

CARRIER SAFETY MANAGEMENT SUBCOMMITTEE

14th January, 2019, 1:30pm-3:15pm

Chair: Associate Professor Sharon Newnam (Sharon.newnam@monash.edu)

PRESENTERS

Dr Sarah Jones, General Manager Road Transport Safety and Compliance, Toll Group
(Sarah.Jones@Tollgroup.com)

Professor Mike Belzer, Department of Economics Wayne State University
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SUMMARY

The committee commenced with an overview and update of the minutes from the TRB2019 meeting. The two key issues discussed in the previous meeting was **contractor safety management** and **Chain of Responsibility (CoR)**. Sarah Jones provided an overview of the Australian context and reflected on these issues within Toll Group. Australia does not have an owner-operator system but has developed legislation in CoR. The CoR has direct relevance for contractor safety management within Toll Group given the responsibilities for contractors (including Toll Group as a contractor in the supply chain) as stipulated in the legislation. To address the issue of subcontractor safety management, Toll Group has developed a one-day training program. This training program is developed for any contractor employed within the Toll Group and is designed to change the nature of the relationship between contractors and employees. Some of the topics covered in the training cover include sleep management and load restraint. This initiative essentially operates as a 'mini' owner-operator system (i.e., the Toll Group holds 10%-12% of the market in Australia). Subsequent discussion focused on the factors that support (i.e., regulation) and constrain (remuneration models) implementation of owner-operator systems in Australia and the U.S. **For more on this information, please see the attached Chain of Responsibility guidance developed for customers by the Toll Group.**

The first presentation was delivered by Sarah Jones. Sarah discussed the relationship between fatigue and driving as well as a fatigue management program developed by the Toll Group. Sarah discussed the difficulties in managing fatigue and the lack of any objective testing of impairment. In response to this gap, the Toll Group introduced the 'Guardian DSS System'. This system maps the face of the driver to identify impairment in fatigue. This system detects fatigue through shaking the seat and signalling an alert to management to contact the driver. Intervention also complements the Guardian DSS System. The intervention acknowledges that factors within the work and personal environment of the driver impacts fatigue. Toll Group encourages drivers to converse with management and/or others within the workplace (i.e., HR support staff) to discuss issues that impact the emotional (e.g., divorce) and cognitive capacity of drivers (e.g., time of week). An evaluation of this system found that the fatigue alert program reduced 66.2% of incidents, while fatigue alerts in addition to conversations with management reduced incidents by 94%.

For more information, please see the attached publication (Michael Fitzharris, Sara Liu, Amanda N. Stephens & Michael G. Lenné (2017) The relative importance of real-time in-cab and external feedback in managing fatigue in real-world commercial transport operations, *Traffic Injury Prevention*, 18:sup1, S71-S78).

The second presentation was delivered by Mike Belzer. Mike discussed a study focused on safe rates and unpaid labor. The presentation commenced with a discussion on the relationship between pay rates and work hours and the concept of 'target earnings' (i.e., drivers work more than the expected hours to ensure they can pay the bills). To test this concept, Mike discussed a study that investigated the relationship between non-driving pay and work hours. Data was sourced from the National Survey of Long-Haul Truck Driver Health and Injury, collected by the National Institute for Occupational Safety and Health (NIOSH). The paper began with a theoretical construct explaining drivers' labor-leisure trade-off, identifying the theoretical switching point between preferring longer work hours and shorter work hours. Descriptive statistics of the sample were presented, along with an ordinary least squares regression. The results found that (i) paying for non-driving work was significantly associated with reduced truck driver work hours and (ii) drivers compensate for the loss of income from non-driving work by working longer hours. These findings support the target income hypothesis. For policy (an interest of this committee), it suggests that paying commercial drivers for non-driving labor would exert a powerful effect on working hours, providing an incentive for truck drivers to reduce their work hours and thereby improve safety.

For more information, please see attached paper. The original copyrighted publication may be obtained online:

Kudo, Takahiko, & Belzer, Michael H. (2019). Safe rates and unpaid labour: Non-driving pay and truck driver work hours. *The Economic and Labour Relations Review*, 30(4), 532–548. doi:10.1177/1035304619880406
