

Transporting News

September 2023



DIVERSITY TOOLBOX

USING DIVERSITY TO BOOST YOUR BUSINESS

**THE NEED FOR ONE
INDUSTRY VOICE**

**INNOVATION IN
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ACC: HOW ARE WE GETTING INJURED?



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North Island Summit

New Zealand Road Transport Association Region 2 and Central Area Road Transport Association Region 3 are holding their North Island Summit at the Novotel in Rotorua on October 7.

The morning will feature the annual general meetings for both incorporated societies. The day will also feature a range of speakers, including a presentation from economist Cameron Bagrie. There will be a mix and mingle in the evening to round out the day. All *Ia Ara Aotearoa Transporting New Zealand* members are welcome. Registration opens on September 1 on the Transporting New Zealand website. All attendees must register and there will be a registration fee for non-members only.

Diversity Toolbox

Transporting New Zealand's Diversity Toolbox is the latest element of the Driving Change Diversity Programme, part of *Te ara ki tua* Road to success. Find out more, and how it can benefit your business, in this month's cover story. Chairman Warwick Wilshier issues another call for unity, and chief executive Dom Kalasih examines the latest Government Policy Statement on transport. We also meet NZI's fleet risk management team, discuss livestock concerns, and examine ACC accident data.

Next month

We detail the various political parties' policies on transport in the run-up to the election.

Ngā mihi nui,

David Killick
Editor

Transporting News

About us

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](http://transporting.nz) to keep up to date on media releases, CEO's blog, submissions, and advisories.

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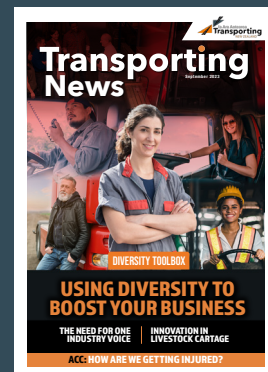
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Supporting businesses transition to a low-carbon future.

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Our team of experienced regional sector advisors can be contacted on a confidential basis with questions or concerns relating to industry and business issues.



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ONE DREAM, ONE TEAM NEEDED FOR ROAD TRANSPORT INDUSTRY

■ By Warwick Wilshier

One of my roles as chairman of Transporting New Zealand is to look at ways of keeping the organisation effective, relevant, and fit for purpose.

A key one which we have been working on is a review of our constitution – how we organise ourselves and how we do the best for the whole sector.

Historically, we've been structured around regional associations that make up Transporting New Zealand. But our members requested we look at the whole structure to become one voice, so we took some professional advice. That advice was if it is possible, all the regional associations need to join together. The other was to have one national body representing the road transport industry.

So as a board we're going through the process of having discussions about the whole issue and putting it to the

members to make the decision. If the members decide it's not what they want, then we respect that and we alter the constitution to suit.

But we have to let people have a say.

As an industry association, we want to kick some goals and achieve a number of things, but we need to be united in doing it.

At the same time, we also have to be focused and I think one of the best ways of doing this is by resourcing the different sectors and let them make gains in their areas of expertise.

My personal experience is that sector groups can make a big difference quite quickly and that a change from regional executives to a sector-based organisation has huge potential.

I know in the logging industry, if you have representatives that you trust, you have faith that there is going to be progress and you are going to be taken

care of.

When we started the Log Transport Safety Council in 1997, we had a high crash rate with nearly one in 11 log trucks being in an accident every year.

So, all the sector players got together and we brought the accident rates down dramatically. It worked because the forest owners, the customers, the engineers, the truck operators, everybody had a place at the table. You leave your guns at the door and you do what's right for the industry.

The other thing I want to see is big changes in getting the next generation of transport operators coming through and running the organisation.

I'm encouraged by the board we've got at the moment because while there's a couple of older ones – myself included – there are certainly a couple of younger ones and that's great.

One dream, one team

For the second time here, I will

“IT MAKES NO SENSE TO ME THAT WE’RE NOT ONE INDUSTRY ORGANISATION ACROSS THE COUNTRY. BUT IT’S JUST A MATTER OF TIME AND WE’LL GET THERE.”

stress the point of industry unity.

Economist Cameron Bagrie told our conference in June that governments don’t want to deal with a divided sector with different opinions.

Cameron’s advice was: “Park the egos, one team one dream.”

Associations will need to educate and provide solutions to the government.

We need to drop the self-interest and replace it with group interest.

As I also said then, it makes no sense to me that we’re not one industry organisation across the country. But it’s just a matter of time and we’ll get there.

Everything we do, we do for the good of the whole New Zealand transport industry, whether someone’s a member of Transporting New Zealand or not.

People will eventually see that and support that vision.

There are some large transport operators that aren’t

members of any association, and I’d like to think that they can see the good work that people are doing, which benefits everyone. So, it would be good to get their support.

Changes worth having

It is time for some changes in vehicle dimensions and mass and there’s some relatively easy gains to be made around the port and container sector which are going to help us on the transition to a lower emission economy.

Increasing payloads is the obvious target, and I believe the industry – with the technology we’ve got – can demonstrate we can do it safely.

Another key one is making the regulations that govern driving hours to be more flexible. Rules were intended to be reviewed regularly and should be fit for purpose.

Most of us use technology to manage driving hours with electronic log books and those

sorts of things. We’ve all got the systems and the ability to give the regulator the comfort that things are being done properly while still monitoring driver fatigue and keeping drivers and the public safe.

Warwick Wilshier is chairman of the Ia Ara Aotearoa Transporting New Zealand Board and chairman of the Log Transport Safety Council.



GOVERNMENT POLICY STATEMENT ON TRANSPORT COMPLETELY MISSES THE MARK

■ By Dom Kalasih

Transport, especially roading, has become a hot political issue this election – just as we predicted it would. That’s a positive for our industry. However, it’s a shame we have to keep pointing out to government that having a resilient transport network is vital for communities and the wider economy – and having such a network requires investment.

Already, we have seen an array of political promises on transport projects, and we will list them in more detail in the next issue of Transporting News. Two questions to bear in mind are:

- Are the proposed projects what we really need or are vital details missing?
- Who will pay for them?

The newly announced draft Government Policy Statement on transport (GPS) spells out government priorities for the National Land Transport Fund (NLTF) from 2024 to 2027. It proposes spending \$20.8 billion to fund 14 major projects throughout the country, most of them in the North Island.

Make no mistake: Transporting New Zealand totally supports upgrading the country’s deteriorating roading network, which has been underfunded for years.

But we were underwhelmed by the draft GPS because we expected some major changes, particularly around funding sources and value for money. Unfortunately we don’t see anything substantive in this draft around that.

It appears the government

thinks the time-honoured approach of raising fuel tax, in this case by 12c a litre, and the equivalent for Road User Charges (RUC) is the best way to fund the new projects.

We disagree. We do not believe that raising RUC for trucks by 13 per cent is the way to deliver a resilient roading network. Ultimately those increases will have to be passed on at a time when the community and businesses are already struggling with the rising cost of living.

The Ministry of Transport’s latest study on road pricing shows that compared with all other road users, trucks are by far paying the highest proportion of their share of public sector infrastructure and services costs. From earlier work done by the Ministry of



“WE DO NOT BELIEVE THAT RAISING RUC FOR TRUCKS BY 13 PER CENT IS THE WAY TO DELIVER A RESILIENT ROADING NETWORK.”

Transport we also know that some truck trailer combinations pay even more than their fair share.

A point that needs to be hammered home – and that the government seems to have forgotten – is that investing the money that is collected needs to be better focussed on benefiting those who are paying.

Where, then, should the money come from? We believe that a range of funding sources should be used. Crown revenue, public-private partnerships and congestion pricing are obvious ones that need to be in the mix. There has been a lot of development with those mechanisms overseas and there are no good reasons for us to be this far behind with similar thinking.

The draft GPS talks about a

project being “underway” to look at the future of revenue in the transport system but we really hoped we’d see much more advanced thinking on this by now.

Roadside drug testing regime welcome

You may recall that random oral roadside drug testing was scheduled to begin in March this year, but it was indefinitely deferred by the government after police advised sufficiently accurate saliva tests didn’t exist.

The testing regime will be changed so that positive saliva tests will be sent to the lab for evidential testing before an infringement notice is issued. Drivers who have two positive screening tests will be banned from driving for 12 hours, as well as receiving an infringement fee and demerit points.

Between 2019 and 2021, drug and alcohol impairment were a factor in 43 per cent of fatal crashes. I suspect that getting serious about our approach to drug impaired driving on our roads will have a better impact on society than raised speed tables which seems to be the latest road safety fad.

We will keep you abreast of the associated legislative changes as they happen.





PREPARE FOR A ROCKY ECONOMIC ROAD

The economic tide is going out on New Zealand, economist Cameron Bagrie says.

Speaking at the Transporting New Zealand conference in Lower Hutt in June, he warned the economy has been on a money party. But the easy money is now drying up.

"We've had this economy that's been hyped up on steroids. We've partied beyond midnight and we all know the golden rule that nothing good happens after midnight, so

we've got a couple of years of penance.

"The good side of this," he says, "is the fun of running a business is coming back."

(It has been pointed out that Bagrie's version of fun may differ from most people's.)

"We've been in an environment where the economy's been – by and large – in pretty good health. And when the market's in pretty good health, most people do pretty well.

"But in the words of Warren

Buffett: 'When the tide goes out you find out who's been swimming naked.'"

He says tougher conditions will put businesses to the test.

"You're going to work out how good you actually are. It's going to be you versus the market – it's about differentiating yourself, and the target variable is market share.

"One of the good things about the next two-three years is they're going to provide a bit of a wake-up call for New Zealand in general.

"I think that's a good thing because one of the things I've seen seep into New Zealand over the last few years is a very strange sense of self-entitlement."

Bagrie believes things are going to be tough and people should be prepared.

He had a number of points to make.

Division: Not just a New Zealand thing, he says there is increasing inequality, poverty, home-owners versus renters, rural versus urban, and co-governance issues, and these flow through to statistics in crime and law and order.

"I'm looking out there for the leaders to bring New Zealand back together."

The cost of living: This is affecting people and businesses, and costs will be hitting bottom lines, margins, and profitability.

"Ideology is being checked by economic reality – you can't just put a whole lot of costs onto businesses and expect there's not going to be economic consequences."

Reality bites: The government closes down oil and gas exploration, and decides to subsidise New Zealand Steel. Make sense? Not to Bagrie.

The past doesn't predict the future: The past 30 years have largely been easy, economically and politically speaking. Now our key trading partners are at odds, superannuation isn't affordable, which leads to:

Inflation: Core inflation is high internationally at about 5-6 per cent and is likely to stay there for a while.

"More central banks are becoming concerned over embedded inflation – the longer it stays up, the greater the chance we shift our pricing behaviour and suddenly 5 per cent becomes the new normal."

Inflation hurts businesses: Costs for businesses have been much higher than consumer inflation.

"If input costs are going up, and you can't pass that onto the other side, there's a sacrificial pawn called margins. You've got to work with your suppliers for efficiencies and different ways of doing business to strip out costs. Anything that's not adding to the bottom line has to get ejected."

Tax revenues: are going through the floor as profits fall. "The tax revenue numbers for April were absolutely awful. The government expected to get \$2.5 billion, they got \$1 billion."

Unemployment: will move later this year. "We're not going to get rid of inflation until we start seeing unemployment move up. And that's when things are going to get really itchy."

The Reserve Bank wants less spending: "But if you think the government is going to start spending less in the next three years, go and put some money on Italy to win the Rugby World Cup because I'll give you about the same odds."

Infrastructure: "I hope we don't see calls for tax cuts, because if we think they're affordable over the next five years, something will have to be sacrificed and I suspect that's going to be infrastructure."

However, infrastructure needs

to be at the top of the pile for economic investment.

Education and life skills: "If you want to look at the [staff] feeder system for how the New Zealand economy's going to be in 10 to 20 years, just have a look at the schooling system today. If kids don't turn up for school, odds are they're not going to be good at turning up for work."

When things break, you get back to basics: What does your business do well, what does New Zealand do well?

A bad storm with major lessons: "Cyclone Gabrielle told us we're not fit for purpose for our climate-change, rapidly evolving world. In regard to [the transport] industry, 19,000 kilometres of the roading network has got some degree of risk about it."

Making the economy vibrant: "New Zealand's economic model has been all about selling more expensive houses to each other for a long time. That's not the way to real wealth creation – creating wealth's about doing stuff and driving a productive economy, and that comes out of the business sector."

The bottom line: We're going to go through a re-set which will get the system back to normal. But it will be tough.

"The fun now in running a business is that you'll get rewarded for what you do, not for what the market does. There's an adrenaline rush you get when something goes really well, no matter how big, or how small, because you're going to be rewarded for your efforts."

"IN THE WORDS OF WARREN BUFFETT: 'WHEN THE TIDE GOES OUT YOU FIND OUT WHO'S BEEN SWIMMING NAKED.' "

TRANSPORTING NEW ZEALAND'S 2023 ELECTION PLATFORM

A total of 92.8 per cent of our national freight task is completed by road freight.

Transporting New Zealand believes it is imperative for our economy and the state of the nation that we build more resilient, high-quality roads.

We believe that the current approach, including the monitoring and reporting on our network, is fundamentally flawed. Success should not be

measured on whether or not the allocated NLTP budget for repair and maintenance has been spent. A more responsible and improved approach should be outcome based – in particular, that the network is not deteriorating and potholing in roads is occurring at a slower rate.

Also, we need to bust the myth that trucks do all the damage and they don't pay their way. The Ministry of

Transport's recently released Domestic Transport Costs and Charges Study shows that no road users pay their full costs; however, the average cost recovery for freight transport is higher, or better, than the cost recovery for person transport.

In fact, when considering respective user charges and the public sector costs covered by each mode, cars cover 55 per cent of their costs, rail freight only covers 39 per cent of its



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costs while heavy trucks are covering 76 per cent of their costs.

Transporting New Zealand's Road Transport Industry Platform for the 2023 General Election sets out our five policy priorities: People, Productivity, Safety, Decarbonisation and Resilience.

We ask that political parties commit to:

- An inflation-adjusted and real-term 10 per cent annual increase in roading maintenance budgets each year for three years over the life of the next parliament to allow a catch-up in improving the state of our roads;
- Making road network resilience the overarching priority in the Government Policy Statement on Land Transport;
- Real-term increases in transport maintenance and infrastructure to prepare our roading network for bigger, heavier, low and zero emission vehicles;
- Prioritising the development of the Waka Kotahi Climate Adaption Plan, and developing cross-party consensus on a long-term funding programme of road network improvements;
- A targeted approach to speed management in high risk areas rather than blanket reductions.

(Click here to read our [2023 Election Platform](#) in full.)

Election Platform 2023

Roads are the lifeblood of the economy - pretty much everything you need, every day, comes to you on a truck



GOVERNMENT POLICY STATEMENT ON LAND TRANSPORT GETS A MIXED GRADE

The draft GPS setting out the government's priorities for transport spending was released recently, proposing a 34 per cent increase in National Land Transport Funding. While Transporting New Zealand is pleased to see a substantial funding increase, we will be pushing to get road network resilience made the overarching strategic priority.

The draft GPS currently has six priorities. Transporting New Zealand is also concerned that increased road user charges will be funnelled away from road users into speculative alternative transport projects. We will prepare a formal submission on the draft shortly.

The opposition has promised to scrap and rewrite the draft GPS entirely if they win office in October. This shows just how important it is that the major parties develop a cross-party consensus on a long-term roading improvement programme. The Auckland Harbour Connections project is an obvious example where a bi-partisan approach would be really constructive. Our roading network can't be modernised in inconsistent three-year iterations. This is why Transporting New Zealand called for a long-term, collaborative approach to road network planning in our 2023 Election Platform.

"THIS SHOWS JUST HOW IMPORTANT IT IS THAT THE MAJOR PARTIES DEVELOP A CROSS-PARTY CONSENSUS ON A LONG-TERM ROADING IMPROVEMENT PROGRAMME."

MEETING WITH MIA ON EURO VI EMISSIONS STANDARDS

Transporting New Zealand chief executive Dom Kalasih met with the Motor Industry Association's new chief executive, Aimee Wiley, to discuss the government's Euro-VI heavy vehicle emissions standards. The Motor Industry Association of New Zealand represents vehicle manufacturers (OEMs) operating in New Zealand through their local official distribution companies.

Transporting New Zealand and MIA are both concerned that the proposed standards will disrupt vehicle supply and

limit model availability, as we fall out of line with the Australian regime. New Zealand is too small a market to make big demands of manufacturers. Both Transporting New Zealand and MIA will continue to advocate for a more gradual, pragmatic approach to emission standards. This is the only way to ensure freight operators can source and afford cleaner heavy vehicles. You can read more in Transporting New Zealand's submission, available in the members area of our website.



New Zealand is too small a market to make big demands of manufacturers.



MOT HEAVY ROAD FREIGHT OPERATOR STUDY

Transporting New Zealand will help connect MOT's Freight Decarbonisation Unit with freight operators for their survey into barriers to zero-emission truck adoption. The study will be a helpful source of evidence for government policy teams.

Connecting MOT's consultants with freight operators, and helping them prepare appropriate survey questions, is a win-win for both organisations: MOT gets better buy-in from freight operators, and Transporting New Zealand

helps ensure the study accurately records the barriers that truck companies face to adopting hydrogen, battery-electric or bio-diesel-fuelled trucks. The meeting was also a great opportunity to reemphasise the "low-hanging fruit" options to Ministry officials, set out in our Green Compact. These opportunities include incentivising high productivity motor vehicles and Euro-VI truck purchases, efficient logistics, and green infrastructure.

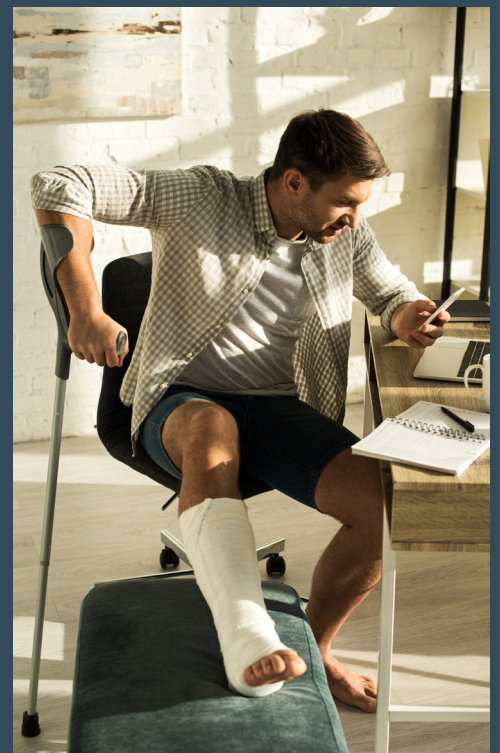
RAISING REGULATORY IMPROVEMENTS WITH WAKA KOTAHI

Transporting New Zealand has had a constructive meeting with senior Waka Kotahi officials to discuss how amendments to the Land Transport Act and Land Transport Rules could increase freight efficiency and improve safety and decarbonisation outcomes. While legislative

responsibility sits with the Ministry of Transport, Waka Kotahi is a key stakeholder with extensive technical knowledge and regulatory expertise. Transporting New Zealand has reiterated our commitment to working constructively with Waka Kotahi to improve transport outcomes.

RECOVERY AT WORK IMPROVEMENT PILOT

ACC has partnered with Transporting New Zealand and two of our large national members to launch a Recovery at Work trial. We know from our members that it can be tricky to get injured employees back into work. This can lead to extended periods of absence, which often results in longer-term unemployment or under-employment. This is bad news for workers, employers, and ACC. The trial will look at how workplaces can help injured employees come back to work safely and quickly. The trial is currently well underway, and we're looking forward to reporting on the results early next year.



Cover story





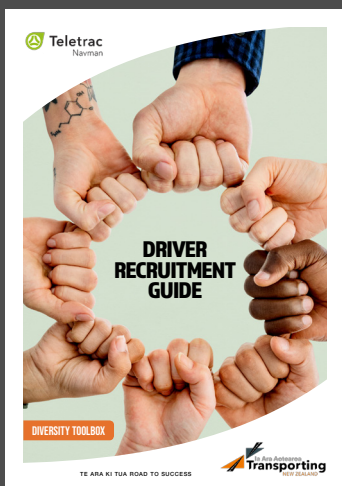
DIVERSITY TOOLBOX HELPS BUSINESSES CREATE A VIBRANT WORKFORCE

Transporting New Zealand's Diversity Toolbox has officially gone live, offering practical tools and resources for road freight operators. The Toolbox, supported by Teletrac Navman New Zealand, emphasises how a diverse and well-supported workforce is key to all businesses' long-term success. The Toolbox is the latest element of the Driving Change Diversity Programme, sitting within Te ara ki tua Road to success.

Whether diversity is already a priority for your business, or you're taking some first steps, the guidance and associated workplace resources will be a helpful reference. As well as directly benefiting your team members, diversity and inclusion can help address driver shortages and staff turnover, and increase productivity. Transporting New Zealand worked with Kalimena Advisory, design consultants, and experienced industry operators when developing the Toolbox.

Inclusive recruitment

The Toolbox includes a guide to making your job advertisements, position descriptions, and



"We at Teletrac Navman are excited to help champion a culture in the transport industry where all voices are heard and all talents are celebrated, and it's the reason we've happily supported the creation of the Diversity Toolbox. Whether you're a trailblazer in diversity or taking your first steps, this toolbox offers practical insights and resources to strengthen workplace inclusivity. By offering the Diversity Toolbox as a part of the Driving Change Diversity Programme, we're ensuring that diversity and inclusivity aren't isolated goals but rather integral components of achieving sustainable change. By embracing diversity in the transport industry, we tackle driver shortages, reduce turnover, and elevate productivity. It's a win-win for everyone."



interviewing practices appeal to a wide pool of applicants. With conservative estimates putting the current truck driver shortage at 2,400 (PerformX Aotearoa), road freight businesses need to be casting a wide net – you don't get a second chance at that first SEEK or Trade Me Jobs impression.

The wording of job advertisements, welcoming interview practices, and setting clear performance expectations can all help attract applicants who may have traditionally been put off. For example, data from LinkedIn and Hewlett Packard shows that, compared to men, women are less likely to apply for jobs unless they meet all of the selection criteria. Keeping the required skills and capabilities to a minimum can lead to more applications, and allows you to make further inquiries during the interview stage.

Furthermore, if you're a candidate who is LGBTQ+, a racial and ethnic minority, or neurodivergent (dyslexic, autistic, or other cognitive variation), seeing a statement about a company's commitment to providing a safe and supportive workplace might help overcome some initial hesitancy. With our Toolbox resource, you can easily download a Microsoft Word job advertisement template. Employers just need to fill in the gaps, or use it to review their current listings.

The same themes carry across into interviews and assessing candidates. People naturally default to hiring candidates who look and act like the rest of the team, or those who come across the most confident. Taking steps like training existing employees as panel interviewers, holding post-interview debriefs, and keeping



questions and interview tone consistent between candidates can help ensure everyone is getting a fair crack.

Encouraging employees to speak up

Another important aspect of an inclusive workplace is having good systems in place for your staff to raise any issues or challenges they might be experiencing. It's often hard to be the one to make a noise or speak up about discriminatory or unsafe behaviour at work, but this can be even tougher for some minorities.

There can be underlying anxiety about "making a fuss" or worrying that concerns might not be supported by your colleagues or management. This can be a real barrier to achieving positive change in the workplace. Studies consistently show that employees are reluctant to speak up, with 50



Transporting New Zealand has developed a set of workplace posters (available in hard copy and online) setting out a simple process for how to speak up in the workplace.



per cent of employees keeping quiet about organisational problems or issues that concern them.

That's why Transporting New Zealand has developed a set of workplace posters (available in hard copy and online) setting out a simple process for how to speak up in the workplace. This identifies unacceptable conduct (ranging from racist and sexist behaviour, to health and safety concerns), sets out what complainants can expect from their employer, as well as the correct supervisor or manager to contact. It's a great option to display in break areas or the staff kitchen. This is complemented by a best practice pamphlet for employers, setting out additional

tips and guidance.

Supporting your employees (bullying, mental health problems, and neurodiversity)

Managing and supporting staff can be quite a challenge, particularly for small to medium sized businesses who don't have dedicated human resources or legal support. Over 60 per cent of road freight firms have fewer than two employees, so it's important for company owners to have access to good guidance.

The "Supporting Your Employees" booklet is an easy eight-page read, focusing on three issues that will be familiar to many industry operators

already: bullying, mental health, and supporting neurodiverse employees. It also links to external resources from MBIE, the Mental Health Foundation, InsideOUT Kōaro and others. There is also a series of step-by-step processes that employers can compare against what they might be doing currently.

Visit roadtosuccess.nz to view, download, and order free copies of the Diversity Toolbox today.



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Photo competition



SEND YOUR PHOTOS IN

Earlier this year, members were asked to submit photos of their trucks to be in with a chance to win Prezzy Card prizes of \$100 and \$50. Here are some of the winning pictures. If you would like to take part, please submit your picture, saved as a medium resolution JPEG, to info@transporting.nz with "photo competition" in the subject line. We will feature pictures in Transporting News and Dispatch.

Conroy Removals: The rigid is a 60 cu m rigid tail-lifter that travels around the South Island, here seen on the Tekapo to Twizel road; the semi, photographed in Queenstown, also travels the South Island.





The National Training Academy in Christchurch, where Conroy's took the students for a ride.



Osbornes Transport's newest Scania R 650, which has been on the road only a few months. The company commented, "Sorry all our drivers are camera shy." The photo was taken by Hayden Pettman in Wanaka.

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LARGEST EVER HEAVY TRUCK CONSIGNMENT LANDS IN NZ



In what is believed to be the largest consignment of heavy trucks ever into New Zealand, Scania NZ has landed nearly 200 new trucks into Ports of Auckland in a single month.

The 195 units – hot off the factory floor from Scania headquarters in Södertälje, Sweden – represent the very latest in fuel-efficient, low-emission Euro 6 engines on the market, many of which will be replacing older, higher emission diesel engine trucks on our roads.

Scania NZ's Director of Sales, Deon Stephens, says the consignment volume reflects the massive demand for truck transport that began soon after Covid lockdowns.

"Trucking and the trucking industry really proved its value across New Zealand during and after the Covid period, and that demand has only continued to grow.

"Responding to the demand from our customers for trucks was subsequently

"THE CONSIGNMENT VOLUME REFLECTS THE MASSIVE DEMAND FOR TRUCK TRANSPORT THAT BEGAN SOON AFTER COVID LOCKDOWNS."



*A recent Scania NZ
consignment arriving
at Ports of Auckland
will help meet demand
for new trucks across
the country.*



**“THIS RECORD-
BREAKING
CONSIGNMENT
GOES SOME WAY
TO MEETING THAT
PENT-UP DEMAND.”**

compounded by the supply and logistics issues experienced worldwide, but this record-breaking consignment goes some way to meeting that pent-up demand. Plus we still have a significant amount of units due to arrive before the end of the year.

“Our many customers – from single truck owner-

operators to large fleet operators – can’t wait to get behind the wheel of their new vehicles,” says Stephens.

Scania has held the number one position in market share for heavy trucks (gross vehicle mass greater than 16,000 kg) in New Zealand for the last three years.

HOW ARE WE GETTING INJURED? AN ACC DATA SNAPSHOT

Preventing workplace injuries is a priority for Transporting New Zealand and our members. We all want drivers and other staff members to get home safely every day. That's why we are backing projects like the Alternative Fatigue Management Scheme, the development of Good Practice Sideloader Guidelines, and ACC's Recovery at Workplace Trial.

Despite a steady decline in new ACC claims in the road freight transport sector, there is still room for improvement. A total of 3,966 new claims was recorded in the year to 2022/2023. These all come at a personal and economic cost. We took a look at the latest ACC road freight transport injury data to pick out some key insights:

Claim numbers are trending down

Overall our industry has a good story to tell: overall claim numbers are gradually falling, despite heavy vehicle kilometres travelled continuing to increase (excluding the lock-down dips).

Road transport records fewer injuries than other key sectors

Road transport performs well against other key sectors of the economy, in terms of frequency of claims. The following graph shows an assortment of different sectors rather than an exhaustive ranking.

Consistent and fairly predictable injury causes and injury types

Experienced operators won't be surprised by the top five injury causes, but it's still notable how consistent the results are over the past five years. The data highlights the risks associated with lifting, maintaining your balance, and twisting (including getting out of a cab or securing a load).

The primary injury data also highlight the importance of good eye protection, with "foreign body in orifice/eye" sitting at number four in the rankings. It is also positive to see laceration/puncture and sting injuries consistently trending down since 2017.

New claims for road freight (April 2017 – March 2023) broken down by injury cause (top five categories only)

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Injury Cause	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Lifting/Carrying/Strain	1,021	998	1,061	1,008	1,039	1,026
Loss Balance/Personal Control	578	876	833	712	761	715
Twisting Movement	420	446	344	334	349	343
Slipping, Skidding on Foot	373	340	345	305	306	294
Pushed or Pulled	231	275	305	317	291	321

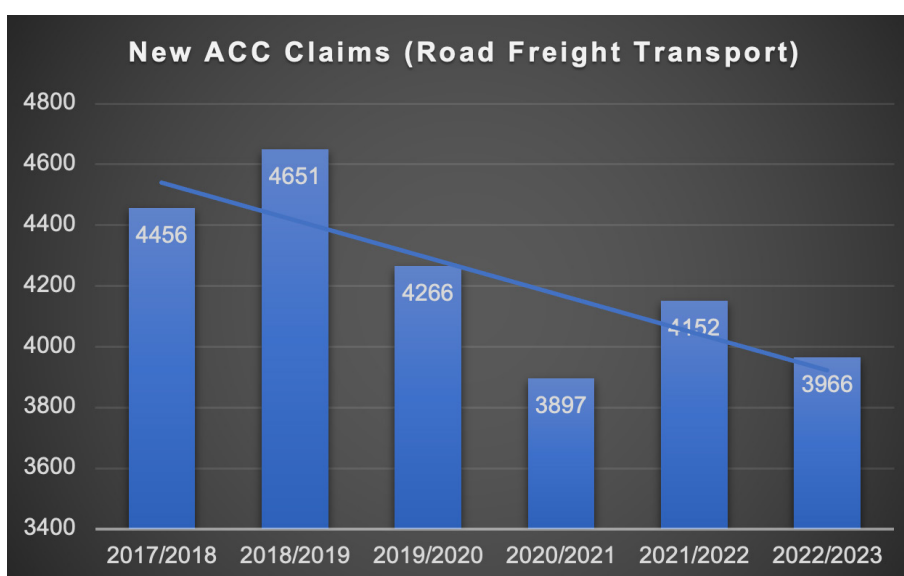
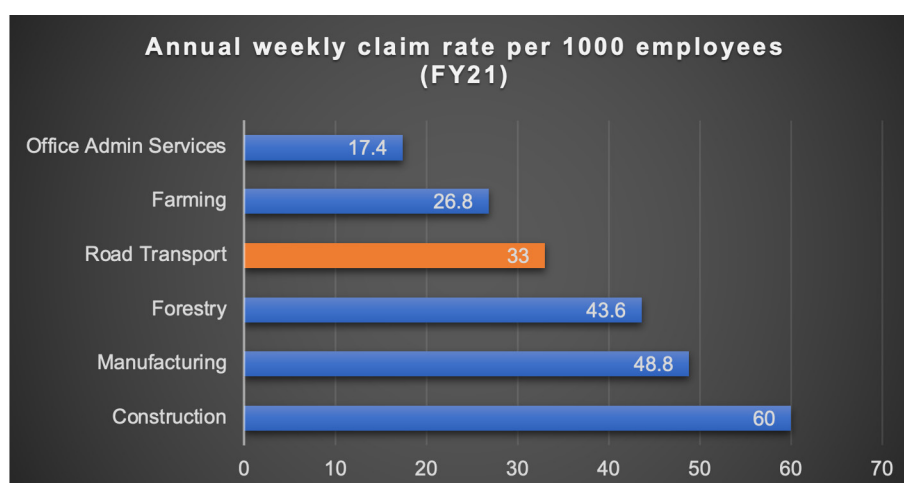
Number of new claims for road freight (lodged between April 2017 and March 2023), broken down by primary injury type.

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Primary Injury Type	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Soft Tissue Injury	3,102	3,261	3,005	2,827	2,926	2,832
Laceration,puncture,sting	651	671	623	518	585	505
Fracture/dislocation	274	260	231	209	227	236
Foreign Body In Orifice/eye	96	116	87	69	77	79
Concussion	45	57	36	35	46	42
Dental Injury	31	45	40	42	41	48
Pain Syndromes	34	27	22	23	29	15
Burns (burn,scald,corrosive Inj'y)	22	33	29	22	24	17
Other / Unknown	201	181	193	152	197	192
Grand Total	4,456	4,651	4,266	3,897	4,152	3,966

Data sourced from ACC.

Accompanying data notes:

1. Only claims with an Accepted cover decision have been included.
2. Accredited Employer claims have been excluded.
3. Claims in work fund or have work-related indicator have been included.
4. Claims have been attributed to '61110 Road Freight Transport'
5. The claims in these tables have been counted by the lodgement date between 1 April 2017 and 31 March 2023. An accident may have occurred on a different date.
6. A levy year is 1 April to 31 March.
7. Injury type is based on the client's primary injury diagnosis. Claims may have multiple injuries; however, these secondary injuries will not show within this data extract.
8. Data were extracted on 2 August 2023 and may differ if re-run at a later date.







WHAT IS MODERN SLAVERY AND HOW MIGHT THIS AFFECT MY BUSINESS?

■ By Amanda Douglas

Modern slavery is a broad term which is defined by the Ministry of Business, Innovation and Employment (MBIE) as severe exploitation that a person cannot leave due to threats, violence, or deception. MBIE's website states that modern slavery includes forced labour, debt bondage, forced marriage, and human trafficking.

These practices are, of course, illegal in New Zealand already, which warrants the question, why is modern slavery relevant to New Zealand employers? Modern slavery legislation is aimed at addressing the risk of modern slavery within the supply chains of businesses, particularly when those supply chains extend to countries and territories where labour exploitation, and the other practices mentioned above, are more common.

In Australia, the main feature of existing modern slavery legislation is that it requires large companies (those with an annual revenue of more than \$AU100 million) to report on the risks of modern slavery in their operations and supply chains, as well as the actions that the company is taking to address those risks.

While New Zealand has no equivalent legislation yet, increasingly New Zealand companies that conduct business with Australian organisations are being required by their Australian business partners to demonstrate that they are taking steps to address modern slavery as well, as they form part of the Australian organisation's supply chain. This means, that in practice, New Zealand businesses may lose out on business opportunities in Australia and other countries and territories with modern slavery laws if

“IT IS LIKELY THAT HAVING POLICIES AND PROCEDURES THAT ADDRESS MODERN SLAVERY WILL BECOME A PRACTICAL REQUIREMENT FOR MANY NEW ZEALAND BUSINESSES, PARTICULARLY THOSE THAT FORM PART OF INTERNATIONAL SUPPLY CHAINS.”



they are unable to demonstrate that they are taking measures to address modern slavery.

The measures that a New Zealand business may need to take to demonstrate it is addressing modern slavery include, amongst others: having a robust modern slavery policy; conducting due diligence to prevent, mitigate, and remedy modern slavery in its supply chain; and commissioning audits of its suppliers' compliance with human rights and employment standards.

Does the New Zealand government intend to introduce modern slavery laws as well?

MBIE issued a discussion document in 2022 that proposed legislation that would deal with both modern slavery and worker exploitation. The document

made extensive proposals which, if passed into law, it would require not just large businesses but all businesses to take steps to prevent modern slavery if they became aware of it in their supply chains. It also required businesses to undertake due diligence to prevent, mitigate, and remedy modern slavery where the businesses were a parent or holding company, or had significant contractual control.

The discussion document also proposed that New Zealand entities would be required to take steps to address worker exploitation within New Zealand. MBIE defines worker exploitation as including non-minor breaches of New Zealand employment standards which do not amount to modern slavery.

The government recently announced that it would begin

drafting a modern slavery bill. While only limited details were provided, it appears that the bill will be less extensive than the proposals made by MBIE, and will mostly reflect the Australian legislation: requiring medium to large entities to make an annual reporting statement on how the entity has dealt with modern slavery risks in its operations and supply chains.

The main difference appears to be that the threshold for a reporting entity will be significantly lower than in Australia, with all companies making \$NZ20 million or more in revenue being required to make a reporting statement. The National Party has stated that it also supports anti modern-slavery legislation, meaning that it is likely that an Act will be passed regardless of the outcome of this year's election.



While it may be only medium to large entities that will be affected by the proposed legislation, those organisations will be keen to see that smaller businesses that form part of their supply chains are also doing their part to combat modern slavery. Therefore, it is likely that having policies and procedures that address modern slavery will become a practical requirement for

many New Zealand businesses, particularly those that form part of international supply chains, such as transporting companies.

If you are concerned about what your business should be doing to demonstrate to overseas and domestic business partners that it is taking steps to prevent and address the risk of modern slavery, consider seeking legal advice.

If you are a member of Ia Ara Aotearoa Transporting New Zealand and would like to discuss the implications of this article on your business, 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.

“IF PASSED INTO LAW, IT WOULD REQUIRE NOT JUST LARGE BUSINESSES BUT ALL BUSINESSES TO TAKE STEPS TO PREVENT MODERN SLAVERY IF THEY BECAME AWARE OF IT IN THEIR SUPPLY CHAINS.”

MEET NZI'S FLEET RISK FAMOUS FIVE

Insurance and risk reduction aren't exactly hot topics of conversation at parties, but get chatting to any of the five in NZI's fleet risk management team and you will start to see just how much – and why – they enjoy what they do.

Together they deliver NZI's Fleet Fit programme, on top of the 20 years that NZI has offered fleet risk management support to its customers. The programme adds further value to NZI's insurance offerings through initiatives

that improve fleet safety and performance.

For any transport operator, the journey starts with a conversation with one of NZI's specialist fleet risk managers who can provide a free review and suggestions they think might help reduce their operator's risk of a major loss or disruption.

Curious to find out what it takes to be a fleet risk manager, we met with the NZI team to learn about their experience, passions, and what drives them.





[Watch Hamish's profile video](#)

Hamish Piercy

Ask Hamish about his career and he will tell you about some of the 23 jobs he has held across 13 industries – half of them before the age of 21. “I’ve gone from farming to working in hotels where I started as a porter and worked my way up to second chef. The skills I’ve gained along the way have been surprisingly transferrable.”

More closely related to Hamish’s current role, he has also been a police officer – earning a bravery award for confronting an armed offender – a road crash investigator, a health and safety consultant, a quake assessor for EQC, and a people safety consultant at Air New Zealand.

Now based in Christchurch as NZI’s fleet risk manager for the

South Island, Hamish brings over 32 years of experience and numerous qualifications in road crash and workplace accident investigations, organisational health and safety, and road safety. Last year, Hamish took home the Outstanding Commitment to Road Safety award at the Australasian Fleet Champions Awards.

Hamish’s extensive knowledge comes into play when he delivers the Vehicle Stability Awareness workshops for NZI, working with truck drivers to improve their road safety education. When he’s not working, you might find Hamish working on his classic Jaguar XKR or cooking up a storm in a tagine!





[Watch Michael's profile video.](#)

Michael Stirk

Michael started his insurance career 16 years ago in claims, advancing to specialising in technical heavy-motor vehicle claims before joining the NZI fleet risk management team.

"During my time in claims, my team would see several rollovers a week, and at times I would get a new claim every day. When this role came up, I jumped at the opportunity to help proactively reduce the kinds of accidents I would too often see come in."

Based in Auckland, Michael provides mentorship and training to commercial motor vehicle clients and drivers, helping them make technology and process improvements to improve driver and vehicle safety. A self-confessed tech geek, he is passionate about using the right tech to support and protect

people from risk.

"The tech side is looking at what kind of cameras, sensors, autonomous driving functionalities and the like can be used to help monitor speeds, flag hazards, reduce driver fatigue and so on.

"But there's also the human side, which is providing the right training so that both drivers and clients understand what the tech is for and how to use it to meet their requirements. Technology is only as useful as we make it."

When Michael's not on the tools, he and his wife are kept busy running around after their young son. In rare moments of spare time, Michael is a keen gamer – something he hopes to get his family into. "They've started playing Minecraft on the Nintendo Switch, so it's looking promising!"



[Watch Craig's profile video.](#)

Craig Ewens

Craig is NZI's Palmerston North-based manager, looking after the central region. Before joining NZI, Craig managed transport and logistics for Foodstuffs and Mainland, and was regional manager for Road Transport and Logistics ITO. Most recently, he worked in the civil infrastructure space for Connexis.

"I love my role because I get to help drivers make it home safe, as well as contribute towards transport companies reducing their overall risk. NZI has invested a lot into its Fleet Fit programme, including free

evaluations so that everyone can be safer and more aware of the risks on the road.

"As cheesy as it sounds, I don't see it as a job but as a way of saving lives. If I help save even one driver, it's all worth it."

While he spends his working days focused on roads, in his spare time Craig heads towards water – to Lake Taupo for freshwater fishing in his boat, Camo 1. His biggest catch? A 4.5kg trout that he had to bring home so his wife would believe him!



Peace of mind
for NZ business





[Watch Sean's profile video.](#)

Sean Bartlett

Sean works with NZI's clients in the greater Auckland region. He was previously the national transport compliance manager at Toll, responsible for recruitment, onboarding, driver performance, and compliance.

"At Toll I managed the 24/7 Driver Support Centre looking after the light vehicle and heavy vehicle drivers. This is where I became passionate around driver performance and safety. I fully understand the demands of the job that transport managers face daily and what keeps them up at night. Being a Fleet Risk manager means I can alleviate these worries."

Before moving from the UK, Sean served in the Royal Navy for 20 years.

"My Navy background means I am very process driven. I believe any organisation can be world-class with the right training." Sean was recognised for his approach and awarded the Road Risk Manager of the Year 2021, Global Fleet Champions Awards Australasia.

A devoted Arsenal man, football is Sean's other great passion. A recent injury had him retire from playing so he started coaching, something he really enjoys. "I'm also my kids' biggest supporter and have many proud parent moments! I often travel to Wellington to watch my daughter play for the Wellington Phoenix Academy."



[Watch Mike's profile video](#)

Mike Radford

With over 25 years of industry experience – including 10 in commercial and agricultural equipment repairs, and nine in light and heavy motor claims – Mike has seen all that can go wrong on the road. Based in Auckland, he works with clients to identify areas of risk and improvement to reduce accidents.

"The end game is people and vehicles getting home safely and undamaged. We all have a duty of care on the roads, and this benefits everyone."

Outside work, Mike is a motorsport fanatic. This may seem ironic given

his day job, but to Mike it makes perfect sense. "As a motorsport fan, I see high-performance race teams push the limits to be a high performer, combining technology, skills, and tight team communication to be as efficient and safe as possible. These are all important elements that make up our Fleet Fit programme."

"Successful race teams plan everything to the finest detail, and work together so they are in control of the road ahead. The same applies in business. The old cliché is true – if you fail to plan, you plan to fail. Don't look back. Look ahead and do it as a team."

The NZI fleet risk management team will be in action on the roads at the upcoming NZI Truckie Rest Zones, where they will be connecting with drivers and chatting about ways to manage driver fatigue. Visit nzi.co.nz/truckie-rest-zone-events for details. Come along to have a chat with the team, or book a free Fleet Fit review [here](#).



Sleep better knowing **your drivers** are awake.

If you operate a fleet of heavy vehicles like trucks or buses you know how important it is to keep your drivers safe on the road. NZI knows it too, that's why our expert Fleet Risk Managers will work with you to deliver a Fleet Fit programme tailored to your business.

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Scan the QR code to find out more.



Peace of mind
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TRANSPORTERS COPPING RISE IN NAIT INFRINGEMENTS

In 2019, livestock transporters were brought into the National Animal Identification and Tracing (NAIT) legislation. The legislation made it an offence for livestock transporters to cart cattle and deer without a registered NAIT tag, at a cost of \$400 per untagged animal. Transporting New Zealand was highly critical of the proposal at the time, saying it would penalise

transporters for non-compliance that was beyond their control.

Data recently released by MPI shows those concerns have been realised, with transporters being repeatedly fined for carting unregistered animals. The number of infringements also appears to be increasing. Nine transporters have already been infringed this year, up from four in 2022. The number of actual infringement

notices increased as well, from five in 2022 to 23 in 2023. Some transporters moved more than one untagged animal at a time, and one operator was infringed on multiple occasions. Although the number of infringements is relatively low, it's still a blow to freight operators who have no control over whether livestock is correctly tagged and registered.

These infringements are



particularly unfortunate, given there is a “get out of jail free” card that should be available to transporters. Carriers can avoid liability if they get a signed declaration from the Person in Charge of Animals (farmer) that the NAIT animals are tagged and registered (Declaration to Livestock Transporter or DLT). This can be completed along with the Animal Status Declaration form, either electronically in MyOSPRI or in hard copy. In order to claim immunity, transporters need to carry or have access to the

declaration at all times while carrying.

Transporting New Zealand has asked MPI’s NAIT compliance team to promote the Declaration to Livestock Transport on the Animal Status Declaration page of its website. MPI is currently considering some different options.

How to protect your business from infringements:

Insist on getting a declaration completed by farmers. If they are using ASD forms that don’t include the DLT, you can provide a standalone DLT form for them

to sign separately;

If farmers are still using ASD forms that don’t include the DLT, you can direct them to the OSPRI website (both PDF copies and physical books of forms are available);

If the farmer can’t provide an electronic or physical DLT, then transporters should check that all NAIT animals have NAIT Electronic Identification tags. Check out the quick tag guide below.

NAIT tags: what to look for



Cattle tags

White tag



Deer tags

Orange tag



Birth tags

A birth tag should be applied to **all animals born on farm** within 6 months of birth or prior to their first movement off farm – whichever comes first.



Replacement tags

A replacement tag should only be used **for animals that have lost their original birth tag**.

The replacement tag should be linked to the original animal in the NAIT system to ensure it maintains lifetime traceability.

Source: OSPRI NAIT tag and register guide.

Declaration to Livestock Transporter that NAIT animals are tagged and registered

Please complete this form upon request from your transport operator.

I declare I am

the registered NAIT person in charge of these animals consigned for transport from this NAIT location

or

the person in day-to-day charge of these animals consigned for transport from this location

Tally	☐	animals are tagged and registered
Tally	☐	animals are unsafe to tag, are visibly marked, and comply with the conditions of the exemption
Tally	☐	fallow deer are exempt from tagging and comply with the conditions of the exemption
Tally	☐	animals destined for a game estate, safari park or zoo have had their NAIT devices removed in accordance with the conditions of the exemption

In accordance with the National Animal Identification and Tracing (NAIT) Act and Regulations.

Signature

Date

/ /

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INNOVATION IMPROVES ANIMAL AND DRIVER WELFARE

■ By Bill O'Byrne

Biology is running ahead of technology when it comes to transporting stock and it's leaving transport operators as the meat in the sandwich.

A Ministry of Primary Industries review of stock crates in relation to animal welfare is due out at the end of the year to see if the current standards protect animals from injury or discomfort.

The review is partly the result of consumers in Europe wanting assurances that stock is treated humanely at all parts of the supply chain. For New Zealand carriers, this means fitting in sheep and cattle in ways so they don't rub against the truck and can travel in a natural stance.

Delta Stockcrates, which has bases in Feilding and Timaru, has been designing stock crates for more than 30 years. Brodie Smith, from the Feilding operation, says a huge issue is that the animals just keep getting heavier and taller. "When I first started driving 25

years ago, we used to be able to put a works lamb under each arm and carry them off the truck. Now they're just so big you'd struggle to pick up one lamb.

"The ewes are now probably as big as the rams used to be, and the rams are near the size of a weaner calf. And the cattle that we used to cart to the works back then were around the 550-600 kg mark whereas farmers are growing them out to 850kg."

Whether it's the grass, the drenches or the nature of the animals themselves, they produce a lot more effluent. "You used to take a load of lambs to the works and you would fold up the floor and you would hear the pellets rumbling down the side of the crate," Brodie says. "Now when you do a load of lambs, you've got to wash it out because it's all just liquid."

Blair Cochrane, who manages the Timaru Delta operation, says operators are doing what

they can for animal welfare but he agrees the increasing size of the animals is a problem, and the manufacturers don't have much wriggle room in terms of design. "If we could go to 4.5 metres for the crates that would make a huge difference," Blair says. "But you'd need a 10 or 20-year lead-in period to allow the guys to use their current gear up."

With the current height limit being 4.3m, he says an extra 200mm might not seem a lot but it would make a lot of difference in designs. The current limit is also due to infrastructure limits to get trucks under bridges and hanging power wires.

"A lot of trailer builders have tried to get their trailers as low as they can so we can add some height to the crates," Brodie says. "But that comes with an extra cost – if you put smaller wheels on then they do more revolutions and so they wear out faster.

"You can do single deck cattle

Right: Dan Rusbatch, one of the team at Delta Stockcrates, Timaru.





and three-decks of sheep but nobody wants to pay to be able to do that," Blair says. "I think it's a little unfair how the transport operator gets lumped with a number of these issues. They're the meat in the sandwich, and if farmers choose to breed large cows, then that's fine, that's their choice, but they should have to pay for single decking.

"At the moment, drivers turn up to yards and there's 50 cattle there and there's no-one to

help them. They don't want to whinge as they don't want to lose the work, so the driver is in a tough predicament."

Both say crate manufacturers have always been responsive to doing what the industry wants and needs. Innovations continue.

"We've been working with the deck heights of all our floors," Brodie says. "Normally, the lowest deck is the shallowest one but we're trying to get it so

they're all the same depth to get rid of backrub for cattle, and alloy rub for the sheep. We've put a totally flat roof in the top of the crates so there's nothing sharp an animal can rub or cut itself on and it's the same on the bottom deck. We've made our second deck cattle floor flat so it's as smooth as possible for the cattle to stand on."

Brodie says the older second deck cattle floors had a drain that meant a beast could have



“WE’RE CONSTANTLY WORKING WITH TRANSPORT COMPANIES TO MAKE EVERYTHING BETTER FOR BOTH THE ANIMAL AND DRIVER.” – BRODIE SMITH, DELTA STOCKCRATES.

Delta Stockcrates, Feilding.



One of the stock crates under construction in Delta Stockcrates' Timaru workshop.

one foot in the drain and the other three on the floor, giving it an unnatural and possibly unstable stance.

"We're also doing things with floor handles that hold the floors up against the side of the crate, trying to make them as smooth as possible so they don't get caught on the animals."

For covers over the top of the crate, Delta now uses a fully meshed one instead of the older "seatbelt" covers. The mesh gives more protection from the elements in winter, and some shade in the summer.

As for driver welfare, Brodie says they have added winches in the crates to lift the ramps. "As the

ramps have got longer, they're a little bit heavier. We've put springs in our second deck, lefthand floors to help the guys lift them up because when they're full of effluent after a couple of loads of sheep, they get very heavy."

He says they are constantly working to remove tripping hazards to stop drivers tripping or roll their ankles. "We've put air-operated rams into some crates for the HWR Group so they can unload the cattle from the top instead of being down where the cattle run past them."

There are also manually operated safety rails for when drivers are walking around the top.

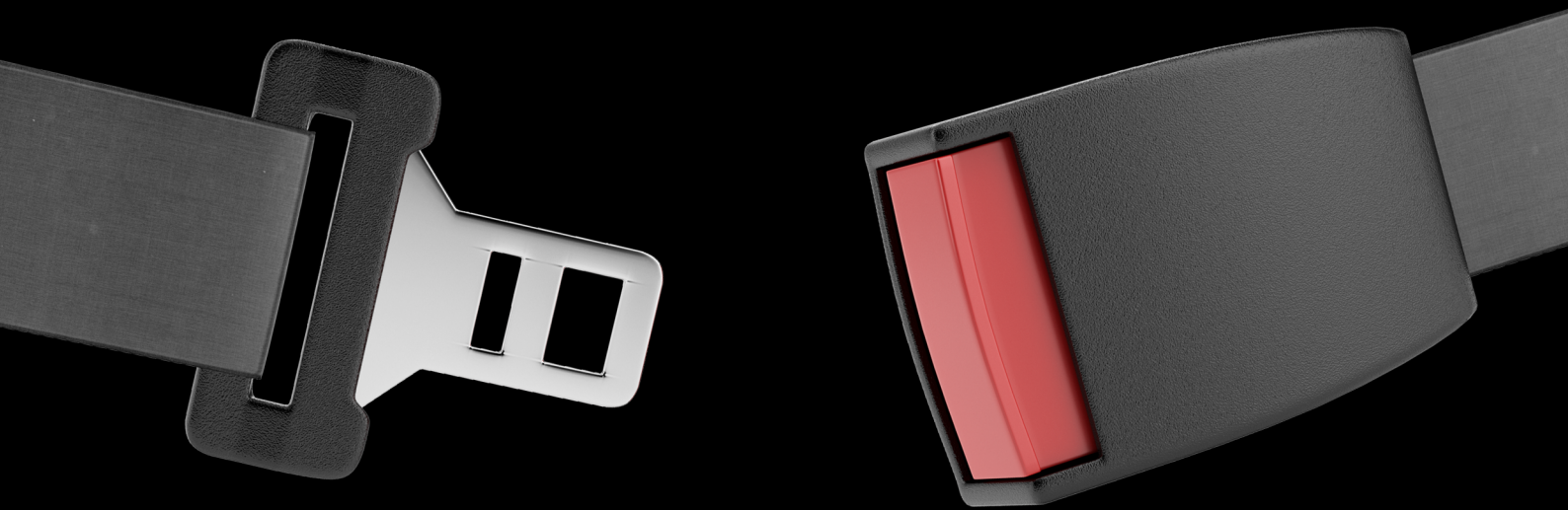
One of Brodie's current designs out for testing is an air scoop device

on the front of the crate which forces air into it. "It seems to be working so far, but talking to the driver it needs a bit of adjustment. We might make the airholes bigger to get more airflow in."

"We're constantly working with transport companies to make everything better for both the animal and driver. We don't have all the answers but we definitely work in with people to make their ideas work. I'm not just speaking for Delta, I think I speak for Total and Nationwide, that we are all constantly trying to make changes for the better for both the animal, and the driver."

SEAT BELTS SAVE LIVES

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BUTT DRILLING AN ENGINEERING LEADER IN MARLBOROUGH

■ By John Bond

During one of my membership visits to Blenheim I called in to meet up with Rick Line, of Butt Drilling, who back in December 2022 moved into a brand-new purpose-built workshop at 12 Bristol Street, Riverlands, shifting from the company's original premises at 5 Park Terrace.

After purchasing the business, Rick and wife Julianna took the opportunity to upgrade to a purpose-built premises to encompass an engineering workshop, a pump and generator hire storage section, and an outside storage and parking area which certainly services all their business needs.

The business was founded in 1990 and has a great

reputation that reaches beyond Marlborough. Rick, Julianna, their son Curtis, and one other employee, Hayden, are all involved with the business. Both Curtis and Hayden are currently doing their engineering apprenticeships, to further their experience and knowledge.

Rick says the business is doing well, covering a wide range of services including general engineering, drilling of water wells for domestic, commercial, viticulture and horticulture supply, as well as infiltration galleries for water supply systems.

These systems are laid below the water table, mainly in and around riverbeds, and collect groundwater through the gravels. I was amazed at the

construction of this system. Butt Drilling has constructed and installed many of these systems on both sides of the Awatere and Wairau rivers.

The business also provides a fleet of compressors and generators for hire which are regularly utilised for various events in and around Marlborough. They also have a large range of specialised pumps for dewatering dams and paddocks.

It is great to see a family-owned business in a region doing well. Rick emphasises customer service, supported by specialist expertise and staff safety. One has to say that this is a great combination, well done.





“THE BUSINESS IS DOING WELL, COVERING A WIDE RANGE OF SERVICES INCLUDING GENERAL ENGINEERING, DRILLING OF WATER WELLS FOR DOMESTIC, COMMERCIAL, VITICULTURE AND HORTICULTURE SUPPLY, AS WELL AS INFILTRATION GALLERIES FOR WATER SUPPLY SYSTEMS.”

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MINIMISING THE RISK WITH MACHINERY

Employee exposure to unguarded or inadequately guarded machines is prevalent in many workplaces. Amputation is one of the most severe and crippling types of injuries in the occupational workplace and often results in permanent disability or even death. This is why we should guard our machines to protect all employees from those dangers.

Ways to minimise the risk when using unguarded machinery:

- Before turning the machine on, check that guards are in place where they should be. If you see that the guard is defective, report it to your supervisor immediately;
- Never start or operate a machine without guards in place;
- Never remove or disable a guard on an operating machine;
- Never adjust or remove a guard unless you are specifically trained, and the adjustment is considered a normal part of the job;
- Dress safely – do not wear loose

clothing, neckties, watches, rings, or other jewellery around mechanical equipment;

- Wear appropriate personal protective equipment (PPE), such as hearing protection, safety glasses or face shield when necessary. Standard Operating Procedures (SOP) for the equipment/machinery should provide what PPE is required to be used before operating the equipment;
- Work in safety. Have a mature



“THE BEST PROGRAMS ARE THOSE THAT ARE SIMPLE BUT WELL THOUGHT OUT AND IMPLEMENTED.”

respect for machinery and for safeguards.

Lockout/ tag out

Lockout tag out (LOTO) procedures are critical workplace safety protocols. They are absolutely necessary to ensure hazardous equipment is turned off and unable to restart while equipment maintenance activities are in progress. Having this kind of system in place prevents unexpected mechanical startups that may cause damage or injure staff.

These compulsory lockout measures are applicable in a wide range of organisations. They can apply to industrial or factory sites, as well as in construction zones or anywhere else where dangerous machinery is used, or hazardous energy is present.

Lockout protocols, however, shouldn't be overly complex. The best programs are those that are simple but well thought out and implemented. LOTO procedures are there to protect workers.

Hazardous energy

Lockout or tag out safety procedures are all about controlling dangerous energy. There are many kinds of dangerous energy sources. The control of hazardous energy before any repair or service work is done is essential to

avoid an unexpected start-up that can cause serious harm.

Controlling energy goes beyond the basic step of switching off the equipment. It also involves releasing hazardous energy that may be stored in the device that could pose a serious safety risk.

Types of hazardous energy

There are many forms of energy that can lead to an incident that may cause staff injuries if not appropriately controlled. These sources include, but aren't limited to the following:

- Electricity
- Heat or thermal energy
- Air
- Chemical energy
- Hydraulic
- Gravity
- Other industry-specific sources

Simple steps to consider for a LOTO procedure

1. Prepare for machinery shutdown
2. Notify affected employees
3. Shut down the machine
4. Isolate the energy sources
5. Apply lockout tagout devices
6. Keep the device locked out
7. Restore the equipment

– **Manage Group**

LOCATIONS TO LOOK OUT FOR TRUCKIE REST ZONES:



Paengaroa, Bay of Plenty

September 5,
Commercial Vehicle
Safety Centre SH33, at
10:00 am – 3:00 pm.

Uretiti, Northland

September 27, Rest
Area, Southbound SH1,
at 7:00 am – 12:00 pm.

Glasnevin, North Canterbury

October 3, Weigh
Station SH1 between
Amberley and Waipara,
at 9.30 am – 2:00 pm.

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Peace of mind
for NZ business



THE FIVE WAYS TO WELLBEING

■ By Letitica Leath

Mental wellbeing is one of the most valuable business assets – and like any asset, it can be developed, maintained or neglected.

Some work environments can have a negative impact on an employee's mental health. Business owners have a legal responsibility under the Health & Safety at Work Act 2015 to

manage risks to mental health and wellbeing, just like they do any other physical health and safety risk.

Any one of your employees may experience stress, anxiety, and depression at some time in their lives. There are small but helpful actions that your business can do to support your employees to build resilience and have positive mental

health. These, in turn, can lead to the creation of a mentally healthy workplace which reduces absenteeism, enhances engagement, and improves productivity.

Research shows that there are five simple actions that can be included as part of daily life – at work and at home – to build resilience, boost wellbeing, and lower the risk of developing



mental health problems.

These simple actions are known internationally as the Five Ways to Wellbeing.

CONNECT – Talk, listen, be there, feel connected;

KEEP LEARNING – Embrace new experiences, see opportunities, surprise yourself;

GIVE – Your time, your words, your presence;

TAKE NOTICE – Remember the simple things that give you joy;

BE ACTIVE – Do what you can, enjoy what you do, move your mood.

There is no one-size-fits-all approach to workplace wellbeing. Every workplace is unique, and any wellbeing programme should be tailored to suit the business and the available resources.

The role of leadership in a business is critical to a healthy workplace and a successful wellbeing programme. Business owners are encouraged to create a culture of wellbeing, listening, setting expectations, and leading by example: walking the talk.

Perhaps your business

could consider adopting the Five Ways to Wellbeing. Doing this does not have to be a costly or cumbersome exercise. Start small, make it fun and interactive, and talk to your employees about how they could build the Five Ways into their day. There are many free resources and suggested activities online, including material to support communication to your team about the introduction of the Five Ways to Wellbeing.

When measuring the success of any wellbeing program, it is important to establish a baseline so you can then measure the extent your employees changed their behaviours through introducing the Five Ways.

Always remember to celebrate the successes, no matter how small they might be.

For assistance in creating an awesome workplace culture, or for other HR or Health and Safety advice, get in touch with a member of the SBS Team. Freephone 0508 424 723 or visit www.safebusiness.co.nz.

“THERE ARE SMALL BUT HELPFUL ACTIONS THAT YOUR BUSINESS CAN DO TO SUPPORT YOUR EMPLOYEES TO BUILD RESILIENCE AND HAVE POSITIVE MENTAL HEALTH.”

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SUPPORTING BUSINESSES TRANSITION TO A LOW- CARBON FUTURE

Making the transition to low-carbon energy is an issue most businesses are facing right now. With increasing day-to-day costs, resourcing challenges and competing priorities, companies are faced with some big decisions.

“Businesses are in a unique position at the moment where we’re on the cusp of this huge global transformation,” says Rebecca Wilson, Z’s head of fleet and mobility. “It’s exciting, but it can also feel daunting. There’s no doubt businesses have a lot on their plates, so we are trying to make things a little bit easier for them by supporting their transitional efforts wherever they are at in their journey.”

Helping businesses to decarbonise their fleets is one thing, but ensuring the right infrastructure is in place to charge or fuel the vehicles is equally important.

“Most organisations are looking first at how to decarbonise their light fleets, which we are largely seeing move to battery technology,

while technology and infrastructure becomes more readily available and certain to enable the more complex heavy and offroad fleets to decarbonise. Although changing a petroleum vehicle to an EV sounds relatively easy, swapping vehicle technology does come with a number of challenges. Think grid constraints, type of vehicles required, fleet routes and utilisation, and therefore charging requirements, and driver preference. This requires careful planning, no matter how big or small your fleet is.

“In all cases, it’s a chicken and egg scenario. You can bring the vehicles in, making them part of the fleet; however, if you can’t charge them effectively at the right time and place, enabling your people to do their jobs effectively, they will sit idle – or worse, frustrate your drivers – and that’s certainly not good for any business.”

Rebecca says integrated charging platforms are essential. “We believe charging solutions specifically matched and tailored to an organisation’s

operations, across a variety of use cases at home, work and in public locations, is essential to making the transition easier for businesses and their people.

“For people like courier drivers, sales representatives, or project managers, we see it as important to have on-the-go charging available, for example at Z Service Stations. However, for those that travel back to base each day, depot, or worksite charging can help enormously.

“It’s about ensuring businesses have everything they need for charging their fleets, wherever their drivers are, without increasing backend administration processes or driver downtime. For example, we’ve recently partnered with Europcar to deliver workplace EV charging infrastructure to support their EV offering to customers. Seventeen EV chargers are now live across Europcar’s Auckland, Wellington, and Christchurch airport locations, and their Auckland City base.”

Infrastructure is just one part of the complexity. Some of the

“IT’S ABOUT ENSURING BUSINESSES HAVE EVERYTHING THEY NEED FOR CHARGING THEIR FLEETS, WHEREVER THEIR DRIVERS ARE, WITHOUT INCREASING BACKEND ADMINISTRATION PROCESSES OR DRIVER DOWNTIME.”



barriers to EV ownership include range anxiety – the fear of running out of charge – or the need to be sitting for hours on a charging station. But Rebecca believes there needs to be a change in thinking around the way we drive and charge when it comes to EVs.

“A substantial part of the transition is changing the way we operate and driver behaviour. We’re so used to driving the tank to empty, then filling it up to full, in a single session and place. But with an EV it’s slightly different. If you’re a business customer on the go all day, you might not charge to full – you might pop into an on-the-go charger, at a Z service station, for instance, grab a coffee, and use that 10 minutes to top up on a fast charger. You don’t have to charge it to full, because you can do that at home overnight, or back at the

depot, when the vehicle isn’t being utilised.”

Rebecca says one of the most critical success factors for businesses is to map out and plan their transition journey from the start, understanding the different technologies and fuels and how those can support a business most effectively, over time.

“Z is helping our customers through sharing our education and insights, and supporting those who require it through the development of their transition plans, and then being there as they implement their roadmaps and change journey.

“We have thousands of business customers, all with diverse fleets and complex needs. We also know traditional fuels will be here for a while, particularly in the heavy vehicle space as technology catches up, but we want to be able to

support businesses as soon as they’re ready to transition.

“This is a really exciting time for our customers and for Z. It’s an opportunity to look at how businesses currently operate and how that can be supported with new technologies. The world can feel a little uncertain in this space at the moment, but Z hopes to help by bringing a bit more certainty to customers and helping them on their journey as things evolve.”

Z Energy is offering a range of low-carbon solutions to help businesses transition. If you would like further information or to arrange a discussion, please email: Rebecca Wilson, Z’s head of fleet and mobility, rebecca.wilson@z.co.nz.

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



Insurance cover for more than just trucks

Road transport comes with risks - breakdowns, illness and accidents can strike at any time. That's why it pays to be prepared with the right insurance so you're covered if things go wrong.

As Transporting New Zealand's preferred insurance broking partner, Crombie Lockwood has developed an insurance package specifically for Transporting NZ members.

Designed to give you peace of mind, the insurances cover your trucks, other vehicles, stock, business income and assets and includes liability and personal accident policies.

Liability package

A full suite of liability insurances are available including statutory liability, employer's liability, legal defence costs and crime and cyber liabilities.

Off-road tyre damage

Cover for any tyre damage sustained while your usually on-road vehicle is off-road such as in a quarry, construction site or landfill. Exclusive to Transporting NZ members.

Cover-PLUS

Any insurance conditions and improvements will be automatically updated on your policy

so your cover keeps pace with a changing market. Exclusive to Transporting NZ members

Personal accident cover

Should a serious injury or death occur, you can receive financial support for your driver or their family. Exclusive to Transporting NZ members

Fuel contamination

Cover for mechanical or electrical breakdown as a result of filling up with the wrong fuel or additive. Exclusive to Transporting NZ members.



Towing costs

If your truck has a mechanical or electrical breakdown, whether due to an accident or not, you're covered for towing costs to a safe location for repairs. Nil excess.

Driver care

If a driver is hospitalised away from home, they'll need family support. This covers those travel and accommodation costs, or even counselling in the event of a fatality. Nil excess.

Driver's effects in the cab

The sleeper cab is your driver's home away from home so we arrange cover for the loss of personal items kept in the cab in an accident. Nil excess.

Scanners and tablets

Cover for accidental loss of laptops, scanners and tablets.

Hydraulics lifts, hoists and rams

This covers all fixed hydraulic lifts, hoists and rams for mechanical breakdown or failure (accident or not) but not wear and tear.

Coroner enquiry costs

If a vehicle is involved in a fatality this

provides cover for legal, travel and accommodation costs incurred when you take part in a coroner's hearing.

New replacement of loading equipment

If you have fixed loading gear (less than three years old) damaged in an accident, it will be replaced with a new machine.

Relief drivers

If your driver's temporarily out of action, this covers the cost of a replacement driver until your driver can get back in the cab. Nil excess applies.

Optional covers

You can purchase these covers for an additional cost:

Loss of use

Covers loss of vehicle use for the time it takes to resolve your claim.

24/7 accident support

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Contact – Vicki Harris

027 534 3848

member@transporting.nz



The benefits outlined above are subject to specific policy limits, terms and conditions. Ask your broker for advice on how this policy may fit your specific needs and circumstances.



N3'S TRADE & MAINTENANCE SUPPLIER CONTRACTS ARE NOW LIVE!

n3's in-house procurement team have been working hard over the past few months and are thrilled to announce that their trade & maintenance contracts are now live!

You might be wondering what this means for your business, as an n3 member.

Here are the key highlights:

They've awarded contracts to well-known suppliers that have reputation for quality products, excellent service, and long-standing relationships with n3. These contracts are valid for at least the next 3 years. Chosen suppliers include:



Existing accounts: If you already have accounts with any of these suppliers on n3 pricing, you don't need to do a thing! Continue trading as usual, and you'll automatically benefit from any improved pricing.

Review suppliers: This is the perfect opportunity to look closely at your current suppliers and see if more cost savings are in store for your business. Contact your dedicated n3 account manager to arrange a supplier review and help identify further cost savings for your business.

Not an n3 member? If you're a member of Transporting New Zealand, your n3 membership fee is fully covered and is free to you. Activate today to see how much n3 could n3 saving your business.

Activate now - [Transporting New Zealand - Reduce Business Spend | n3](#)
Or email Vicki at vicki@transporting.nz or phone 027 5343 848
n3.co.nz | 0508 20 30 40

COST MODEL TOOL HELPS CONTROL COSTS



The Transporting New Zealand team has developed a new Cost Model to help businesses understand their costs and where they need to be pricing to be sustainable and profitable.

This Cost Model is designed for you, the road transport operator. It will help you to assess the profitability of your operation using financial information from your own accounts.

The model uses the data from your most recent annual Profit & Loss statement (P&L) and the most recent actual costs incurred when operating your business. These costs should be updated at least quarterly so the information provided by the model remains current and gives you the

most complete view of the financial performance of the road transport part of your business.

Access to the Cost Model

As a member of Transporting New Zealand, you will be given access to the model as of right. Building your financial knowledge and capability will pay off in the long run. The Regional Sector Team are just a phone call or email away and can help guide you in how to get the model up and running for you.

Find out more about the Cost Model on our website [here](#).

For further information, email: info@transporting.nz.



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LOGBOOKS

Logbook prices are wholesale and include postage and handling. Bulk purchase discounts are automatically applied during checkout.



For more information contact
Jenny Murray at jenny@transporting.nz

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- Discount rates through n3

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n3 network

- Discounts on everyday business consumables from NZ Safety Blackwood's, Office Max, Alisco NZ, NZ Couriers and many more.....

If you want to know more about Transporting New Zealand membership benefits, contact: members@transporting.nz.