

ROAD TRANSPORT NEWS



Zero emission vehicles

BETTER PAY AND CONDITIONS

ROAD TO SUCCESS

COMBATING FATIGUE

As New Zealand prepares to transition to a more sustainable vehicle fleet, we ask what your business can do to take advantage of the coming opportunities.



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Canstar Blue award seal: 2021 CANSTAR BLUE award for fuel cards.

Mobil logo.

Contents

PAGE 4

From the CEO

Chief executive Nick Leggett says most companies have raised wages for drivers over the last year—and better pay and conditions are vital if the industry is to thrive.

PAGE 6

Road to success

Transporting New Zealand membership manager Fiona McDonagh explains changes to Te ara ki tua Road to success.

PAGE 11

Cover story

Policy advisor and projects advisor Billy Clemens attends Fuso New Zealand's Partnering for a Sustainable Transport Supply Chain event in Palmerston North—and tries out a new Fuso eCanter.

PAGE 12

Ask a lawyer

Amanda Douglas, of Wynn Williams, discusses legal issues facing businesses.

PAGE 16

Falling asleep at the wheel

A fatigue management training course is a worthwhile investment in health and safety, writes Darren Cottingham.

Events

September 28-29:

[Ia Ara Aotearoa Transporting New Zealand annual conference](#), Invercargill.

September 30:

[Road Transport Hall of Fame](#), Invercargill.

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We welcome contributions and feedback for this magazine.

CEO

Treat and pay drivers well—or don't complain

Transporting New Zealand chief executive Nick Leggett



Most trucking companies have raised wages for their drivers over the last year, our recent survey has found. That's a wise move if the road transport industry is to have a bright future in New Zealand. Better pay and a focus on good culture and conditions are already literally paying dividends for many operators.

The harsh truth is that if companies fail to act, they will only have themselves to blame and they will get left behind.

The findings on wage rates are the last tranche of information from our recent industry survey of almost 400 transport operators across New Zealand that we are sharing with members and the public.

At a time of economic stress and high inflation, eight out of 10 trucking companies reported that they had increased pay for their drivers over the last year. Slightly more than half (55 per cent) said they had increased staff wages by at least 6 per cent; some considerably more.

In a previous survey by Transporting New Zealand in March 2020, 44 per cent of transport operators said they paid their staff between \$21 to \$25 per hour. Now barely 6 per cent are in that range.

The median hourly wage has moved from around \$26 per hour in 2020 to over \$31 per hour today. The number of drivers being paid between \$33 and \$40 per hour has more than trebled in under two years to 18 per cent.

“We are here to tell the road transport industry what it needs to know to be successful, not just what it wants to hear.”

We think it is important to share these results with you – after all, you took the time and filled the surveys in. It's also important to share these results more publicly because truck driving has traditionally been seen as a low-paid, low-skilled occupation. Clearly, this outdated perception can no longer be justified. Further, if we want to attract more people to the industry, we need to paint the real picture of what pay and conditions are like for truck drivers. Especially now when New Zealanders understand the importance of our trucking industry to New Zealand since Covid lockdowns.

Transporting New Zealand has a saying that we are here to tell the road transport industry what it needs to know to be successful, not just what it wants to hear. We aim to be your trusted advisors, which includes both advocacy and advice. Sometimes that advice will mean we have to have uncomfortable conversations and tell some home truths.

While we know that there are real concerns about driver shortage, we wonder if two decades of complaints and concerns are more of a self-fulfilling prophecy than actual reality. We believe the labour supply situation for truck drivers is currently more settled than any time in the recent past. Better pay and conditions are making a positive difference.

It's interesting that the operators who often continue to complain about driver shortages are the same ones who have never employed a woman driver, and say they don't employ particular ethnic groups. Greater diversity, and having the kind of workplace where a driver can feel they belong, irrespective of their gender, race or sexuality, will carry an employer a very long way.

My view is that most of the problems we face in life can be solved as close to source as possible. The same goes for driver shortages. Many operators have solved that problem for themselves—or significantly reduced it. Others have not. It's telling to me that we currently have a dozen potential trainees from Road to Success waiting to be placed with operators. Three months ago, we found 600 drivers across the country who were prepared to work as part-time or relief drivers. How many operators picked up the phone to those people? Precious few, I can tell you. If there was a desperation for drivers, those drivers would have seen their phones running red hot.

The solution to the industry's problems with driver supply won't be met by getting 16-year-olds into your yards after school. It's about selling trucking to a generation of people already in the workforce and enticing them with a career path, qualifications, training, and livable wages so they want to work for you and stay working for you. Thinking weeks or months into the future

and anticipating your need for future drivers, so you aren't caught short, is also vital.

Our industry has to grow safe, qualified, and experienced Class 5 drivers. It's not about expecting others to do it for us. Transporting New Zealand is here to assist with that challenge and our traineeship is made to fit in with your existing training and recruiting.

Take a look at two excellent operators who are making training work for them in [this video](#).

All these topics will be discussed at the upcoming Transporting New Zealand conference in Invercargill in September.

- For information, click [here](#).
- Nick Leggett, email: nick@transporting.nz or call 021 248 2175



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Events

“The conference is an important networking opportunity for transport operators to contemplate what’s ahead.”

Transport Minister Michael Wood and Waka Kotāhi NZ Transport Agency chief executive Nicole Rosie will be among the speakers.



National conference returns to Invercargill

The Road Ahead is the theme for Transporting New Zealand’s annual conference in 2022, which returns to Invercargill after a two-year break due to the Covid pandemic.

Ia Ara Aotearoa Transporting New Zealand Business Manager, Jenny Murray, says the conference is an important networking opportunity for transport operators to contemplate what’s ahead as well as to celebrate the work of the industry in increasing the economic productivity of New Zealand.

“The Transporting New Zealand Conference takes the theme of The Road Ahead, which will be a challenging road as the world looks to recover from the challenges of the Covid-19 pandemic.

“The conference will focus on a changing workforce, sustainability and environmental requirements, future fuel sources, supply chain issues, and digital and other disruptors.”

Speakers will include economist Cameron Bagrie; Waka Kotāhi NZ Transport Agency chief executive Nicole Rosie; Chris Claridge, Potatoes New Zealand chief executive; Dave Ffowcs Williams, Datacom head of supply chain; Transport Minister Michael Wood; Liz Yeaman, managing director of Retyna, a consultancy focusing on renewable energy for transport; and businessman and former television presenter Sir Ian Taylor.

Dr Rebbecca Lilley, a senior research fellow at Otago University, will present an overview of

accident data and culture in the transport industry, and Kelly McLuckie will present trends and data on trucking industry workforce engagement.

Other topics will include technology as a disruptor and what will power transport into the future.

- The conference will take place from September 28 to 29 at Ascot Park Hotel, Racecourse Road, Invercargill. For more information on sponsorship opportunities or general inquiries, contact Jenny Murray, Business Manager, Ia Ara Aotearoa Transporting New Zealand: jenny@transporting.nz
- You can visit the dedicated conference website [here](#).



Ascot Park Hotel, Invercargill.

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

Communication channels

Our aim is to ensure Transporting New Zealand delivers the most comprehensive and up-to-date information to members. Please check your inboxes and also refer to the current website: www.transporting.nz for details.

Member login access

If you are a member of Ia Ara Aotearoa Transporting New Zealand and want login access to the member area on our website, please email: leighann@transporting.nz



Cover story



Fuso New Zealand's Partnering for a Sustainable Transport Supply Chain event in Palmerston North last month was a good opportunity to try out the new Fuso eCanter.

Are you ready for zero emission vehicles?

By Transporting New Zealand policy and projects advisor Billy Clemens

Preparing for new, more environmentally friendly vehicles was the theme of Fuso New Zealand's Partnering for a Sustainable Transport Supply Chain event, held in Palmerston North last month.

I believe there are real opportunities for road transport operators to become involved in this space and it pays to keep abreast of the latest developments.

Local government procurement practices will play an important role in accelerating uptake of zero emissions heavy vehicles. The conference brought together mayors, industry experts, and procurement advisors to discuss how councils can partner with industry to achieve the Government's ambitious emissions targets.

Council procurement guidelines for transport services are increasingly including emissions reduction considerations. Although the weighting of these emissions factors may be

“Considering how electric vehicles could form even a small part of your fleet in the short to medium term could be a helpful strategic move.”

quite low, it can make an important difference in a competitive procurement process.

The key points Transporting New Zealand took away from the Fuso event for our members are:

Be prepared: Operators bidding for council (and larger private client) contracts should be ready for questions about the steps they are taking to limit carbon emissions.

Think broadly: Commitment to emission reduction isn't only about operating zero emissions vehicles. Operators can consider low hanging fruit like fuel-efficient driver training, diesel vehicle efficiencies, and digital fleet management.

Start small: Council and industry speakers at the event acknowledged the difficulty that adopting zero emissions vehicles will pose to transport operators (including higher upfront costs and smaller routes and loads). Considering how electric vehicles could form even a small part of your fleet in the short to medium term could be a helpful strategic move.

Reach out: Think about talking with your vehicle supplier and industry-friendly government agencies like EECA and Ara Ake. They can help with co-funding and technical advice about ownership costs for alternative fuel vehicles. Transporting New Zealand is happy to set up these conversations and provide ongoing support.

- For more information, please call me on 027 304 1877 or email: billy@transporting.nz.

Trying out the Fuso eCanter: eerily quiet, rapid pick-up

The Palmerston North event was also a great opportunity for Fuso to demonstrate their eCanter zero emission truck. The eCanter is the world's first series-produced, fully electric light truck. Primarily designed for urban use, the eCanter was in its element during the 12km test run around Palmerston North.

Once you get used to its eerily quiet operation, rapid pick-up, and regenerative braking, it feels much like being in a standard Fuso vehicle. The interior and exterior design has been kept deliberately familiar.

The eCanter account manager admitted that electric trucks can be a tough sell to operators, but has had positive responses from those who have got in the driver's seat. With a 100 to 150km range, the eCanter is a niche product for operators who want to be at the leading edge of commercial EV technology.

Fuso New Zealand has secured up to 100 vehicles for the domestic market, and will be touring their demonstrator model around the country.



Billy Clemens was impressed with the new Fuso eCanter e-truck.



Road to success

Growing the future of Road to success

By Fiona McDonagh, Transporting New Zealand membership manager

I'm pleased to report that Road to success has now successfully placed 38 trainees in roles with enthusiastic operators. Key to the industry realising the full benefit of this scheme is that the traineeship becomes widely accepted as the industry-wide standard and norm for recognising people that are being developed within our sector. In other words, we want the vast majority of people who are developing their initial skills and progressing through their licence classes to be recognised as Road to success graduates.

Phase one for us was investing and developing a programme that included Ia Ara Aotearoa Transporting New Zealand's direct involvement in the recruitment phase and direct ongoing monitoring of the trainees. Now that we have clearly established what the minimum graduate requirements are, I'm pleased to say we are now moving to the next stage of building the Road to success traineeship brand.

Phase two leverages off all the other existing great work currently being done by operators who have been developing their people in parallel to our traineeship and, subject to them meeting some minimum requirements, we want to also recognise those people as Road to success graduates. We see this as key to Road to success becoming the industry way of recognising those people that have been developed in our sector.

In essence, this latest evolution of the programme means operators are free to use Road to success to supplement their own recruitment and staff retention processes. The criteria for having a trainee in your business graduate through the Road to success programme are that they complete the four NZQA recognised micro-credential qualifications: Introduction to Commercial Road Transport; Commercial Road Transport—Heavy Combination Vehicle Loading Fundamentals; Commercial Road Transport—Driver Safety; and Commercial Road Transport—Mass and Dimensions; have progressed to a Class 5 licence; and shown competence at all levels to meet the standards set by the operator.

Having already established a large pool of potential recruits, Transporting New Zealand will no longer continue to proactively select trainees



“Key to the industry realising the full benefit of this scheme is that the traineeship becomes widely accepted as the industry-wide standard and norm.”

for the programme but we are committed to supporting businesses by offering assistance where required and undertaking quarterly checks on trainees' progress. We will also still try to place remaining trainees on our books with suitable operators in their area who are keen to take them on.

- For more details, see: www.roadtosuccess.nz



I am confident that as it continues to evolve, *Road to success* can further establish itself as the industry-recognised way of recruiting and training that provides operators with the confidence that a graduate has a high standard of industry knowledge and is a dedicated professional driver. It will provide qualifications that are accessible and allow for the recognition of skills that will remain relevant in the industry for a long time. *Road to success* will also become a great retention tool for operators wanting to provide professional development opportunities for key members of their team.

So, let's as an industry continue to build on what we have started and make *Road to success* the recruitment, training, and career

development pathway that positively contributes to alleviating our ongoing workforce issues.

With the pivot towards the industry, the *Road to success* administration fee for operators is reduced to a one-off charge of \$500 for the initial sign up, resources, ongoing support, recognition of qualifications, and trainee graduation.

- To find out more about *Road to success*, including how to go about taking on a trainee, see: www.roadtosuccess.nz.



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Ask a lawyer

What is the ‘unfair contracts regime’?

By Amanda Douglas



While not strictly relevant to employment relationships, the “unfair contracts regime” is something you need to know about if you engage independent contractors, as it may be time for a review of your contractor agreements.

The “unfair contracts regime” refers to the Fair Trading Amendments Act 2021, which is due to come into effect on August 16. The Amendment Act prohibits unconscionable conduct in trade and extends the existing “unfair contracts regime” under the Fair Trading Act 1986 to cover standard form small trade contracts.

In a nutshell, what this ultimately means is:

1. A person engaged in trade cannot engage in conduct that is “unconscionable”.
2. There is no definition of “unconscionable” in the Amendment Act, but factors to consider when considering whether conduct is unconscionable are:
 - a) the bargaining power of each of the parties;
 - b) whether one party was required to comply with conditions that were not reasonably necessary for the protection of the legitimate interests of the other party;
 - c) whether there was any undue influence, pressure, or any unfair tactics; and
 - d) the extent to which the supplier and customer acted in good faith.

Traders who engage in unconscionable conduct could be liable for a fine of up to

“Traders who engage in unconscionable conduct could be liable for a fine of up to \$200,000 for an individual or a fine up to \$600,000 for a company.”

\$200,000 for an individual or a fine up to \$600,000 for a company, as well as other remedies.

The “unfair contracts regime” has also been extended to cover small trade contracts by providing protections against unfair contract terms. A “small trade contract” is defined in the Amendment Act as a contract where each party is engaged in trade, but it is not a consumer contract, and it does not form part of a trading relationship that exceeds an annual \$250,000 (including GST) value threshold. The unfair contracts regime only applies to standard form contracts; accordingly, if the parties enter into “effective negotiations” then the regime will not apply. The factors used to determine whether effective negotiations have taken place include whether one party has most of the bargaining power or was in effect required to accept or reject the terms in the form they were presented.

A contract’s terms will be unfair where it:

- a. would cause a significant imbalance in the parties’ rights and obligations under the contract;
- b. is not reasonably necessary to protect the legitimate interests of the party who would be advantaged by it; and
- c. would cause detriment to a party if it were applied, enforced, or relied on.

This would likely include, for example, a term that allows one party, but not the other, to terminate the contract.

So, what does this mean, practically speaking? If you are someone who engages independent contractors, or if you are an independent contractor, we suggest that you review your current terms of trade and practices to ensure that they comply with these changes to the “unfair contracts regime”.

Do I need to pay my employees for sleeping?

Whether an employer needs to pay an employee for sleeping is a question that has arisen several times in recent years in relation to employees who are required to be on-call or away from home overnight. This question is relevant to the transport industry as a whole, and can arise in any context where an employee is required to spend prolonged periods of time away from home due to their work and may even include overnight work trips to attend meetings or conferences.

As with most things, the answer to the question of whether an employer must pay employees for sleeping is, it depends. Specifically, it will depend on whether it can reasonably be said that the employee is actually “working” during those hours. Determining whether an employee is actually working during the period of time in between duty days or shifts, and ultimately whether they should be paid for those hours, will require assessing:

- 1) whether any constraints are placed on the employee in the period between duty days or shifts;
- 2) the employee’s employment responsibilities during the period between duty days and shifts; and
- 3) the benefits to the employer.

In a recent case brought before the Employment Court by a number of cabin crew against their employer, Mount Cook Airlines, the Court was tasked with weighing up these factors to determine whether the employees were “working” in the period that they were away from home, in between duty days or shifts. If

these employees were “working”, then they would be entitled to receive at least a minimum wage for those hours.

In this instance, the Court acknowledged that being away from home overnight was an inconvenience for the cabin crew; however, after one duty day, or shift, ended and before the next one began, the employees were free to do as they pleased—they had no work responsibilities or duties to perform during that time. The Court did not think that the employees being away from home was enough to warrant them being paid for those hours.

Overall, the Court considered that, when all the relevant factors were weighed up, including the absence of any additional constraints on the employees (as the constraint on consuming alcohol within 10 hours of a shift applied irrespective of whether the employee was away from home), in combination with them having no responsibilities or duties to perform, it could not reasonably be said that the employees were “working”. As a result, the employees were not entitled to be paid at least a minimum wage for the hours in the period between duty days or shifts.

What this case ultimately tells us is that whether an employee is entitled to be paid for sleeping, or a prolonged period of time away from home, must be determined on a case-by-case basis, taking into account the particular factors of the situation.

- Email: amanda.douglas@wynnwilliams.co.nz with the subject line: Transporting NZ Ask a Lawyer. Legal Helpline for members: (03) 379 7622.





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Human Resources

Preparing for Fair Pay legislation

By Transporting New Zealand policy advisor Billy Clemens



Transporting New Zealand recently met with MBIE for an industry update on the Fair Pay Agreement (FPA) legislation, allowing unions to negotiate minimum terms and conditions for all employees, in particular industries

and occupations. MBIE expects the law to come into effect at the end of this year, and intends to run workshops and education campaigns about how employers can prepare for the changes.

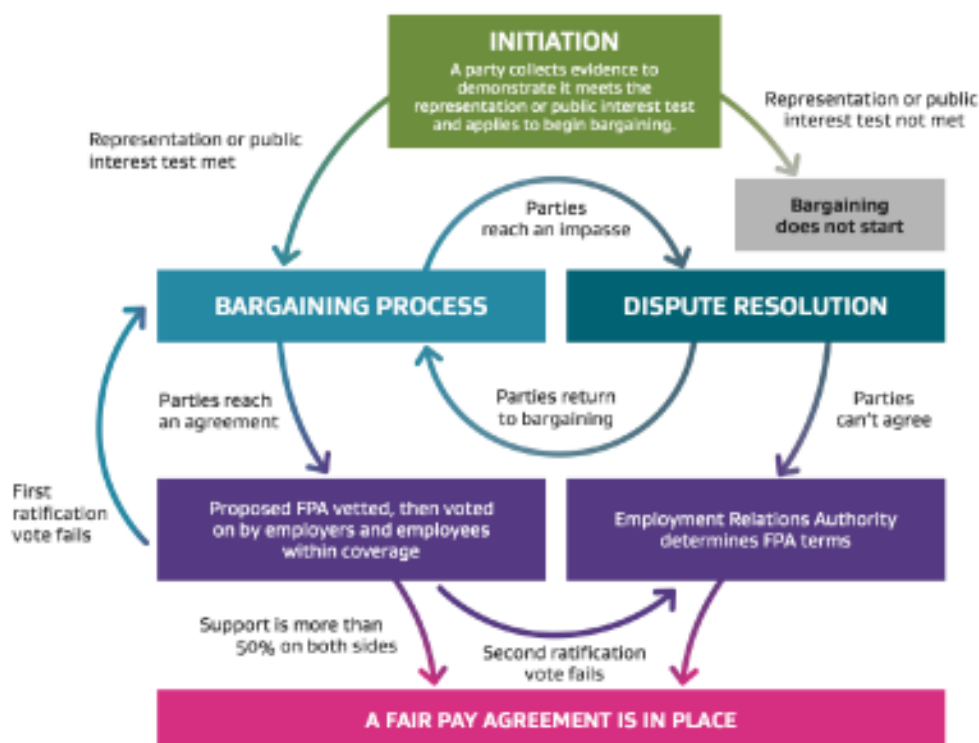
Emphasising our concerns

We told MBIE that Transporting New Zealand remains very concerned by the uncertainty and lack of flexibility the legislation could mean for our members. The road freight industry is made up of over 4,000 firms and 30,000 staff,

“Ultimately, this legislation will leave employees and employers with less freedom.”

operating in different sectors and circumstances. Negotiating and enforcing blanket standards and requirements (which could include factors like rest-breaks, allowances, and rostering) isn't going to be practical across such a diverse industry.

Ultimately, this legislation will leave employees and employers with less freedom to ensure their employment arrangements reflect their own priorities and level of performance. We could also see pressure on operators to move employees into independent contractor arrangements to avoid these restrictions. Transporting New Zealand (along with many of our members) previously made these concerns clear in our select committee submission.



LEFT: How the proposed Fair Pay Legislation will work.

—SOURCE: MBIE

First in line?

Another frustrating factor about the legislation is that no one can say which industries or occupations will end up covered by FPAs, or who will be first. It only takes 10 per cent of a workforce or 1,000 staff to trigger the compulsory process. It's also uncertain exactly which sectors in the road freight industry would be covered. An FPA could cover all truck drivers in the country, or it could be limited to particular areas, like log transport or waste management. In saying that, we don't think road freight operators are going to be one of the first industries to have FPAs imposed. Truck drivers are paid well above minimum wage, there is a high level of employee mobility and competition for staff, and unionisation rates are low (estimated to be 7 per cent). This compares to higher risk sectors like bus drivers or distribution centre workers. We're also keeping in mind that FPAs will be a 2023 election issue, with the opposition promising to repeal the legislation.

Australia, which operates a broadly similar system, has national transport agreements covering general road transport and distribution industries, long distance operations, waste management, and mining transport.

Support for our members

Transporting New Zealand told MBIE that our members will need resourcing and support in order to prepare for these changes. New Zealand hasn't had a national awards system for over 30 years, so many of our members haven't had experience with collective negotiations. MBIE will share any resources it develops with Transporting New Zealand, and look at



developing a stakeholder network for ongoing updates.

- Operators and employees can also sign up to the business.govt.nz monthly newsletter to stay up-to-date with law changes and other news for business from across government.
- We are also happy to answer any questions you have at info@transporting.nz.



Health & Safety



Fatigue and sleepiness present a clear and present danger for truck drivers. A safety course can lessen the risk.

Falling asleep at the wheel a real danger

By Darren Cottingham

Here's a recipe for sleep: take a dark environment, heat it to at least 20 degrees Celsius and add low, consistent background noise. Does that sound like your car or truck cab at night?

The riskiest time for falling asleep at work is between 1:00am and 6:00am. At least 10 per cent of fatal road crashes are attributed to fatigue, but it's likely higher, and around 30 per cent of all accidents have fatigue as a contributing factor. The tiredness you feel when driving, or operating machinery such as forklifts and excavators, can be brought on by many different things.

We assembled seven experts in medicine, psychology, occupational therapy, nutrition, fitness, driver training, and fatigue management to talk about sleepiness and fatigue (they are actually two different things) and we put them into a course designed specifically for truck drivers, machine operators and their supervisors

“Around 30 per cent of all accidents have fatigue as a contributing factor.”

and managers that can be done online. It demystifies an issue that can have complex causes, giving solutions that can have immediate results. It's specific to our industry, and it was an eye-opener to say the least.

Fatigue is a result of the inability for your body to recover in the amount of time you give it to rest and sleep. You need both sleep quality and sleep quantity, and problems with those have multiple causes:

- Illnesses that have sleepiness and fatigue as a side effect, for example heart disease, mental health disorders, and diabetes;

- Our age—menopause, and simply getting older means our sleep becomes lighter and more broken;
- Physical discomfort such as arthritis, migraines, and itching keep us awake or wake us up;
- Drugs such as alcohol, nicotine, and cannabis help us get to sleep but cause a much worse quality of sleep, while drugs such as meth prevent us from falling asleep;
- Lifestyle choices prevent us from getting enough sleep: for example, staying up late because you want to watch something on TV;
- Environmental factors can stop you from sleeping, including hot weather and background noise;
- The food and drink you consume heavily impacts your body's ability to sleep, recover from sleep and function properly;
- Family pressures such as having a new baby at home, or having a sick family member who needs additional care, disrupt sleep;
- Your natural body clock means you might be a morning person or an evening person, and if you're working shifts, sometimes you'll have to try to sleep when you are simply not ready to sleep.

Unfortunately, as a professional driver or operator, you're often tangled up in the results of other people being sleepy at the wheel or on the job, but the pressure on you is also intense. Getting up early, driving through darkness, working long hours, sleeping in unfamiliar

places, sitting down for long periods, dehydrating yourselves, and having to catch up on family time when you should really be resting—it can be difficult. But these experts explain ways through it.

Because of the Health and Safety at Work Act 2015, if you're in the chain of responsibility, you have a joint responsibility to help manage fatigue. If you're sleepy, you're likely to fall asleep on-task, and that might be driving linehaul or it could be swinging a bucket full of gravel.

Fatigue management training is something that conscientious managers, machine operators, and drivers do. It's a means of reducing risk and increasing performance. It can massively improve someone's quality of life, and therefore improve their

interactions with family, too. The result is a set of tools and methods to develop fatigue management policies, to understand how to reduce fatigue and what to do to manage fatigue when it is present.

- *Darren Cottingham is General Manager of DT Driver Training. The fatigue management course can be viewed at www.drivertraining.co.nz.*

“Fatigue management training ... can massively improve someone's quality of life.”





Is your fleet getting the most out of **driver support technology**?

NZI's latest Transport Report provides insights on awareness, understanding and usage of new driving technologies and the impact they have on safety.

nzi.co.nz/fleetfit



Health & Safety

Representatives from Kāpiti Coast District Council, KiwiRail, Police, Goodmans, and TrackSAFE met to discuss how to reduce risk for heavy vehicles navigating the Elizabeth Street level crossing in Waikanae.



Two seconds can be a potential lifesaver

A tweak to the traffic light phasing on Main Road in Waikanae, north of Wellington, has resulted in an immediate reduction in risk for heavy vehicles navigating the Elizabeth Street level crossing.

Representatives from Kāpiti Coast District Council, KiwiRail, Police, Goodmans, and TrackSAFE met on site recently to discuss the issues at the crossing. Heavy vehicles were having difficulty clearing the crossing onto Main Road (old SH1), with not quite enough time to cross before the second set of traffic lights turned to amber.

TrackSAFE Manager, Megan Drayton, says there is a risk of a collision with a train if a motorist ends up with the rear of the vehicle trapped on the level crossing.

“This is obviously potentially dangerous for the motorist but also for the rail staff and passengers on the train. A collision between a heavy vehicle and a train has the potential to derail the train.”

Megan says it was a useful exercise for the agencies to get together to view the traffic flows at the intersection and brainstorm ways safety risks could be mitigated.

“It’s been a relatively simple solution for Kāpiti Coast District Council traffic engineers to request the Waka Kotahi Transport Operations Centre change the phasing of the lights.

“It was a useful exercise ... to brainstorm ways safety risks could be mitigated.”

Vehicles now have an extra two seconds before the traffic lights turn amber.

“That may not seem like much time, but it makes a huge difference for heavy vehicles especially, to clear the crossing and move safely onto Main Road.”

Other safety issues have also recently been identified at the crossing, with an elderly woman crossing through the lights and bells and walking directly in front of a train. She was within centimetres of being hit by the train.

“We urge people to cross safely at the pedestrian level crossing. If the bells and lights are operating, it means a train is coming and people should not cross under any circumstances,” says Megan.

Kāpiti Coast District Council road safety educator and vehicle crossing inspector, Bruce Johnston, says vigilance at rail crossings is crucial.

“It’s great to have been able to get together with our partners and make a practical safety improvement, but as Megan says, staying sharp at crossings is everyone’s best first defence.



Health & safety



With the right preparation, long business trips on the wide open road should be safe, enjoyable and stress-free.

8 must-do checks before a long road trip

By Z Energy

From checking your tyre pressure to a snack stock-take, a long work jaunt on the road will only be safe, enjoyable, and efficient with the right preparation. Here's what you need before you set off.

With the right preparation, long business trips out on the wide open road should be safe, enjoyable, and stress-free.

Visiting your local Z or Caltex station the day before your journey will help ensure you're secure and sorted for the hours ahead, reducing the need for stops and giving you peace of mind. Here's our eight must-do checks before a long road trip so you can be sure of an efficient, safe and cost-effective journey.

1. Check your air pressure

The correct tyre pressure is essential for ensuring your car can brake, grip, and steer properly. Even having one tyre that's over or under-inflated can have a big impact on how your car, van, or truck drives—and how

“If you feel tired or drowsy along the way, do not be tempted to carry on. Switch drivers, or pull over and rest. Driving when tired can be lethal.”

efficiently. Did you know that tyres can lose 3 to 6 per cent of their air per month (that's 1 to 2 psi in tyre talk)? We've created some handy tips on tyre pressure, and you can also use our tyre pressure tool to help determine the optimal fill for your tyres.

Topping up with more air at a Z or Caltex station is quick and easy, so don't overlook this important step. It's also vital to check your tread. Worn-down or bald tyres can have tragic consequences.

2. Check your oil

Oil is vital for keeping your car's engine running smoothly. Running out could cause costly damage and leave you stranded—which is the last thing you want if you're far from home!

Some modern cars display the oil level on the dashboard but most people are used to the old fashioned dipstick under the hood. Either way, check your levels before you set off and top up if you need to. Your Z and Caltex retail stores will have you covered if you don't have any to hand.

3. Windscreen fluid

Visibility is vital for a safe trip, so when you're carrying out your pre-journey checks, ensure you've topped up on windscreen washer solution.

4. Fill 'er up!

There's nothing more stressful than worrying about running out of fuel. Head to a Z or Caltex station that's closest to base and fill up before you set off, and make a journey plan with the Z Business network locator, in case you need to top up.

5. Sleep tight

Driver health is just as important as car health, so encourage your drivers to have a decent moe (sleep) before any long trip. If you feel tired or drowsy along the way, do not be tempted to carry on. Switch drivers, or pull over and rest. Driving when tired can be lethal.

6. Let's eat!

Over 175 Z Stations across the country have Z Espresso food and drink on-site, offering loads

of goodies from gourmet pies to refreshing chilled drinks and barista-made coffee. Plus, all of our retail sites have everything you need for snacks, treats, and drinks to keep you alert, energised, and refreshed for your entire journey.

Use your tasty haul as an excuse to take regular breaks en route, which is absolutely vital for driver wellbeing and safety.

7. Charge up

Make sure your phone is fully charged before setting out. Accessing GPS maps will ensure you won't get lost, and being able to call for help if you need it can make all the difference on a long journey. If you get stuck, once again we've got you covered in-store with a range of chargers and power banks.

8. Be prepared

Every car, van, or truck should have an emergency kit with a torch, reflective triangle, hi-vis jacket, and a jack. A first aid kit is also an essential piece of equipment for every vehicle.

And finally, if your business vehicle or fleet has a roadside assistance partner, don't forget to have the necessary details to hand before you set off.

Safe driving!

- *This article appeared on Z [here](#) and has been published here with permission.*





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Technology



An efficient transport management system harnesses technology to improve the efficiency and the bottom line of your business.

The best transport management system

MyTrucking looks at the best way to choose business technology.

Finding the best transport management system for your business can be a challenge, but the benefits are immense. Implementing the right system can reduce your overall transport spend, reduce the amount of paper, stop revenue leakage, and make your whole business run more efficiently.

Here are 10 top tips to consider when choosing the right one for you, and your team.

1. Keep it simple.

You don't need to reinvent the wheel. Find someone who has done it before, talk to your competitors, and listen to recommendations. The system needs [to be simple](#) to use. You want something that will enhance your business, not complicate it.

2. Research the program.

Look for a system that's been designed specifically with transport management in mind. If your system is going to add value, it needs to seamlessly integrate with your accounting package. This could be a great time to evaluate how well your accounting system is working for you, too.

3. Is it cost effective?

The right program will save you time and money in the long run, but be prepared to spend some time learning about the program. Try choosing a program that has a [good free trial period](#) to really work out if it does everything you need it to do. Ask what the set-up costs are, if you will be locked into a contract, and if there will be ongoing costs for help and support.

4. Don't fear technology.

Technology is the way of the future, it *can* be simple to use, and it has the ability to make your life much easier. Sit down for five minutes with your tablet or smartphone and have a play; you might be surprised how easy it is.

5. Cloud-based.

The beauty of [the cloud](#) is your information is available to you at any time, from anywhere. You could be sitting on the beach or out in a boat fishing, and you can still effectively manage your business.

6. One data entry.

This is key to efficiency. You want to know that [one single data entry](#) into your transport management system will flow on, significantly reducing time spent double-entering data.

7. Mobile app.

Is there a mobile application? A [mobile app](#) is a game changer in terms of communication, ensuring your drivers have all the correct information they need for a job at their fingertips. Check if the app works on both Apple and Android devices.

8. Paperless.

Cloud storage means everything is saved online, so you can move to a virtually paperless office. Contacts, daysheets, pricing, invoicing, and reporting—all online. Your transport management system should free you from the monotony of paperwork.

“The right program will save you time and money in the long run.”

9. Multiple users.

Does your system allow unlimited users, or do you pay per user? It's handy to have multiple dispatchers or users being able to use the same information at the same time, so everyone is on the same page. Check if you have the ability to choose different levels of access for users.

10. Support.

Support is invaluable, especially as you're learning and getting to know your transport management system. Make sure you're able to [contact someone](#) at all times if you have a question or problem.

- For more information, see: www.mytrucking.com.



Member benefits advertorial

Manage Group supports members with ACC

Larger employers often manage their own ACC claims, because it gives them greater control, which in turn leads to both ACC and operational savings.

The ACC self-insurance model only suits New Zealand's larger employers; however, smaller companies can also have direct access to the same solutions.

"This is where Manage Group shines—making ACC work for you," says general manager, Sue Walton.

Manage Group works with a number of industry bodies, providing support, advice, and advocacy work on behalf of members. One of the group's biggest initiatives is providing a dedicated 0800 triage number and national physiotherapy network for claims, which are directly available to Transporting New Zealand members.

"When around 70 per cent of claims in the transport industry are sprains and strains, it baffles me that doctors are still the first solution," says Sue. "All that ends up happening is that you will receive a medical certificate for a week off or longer and a referral to a physiotherapist. Oh, and the surcharge fee, of course. This is all such a waste of time and money."

Manage Group has a claims triage function that focuses on getting the right solution at the right time. The group also has a physiotherapy network across New Zealand. If a client can't see someone in person, they can do a tele-health appointment, so there is 100 per cent coverage.

"This is where Manage Group shines—making ACC work for you."



When a claim happens, you phone the 0800 4 TRIAGE number and Sue will do the rest. "It's that easy," she says.

Manage Group also takes care of claims that should not sit under your business from an ACC perspective. There are a number of reasons why this can occur, and it affects one in every three claims.

"ACC claims are fickle things, and the employer is not well looked after. This is a large part of why we exist—to give the employer control. If a claim does not legally need to sit under the business, then why pay the ACC penalties?"

Sue says that is another good reason to sign up to the Manage Group's claim management platform.

- For more information, see: www.managecompany.co.nz, or call Sue Walton, 027 210 4918, 0800 RISK NZ, or email: sue@managecompany.co.nz.
- Manage Group also has limited stocks of Roche RAT test kits available, priced at \$379 plus GST per box of 25.

Advice on member benefits

Transporting New Zealand membership manager Fiona McDonagh, left, and membership advisor Vicki Harris are ready to help advise members on benefits that can help their businesses.

- Email: members@transporting.nz



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



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.





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