

Road Safety In Your Workplace

Almost 30% of workplace fatalities in NSW are the result of road crashes at work, while about 26% of the state road toll involves a vehicle being used for business. Transport for NSW's 'Road Safety In Your Workplace' program will help your organisation establish internal policies and practices for safe work-related travel.

Your work health and safety obligations

- ▶ Employers have a primary duty of care to provide and supervise a safe system of work under the Work Health and Safety (WHS) Act 2011
- ▶ A vehicle used for business is considered to be a workplace
- ▶ A business must provide workers with the information, instruction, training and supervision necessary to ensure their health and safety

For more information on your WHS obligations visit the SafeWork NSW website at safework.nsw.gov.au or contact your local SafeWork NSW inspector.

Managing road safety risk

			Highest	Most
Level 1	Elimination	Completely remove risk – consider need to travel	▲	▲
Level 2	Substitution	Alternative transport options	Level of health and safety protection	Reliability of controls
	Engineering	High rated vehicles with Safety Assist Technologies		
Level 3	Administration	Policies, guides, training	Lowest	Least
	Personal Protective Equipment (PPE)	Use of safety equipment e.g. seatbelts, helmets		

Topics of road safety

-  Travel in safer vehicles
-  Avoid driving when tired
-  Travel on the safest route
-  Avoid being distracted
-  Travel at safe speeds
-  Don't drive while affected by alcohol or drugs
-  Wear your seatbelt
-  Taking care around heavy vehicles

Employer benefits

- ▶ Reduce the risk of your workers (and others) being killed or seriously injured in a road crash
- ▶ Meet your WHS legislative requirements
- ▶ Potentially reduce the costs of your:
 - Insurance premiums
 - Vehicle maintenance
 - Fuel consumption
 - Penalty notices
- ▶ Motivate your workers and demonstrate that your organisation values their safety
- ▶ Minimise lost working days and lost time injuries (LTIs) due to worker injuries
- ▶ Promote your workplace as a safe place to work
- ▶ Create a competitive advantage and stand above the others
- ▶ Be seen as socially responsible by fulfilling your Corporate Social Responsibility role

Employer responsibilities

- ▶ Develop, implement and maintain a road safety policy for your organisation
- ▶ Purchase and maintain a safe and roadworthy fleet
- ▶ Monitor and supervise work-related travel
- ▶ Ensure workers are competent to travel and are not impaired
- ▶ Schedule work to account for driving within speed limits and managing fatigue
- ▶ Ensure workers are not expected to make or respond to calls when travelling
- ▶ Ensure workers are educated about safe road behaviours and undertake road safety training
- ▶ Review and address all crashes and near misses relating to work-related travel
- ▶ Hold workers accountable for breaches of your road safety policy

Vehicle purchasing/leasing

- ▶ Buy 5 star ANCAP or Used Car Safety Rating with Safe Pick vehicles
- ▶ Ensure vehicles have the latest safety features:
 - Seatbelt reminders and pre-tension devices
 - Driver, passenger and side curtain airbags
 - Electronic Stability Control (ESC)
 - Brake Assist Systems (BAS)
 - Autonomous Emergency Braking (AEB)
 - Lane support systems such as Blind Spot Monitoring, Lane Keeping Aid and Lane Departure Warning
 - Reverse collision systems such as reversing camera, Rear Cross Traffic Alert (RCTA) or parking sensors
- ▶ Ensure maintenance and safety checks are carried out regularly

Develop a road safety policy

A document for developing a road safety policy is available for download to assist your organisation embed road safety within your workplace.

This document can be adapted to suit your organisation and help in the development of your organisation's road safety policy or use within existing WHS policies.

Engage your workers

Once there is a road safety policy in place, employers need to engage with workers to promote road safety. Engaging with employees in different ways can help start conversations about the importance of remaining safe on our roads. Examples include:

- ▶ One-on-one meetings with your workers
- ▶ Company newsletters, blogs, emails and intranet content
- ▶ Fact sheets, FAQs and top tips
- ▶ Presentations
- ▶ Incorporating road safety at a company-wide staff day
- ▶ Inviting a road safety ambassador to give a talk at a staff function
- ▶ Structured training or induction program
- ▶ Creating a video showcasing your road safety progress
- ▶ Introduction of a 'safe driver rewards program' to incentivise your workers to drive safely
- ▶ Schedule short toolbox talks to discuss different road safety topics
- ▶ Hold a BBQ and incorporate a toolbox talk discussion

It is important to keep your messaging clear, concise and simple.

Employer resources

There are a number of different resources to help support employers. These include:

- ▶ *Road Safety in Your Workplace: A Guide for Employers*
- ▶ A guide to help develop a road safety policy
- ▶ Information and fact sheets on road safety issues
- ▶ Ideas for toolbox talks
- ▶ Links to supporting online resources

Visit our website at towardszero.nsw.gov.au/workplace

How we can support you

- ▶ Contact your local council's Road Safety Officer to arrange a follow-up or detailed discussion
- ▶ Contact Transport for NSW at towardszero@transport.nsw.gov.au