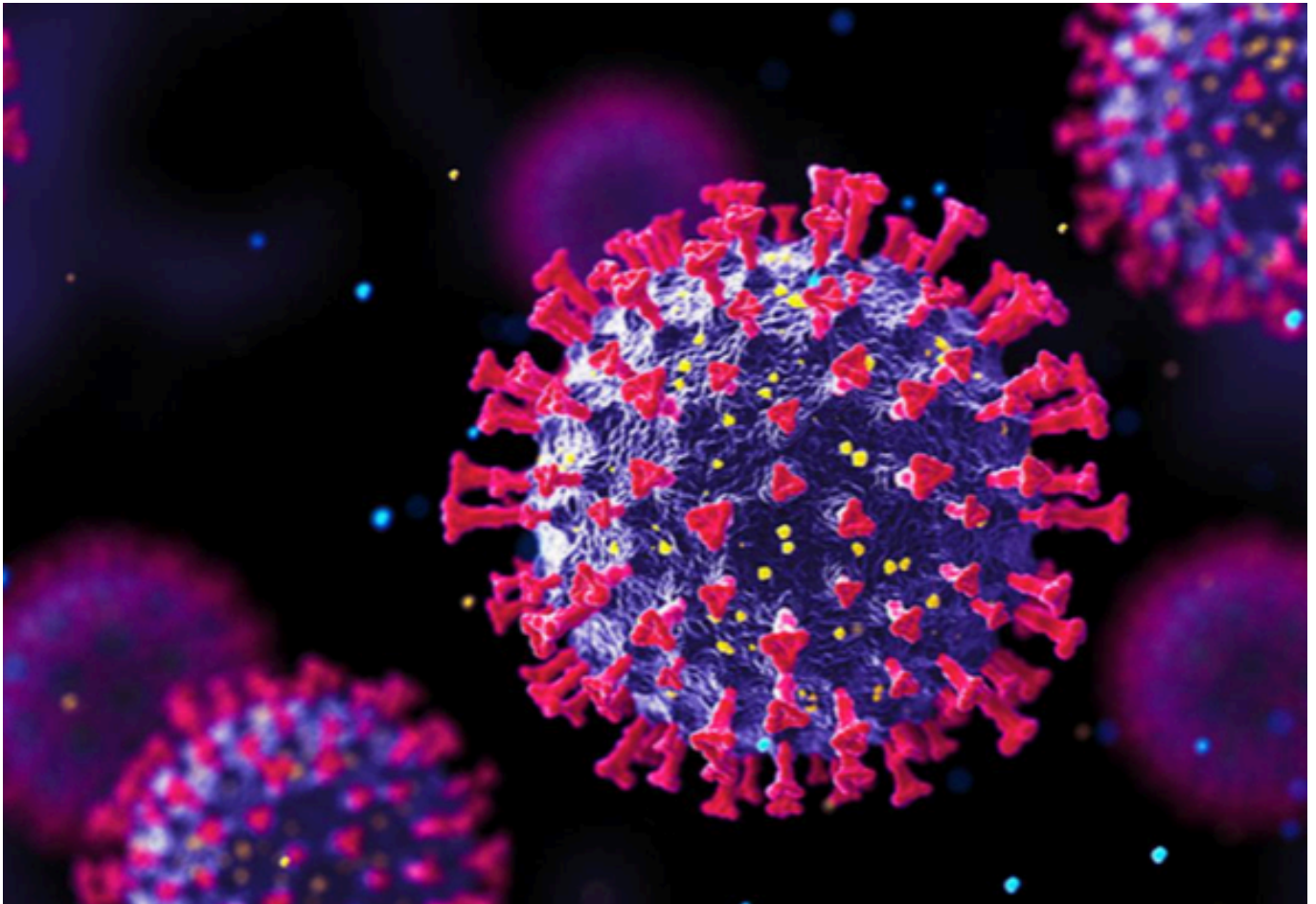

ROAD TRANSPORT NEWS



The Omicron variant of COVID-19 has brought a raft of new challenges in fighting the pandemic.


Fighting Omicron

CHALLENGES FOR EMPLOYERS

HEALTH AND WELLBEING

NEW TECHNOLOGY


With the arrival of Omicron, businesses are scrambling to deliver goods and services while also protecting staff and customers. Experts advise on how best to meet the challenge.



IT'S ALL COMING TOGETHER

You may have heard the rumour ... well it's true. Both brands are now under one roof in New Zealand.

CLICK TO FIND OUT WHAT THIS MEANS FOR YOU.



OIL INTEL



**Full-time truck driver.
Part-time photographer.**



Mobilcard. The fuel card that helps you run things your way.

Find out more at mobilcard.co.nz

Energy lives here™



An ExxonMobil Brand

MOB03418-R72

Contents

PAGE 4

Cover story

Transporting New Zealand chief executive Nick Leggett assesses the challenges of Omicron and how they are impacting the road transport industry.

PAGE 7

Preparing for Omicron

Safe Business Solutions has advice on what businesses should do to handle the arrival of Omicron in the community.

PAGE 10

Ask a lawyer

Amanda Douglas, of Wynn Williams, says now is a good time to reassess workplace policies.

PAGE 12

Working remotely

Z Energy has suggestions to help employees working in different locations.

PAGE 14

Long-range electric truck

Volvo Trucks has launched a new long-range electric truck and has set the target that half of all its trucks sold are electric by 2030.

Events

February 20: The Great Wellington Truck & Transport Show, Trentham Memorial Park, Upper Hutt—postponed to February 19, 2023

March 16 and 17: Freight Futures Summit 2022, Ellerslie Events Centre, Auckland —postponed to August 1-2

Contact Us

Website: transporting.nz

Chief Executive Officer: Nick Leggett,
nick@transporting.nz, 021 248 2175

Editor: David Killick,
david@transporting.nz, 027 55 44 272

Membership Advisor: Vicki Harris,
vicki@transporting.nz, 027 534 3848

We welcome contributions and feedback for this magazine.

Cover Story

Omicron creating tough new challenges

Transporting New Zealand chief executive Nick Leggett



As I write this, we are one month into the merging of Transporting New Zealand and Road Transport Association New Zealand (RTANZ), which I outlined in the previous issue.

We remain a small organisation, focused on a busy work programme delivering for our members. We work closely with local and central Government to get the voice of the road freight transport industry heard as they make policy, rules, and law changes that impact operators. We must maintain that work, often driven by deadlines, while we work on the incremental changes to join the two organisations.

Omicron has been another COVID-19 spanner in the works that has prevented us from getting in front of people face-to-face as we go through these changes. We know that access to testing and long self-isolation periods are going to present challenges for operators and we are working on both those issues, at pace.

Omicron is spreading fast and we run a live COVID-19 web page where we can get information out to operators as it comes to hand. You can find that [here](#).

One initiative we have to help with an expected driver shortage as Omicron reaches its peak, is a call out for drivers who can sub in at short notice. We have quite a list going and we have also asked operators who think they might need an emergency driver resource to contact us via info@transporting.nz. We are in

“We are in the process of matching up drivers with operators in the same area.”

the process of matching up drivers with operators in the same area and this is ongoing work as the need develops. We already have a shortage of drivers, so know if operators have half their staff off sick at one time, this could have a dramatic effect on the supply chain.

While we work with the Government as much as we can, we know there are issues our members are not happy about, such as the state of the roads.

We are in a fight for Crown funding that will only get harder as the true costs of the Government’s spend on COVID-19 come home to roost. We are not saying that spending wasn’t necessary, just that it will have an impact on the Crown’s purse.

We released a report in February *Road and rail—delivering for New Zealand*, that we think puts some evidence on the table to stop Government taking money from the roading fund and pouring it into rail.

The reality is that 93 per cent of New Zealand’s goods are moved on trucks by road because that is faster, more efficient, and more reliable than rail, delivering door-to-door.

Evidence and independent research point to the bulk of future freight growth being accommodated by trucks, both in New Zealand and internationally, even where there are excellent rail networks.

The report looks at the economics of road and rail freight and the aspects of the networks each operates on, environmental impacts, Government influences and policy settings, freight movement trends in New Zealand and overseas, external influences, and a look back at where the networks have come from. It includes evidence from multiple authoritative sources, in particular contributions from the work of Dave Heatley and David Greig.

You can read the report online [here](#).

We hear from drivers and operators all the time that the state of some roads is bordering on dangerous and we are conscious of the need for roads to be brought up to a basic standard to ensure road safety.

We are here to listen to members and advocate on your behalf, as well as

develop a set of benefits that will help you with your businesses.

- Nick Leggett, nick@transporting.nz
021 248 2175



Truck drivers New Zealand needs you

Class 2, 4 or 5 licence **part time or full time**

Keep urgent supply chains running



Contact us now admin@transporting.nz

Essential information for members

Ia Ara Aotearoa Transporting New Zealand is the central point of communication for the road freight transport industry. Visit the Transporting New Zealand website [here](#) to keep up to date on media releases, Nick's blog, submissions, and advisories.

General information

The COVID-19 website: <https://covid19.govt.nz/> has general information including Government support available to businesses.

COVID-19

Transporting New Zealand has a [dedicated page](#) covering all information on COVID-19 relevant to road transport, including the latest advice and links.

WorkSafe—COVID-19 safety plan

WorkSafe has developed a template to help develop a COVID-19 safety plan, which you can find [here](#).

Log book prices

Transporting New Zealand has log books available to members for the following prices (GST and freight inclusive):

Individual log books

A5—\$8.63

A4—\$20.70

Carton Prices

A5 (50 books)—\$373.75


A4 (35 Books)—\$664.13

Communications changes

Members can expect to see some changes in this e-magazine and how we communicate with members. Our aim is to ensure Transporting New Zealand delivers the most compressive and up-to-date information to members. Please check your inboxes and also refer to the current website: www.transporting.nz for details.



Te ara ki tua
Road
to success

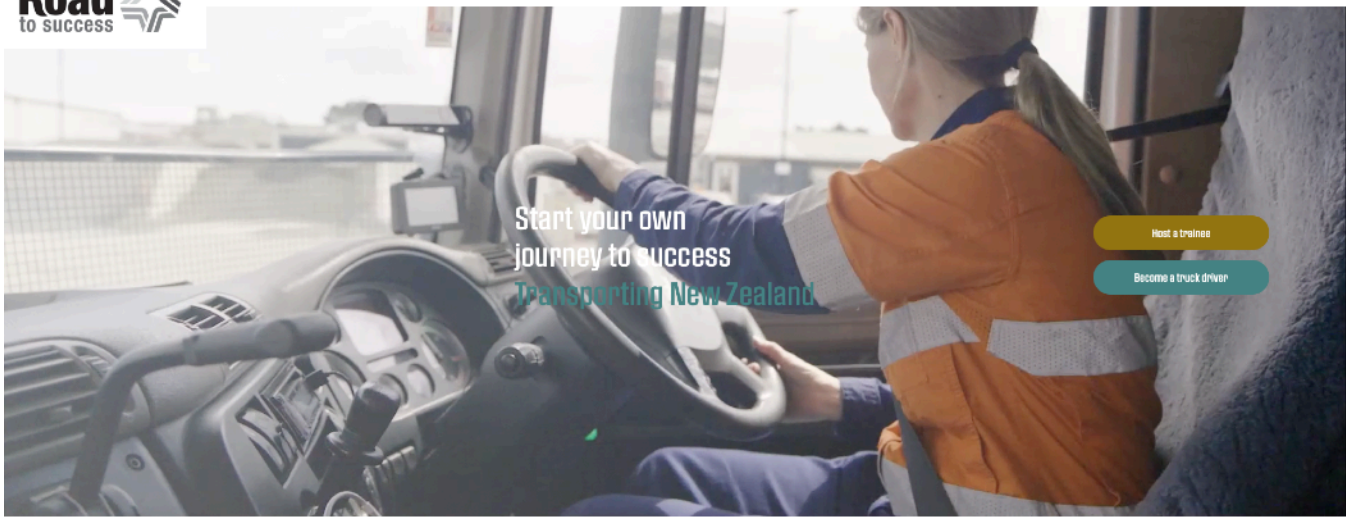


BECOME A TRUCK DRIVER | HOST A TRAINEE

Start your own
journey to success
Transporting New Zealand

Host a trainee

Become a truck driver



Transporting New Zealand runs **Te ara ki tua Road to success** traineeship on behalf of the industry. Click on the picture for details.

Cover story



Rapid Antigen Tests (RATs) are now an important tool for businesses.

Preparing your business for Omicron

By Jason Shepherdson, SBS Health & Safety Consultant



As the number of cases of the Omicron variant of COVID-19 continues to rise, business owners should be putting contingency plans in place. As part of your business planning,

consider the following two front-line protections:

Rapid Antigen Testing (RAT) guide for businesses

We've all heard about them, but not many have seen or used them to date. The shift to the COVID-19 Protection Framework allows businesses to open and operate close to normal. This supports the overall goal to keep individuals and communities safe. Enabling businesses to take responsibility for providing protection from COVID-19 in their workplaces and the following provides some key information on how Rapid Antigen Tests (RATs) can be an additional tool in your COVID-19 toolbox.

What are the benefits?

- RATs are able to provide a test result in a short amount of time (10 to 15 minutes) vs a PCR test (3 to 5 days);
- The test itself can be self-administered, noting that it is recommended that tests are supervised/monitored.

Things to know about RATs

- It's a surveillance tool and is not used to diagnose COVID-19;
- If a test is positive, the worker will need to self-isolate and undertake a PCR test (this may have an impact on day-to-day operations);
- It is possible a RAT can return either false negative or false positive test;
- Businesses may need to self-fund RATs for surveillance testing in the workplace.

How do I get access to RAT?

Under the COVID-19 Public Health Response 2020, RAT kits have been approved. You can find the list [here](#).



Wearing proper masks is now mandatory. From left, a common cloth mask, surgical mask, and N95/KN95/P2 respirators.

Benefits of rapid testing

- RATs are important screening tools to help protect employees, customers, their families and the community;
- Not everyone who has COVID-19 will show symptoms. It is possible to transmit COVID-19 if you are asymptomatic but businesses can help reduce the risk of outbreaks by regular testing and screening of employees;
- Regular RATs provide an extra layer of defence against the spread of the virus, along with COVID-safe behaviours such as vaccination, wearing a mask, proper ventilation, physical distancing, and good personal hygiene;
- Ensuring more workers have quick and easy access to COVID-19 rapid testing.

Rapid antigen test kit—access and conditions

The use of RATs as a screening tool is another layer of protection. It's not a substitute for testing requirements set out in Health Order(s) or other public health measures.

Employers can implement RAT screening at their workplace. Businesses that provide RATs for workers need to:

- procure authorised RAT kits as prescribed by the Director-General Health
- screen employees according to the guidelines in line with advice from the Ministry of Health

Training

Whilst the tests are self-administered, the tests should be monitored to ensure the procedure is followed and ensure awareness of

the result. Those monitoring workers must have received sufficient training to meet competency requirements (typically around 30 minutes of training and usually by the supplier of the kits).

Disposal

Used RATs are considered medical waste, so need to be disposed of safely.

Are all masks equal—do they offer the same protection against Omicron?

The short answer is no.

With Omicron now in New Zealand, scientists are urging people to ditch face coverings that don't offer protection and think about more effective options, eg. respirators (N95 / KN95 / P2), due to filter, fit, and consistent proper use. Experts agree N95 and P2 respirators offer the best protection and they're readily available.

It's been two years since COVID-19 first emerged and in the early stages of COVID-19 there were concerns that stocks of N95 masks that were able to be procured should be prioritised for medical staff only.

The pandemic is ever-evolving, as is our response to it. Experts are now calling for better mask wearing with growing evidence that common cloth masks are not protective enough against COVID-19 anymore, in particular, Omicron. With the proper fit, indications are that masks approved by the National Institute of Occupational Safety and Health (NIOSH) can filter [up to 95% of particles](#) in the air. When dealing with a respiratory virus like COVID-19, N95/P2 masks can make a large difference in protection from infection.

So, which is it—N95, KN95, P2?

Just to clear any confusion, whilst they're all similar:

- **N95:** US Standard (NIOSH approved) are used in medical settings—95 per cent effective
 - **KN95:** Chinese Standard*—95 per cent effective
 - **P2:** AUS/NZ Standard are used in industry—94.5 per cent effective
 - **Surgical:** 38.5 per cent effective
 - **Common Cloth:** 26.5 per cent effective
- * **Note:** Warning regarding KN95 masks—up to circa 60 per cent of these have been reported as counterfeit.

Top tips

- The mask must be an effective filter;
- It must fit the wearer well, with no gaps around the face;
- Experts have indicated that in busy/crowded areas well-fitted masks should be worn;
- If the wearer is pulling the mask away from their face to talk, or below their nose due to glasses steaming up, either they need a better mask or better mask habits;

- If masks have gaps round the edges (down the sides of the nose, in the sides at the cheeks, and under the chin are common gap areas), a better mask is required or a way to make it fit better is required;
- Masks can help reduce the chance of passing the virus on to others and fewer particles exchanged can mean a less severe case.
- *For further information or if you would like assistance in preparing your company's Business Continuity Plan, call SBS, Freephone 0508 424 723*



Unite
against
COVID-19

covid19.govt.nz

0800 358 5453

New Zealand Government

Ask a lawyer

A good time to review workplace policies

By Amanda Douglas



The year 2021 was a year of change. How do I set up my business to be prepared for 2022?

The beginning of a new year is a fantastic time to introduce new workplace policies or update those which may be a bit outdated. Vehicle and alcohol policies, drug policies, and codes of conduct are standard practices in many workplaces. In recent times, however, there have been some newer initiatives. For example, policies on diversity and inclusion and flexible working are becoming more common in workplaces across New Zealand and some employees may expect to see these sorts of policies from their employers. Implementing such policies can help attract and retain quality employees.

Once the holiday rush is over, employers may find it worthwhile to review their existing workplace policies to ensure that they are fit for purpose and consider whether it may be time to introduce any new policies.

Employers should also consider how to best protect themselves against the impacts of COVID-19. 2021 proved another challenging year and as a result, employers in 2022 may be considering implementing a COVID-19 vaccination policy, introducing a working from home policy, or updating employment agreements to include a “Major Events” clause to better protect their staff when supervising

“Technology can now, in most cases, facilitate working from home effectively.”

events, like a government directed lockdown, occur.

Vaccination policies have become an incredibly prominent point of discussion. Businesses want to know if they can require new and existing employees to be vaccinated and how they should go about achieving this. This is a space which is ever-evolving legally. What we do know is that for businesses where there is no government mandate, there is a risk assessment process for deciding whether vaccination can be required, as below.

On December 15, 2021, the COVID-19 Public Health Response (Vaccination Assessment Tool) Regulations 2021 came into force. There are four factors which need to be taken into consideration and if the answer is “yes” to three then it would be reasonable to require vaccination. These are:

1. Is it unreasonable for the worker to maintain 1 metre physical distancing from other people?
2. Is the worker in close proximity to any other person for more than 15 minutes?
3. Does the worker provide services to people who are vulnerable to COVID-19?

Legal advice can be helpful in ensuring businesses use the tool appropriately. A more comprehensive risk assessment may be required, and employers will need to tailor the risk assessment to their specific needs. Furthermore, it is vital that employers follow the correct process when implementing their risk assessment findings, including following the correct consultation requirements. We are well-versed at helping employers navigate this risk assessment process, so please get in touch if you need our help.

An employee has asked for flexible working arrangements. What are those and how do I set them up?

In the COVID-19 era, flexible working arrangements are becoming increasingly prominent. Flexibility in the workplace is an important consideration for workers, to allow them to achieve work/life balance. Other factors which are prompting this increasing demand for flexibility are fathers taking a more prominent role in the care of children whilst still working, the increasing number of single parent households, and also the fact that technology can now, in most cases, facilitate working from home effectively. Flexibility is not only attractive for employees but is also appealing for employers, as offering flexibility allows you to employ staff from a wider pool.

There are a variety of flexible working options. Most commonly these involve working from home, flexi-time, part-time, condensed hours and job sharing, each of which have different benefits for both employers and employees. Understandably, working from home is unlikely to be possible for many employees in the transport sector, but employers may wish to consider other ways they can offer their employees flexibility.

Employees, under the Employment Relations Act 2000 part 6AA, have a statutory right to make a flexible working request, and employers must respond to this request within one month of

its receipt. Requests can only be refused if they cannot be accommodated on certain grounds, which are outlined under part 6AAF. Employers need to ensure that their staff understand the flexible work options and process. For example, an application for flexibility should be initiated by the employee in writing. Consultation should then be had with the employee and the wider team if possible, as to how the flexible working arrangement would work in practice.

- *If you are a member of Transporting New Zealand and have an employment, health and safety related or other legal question, please submit it to Amanda Douglas at Wynn Williams amanda.douglas@wynnwilliams.co.nz with the subject line: Transporting New Zealand: Ask a Lawyer. Feel free to also make use of Wynn Williams' Legal Helpline, in which the first 15 minutes are free for Transporting New Zealand members, by calling Amanda on 03 379 7622*







WYNNWILLIAMS

It takes more than logistics to get from A to B!

Running a transport business gets more complicated by the day. Make sure you're across your legal and compliance obligations so you can focus on staying on the road.

For all your business related legal advice, including employment, health & safety, TSL and insurance issues, contact amanda.douglas@wynnwilliams.co.nz +64 3 379 7622

Business



When many businesses have staff working remotely, it is worth making an effort to help them connect.

Building a team while working remotely

Z Energy has five social ideas for colleagues who work in different locations.

No office? No problem. Here are five ways to keep your team close, even if you work separately.

Building a culture with your co-workers can be tricky if you spend much of your work time alone and have commitments outside your job.

But the effort is worth it. According to the Mental Health Foundation of New Zealand, a positive work culture can reduce stress and safeguard your overall wellbeing.

It has also been shown to improve performance and productivity, which is good for both you and your employer.

One of the simplest and most effective ways to connect with colleagues anytime and anywhere, is via your smartphone. Many phone apps are designed specifically for shared use.

In-person activities can be valuable, too—even if you’re only able to schedule them occasionally.

Ready to get connected? These five suggestions are sure-fire winners.

Create a team playlist

These days, using a streaming service such as Spotify is just as simple as tuning a radio or operating a CD player. (Even better, Spotify has a free membership option.) It’s straightforward to open a streaming app on your phone and play music through a hi-fi system or your vehicle’s stereo.

Sharing the DJing duties with your workmates is a great way to learn more about them.

Configure a playlist on your chosen app

so that everyone can edit it, then take turns adding songs to build the ultimate workday soundtrack.

Or allow a different colleague to rebuild the playlist from scratch each week—guilty pleasures encouraged.

If you’re not sure where to start, check out this one we created for you!

“A positive work culture can reduce stress and safeguard your overall wellbeing.”

Get creative with ‘stand up’ and ‘tool box’ meetings

Teams that are "on the job" together can easily meet to resolve the day's issues, but it's not so simple for groups who work staggered shifts or in different locations.

As an alternative, consider "meeting" each other on a video-conferencing platform such as Zoom at a regular time when you're all off work: it's quick and you don't even need to leave the house.

Or take turns hosting a monthly team meeting at your home, with the option to kick back and share a drink afterwards.

Indulge in a bit of friendly competition

Whether you're competing to capture the funniest end-of-shift selfie or trying to reach a performance-related target before your peers, contests put a social spin on your work life—and you can learn a surprising amount about your co-workers' personalities in the process.

If you have a shared work premises or office, set up a book where your colleagues can log results or share their entries. Alternatively, track each other's progress via a team chat or social media.

Stay in touch with a team chat thread

You can use a chat thread for much more than running competitions. Not only is it an

efficient way to communicate relevant work information to people in various locations, it also feels more sociable than sending group emails thanks to instant-reaction features such as emojis and "like" buttons. You can send video and audio messages, too, enhancing the sense of connection.

Put your own spin on team get-togethers

Office workers tend to congregate at the local pub at 5:00 pm on a Friday, but if your workplace is less conventional, that might not be possible. Don't give up on get-togethers entirely, though: psychology tells us that face-to-face interactions remain the most effective way to build camaraderie and trust.


Consider speaking to your boss about carving out a window of time—perhaps monthly—when the majority of your team can physically meet. The benefits for all involved could be significant.

- This article appeared on Z <https://business.z.co.nz/business-hub/team-culture/> and has been published here with permission.



No more fees

Keep your business moving without the fees, plus everyday savings and more places to fuel up. Sign up for a Z Business Partner for Transporting New Zealand fuel card by speaking to your Membership Benefits Coordinator, Vicki Harris, today: vicki@transporting.nz.






SAY

BYE FEES

Aaaand hello everyday savings

APPLY NOW

550+ locations:

Technology



The new Volvo VNR Electric has a range of up to 440 km and faster charging than its predecessor.

Volvo launches longer-range electric truck

Volvo Trucks continues to lead the deployment of zero-tailpipe emission trucks across the world. In North America, the company is now launching an enhanced version of its Volvo VNR Electric with up to 85 per cent increased range and faster charging.

The Volvo VNR Electric is one of Volvo Trucks six all-electric heavy truck models and is specially designed for the North American market. Sales start was in December 2020.

The first generation of Volvo VNR Electric had an operating range of up to 240 km (150 miles). Now an enhanced version of the class 8 (gross vehicle weight rating of 15 tons and above) electric truck is being launched, with an operational range of up to 440 km (275 miles) and increased energy storage of up to 565kWh. The improved performance is due to, among other things, improved battery design and a new six-battery package option.

“In only eight years’ time, our goal is that half of our global truck sales are electric.”

—Roger Alm, President, Volvo Trucks.

The new Volvo VNR Electric also reduces the required charging time, as the 250kW charging capability provides an 80 per cent charge in 90 minutes for the six-battery package, and 60 minutes for the four-battery version.

“It is a testament to Volvo Trucks’ leadership in a continuously evolving industry that we are bringing the enhanced version of our VNR Electric to the market only a year after sales of the VNR Electric first started,” says Peter Voorhoeve, President, Volvo Trucks North America.

Production of the enhanced Volvo VNR Electric will start in Q2 2022 in the company's New River Valley plant in Virginia, which is the exclusive producer of all Volvo trucks in North America.

50 per cent electric by 2030

Globally, Volvo Trucks has set the target that half of all trucks sold are electric by 2030.

“We are determined to lead the transformation of the transport industry. In only eight years' time, our goal is that half of our global truck sales are electric. The interest among customers is high, and it's quickly becoming a competitive advantage for transporters to be able to offer electric, sustainable transports. That is very

encouraging,” says Roger Alm, President of Volvo Trucks.

Volvo Trucks started serial production of electric trucks in 2019, as one of the very first truck brands in the world. The product range now includes six electric truck models—the Volvo FH, Volvo FM, Volvo FMX, Volvo FE, Volvo FL, and the Volvo VNR.

- To learn more about the Volvo VNR Electric, visit the company's [website](#).



Driver training

AutoSense simulator attracts new drivers

It's hard to visualise what it would be like working in a new industry without hands-on experience. Driver training and safety solution experts AutoSense is changing the game for anyone looking at a future in bus or truck driving; its ultra-realistic AutoSense Heavy Vehicle simulator means people can actually feel what it's like to be out on the road in a vehicle that size.

The simulator has proven to be a successful vehicle for encouraging new drivers into the industry. It is scheduled to visit regions around New Zealand this year.

- More information: www.autosense.co.nz/simulator

Heavy Vehicle and Forklift Simulators coming to a place near you...

Region	Months
Northland	May
Auckland	February, May, August
Waikato	March, June, September
Taranaki	January, June, September
Nelson, Marlborough	April, July, October
Southland	April, July, November
Bay of Plenty	March, June, September
Gisborne	March, June, September
Hawkes Bay	January, June, September
Manawatu	March, June, September
Wellington	March, July, October
Canterbury	April, July, October
Otago	April, July, November

AutoSense
DRIVING SAFETY

Book now at autosense.co.nz/simulator

Human Resources

Guide to parting ways professionally

By Claire Arneson, HR Adviser, SBS



What is an Acceptance of Resignation Letter and when should I use one?

We recommend that all employee resignations are accepted in writing by the employee's

manager (or another authorised person), and this is called an Acceptance of Resignation Letter.

It is important to accept a resignation in writing to confirm key departure details, final pay arrangements, and set expectations for the return of company property and PPE. In addition, some businesses may want to consider whether it is appropriate to keep the employee in the workplace during the notice period if, for example, they are going to a competitor organisation. You may want to place the employee on “garden leave” in this situation and details of this arrangement should be captured in writing to the employee.

Can an employee withdraw their resignation, and do I have to let them stay on? We have already hired someone else.

Employers should be careful when handling a resignation that was given in “the heat of the moment”

such as following a disagreement or when an employee was obviously upset or angry. Employers shouldn't rush to accept such a resignation and should allow the employee time to cool off before asking them whether they actually intended to resign.

In normal circumstances (not heat of the moment), an employee can request to withdraw their resignation, however the employer doesn't have to agree to it. Regardless of the employer's decision, they should respond in writing to the employee for absolute clarity and so there is a record.

“Employers aren't obliged to provide a verbal or written reference for an employee.”



Writing resignation letter in the heat of the moment is never a good idea.

—Photo: Dplanet

Do I have to provide a reference for my former employee if they were not a good performer?

No, employers aren't obliged to provide a verbal or written reference for an employee simply because they were employed with a business. We suggest that in situations where

an employer and employee have parted ways in less than amicable circumstances, the employer can provide a Certificate of Service in lieu of a reference. A Certificate of Service is typically written on company letterhead and outlines the period of employment and duties performed by an employee. Other information may be included at the employer's discretion, for example a comment on the employee's performance.

However, “If you don’t have anything nice to say, don’t say anything at all” is a good rule of thumb for a Certificate of Service.

Can I get in trouble for giving a “bad reference” for a former employee?

Employers should only give accurate and truthful information on an employee’s performance and relationships in the workplace, and only if they are asked to do so in connection with a reference request on behalf of the employee.

If questioned about an area where the employee didn’t perform well, we suggest giving specific examples of things the employee could improve upon, rather than broad generalisations. Perhaps something like “Adele didn’t complete the month end reporting on time; she needs to improve her time management skills,” rather than “Adele never meets a deadline and is totally disorganised”.

On the flip side, it is highly recommended that employees looking for work get permission *beforehand* to list an employer or individual as a reference and notify them of

when to expect a reference check call. Only list an individual as a reference if you have a good relationship with that person and are confident they will speak positively and accurately about your experience and skills, acknowledging that everyone has areas for improvement.

I don’t want to risk a Personal Grievance, should I just wait for my toxic employee to resign?

Disruptive or underperforming employees have a negative ripple effect on colleagues, customers, and the business in general. Whilst best endeavours should be made to support, train, and coach the individual to meet the expectations of the role, if this is clearly an unachievable goal then it’s probably best to part ways. Failure to hold all employees accountable for their actions can quickly undermine respect for management.

- For assistance with HR or employee performance concerns, call the SBS Team, Freephone 0508 424 723 or see: www.safebusiness.co.nz.



speirsfinance.co.nz

Get Asset Finance working for you ...

Talk to us to find out how you may be able to ...

- **Have assets making money from day 1**, with structured finance to improve cashflow.
- **Fund second hand assets**, in line with their remaining useful life.
- **Retain cash in your business**, rather than rapidly repaying debt to meet the needs of your funder.
- **Spread your funding risk**, reducing your exposure to one financier controlling all your assets.
- **Access Working Capital**, release equity tied up in your assets.
- **Receive Fast, Efficient & Consistent service**, enabling you to quickly access funds for the assets you need.

Call SPEIRS FINANCE now on 0800 773 477 ...

We’ll have an Agent near you get in touch ASAP to discuss how your needs may best be met.

A division of L&F Limited

Disclaimer: Speirs Finance is a division of L&F Limited. All statements above are general in nature and subject to individual application, standard terms & conditions and credit criteria.



Passenger Cars



Light Commercials



Heavy Commercials



Mobile Plant



Fixed Plant



Business Equipment



0800 SPEIRS

Health & Safety



Making time for health and wellbeing is an essential strategy at any time but especially right now.

Fuel yourself, not just your truck

MyTrucking has practical advice to stay fit and healthy while on the go.

Fuelling up with the right food, staying hydrated on the road, and moving our bodies are key to good health and wellbeing. Here are some practical tips, and easy food swaps that can help you lift your nutrition and wellbeing game.

With many truck drivers on the road for long periods of time, getting enough exercise and reaching for a healthy snack can be a challenge sometimes.

Registered dietitian, Sarah Percy, shared some tips on how a few small changes can be easily incorporated into daily life, and soon add up to big improvements.

Fuel up

Sarah says good nutrition is very important to health and wellbeing. Just like a truck needs fuel and oil for the engine, and looking after the

vehicle is essential to its performance, our bodies are no different, at work and in our personal life.

In the short term, good nutrition will:

- Reduce fatigue levels by stabilising blood sugars. Stats show that when people are fatigued, that's when accidents are more likely to happen;
- Strengthen our immune system (particularly relevant in the current pandemic climate);
- Boost energy levels;
- Increase concentration.

In the long term, good nutrition contributes to reducing the risk of a raft of undesirable conditions, including heart disease, stroke, type 2 diabetes and certain cancers.

Sarah's top tip is to be prepared. "It's obvious, but worth stating. To eat well, we need to be prepared. If we have good choices on hand and don't rely on grabbing things on the go, we tend to eat better."

“Getting enough exercise and reaching for a healthy snack can be a challenge.”

Starting the day with a nourishing meal is the best way to set yourself up for success. Poached eggs on grainy toast, a smoothie, muesli with milk and yoghurt, or a baked bean and cheese toastie will set you up for stable blood sugar, good energy levels, and nutrients for the day.

Rather than focusing on what you can't have, Sarah likes to focus on positive nutrition—what can you add in to your diet that will nourish you and help you feel good? Some suggestions:

- Fresh veggies—could you add an extra spoonful at dinner?
- Salad in your sandwich at lunch
- Fruit—take some with you in the cab
- Legumes are an important food group—try baked beans, chilli beans with mince, or chickpeas in hummus

Here are some easy snacks you can chuck in the trolley when you get the groceries and take with you to work:

- Little tins or sachets of tuna
- Fresh fruit
- Wholegrain crackers
- Eggs (to be hard-boiled)
- Pre-made toasted sandwiches
- Pre-made bliss balls

H2O on the go

Don't forget the water. It's plentiful and free from the tap. Sarah explains that when we're dehydrated, our cells shrink, which impairs concentration and performance. By the time we feel thirsty, it's too late, and we're already dehydrated.

Carry water with you in the truck. Sarah's tip here is to fill two large water bottles the night before, put one in the fridge and one in the freezer. The next morning you will have cool water to drink and, by the time you reach for the second bottle, it should be defrosted but still cool.

Get moving

Exercise also plays a vital role in boosting our overall health and wellbeing, mentally and physically.



Lunchtime pie can be served anytime and is packed with healthy goodness.

Our bodies are not designed to sit for long periods and Sarah suggests micro-breaks—these could be during a toilet stop or while waiting to be loaded. Make exercise a priority, either before or after work. It could be going for a walk, a run, mountain biking, or playing touch.

Consider how you could build some non-structured exercise into your day. It could be playing with a ball with your kids, or choosing to walk to the dairy for milk instead of driving.

Easy swaps

Bakery: Instead of pie and doughnut, try chicken or beef and salad roll/sandwich, fruit;

Takeaways: Instead of a burger or fried chicken, try Subway/Pita pit sandwich or salad;

Fish shop: Instead of fish and chips, try salmon or tuna sushi;

Drink: Instead of energy/soft drinks, try water;

Sweet snack: Instead of a chocolate bar, try OSM bar (one square meal) or a small dark chocolate bar.

Recipe: Lunchtime pie

Try this [simple recipe](#) that Sarah developed for Farmstrong: the lunchtime (or breakfast) pie.



Are you Fleet Fit?

Do you want to improve health and safety, reduce driver fatigue and use data and insights to deliver better efficiency? Talk to our expert team of Fleet Risk Managers about how we can drive your business forward.

Fleet Fit is a series of targeted programmes exclusively available to your business if your fleet is insured with NZI.

nzi.co.nz/fleetfit





Vodafone Business Teams Plan is the simple and affordable way to give your team, of 5 to 100 people, Endless Mobile Data – so they can keep working when and how they want.

Open term option	Business Team Plan
	Large \$38 per person per month
All plans include	
40GB Max Speed Data and then Endless Data at reduced speeds <small>Speeds reduced to a maximum of 1.2Mbps after 40GB. Max SD streaming at all times</small>	
Unlimited Talk & TXT to standard NZ & Australia landlines and mobiles	
Hotspot included at no extra cost	
Landline number for your mobile, e.g. an 03, 04, 06, 07 or 09 on your 021	
\$7 Daily Roaming to over 100 destinations	
Add Vodafone One Business Mobile so your team can work-on-the-go with the functionality of an office phone system on mobile for \$15 (ex GST) a month	

Includes 5G access at no extra cost until 30 June 2021. Then \$10 (incl. GST) Add-On per month
5G now available in parts of Auckland, Wellington, Christchurch and Queenstown and requires a 5G phone from Vodafone. See vodafone.co.nz/business/5g-advantage

**Talk to us today and ask about your exclusive RTANZ offer
call Richard Holmes 021 902 118 or Kate Smith 021 914 524**

Terms and conditions apply to the products and services offered above and prices are subject to change. For more detailed information go to www.vodafone.co.nz/legal/terms-conditions.

COOKES
a BRIDON · BEKAERT Ropes Group Brand

**Specialist supplier to the
New Zealand Transport Industry**

Representing the worlds leading manufacturers of
lifting & load restraint products

Freephone: 0508 274 366
www.cookes.co.nz

BRIDON · BEKAERT
THE ROPES GROUP

Member benefits



Boost comes in a handy smartphone app.

Boost offers big savings for members

With your Transporting New Zealand membership, your business can access Boost. All free of charge.

Boost is a subscription-based employee benefits program; it comes in a handy smartphone app, so your employees can access discounts at loads of awesome retailers both in-store and online all the time.

Boost lets you top up employee remuneration with a company benefits plan tied to popular retailers and service providers. There's something for everyone with discounts available at retailers across the board, from accommodation to food and beverage, insurance to gym memberships, and big retailers like Torpedo7 and PlaceMakers.

It's a great way to retain great people, increase loyalty, and build a more positive work culture. And it's customisable so that it can be branded with your company logo, and you can add existing offers you may have available.

Boost is powered by n3, a business buying group that helps you save on your business essentials.

The cost of n3 and Boost Membership has been covered for Transporting New Zealand members—so there's no cost to your business.

- n3 is a business buying network with over 15,000 Members. n3 pre-negotiates great rates on everyday business necessities, so you get the best price on all your business essentials, from office equipment to gas and electricity and everything in between. They are dedicated to making it simple for Kiwi businesses to save money across all areas of day-to-day business.
- In the last year, Transporting New Zealand members saved over \$4.6 million utilising n3 suppliers. (The savings shown are based on member spend from July 2020 to June 2021.)

If you would like to get started now, please visit <https://www.n3.co.nz/transporting-nz> to activate your n3 membership, or contact the n3 team to find out more on 0508 20 30 40.

To activate your Boost Membership, visit: <https://join.myboost.co.nz/tnz/> and fill out the form.





Your Preferred Bulk Fuel Supplier

With a national tanker fleet, we have the offer to keep you moving!

- Bulk diesel delivery specialists
- Compliant, secure and safe storage solutions
- Remote tank gauging for accurate fuel management
- National fuel stop network and fuel card options
- Diesel exhaust fluid supply, at the pump or delivered
- New Zealand's Authorised Distributor of Mobil Lubricants

With Area Sales Managers out and about throughout New Zealand, let's start a conversation about adding value to your operations! Just click [here](#).

Allied Petroleum
never run out

0800 383 566
alliedpetroleum.co.nz

TRUCK BODIES
TRAILER MANUFACTURING
SERVICE AND REPAIRS
INSURANCE WORK
DESIGN AND CERTIFICATION

mills-tui.co.nz

Mills-Tui Limited
0800 MILLS -TUI (645 578)

EROAD Day Logbook

Simplifies fatigue management

EROAD [LEARN MORE](#)

Please wear a face covering

Covid19.govt.nz

Te Kāwanatanga o Aotearoa
New Zealand Government

Unite against
COVID-19