractors, agents, owner operators and other branches and businesses.

All trucks, that are legally required to do so, are fitted with speed limiting devices that are to be installed by a reputable installer and after installation will be appropriately certified. Speed limiters will be set so as to limit the speed of trucks to maximum speed of 100 kph. (Or 90kph for road trains).

The auditing of speed limiters is conducted randomly amongst vehicles, however, it is the intention that speed limiters on each vehicle in the fleet will be checked once during each 12 month period.

Other methods for auditing speed compliance will be implemented, which may include fuel usage checks; on board program monitoring conducted at approved repairers, the use of Tacho-graph cards, the monitoring of trip times, and the use of in vehicle telemetry or GPS devices.

## Specific Responsibilities

### The Driver

Drivers are not to exceed speed limits, regardless of the driving location or scheduled time slots/time frame that a driver has been advised/committed to meet.

Drivers will be allocated sufficient time to complete the journey to the work site. To the best knowledge of your direct report/scheduler at that time, conditions such as heavy traffic, weather, known accidents or incidents and other situations that can be reasonably known will be taken into account.

If the driver does not believe that the journey can be completed within the time allocated, the concerns should be discussed with their direct report prior to departing the depot and if necessary, a revised journey time will be set. The new arrival time is to be communicated to all parties including the customer.

In the event that an unforeseen incident delays the transit on route, the driver is to contact their direct report as soon as it is practical and legally safe to do so and advise the incident details and new ETA. This information is to be communicated to all parties including the customer.

Drivers are prohibited from allowing vehicles to be over run off hills. Such action is considered unsafe and extremely reckless behaviour. Over running is dangerous to drivers, the public and has the potential to damage vehicles.

## Other staff and other parties

The company has identified the following additional roles/pcbu that have an accountability to ensuring compliance with the COR requirement for managing speed risk within our organisation. The roles are:

- (List other job titles/pcbu that may have a direct influence)
- 2
- 3
- 4
- 5
- 6
- 7

Sufficient time will be allocated to ensure that the driver has time to travel to the work site and not cause the driver to exceed the speed limits. Considerations to be taking into account prior to allocating work should include the possibility of heavy traffic, weather conditions, knowledge of any accidents or any incident that may cause delay on route. Discussions should be had with the driver prior to departure regarding the route and time requirements on all occasions.

Where an approved repairer identifies that a potential breach of speed laws is occurring (such as vehicle tampering, incorrectly setting speed limiters on vehicles, vehicles allowed to over run off hills etc) the repairer will notify management that a potential breach of speeding laws has been detected.

When drivers become aware of any potential breaches of speeding laws, they are to notify management immediately so that an investigation can be commenced into the circumstances surrounding the breach.

Any identified breach or fines are to be recorded in the driver's personnel file and appropriate corrective action will be undertaken in line with the breach or fine in accordance with company policy and procedures.

## Speeding offences

Driving in excess of posted speed limits or in excess of legislated speed limits imposed on heavy vehicles breaches Australian road laws.

Chain of Responsibility Legislation imposes penalties for breaches of speeding laws with a minor breach (that is exceeding the speed limit by as little as 3kph) which could expose both the driver and the relevant business to fines.

Other methods for auditing speed compliance will be implemented, which may include fuel usage checks; on board program monitoring conducted at approved repairers, the use of Tacho-graph cards, the monitoring of trip times, and the use of GPS devices.

Where an approved repairer identifies that a potential breach of speed laws is occurring (such as vehicle tampering, incorrectly setting speed limiters on vehicles, vehicles allowed to over run off hills etc) the repairer will notify management that a potential breach of speeding laws has been detected.

When drivers become aware of any potential breaches of speeding laws they are to notify management immediately so that an investigation can be commenced into the circumstances surrounding the breach.

## Vehicle over runs

Drivers are prohibited from allowing vehicles to be over run off hills. Such action is considered unsafe and extremely reckless behaviour. Over running is dangerous to drivers, the public and has the potential to damage vehicles.

Any driver found to have wilfully engaged in this conduct may face disciplinary action for a breach of company policy. Such breaches are considered wilful misconduct and the driver may be provided with a written warning.

Drivers will also be placed on written warning if the speed of their vehicle exceeds that allowed for that combination.

## Tampering with company vehicles.

Tampering with any vehicle speed limiter device in order to increase the vehicle's speed is considered wilful misconduct. Any employees involved in this conduct including; drivers and maintenance staff may have their employment terminated. Any contractor involved in the breach such as an approved repairers etc. may have their contract with the organisation terminated after investigation.

## In Vehicle Telemetry/GPS telemetry.

With regard to vehicles that have been fitted with in vehicle telemetry/gps devices and other methods of determining breaches of legislation regarding speed, it is noted that in accordance with AS 4691.1-2003, 2.6.1 Performance Speed Management, a speed detection device is intended to operate within an accuracy of +2, -3 km/h and the tolerances noted on ADR 18/00 18.5.1.1.2.

As such the following identified and confirmed breach parameters to this policy are applied:

## Breaches

Any driver found to have deliberately breached legislative requirements may face disciplinary action. Such breaches are considered wilful misconduct and the driver may be provided with a written warning or may be grounds for dismissal.

|                           | Speed                                     | Time                    | Time within a calendar week | Possible consequence  |
|---------------------------|---|-------------------------|-----------------------------|---|
| <b>Minor Breach</b>       | Not more than 4% above stated speed limit | No more than 20 seconds | Not exceeding 5 times       | The in vehicle telemetry report will be provided to the driver for his/her attention  |
| <b>Substantial Breach</b> | Not more than 4% above stated speed limit | No more than 20 seconds | Exceeding 5 times           | The in vehicle telemetry report will be provided to the driver and the driver will be counselled with regard to the breach. A notation will be placed on the driver's file. |
| <b>And/or</b>             |   |                         |                             |   |
| <b>Substantial Breach</b> | 4% or more above stated speed limit       | No more than 20 seconds | Not exceeding 3 times       | The in vehicle telemetry report will be provided to the driver and the driver will be counselled with regard to the breach. A notation will be placed on the driver's file. |

|                        |   |                         |                   |  |
|------------------------|---|-------------------------|-------------------|--|
| <b>Severe Breach</b>   | 4% or more above stated speed limit                           | No more than 20 seconds | Exceeding 3 times | The in vehicle telemetry report will be provided to the driver and the driver will be counselled with regard to the breach. The driver will be required to undertake approved speed awareness training and a notation will be placed on the driver's file. A written warning will be given or dismissal subject to severity of the instance. |
| <b>And/or</b>          |   |                         |                   |  |
| <b>Critical Breach</b> | Speeding breaches in excess of 10 km/h of stated speed limits | For any length of time  | At any time       | The in vehicle telemetry report will be provided to the driver and the driver will be counselled with regard to the breach. The driver will be required to undertake approved speed awareness training and a notation will be placed on the driver's file. A written warning will be given or dismissal subject to severity of the instance. |

Your signature shows you understand the management's position and your responsibility under the chain of responsibility and the speed legislation.

Drivers signature: \_\_\_\_\_ Date: \_\_\_\_\_

Driver's name: \_\_\_\_\_

Management's signature: \_\_\_\_\_