

INTRODUCTION:

1. This paper is primarily about DRIVER TRAINING as related to the Commercial Road Transport Industry in New Zealand, but where applicable it will refer to general vehicle drivers.
2. What are the parameters for Heavy Traffic Vehicles and Drivers in New Zealand?
 - A. Over 68,000 Heavy Trucks Licenced
 - B. Approx 3,500 New H/T Registrations Per Year
 - C. Over 645,000 Class "F" Licenced Drivers
 - D. Over 308,000 Class "L" Licenced Drivers
 - E. Approx 800 Notifiable Truck Accidents Per Year
 - F. Approx 100 People killed in Truck Accidents Per Year

3. REQUIREMENTS FOR GAINING A CLASS "F" LICENCE

- a. Be 18 Years of Age (Some Exemptions)
- b. Pass Written "Scratch" Test on Road Rules, 24/25
- c. Pass an Oral Examination on H/T Rules, 4/5
- d. Pass a 30-45 minute Practical Driving Test on urban or rural roads, in a vehicle with tare weight of 3500 kg or more.

After gaining a Full Class "F" Licence, any person is recognized to be legally allowed to drive any Heavy Trade rigid vehicle weighing 3500 kgs or more on New Zealand roads, and, after having also obtained a Class "L" Heavy Trailer Licence, a person can drive any combination of vehicles up to a gross laden weight of 44,000 kgs, or more.

4. This means an 18 year old person can drive a 20 metre long, 44 tonne Truck and Trailer combination with, maybe 30 wheels, a 450 HP Diesel engine, 18 speed gearbox, and costing up to \$350,000 to put on the road with a payload value of \$500,000 or more!
5. New Zealand has one of the lowest standards of driver testing for Heavy Truck and Trailer Licences in the developed countries of the World. We are allowing poorly trained and inexperienced persons to be in control of a mobile projectile on our roads with a licence to kill or maim other roadusers and to damage other vehicles and property.
6. We have no acceptable enforcement procedures to ensure ALL drivers of Road Vehicles have the appropriate drivers licence and ANYONE can buy a new or used vehicle without having to produce any evidence of knowing how to drive it.

7. DRIVER STANDARDS

Well, all you Transport Industry Moguls here today, What QUALIFICATIONS do you expect your COMPANY DRIVERS to have?

8. Based on Boardroom, Bar room and Locker room chatter, I would say:-
THE DRIVING SKILLS of Nigel Mansell
THE COMPUTER BRAIN of a Space Shuttle Pilot
THE LOGIC & REASONING of a topline Lawyer
THE ATTITUDE of a Public Relations Executive and
THE REACTIONS of a Professional Athlete,
to make correct judgements of speed - time - space - steering - braking and acceleration with your 44 tonne, half million dollar rig!

9. You may want THAT but what have you got?

EITHER: A Single, under 25, gang associate - gum chewing - hard worker - hard player - jet jockey in torn jeans and "T" Shirt

OR: A Married middle-aged hypochondriac with a nervous twitch - pot belly - crook back - overdraft and a 4x4 ute!

10. But Heh! "Hang About" I know that your'e going to climb into me and say that your Bill, Jack or Rangi is a gun driver, the best youv'e got - but why?

11. Because He's always on time-
Good on his paperwork -
Never takes a day off -
Doesn't mix it with the "God" squad and, has, a nice shiny truck! BIG DEAL.

12. But, What's his truck fuel consumption like -
His Truck Maintenance Costs -
Tyre and Brake Wear -
Minor dings or Insurance Claims -
Customer image and relations -
Vehicle Operating Knowledge -
and, Road Skills ?

13. Most H/T Drivers drive by the seat of their pants and less than 20% have ever been trained in professional driving skills. Too many drivers have INSUFFICIENT or incorrect knowledge of their job requirements.

14. How did they learn to Drive?
A Motor-bike or Car Licence at 15,
Heavy Truck Licence at 18, then the School of near misses, hard knocks and long service!
"A GUN DRIVER".

15. But then, it's a big World out there and let me list some of the things we notice about "Gun Drivers".
16. Insufficient or incorrect knowledge about Clutch Brakes - Tractor Protection Valves - Spring Brakes - Jake Brakes and Retarders - Exhaust Brakes - Diff Locks and Cross Locks - Warning Devices (Lights & Buzzers) - Vehicle Inspections (Pre-Trip, En-Route - End of Trip) - Tyre Pressures - Artillery Wheel Wedges - Excessive Idling - Engine Specs - Torque and Fuel Efficiency - Progressive Shifting !
17. And I always ask "Gun Drivers" What are the basic First Aid Principles they should know ? A. B. C.

WHAT IS TRAINING?:

18. Training is an Investment.
Training is changing a persons behaviour.
Training is making people more effective in their jobs and thus to save Lives, Time, Money and the materials involved.
19. Training is also a Management responsibility under "The Health and Safety in Employment Act".
20. People must be trained in the recognition of **HAZARDS IN THE WORKPLACE** AND have written evidence of Training undertaken.
21. **WHAT IS A ROAD TRANSPORT DRIVERS WORKPLACE HAZARDS?**
"Any Road Condition or other Road User (Driver - Cyclist - Pedestrian) that presents a potential danger to Safety or Vehicle Operation"
Your Move Mr Manager !

22. What are the objectives of Training?

ONE To increase PRODUCTION or output by working better and smarter, being a professional.

TWO To PROTECT the capital investment by applying the best maintenance methods and equipment, and maintaining customer relations.

THREE To reduce accidents and injury by affecting the best SAFETY Systems, regarding the vehicle, load, other road users and the Community.

23. HOW DO WE TRAIN ? :

I like the definition of how an American Southern Preacher gets the message across to his Flock each Sunday.

"First I tells em what I'm going to tell em"

"Then I tells em"

"Then I tells em what I told em!"

24. Any Tutor knows that to train successfully you must have a PLAN an OBJECTIVE and a SEQUENCE .

25. My plan in all training is to use the "KISS" principle, never "ASSUME" and start of with the "BASICS".

26. One of the prime reasons for Management to consider training options is "ACCIDENTS" - to vehicles, to people, to goods, to assets.

27. ACCIDENTS : (THE CRASH)

What many people don't recognize is that vehicle ACCIDENTS don't just happen, they are caused !

By the Negligence, Lack of Knowledge and Skills, or the Misjudgement of Drivers just like you and me.

28. Who keeps your Record of Accidents and near misses?

29. DO YOU HAVE SAFETY AUDITS?

Do you know:

The most Accident prone driver

The most Accident prone area

The most Accident prone time of day

And Why ?

30. Most Accident investigations go back to 5 minutes prior to the actual event.

Replay the event and the results - and then either screw somebody to the wall or whitewash them!

31. Accident Investigations need to go back **Hours/Days/Weeks/Months** or maybe **Years**.

Contributing Factors can be:-

Earlier Events

Prior Decisions

Timings

Adjustments

Amendments

Ignorance

Modifications to Vehicle

New Vehicle

New Routes

Work Patterns

Stress - Work and Non Work

32. Do you keep Accident records on Computer? - There are some good Programmes available.

EMPLOYMENT OF DRIVERS :

41. Any Company that hires a driver without a pre - employment assessment is admitting to a very lax employment standard.

Drivers should be short listed by an approved employment agency, to the minimum standards required by the employer.

A professional driving Tutor or a Companys' own driver assessor trainer, should then carry out the assessment procedure, covering the following areas :-

- a. **Written/Oral Test on Road Code**
- b. **Written/Oral Test on H/T Driver Knowledge and Skills**
- c. **A Vision Screening**
- d. **A Practical 40-50 minute drive in an H/T Vehicle Highlighting Road Skills, Manoeuvring, Reversing, Dockways, Service Lanes etc.**

42. The Prospective Employer would carry out the personal interviews, do the reference checks, review the medical check and pre-employment assessment and then make his selection based on the facts assembled.

TRAINING OF DRIVERS :

43. A leading Road Transport spokesperson is quoted as saying "For any sort of training, you need to be generating profits". I would beg to disagree, as a poorly trained workforce will never generate profits and be competitive, as against a well trained and managed workforce that will consistently lower operating and overhead costs that will automatically see profits increase!

44. Management is consistently saying -
"We can't afford to train"
My answer is "That you can't afford NOT to train"
45. There are only a few regulatory requirements for training in the Transport industry at the present time, namely: -
- a. Driver Licences
 - b. Hazardous Substance Endorsement
 - c. Knowledge of Law and Practice Exam for the Transport Service Licence
 - d. Forklift Operators Certification
46. As previously stated, All Management must be aware of their responsibilities under the H.A.S.E. Act Don't think that this applies only to static workplaces, it applies equally across all New Zealand industries and occupations.
47. Apart from Driver pre-employment assessments, where non-selected applicants should be informed of their areas of lack of knowledge and skill, and be professionally advised on their upgrading or re-training of skills necessary in todays operations, ALL drivers should be re-assessed in Company, or by independent assessors every 3 to 5 years to maintain and improve standards.
48. Over the next 3 days you are going to have National and International experts, giving you the facts on every conceivable modern truck development that can make it profitable for the owner, easier for the supervisor and better for the mechanic and the driver.

49. Don't forget the name of the game is "COMMUNICATION"
You can sell the most sophisticated equipment in the
World - that's easy!
But then you have to TELL and SHOW the end user how
to use it, correctly and efficiently and back it up
with service and re-assessment.

CONCLUSION :

50. The FUTURE of the New Zealand Road Transport Industry
is in your hands. The **ENGINEERS**
CONSULTANTS
SPECIALISTS
ACCOUNTANTS
TRANSPORT MANAGERS

But YOUR FUTURE is in the hands of YOUR DRIVERS.

I recommend that we all take a step backwards at times, and
take a look at the BASICS of our Operations and the skill
levels of our Employees.

Causes of Traffic Accidents

Vehicular Causes

- Defects, Vehicle Abuse, Poor Pretrip Inspection
- Overloads and Improper Loads, Shifting Cargo
- Improper Operation of Vehicle

Environmental Causes

- Slippery Roads
- Poor Visibility
- Lack of Lighting
- Poorly Designed Roadways or Traffic Devices

Driver Error

- Can Overcome Vehicular and Environmental Problems With Good Judgment
- 80–90% of Accidents Due to 1 or More Driver Errors

Underlying Causes of Driver Errors

- Poor Seeing Habits
- Inattention or Preoccupation With Personal Problems
- Driving While Impaired (Fatigued, Ill, and/or Taking Medication, Improper Use of Alcohol or Other Drugs)
- Making up for Lost Time and/or Driving Too Fast for Conditions
- Emotionally Immature
- Lack of Technical Knowledge