

ROAD TRANSPORT NEWS



Health and wellbeing is a major issue for road transport operators. Transporting New Zealand has developed a suite of resources designed to help.

Health and wellbeing

[PRACTICAL HELP FOR MEMBERS](#)

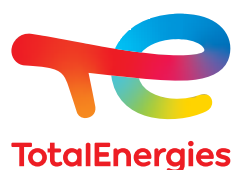
[ADVOCATING ON YOUR BEHALF](#)

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Find out how Transporting New Zealand can help support members' health and wellbeing through resources and services.



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2021 CANSTAR BLUE SMALL BUSINESS FUEL CARDS

Mobil

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Julie Berry, of SBS, has advice on what to do if you have been "ghosted".

Events

November 26:

Trucks, Utes & Associated Vehicles Show & Shine, Cromwell Race Course. Gates open at 6:00 am and public admission is from 10:00 am. Vehicle entries \$10, spectators gold coin donation.

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We welcome contributions and feedback for this magazine.

From the CEO

Fair pay agreements a dog's breakfast

By Nick Leggett, chief executive of Transporting New Zealand



The Fair Pay Agreement legislation has now been passed by Parliament—albeit it, with considerable controversy and opposition from employer groups. Transporting New Zealand believes the legislation will be difficult to implement, and would have a negative impact on our industry if we are indeed selected. Not enough thought has gone into the practical details. In fact, all the indicators show it will be a dog's breakfast.

The political motivation for the legislation is to increase union membership. It's all about setting wages and conditions for sectors like the old union award system did. Older readers will remember that; some of us who are a bit younger will know about it only in theory. I think New Zealand has come too far and going back to a union dominated control of wages and conditions is not the way to go. That's just not the kind of society we are used to living in. Both workers and employers alike expect more freedom and choice.

Together with BusinessNZ, we submitted strongly against Fair Pay Agreements. While they are fairly easy to initiate—you've got to have 1000 workers or 10% of the workforce—they will be cumbersome to put into practice.

We were worried that driving as a job is difficult to define – do you include taxi drivers or courier drivers, for example? Is driving for hire and reward the same as driving for a contractor? We are an industry of predominately small businesses, and if drivers are included in a Fair Pay Agreement, employers will be unable to

“I think New Zealand has come too far and going back to a union dominated control of wages and conditions is not the way to go.”

choose what they pay, or some of the employment conditions, which they provide for their employees. Instead, that will be decided at a national level, possibly with some regional variations.

We believe that the heavy transport sector is not the target of the government when they say they want to prevent a race to the bottom in terms of wages and conditions. However, there is a real risk our industry could get tarred with that brush. The reason I was so concerned around the minister attacking us on wages and conditions is that's the kind of thing that draws attention to us as a potential early fair pay agreement sector. Hospitality, bus drivers, and retail are industries that are likely to be targeted; however, only about 7% of drivers in our industry are unionised currently.

The time and cost of negotiating on behalf of an industry is difficult, and it would divert our attention and energy away from everyday operator issues. Frankly, we don't have the legal or employment expertise, and even BusinessNZ says it would struggle to negotiate on behalf of employers.

We are engaged with MBIE, which is providing guidance on how the legislation will work for industries. Unfortunately, the legislation does not allocate the correct resources to support industry. Nevertheless, Transporting New Zealand has been very much the leading voice submitting to government on behalf of industry and we will continue to make our voice heard and keep the industry informed on what you need to know about the Fair Pay Agreement process.

In our recent survey, 80% of employers reported they had given their workers a pay increase in the last year, and the same survey showed that our median hourly wage had gone from \$26 an hour in 2020 to over \$31 an hour this year. This is a positive story to tell and hardly shows a “race to the bottom”.

The *Road to success* traineeship is encouraging new employees into the industry by promoting training and qualifications, and showing a clear career path. There are opportunities for existing employees as well, and they can gain bite-size micro credential qualifications through Te Pūkenga (formerly MITO). Ideally, we would like to see all employers taking advantage of these opportunities. The more road transport operators who take these up, the more they help us argue against a union

or government that comes knocking for a Fair Pay Agreement.

We must continue to show we don't need centrally controlled wage and condition settings. Operators have done great work in paying more and improving culture. One of the key challenges over the months ahead is for Transporting New Zealand to continually highlight our good stories and keep a Fair Pay Agreement away from our members.

- Email: nick@transporting.nz
or call 021 248 2175

The advertisement features a large, high-contrast image of a white semi-truck with a large chrome grille, driving on a road. The image is overlaid with a blue gradient. The text is white and blue. The COOKES logo is prominent, with a stylized 'O' that has a blue and white striped pattern. Below the logo, it says 'a BRIDON · BEKAERT Ropes Group Brand'. The main headline reads 'Specialist supplier to the New Zealand Transport Industry'. Below this, it says 'Representing the worlds leading manufacturers of lifting & load restraint products'. At the bottom left, it provides the freephone number '0508 274 366' and the website 'www.cookes.co.nz'. At the bottom right, it shows the 'BRIDON · BEKAERT THE ROPES GROUP' logo.

Type to enter text

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Submissions

Level crossings and forestry plans

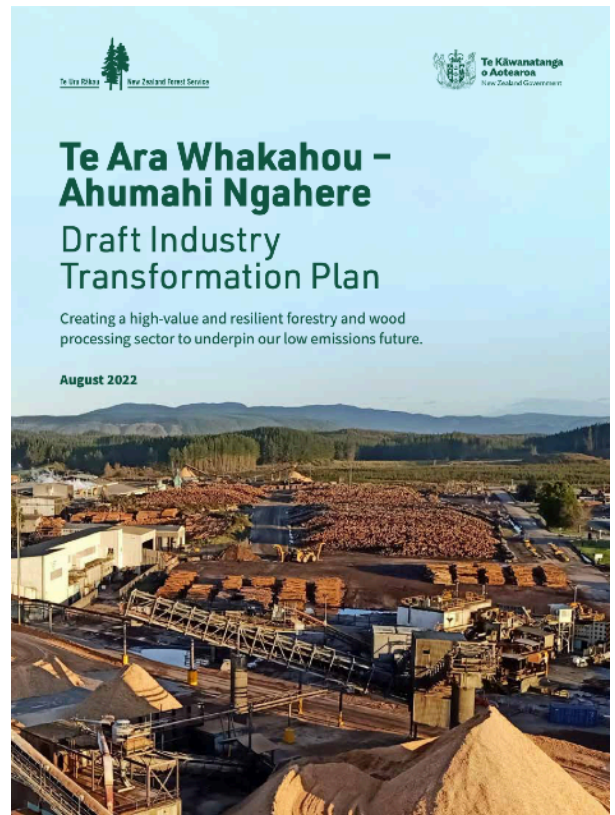
Devil in the details on forestry and wood

Ia Ara Aotearoa Transporting New Zealand has made a submission to MPI on its proposed Forestry and Wood Industry Transformation Plan.

We agree in principle with the aim of reducing emissions by processing more logs and residues onshore; however, we're concerned that the devil will be in the details.

For example, transportation will be a significant cost component of producing biofuel from woody biomass, therefore until truck related fuel emissions are carbon free this will actually increase transport-related emissions.

You can read our full submission [here](#).

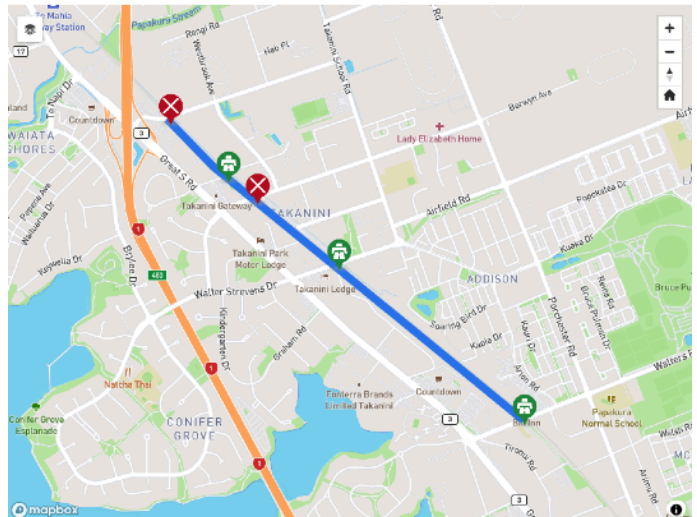


Opposition to level crossing changes in Takaanini

Ia Ara Aotearoa Transporting New Zealand has made a submission on the Te Tupu Ngātahi Supporting Growth Programme: Levels crossings in Takaanini (South Auckland). We object to the proposed closure of the railway level crossings on Spartan Road and Manuroa Road, with vehicles being redirected to a single separated crossing on Taka Street.

This proposal will redirect trucks and other heavy-vehicle traffic down residential streets and past Takaanini School and Takaanini Reserve and disrupt freight connections to the Takaanini industrial area. This is inconsistent with all four of the Government Policy Statement on Land Transport 2021/22 strategic priorities.

You can read the submission in detail [here](#).



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.

Te ara ki tua—Road to success

To find out about the Road to success programme, how it can benefit your business, and how to enrol your developing drivers, see: <https://www.roadtosuccess.nz> or email: success@transporting.nz.

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

Covid

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

Transporting New Zealand has a [dedicated page](#) covering all information on Covid-19 relevant to road transport, including the latest advice and links. WorkSafe has developed a template to help develop a Covid-19 safety plan, which you can find [here](#).

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 and want login access to the member area on our website, please email: leighann@transporting.nz



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Passenger Cars



Light Commercials



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Mobile Plant



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Business Equipment



Cover story



Transporting New Zealand has developed a suite of resources to help members with health and wellbeing.

Health and wellbeing resources for members

Ia Ara Aotearoa Transporting New Zealand now offers a suite of health and wellbeing resources on our website, offering practical support for all transport operators. The transport sector has been at the hard end of the Covid-19 pandemic and recovery, and we want to help keep the industry healthy and resilient.

Last year, we were fortunate to receive some funding from WorkSafe's Covid-19 Response and Recovery Project. Transporting New Zealand used this funding to survey trucking operators, identify wellbeing priorities, and develop a collection of resources and industry success stories. Members may have seen this work promoted in Dispatch, Road Transport News, social media, and particularly on our [website](#).

The wellbeing warrant of fitness

Increasing the resilience of your staff and business doesn't have to be expensive and

“The transport sector has been at the hard end of the Covid-19 pandemic and recovery, and we want to help keep the industry healthy and resilient.”

time-consuming. We've identified five steps businesses can take to ensure they protect their operation, and have provided supporting tools and resources to help.

Our regional sector advisor network

Road transport employers and employees can contact our experienced sector advisors for confidential advice and support. Keith, Sandy, John, Jim, and Mike have their contact details available on our website, and are also happy to catch-up in person as they visit members around their regions.



ABOVE: Health and wellbeing resources are available on our website.

RIGHT: Transporting New Zealand policy advisor Billy Clemens is ready to help.



Ways to wellbeing resources

Ia Ara Aotearoa Transporting New Zealand has used the results of our wellbeing survey and the Mental Health Foundation of New Zealand's *Five Ways to Wellbeing* to develop a set of print resources for road freight businesses. You can request printed copies and download PDFs on our website.

Wellbeing stories

We're also sharing a new wellbeing story every month, showcasing a transport operator who is supporting good health and wellness in the workplace. Check out our profile on Renwick Transport in this month's issue on page 10.

Discounts and free consultations

Members also qualify for discounts and free consultations from leading wellbeing providers including EAP Services, health and safety consultants, and legal advisors through our website and members' portal.

In our August wellbeing survey, we asked trucking employees to rate the wellbeing support provided by their employer out of 10. The average score was a solid 7 out of 10, showing there is some great work being done. By making good tools available and telling positive industry stories, we're confident health and wellbeing will continue to improve.



Health & wellbeing

Connecting with the local community

By Billy Clemens, project and policy adviser

For Jax Smith and Jen Hall, co-directors of Renwick Transport, workplace wellbeing includes helping their staff feel connected to their local community: partnering with local schools, supporting local sports and other events, and holding work get-togethers.

Renwick Transport are a Marlborough-based, mid-sized family business providing general freight, bulk and fertiliser services. Having started back in 1993 with a single curtainsider truck, the company now has a team of 30 employees, plus seasonal casuals.

Health and wellbeing has always been important to the business. Managing director Jax Smith says that their wellbeing momentum has increased as the company has grown.

Social sport and events

As an active member of their local community, Renwick Transport get involved in local events as they crop up. The company has previously organised and paid the subs for a social netball team “the Renwick Truckers” (having the trophies to show for it!) and also support staff to participate in the annual Seddon School “Tussock Run” fundraiser.

Get-togethers and prize-givings

Another feature of Renwick’s social calendar are their regular staff get-togethers (pictured here), where they invite their employees and their



Regular staff get-togethers are a feature of Renwick Transport’s social calendar.

“We’ve always tried to create a supportive atmosphere and culture that means our staff want to come into work every day.”

— Jax Smith, Managing Director

whanau together to celebrate their hard work and success. Whether it’s lawn bowls or a picnic with a bouncy castle, the events are all about making people feel included in the Renwick

Wellbeing Stories

An ongoing series showcasing how transport operators are supporting health and wellness in the workplace



Transport family. The November-December social includes a prize-giving with awards for most-improved, most kilometres travelled, and the Renwick Ambassador award.

Nominations come in through staff, and Jax says it gives everyone something to strive towards and look forward to.

Renwick School Partnership

An important element of mental wellbeing is feeling connected and supported by the local community. In 2017, Renwick entered into a Goodwill Agreement with Renwick Primary School, recording students' and drivers' commitment to road safety and reducing anxiety about trucks.

Renwick drivers have enjoyed visiting the school to show the kids and teachers around a truck and provide some safety tips, and the company donated some hi-vis vests to children walking and cycling to school. Renwick also presents a "truck active" award to a student who has shown the most commitment to the goodwill agreement.

This positive relationship with the local school has been a boost for staff, particularly as many of their children attend or have attended the school.

Renwick's wellbeing tips

- Get your events organised a month or two before, and notify staff with a memo or bulletin;
- Encourage participation by including partners and kids, scheduling events at accessible times, and contributing to event costs.

Additional wellbeing resources are also available on the [Transporting New Zealand](#) and [WorkSafe](#) websites.

- *Do you have a good wellbeing story to tell? Email our project and policy adviser billy@transporting.nz or your local regional sector advisor and we'll be in touch about telling your wellbeing story.*



Members



Johnny and Carol Baker, of Manawatu Log Transport, with Transporting New Zealand regional sector advisor, Sandy Walker, who helped Carol complete her class 5 licence.

From behind the desk to behind the wheel

By Transporting New Zealand policy advisor Billy Clemens

With the family business facing increased operating costs and an international fall in timber demand, Carol Baker is making the move from the Manawatu Log Transport's office into the driver's cab.

Manawatu Log Transport (MLT) is a family business based in Levin, owned and operated by husband-and-wife team Johnny and Carol Baker. They bought the business in 2017 from Dave and Yvonne Medicot, after Johnny had worked for them for about eight years.

MLT currently has a fleet of eight trucks and four full-time drivers, working out of their yard in Levin's industrial area, just off SH1. Since taking over the business, Carol and Johnny—with invaluable advice and support from Douglas,

“Trucks don't make any money sitting out there loaded.”

—Carol Baker, co-owner and driver, MLT

from Crediflex, Colbert Cooper accountants, and ASB—have successfully navigated peaks and troughs in timber demand, increasingly demanding compliance requirements, and deteriorating local road conditions.

Carol says that getting her class 5 licence and picking up some driving duties seemed like a practical way to help the business out. It was

also an exciting challenge to work with the bigger gear. She had always enjoyed driving, having already got her class 2 licence to drive local school buses. She then qualified for her class 4 licence, as she and Johnny were considering diversifying into general freight.

Carol's heavy vehicle licence allowed her to fast-track the class 5 process, and with some help from the supportive trucking community, she qualified last month. Transporting New Zealand regional sector advisor, Sandy Walker, helped source a semi-trailer with an automatic gearbox to complete the practical test in. Emmerson Transport kindly loaned her the vehicle, and two of their drivers took Carol out for lessons on Saturdays.

The automatic was definitely preferable to backing an MLT truck with a road-ranger gearbox. "This is a work in progress," says Carol.

Lance, from Land Based Training, in Palmerston North, travelled out to the MLT yard and completed the final assessment.

Having a full licence allows Carol to move vehicles around the yard, take trucks for COFs, do relief driving, and complete port runs. "Trucks don't make any money sitting out there loaded," she says.

Carol hopes to increase her driving, eventually doing up to one run per day, alongside her other business responsibilities. She says she has appreciated seeing other female operators joining the industry. "There's a lot of women out there now—it's great."

Looking forward, Carol and Johnny are realistic about the challenges the log transport business faces: poor road conditions—"in some cases, the skids are actually better than the main roads", falling export demand, and tight competition among trucking operators. However, with the help of their close-knit team of employees—"our MLT family"—and a lot of hard work, they've kept their business running and are positive about the future.

Help at hand

As Transporting New Zealand members, Manawatu Log Transport can access support from Transporting New Zealand's sector advisors.

"It's invaluable to know that Sandy's just at the end of the phone or an email," Carol says. Along with licensing help, Sandy has also taken their staff through a logbook course, and provided advice and advocacy during a demanding Waka Kotahi safety audit eight months after Johnny and Carol took over the business.

- *Contact details for our regional sector advisors are available on our website:*

www.transporting.nz/healthandwellbeing.



Ask a lawyer

Big penalties for failure to comply with Act

By Amanda Douglas



What are the consequences of failing to comply with work time and rest rules?

When most people think of the consequences of failing to comply with work time and rest rules, they think of fines.

Failing to comply with the work time and rest requirements set out in the Land Transport Rule: Work and Time Logbooks 2007 is an offence under the Land Transport Act 1998 (LTA). In most circumstances, where a driver is convicted under the LTA for failure to comply with work time and rest requirements, they are liable for a fine of up to \$2,000, per offence, and may be disqualified from holding or obtaining a class 2, 3, 4, or 5 licence, or for a vehicle used for transportation or to carry goods, for a period of time. Any other persons, including employers, who are convicted under the LTA for failing to comply with the work time and rest requirements, through action or inaction, are liable for a fine of up to \$100,000, per offence.

While these fines and other consequences are certainly nothing to scoff at, employers and business owners (and their workers) should be mindful that this is not all that can happen where failures to comply with work time and rest rules are identified.

In the first instance, these kinds of failures can have significant implications in relation to WorkSafe investigations. When WorkSafe investigates complaints or concerns, it looks beyond those immediate complaints or concerns and into whether there are effective systems and processes in place to minimise risk

“Like with most things, prevention is the best cure. So, make sure you have adequate systems and processes in place.”

of harm. So, if WorkSafe looks into an accident that has resulted in the death of a driver, for example, the subsequent investigation will not just be about whether the driver was speeding, or if they had complied with work time and rest rules; any such investigation would also look at whether the employer or business owner had proper systems and processes in place to monitor their drivers' speed and compliance with work time and rest rules and to take action, should drivers fail to do these things.

Accordingly, employers and business owners need to be concerned about, not just potential fines under the LTA, but also whether they have taken reasonable steps to minimise the risk of the accident occurring in the first place and put systems and processes in place to facilitate that.

Where businesses do not have these kinds of systems and processes in place, or ones that are inadequate, WorkSafe is requiring businesses to take action to put them in place. This process, which generally is overseen by WorkSafe, can go on for a year, or longer, and the employer or business owner will be required to foot WorkSafe's bill, along with the costs of developing and implementing these processes.

If employers or business owners fail to get their ducks in a row within the required timeframes, WorkSafe can opt to prosecute under the Health and Safety at Work Act 2015 (HSWA Act). Like WorkSafe investigations, WorkSafe prosecutions are expensive to defend. Being the subject of a WorkSafe prosecution can also pose a serious risk to a business's reputation.

To avoid the time, cost, and bad publicity associated with WorkSafe investigations and prosecutions, employers and businesses need to make sure they proactively comply with the health and safety obligations, including under the HSWA Act and the Rule. This includes implementing effective and comprehensive systems and processes to ensure that workers are complying with work time and rest rules, and

regularly reviewing those systems and processes, including by seeking advice where necessary, to ensure they are fit for purpose, as standards often increase over time.

Likewise, we often see patterns of logbook and speeding infringements across numerous drivers jeopardising transport service licenses (TSL). Often this comes to Waka Kotahi's attention when a new TSL is sought for a newly set up, related entity. However, we have also recently seen Waka Kotahi revoke existing TSLs in the same circumstances. So, just because you currently have a TSL, does not mean that you are without risk of losing it.

Therefore, the consequences of failing to comply with work time and rest rules are wide-ranging and can have a serious impact on, and be highly disruptive to, businesses. Like with most things, prevention is the best cure. So, make sure you have adequate systems and processes in place to monitor compliance with the Rule and to take disciplinary or enforcement action, when needed. Also, if you do find yourself facing a WorkSafe investigation or prosecution, or the loss of your TSL, make sure you seek advice as soon as possible—showing WorkSafe and Waka Kotahi that you are willing to work with them and comply with your legal obligations can go a long way.

- *If you are a member of Ia Ara Aotearoa Transporting New Zealand and would like assistance with drafting a policy or any other steps relating to this topic, or 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 NZ 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.*





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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

Employment issues

What to do if you have been ‘ghosted’

By Julie Berry, HR Adviser, SBS



In keeping with the theme of Halloween, it was apt this month to address “ghosting” by an employee. Abandonment of Employment is a form of “ghosting”, where an employee is absent from work for an extended

period without explanation or intention of returning. Angry words may have been exchanged and in the heat of the moment your employee may have cleared out their locker, slamming the door as they left—or other times they may simply not turn up to work.

While there isn’t a legally-specified number of days before an employee is considered to have abandoned their employment, most employment agreements stipulate a period of unauthorised absence of between three to five days as being considered to be abandonment. Check the employment agreements you have in place for your team and update them to include an Abandonment of Employment clause if you don’t currently have one, to guide in the event this eerie situation arises.

Trick—but no treat

There can be many reasons why an employee chooses to abandon their job:

- Perhaps the employee has stormed out after a heated discussion in a dramatic display of “life’s too short to put up with this”;
- In the hottest job market in decades, employees appear to be holding all the cards and they’re starting to play dirty. It’s likely the employee has another job lined up and didn’t want the bother of working out their notice period, so they packed up their tools on Friday with no intention of returning to work on Monday;
- Possibly the employee is just tired—after all, work is hard and it is every day, five or six days per week!

While employers might be baffled at the spooky mystery of “ghosting”, according to a



Trick or treat: ‘Ghosting’ is a modern workplace phenomenon.

“It is also a social phenomenon that has evolved from today’s dating world, as younger generations are more prone to ghosting.”

recent 2022 Skynova survey, [70%](#) of millennials in the US have ghosted an employer. This trend appears to be arising from a combination of greater work opportunities and perceived poor work conditions by employees, but it is also a social phenomenon that has evolved from today’s dating world, as younger generations are more prone to ghosting.

Ghost-busting—who you gonna call?

So—what do you do if one of your employees is a no-show and they haven’t made contact with you to explain why they are not at work? In the first instance, you have a duty of care to attempt to contact the employee to establish their wellbeing and give them the benefit of the doubt. Try phoning or texting the employee—maybe they have been involved in an accident, are dealing with a serious personal issue, or they need time to calm down after a heated workplace exchange.

Hair-raising behaviour

It is important to establish whether the employee plans to come back to work or not. When an employee leaves in a dramatic fashion after a workplace issue or argument, they may not have meant to leave. Now some days have passed, they have cooled down and had time to reflect, and a meeting to discuss the situation might be all that is needed to resolve the problem. Remember, not every unexplained employee absence is abandonment, so don't be too quick to start the process to end their employment, because sometimes there is a reasonable explanation.

Eliminate the hocus pocus

Before an outcome can be determined, it is important to make every attempt to contact the employee to clarify if they plan to return to work. Ensure you keep a record of your attempts to contact the individual. Try calling their contact numbers several times including their next of kin. Leave a message asking the employee to phone you back or send them an email asking them to contact you urgently explaining in the email that you're trying to establish they are all right in the first instance and that you want to meet with them to understand what's going on. You could also let them know they have a responsibility to communicate with their employer.

Clean the cobwebs

Should the employee respond to your contact, they have a good reason for their absence and intend to return to work, then you cannot rely on abandonment of employment to dismiss them. It's important to have an open conversation with the employee and consider all the information provided about the absence (such as a medical certificate or conversation with a family member) before deciding an outcome.

Spooktacular outcome

If several days have passed and despite your efforts, you have been unable to contact the individual and they haven't responded with an explanation, it would be reasonable to assume they have abandoned their employment and you will then know you have officially been "ghosted"!

- *If you would like us to guide you through an abandonment of employment/"ghosting" dismissal process—or for assistance with other HR or Health & Safety matters, contact SBS on Freephone 0508 424 723*





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

Inflatable amusement slide operator charged

By Rob Thomson, Health & Safety Consultant, SBS



The operators of an inflatable slide company have slid down a slippery slope to face charges and been fined after a mammoth inflatable slide collapsed in Whangamatā with a dozen

people on it, including children.

JTK Trustee Limited (JTK), trading as “Fun Solutions”, operated an amusement inflatable giant slide in December 2020 at the Whangamatā Summer Festival. The slide was overcrowded, causing it to collapse, with 12 people falling from a height of 12 metres. The victim who sustained serious leg injuries and broke both of his ankles was on the platform at the top of an inflatable slide when it suddenly and rapidly deflated, causing him and 11 others (most of whom were children) to fall to the ground. The victim sustained serious leg injuries, with others experiencing minor injuries.

Of interest in this case, was the company’s safety history—namely, WorkSafe had approached JTK regarding health and safety concerns 11 times previously, noting that in 2015 another mammoth slide owned by the same company was overloaded and collapsed, injuring six children in Masterton, and in 2016, 10 children fell 10 metres after a slide collapsed in Hamilton.

Witness accounts from the incident indicated there were no rules displayed for riding the inflatable slide, no instructions were given, there were no weight or age checks done, and there were no employees at the top of the slide to ensure the apparatus was safe at the time of its collapse. In its findings, WorkSafe also determined that people who were on the collapsed slide were not evacuated effectively or safely by employees of the company. Further, experts involved found the slide was electrically unsafe and had air leaks through holes and seams, along with poor anchoring.

As a result of the above factors, at the end of August 2022 in the Waihi District Court, JTK was charged under three sections of the Health & Safety at Work Act 2015 (HSWA) and fined \$350,000, made to pay emotional harm reparations of \$40,000, and consequential loss

“This is a timely reminder ... you cannot afford to let your health and safety obligations slide!”

reparations to the victim of \$12,958. This equated to a financial consequence of over \$400,000 for breaches and compensation.

This is a timely reminder to all PCBU (Persons Conducting a Business or Undertaking) regardless of your industry and whether you are a butcher, a baker, a candlestick-maker or an amusement park operator—following a charge of this magnitude, you cannot afford to let your health and safety obligations slide!

Takeaway Safety Lessons

- Even though the inflatable slide operator was an amusement activity provider, it was still a PCBU, and therefore it had a duty to ensure, so far as was reasonably practicable, the health and safety of other persons (in particular its users) under the HSWA;
- When conducting work as a PCBU, it is imperative all operations comply with required standards;
- All PCBUs should develop, implement, and monitor effective safe systems of work associated with activities relating to their business, including having an effective emergency plan;
- Ensure in all workplaces, adequate supervision occurs and operational instructions are shared with involved parties.
- *For guidance in preparing a Health & Safety Management Plan for your company (regardless of the industry you are in and whether you operate inflatable slides or vehicle strops), contact Safe Business Solutions (SBS) on 0508 424 723.*



Member benefits—advertorial

Creating a great business culture

By Emma Griffiths

Whenever I talk to business owners or key managers, I ask the same question: What is the biggest challenge you are facing right now?

Nine times out of 10, their answer is about people. We've all experienced immense change over the last couple of years, and that has had a real impact on New Zealand businesses.

When you have a lot of change, people tend to do three things: reflect, decide, and act.

People are asking for higher pay increases and resigning at increased rates. In short, they are asking and expecting more from businesses than ever before.

When you are a business owner who has another resignation or a demand for a 10 per cent pay increase, it can feel like there is not a lot you can do.

I want to help you rethink that assumption. With a focus on people, operations, and strategy all working together, you can create a workplace where the culture retains and grows your business. The increasing expectations of your team are not going to change anytime soon, but your confidence in handling this change can.

A 30-minute step into the future

Redvespa is offering a free 30-minute consultation for Ia Ara Aotearoa Transporting

New Zealand members to talk about what you and your business need most. The aim will be for you to go away feeling like you can create a culture with a great team that leads your business to thrive.

About Redvespa

Redvespa is a business consultancy founded in 2003, with offices in Auckland, Wellington, and Christchurch.

Our aim is to unleash potential in businesses, people, and communities. With a team of 100-plus consultants, Redvespa works with innovative start-ups to large, established organisations.

Redvespa is proud to be B Corp-certified, and to be sustainably committed to becoming net carbon neutral. We are a strong supporter of communities, with a particular focus on the youth of Aotearoa through our Your Kingdom book and website.

- [Click here](#) to book your free 30-minute consultation.
- *Emma Griffiths is Redvespa's Head of People Experience and a People Experience Consultant. Call 021 214 4261, or email: emma.griffiths@redvespa.com.*

redvespa

Do you want to create a culture and leadership team that leads to great things? Let's have a chat. For free.

Emma Griffiths

📞 021 214 4261

✉ emma.griffiths@redvespa.com



Member benefits — advertorial

Is your business ‘Good in the Hood’?

By Z Energy

Whether it's sponsoring a local sports team or nominating a like-minded company for Good in the Hood, here's why going the “ony mate” spirit is good for business.

With the cost of living crisis affecting many Kiwis, there's never been a better time for small businesses to help each other out, connect with local communities, and get into the “ony mate” spirit.

Building meaningful relationships with those around us is mutually beneficial—we can strengthen brand awareness, establish a positive reputation, and brighten our prospects.

Community spirit is good for business. So here are five things worth considering.

Check under the hood

Get involved with our marquee community initiative, Good in the Hood. The long-running scheme is back for 2022.

Over the years, we have given away almost \$8 million to thousands of local charities and organisations doing great things in their local neighbourhoods right across Aotearoa.

This October, when fueling up—the car or yourself—at Z, customers who pay in-store have been given an orange token to pop into one of four boxes, each for a different local community group.

Good in the Hood splits the money between all participating groups based on the number of votes each receives.

Be a good sport

Partnering with a local sports team as a sponsor is great for business and local rapport.

Not only can you get your business's name on players' shirts, which is great marketing, you're associating your brand with wellness,



With the cost of living crisis affecting many Kiwis, there's never been a better time for small businesses to help each other out.

“You can promote specific initiatives or let employees choose the causes they're passionate about —doing good feels good!”

physical activity, and community spirit. Join together on the sidelines and enjoy the camaraderie of your local scene.

Go bush

Organise a tree-planting day or a beach clean-up for your team. There are hundreds of tree-planting initiatives going on right now across the country.

Volunteering in your neighbourhood is a hands-on way to ensure your patch remains healthy and sustainable. And it's good local PR.

All the small things

The journey to sustainability starts with small steps. Ensure your small business is prioritising the planet by using sustainable products (think packaging, paper, and cleaning products), and measuring your environmental impact.

Consider partnering with a Zero Waste initiative to reduce, reuse, and recycle. Talk about your efforts, share ideas, and make sure your community knows you're doing your bit.

Show your colours

Encourage your employees to volunteer. By putting time aside for volunteering, you're not only helping out local causes, but showing your staff that doing good for others is the right thing to do. You can promote specific initiatives or let employees choose the causes they're passionate about —doing good feels good!

Whether it's a pop-up festival, a marathon, or a fundraiser, every community hosts in-person events of some shape or form, so why not lend a hand? Encourage your employees to help out in branded apparel, make community connections, and show you care.

An easy and achievable way to help those less fortunate is to run a charity drive. Ask your employees and even your customers to donate canned goods, blankets, money, or other items to be distributed to those in need.

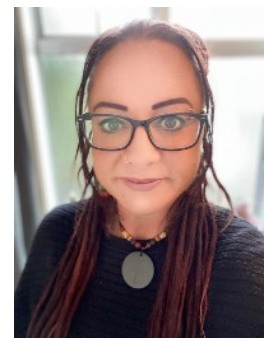
There are always people and small businesses in your local community who can do with a helping hand. If a local charity needs an expert in a certain field but can't afford the expertise, donating your time and skills can pay its own dividends.

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

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



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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 has visited 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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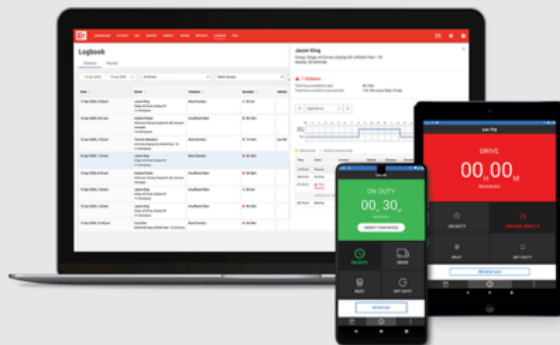
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