Speed Management

Standard

**Policy: Speed Management Standard
Approved Date: 1st of August 2023**Approved by: Managing Director

Version 2.0

**Review Date: 1st of August 2023
Next Review Date: 1st of August 2025**

# Overview

The Freeman Freightlines Way is the underpinning foundation of our core beliefs and values which guides our decisions and actions. One of our core values is safety. This Standard sets out Freeman Freightlines’s position, requirements and expectations relating to speed management in support of the Freeman Freightlines Management Policy – Speed Management.

Freeman Freightlines is committed to improve road transport safety and has a legal obligation to take reasonable steps to ensure speed offences are not committed. This Standard outlines how Freeman Freightlines will manage the speed of its on-road vehicles in line with business safety expectations and legal compliance requirements in order to provide uniformity across the Freeman Freightlines Fleet in Australia with respect to the management of speed. In doing so, Freeman Freightlines will be able to demonstrate to its customers, authorities and other stakeholders its professional approach to managing driver behaviour and on-road compliance and safety.

Scope

This Standard applies to all Freeman Freightlines Business Units (BUs) operating heavy vehicles and commercial vehicles onroad in Australia (including vehicles owned and operated by Freeman Freightlines and vehicles operated by subcontractors engaged by Freeman Freightlines).

# Principles

Managing vehicle speed This standard details how Freeman Freightlines BUs will comply with the speed management requirements of the Freeman Freightlines Speed Management Policy by reporting, investigating, keeping auditable records of, and implementing and documenting formal performance management approaches with respect to the following instances:

* Speed breaches received through enforcement agency detection,
* “Notice to Produce” requests from enforcement agencies, and
* Internally-recorded speed events at or above 4km/hr over the regulated speed limit for heavy vehicles.

# Procedures

#  Identifcation and investigation of speed limit breaches

It is important that all information relating to speed events and breaches is gathered and investigated in a consistent manner. The minimum standard required to effectively identify, investigate and respond to breaches of the speed limit is outlined in the below procedures.

# Identifying speed limit breaches

Wherever possible, breaches of the speed limit must be identifed and recorded, where the speed limit is defned as the lesser of:

* The posted speed limit at the location the vehicle is travelling in, including time-based variable speed limits and school and construction area speed zones, and
* The regulated speed limit for the heavy vehicle being driven, for example 100km/hr for heavy vehicles and 90km/hr for road trains1 .

Speed limit breaches are to be identifed and recorded by the following means:

* Any externally-recorded breach of the speed limit (for example from an infringement notice or “Notice to Produce” request from enforcement agencies) must be recorded against the driver and, where applicable, subcontracted operator in an auditable records system for report and investigation as per the below sub-section.
* Where In-Truck Monitoring Devices are ftted to heavy vehicles in accordance with the Group In-Truck Monitoring Standard, they are to record and report as speed events any incident at or above 4km/hr over the vehicle’s regulated speed limit for 3 seconds or longer and showing the total time for each incident at or above 4km/hr over the speed limit by driver and location.

# Reporting and investigating speed limit breaches

Speed limit breaches shall be reported and investigated in accordance with the following categorisation:

* A Critical speed breach is classifed as a speed 15km/hr or more over the speed limit. In this instance, the incident is to be investigated, with the details of the incident and outcomes of the investigation recorded in an auditable records system. Speed limit breaches of this nature, which are proven to be the fault of the driver via the investigation, are to be dealt with in accordance with the Consequence Table in the below sub-section.
* A Major speed breach is classifed as a speed of 10kph or more over the speed limit and less than 15km/hr over the speed limit. In this instance, the incident is to be investigated, with the details of theincident and outcomes of the investigation recorded in an auditable records system. Speed limit breaches of this nature, which are proven to be the fault of the driver via the investigation, are to be dealtwith in accordance with the Consequence Table in the below sub-section.
* A Moderate speed breach is classifed as a breach that is less than 10kph over the speed limit. Such breaches shall be recordedagainst the driver in an auditable records system and are to be assessed on a case-by-case basis according to their duration and frequency (i.e. breaches per trip and per driver). Where this investigation shows that the driver has failed to act responsibly in managing such events, e.g.by not reducing speed immediately upon alarm or by breaching the speed limit repeatedly, the breach is to be handled in accordance with the Consequence Table in the below sub-section.
* Monthly speed data is to be reported by BU monthly to the Divisional Director, with investigation outcomes and action items noted against drivers.
* Summaries of Divisional speed event information and key actions are reported in the Freeman Freightlines Group Road Transport Compliance report, which is circulated to the Group Senior Executive Committee and OHS&E Board Committee.

Consequences of speed breaches Reported and investigated speed breaches shall be subjected to the performance management procedures and practices of the BU. As noted above, where the corresponding investigation demonstrates that the speed breach is the fault of the driver, such performance management practices shall incorporate corrective actions on the individual driver as per the below Consequence Table2 (Table 1). Where an investigation determines that the below consequences are not be to implemented, the associated reasoning and alternative course of action shall be clearly documented in the investigation report.

Table 1 – Consequence Table relating to speed breaches

|  |  |  |  |
| --- | --- | --- | --- |
|  | Moderate Speed Breach | Major Speed Breach | Critical Speed Breach |
| First Offence | Formal Verbal Counselling to restate company policy | First and Final Formal Written warning stating a further breach will result in termination | Termination of employment |
| Second Offence | First Formal Written Warning issued stating that two (2) further breaches will result in termination | Termination of employment |  |
| Third Offence | Final Formal Written Warning stating a further breach will result in termination |  |  |
| Fourth Offence | Termination of employment |  |  |

# Application to subcontractors

It is Freeman Freightlines’s expectation that subcontractors, whether owner-drivers or feet operators, will comply with the principles and requirements of this Standard and, accordingly, manage speed breaches in accordance with the above Consequence Table. Subcontractors, therefore, will be required to inform their engaging BU of all externally and internally recorded speed breaches and subsequently demonstrate that such breaches have been investigated and managed to an equal or higher standard to that outlined above.

Where a subcontractor is observed failing to notify a BU of a speed breach, or where they are unable to demonstrate the required standard of investigation and consequence management, that subcontractor shall be subjected to a formal review by Freeman Freightlines. Actions against the subcontractor will be determined subject to that review, but would potentially include termination of all services for serious or repeated breaches.

BUs shall document, report and record all identifed subcontractor speed breaches via the same means as speed breaches committed by Freeman Freightlines employed drivers.

Further Information

For further information contact your Operations Manager or Director.