

Light Commercial Vehicle Fleet -LCV

Review of Driving for Work Manual



an
post

For your world

HOUSEKEEPING

- ✓ Please switch off all mobile phones for the duration of the course
- ✓ Please do not smoke except in the designated areas
- ✓ Please note the location of Emergency Exits



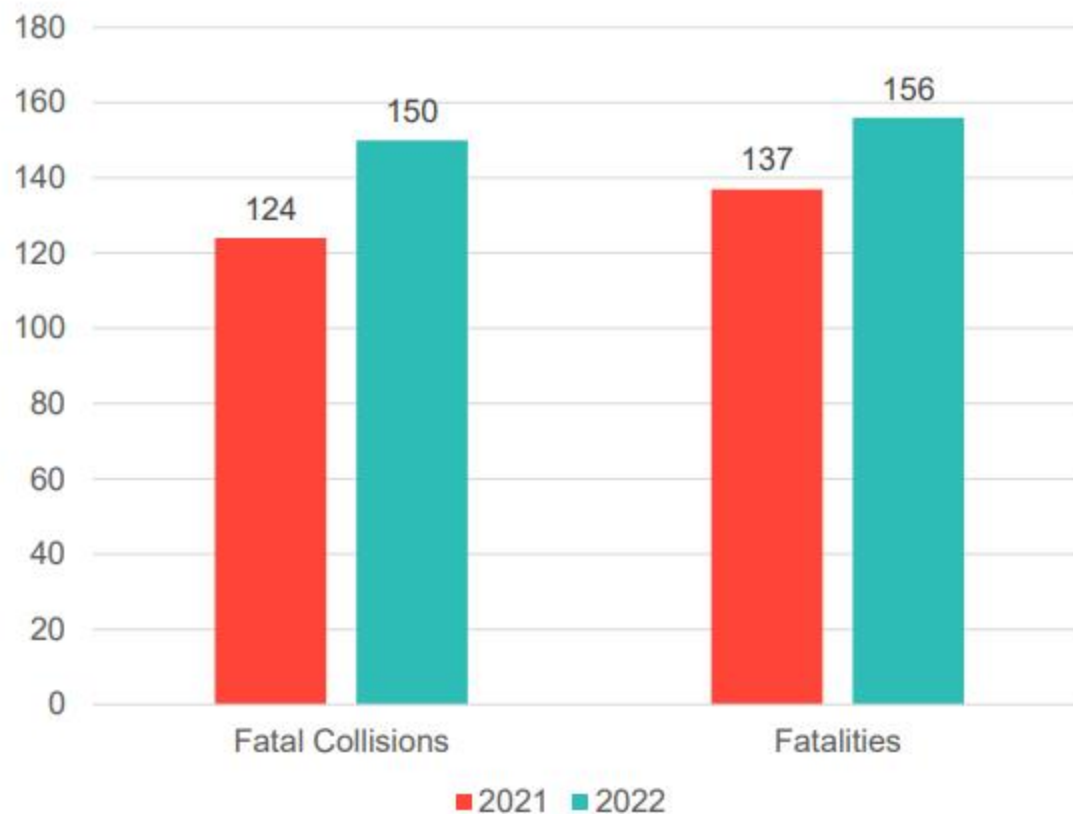
Objectives

- To discuss 'the need for having a driving for work policy'
- To Introduce and review the LCV Fleet 'Driving for Work' Manual' as it applies to Final Mile Operations Collection and Delivery Duties
- To review the Manual as a group with common interests in ensuring guidance for managers and safety for our drivers.

Fatalities

2021 and 2022

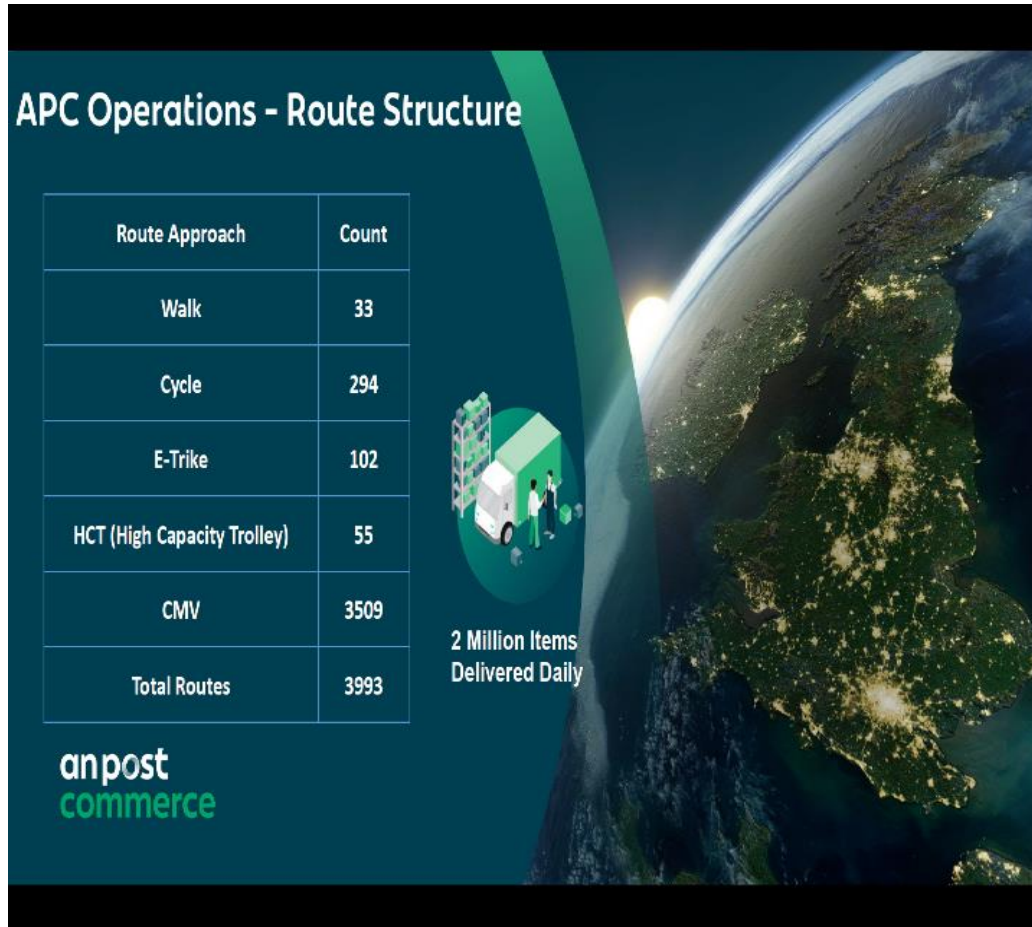
- As of 31 December 2022, there have been **150** fatal collisions, which have resulted in **156** fatalities on Irish roads.
- This represents **26 more** fatal collisions and **19 more** deaths (**+14%**) compared to provisional Garda data for 2021.



Note: Data for 2021 and 2022 is provisional and subject to change.

Strategic An Post Transport Safety Objectives

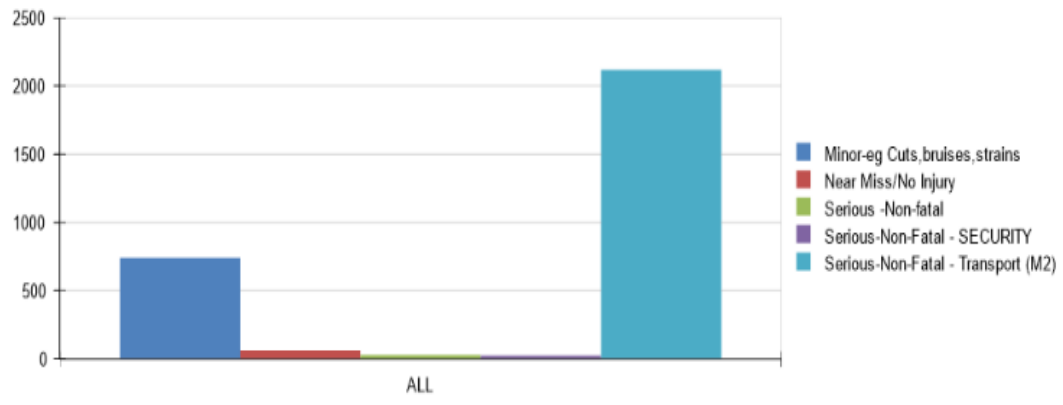
The long-term objective for An Post is to eliminate all sources of serious and fatal accidents on Irish roads, part of a wider European Union initiative called Vision Zero and Ireland's fifth Government Road Safety Strategy which outlines our road safety priorities for the next decade. See <https://www.rsa.ie/about/safety-strategy-2021-2030> for more information.



Transport Safety Achievements during 2022

- Accident severity rates have fallen over 5 years by 51.36%
- RTA events down by almost 60%, from 2020 to 2022 YTD.
- Actual Injury from Vehicle accidents/RTAs reduced from 42 to an all-time low of 4 YTD
- Our 5-year LCV rollways have continued to be reduced from 42 to 25 YTD
- Our IRI (3 days reportable) are 0.75% less YTD
- Over 77% Reduction in speeding instances with over 7.3 Million road kilometres completed by fleet
- Avoided €1.5m in fuel costs through better fleet efficiencies

Events by Classification

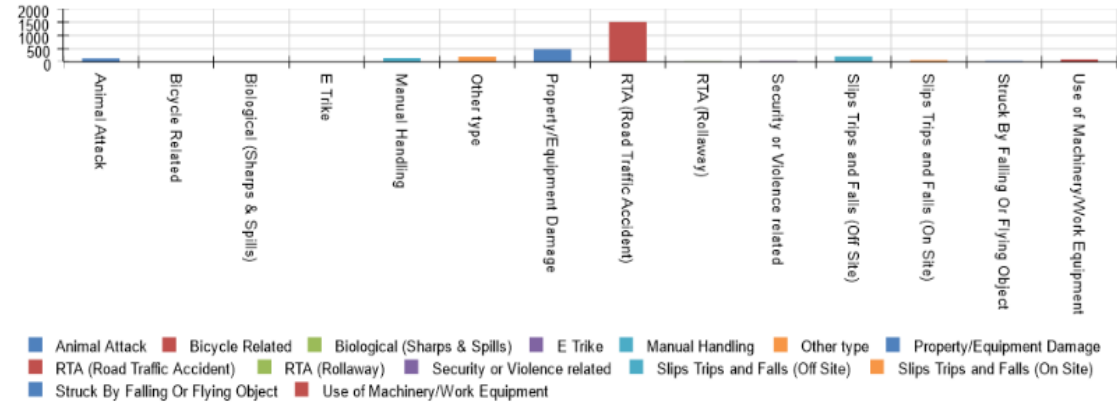


Filter All active events, between the dates of 2022 January 01 and 2023 January 01, in the site/area An Post

Accident Classification: Minor-eg Cuts,bruises,strains



Events By Event Description



Vehicle Classification Defined

- Light Commercial Vehicles



Design gross vehicle weight (DG VW) or maximum authorised mass (MAM) not exceeding 3.5 ton

= 'B' License

- Heavy Commercial Vehicles



Design gross vehicle weight (DG VW) above 3.5 TON = 'C' and C+ Licenses + Driver CPC

Driving for Work

- Driving for work includes any person who drives on public roads as part of their job:
 - in a company vehicle
 - in your own vehicle and you receive an allowance from your employer for driving expenses.
- Commuting to work
 - Commuting to work is not classified as driving for work, except where the person's journey starts from home and they travel to a work location that is not their normal place of work, e.g. if travelling to a branch office that is outside your normal working headquarters.

Benefits

Driving for work safely benefits everyone: businesses, employees and the community.

- **Benefits our business**
 - compliance with the Safety, Health and Welfare at Work Act and the Rules of the Road
 - increased employee loyalty
 - enhanced public image by showing commitment to corporate social responsibility (CSR)
 - reduces likelihood of employee injury or death and subsequent sickness and dependency costs
 - increased productivity
 - savings on fuel, maintenance and repair costs by improving travel planning and driving
 - avoids insurance hikes
 - improves your business legal defence if a claim is made against you.
- **Benefits to your employees**
 - increased safety
 - enhanced training
 - better understanding of and compliance with company safety policies and culture.
- **Benefits to the community**
 - increased safety for road users (drivers, cyclists and pedestrians)
 - increased safety for public and private property
 - improves the social standing of your business.

Accidents/Incidents in An Post Company Vehicles:

Who is Liable



Accidents in Company Vehicles: When are Employees Liable?

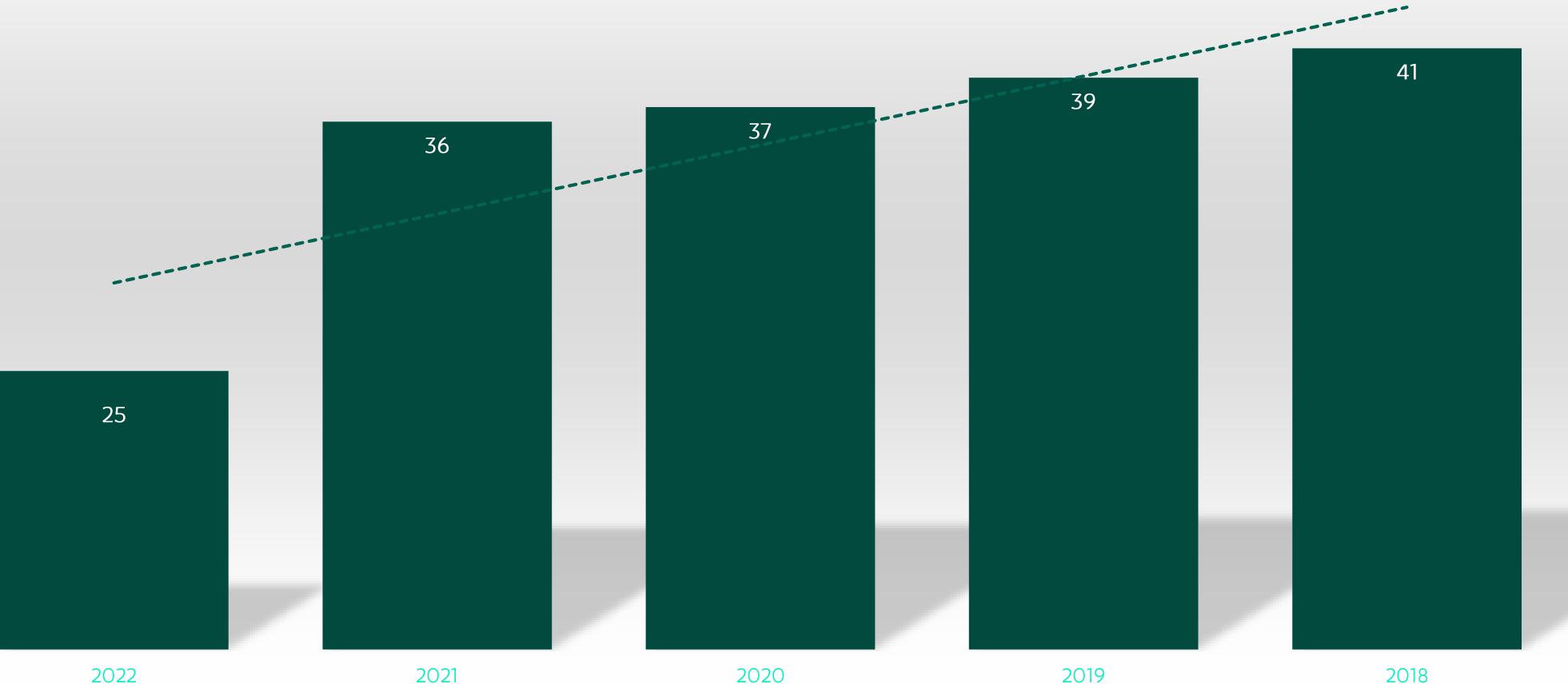
- According to the [Road Traffic Act 1961](#), drivers are responsible for the way they drive. This means your employees could be liable for an accident if:
- They're not properly licensed and insured
- They were driving carelessly or dangerously
- The vehicle was unsafe – this includes driving with cargo that isn't secured properly
- They haven't followed your driving policies and procedures (more on this in a minute)

How Does the Employer's Duty of Care Apply to Driving at Work?

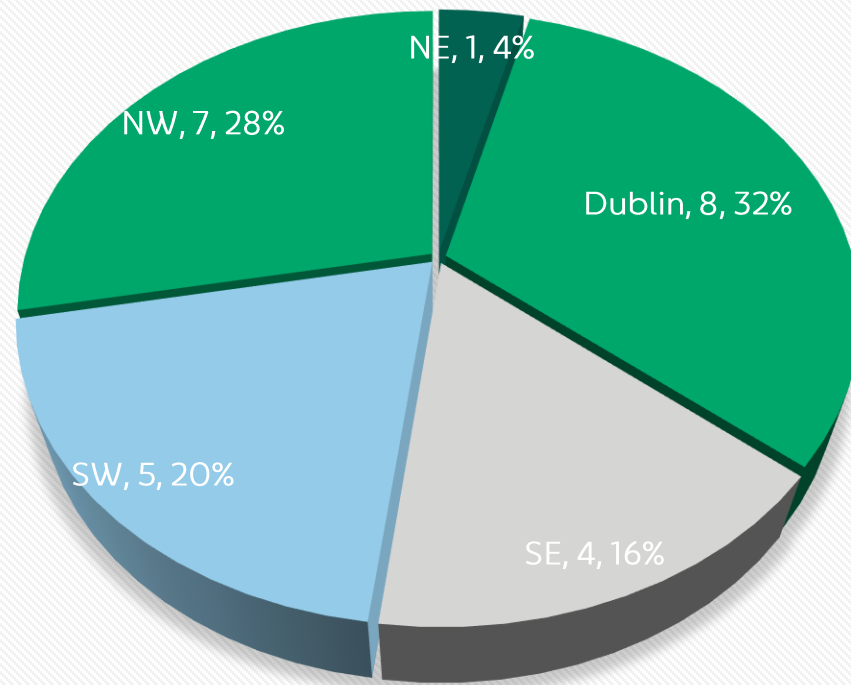
- As an employer, you have to do **everything reasonably possible** to ensure your employees' health, safety and well-being at work. And this extends to driving for work-related reasons.
- But what does "everything reasonably possible" actually mean?
- The Health and Safety Authority recommends focusing on three main areas:
 - Safe driving
 - Safe vehicles
 - Safe routes
- **Safe Competent Staff**

5 Year Roll-Away event statistics

— Linear()



YTD Rollaways by Region



■ NE ■ Dublin ■ SE ■ SW ■ NW

Frontline Issues

- Final Mile Operations
 - Driver Daily Checks not been carried out by drivers - leading to a significant deterioration of vehicles & safety
 - DSMs are not completing weekly checks, leading to systemic failure.
 - Transport Inspections/audits are perceived as almost being punitive rather than preventative.
- There is an absence of Definitive Company Transport Policy or Procedures for dealing with 'Transport Related Offences such as:
 - Speeding, Roll-away or Drive-away events, Circumventing use of seat belts, Driving with Bald Types - less than 1/6mm, Ignoring traffic signage and controls, No policy for medical referral, where a driver has been involved in a significant RTA, Habitual Offenders , disabling active safety controls on vehicles.

We have lots of Rules, but No Rule Book to provide guidance to managers and or decide outcomes



Driving for Work Manual



**an
post**

Pilot and Review

- Piloted with 30 Operations and Delivery Service Managers across Operations
- Discussed with a selection of driving duties to elicit feedback
- Scoped with CWU
- Final Review
- Legal Section Commentary

Consolidated Document

- It is a **consolidation** of all existing company documentation and current road safety legislation when driving for work.
- **NB.** The word CONSOLIDATION is referred to as the compilation of a number of elements into a single, more effective or coherent document.

Purpose of Drivers Manual

- This Manual has been jointly developed by Final Mile Operations, Transport and Safety Sections, advised by the HSA and RSA, as a tool for postal driving duties to help them understand and manage the risks that they face and create when driving for work.
- It will help working drivers make safer choices about the way they drive and behave around vehicles. [This is a guidance/reference document.](#)
- Using the information given should help them to comply with their statutory duties in respect of safe driving for work practices.
- The document is not exhaustive and provides information, in no particular order, on the main risks that working drivers may encounter, as part of their work practices. All information contained in this document is accurate at the time of publication.
- It is the responsibility of An Post and our drivers to familiarise themselves with changes to Road Traffic or Safety, Health and Welfare at Work legislation that may be relevant to driving for work.

Any Questions