



Chain of Responsibility

Employers

About the chain of responsibility (CoR)

Our road laws generally address the actions of drivers and operators, but breaches of these laws are often caused by other parties in the transport supply chain.

The aim of CoR for a heavy vehicle is to make sure everyone in the supply chain actively prevents breaches of the Heavy Vehicle National Law (HVNL). The CoR law also extends to preventing or reducing potential harm or loss (risks) to yourself and others. Managing (controlling) these risks ensures that you always recognise and carefully consider all potential dangers and satisfactorily reduce or avoid them before they occur.

Who has a responsibility?

Under CoR laws, if you undertake specified functions that exercise, or have the capability of exercising, control or influence over *any* transport task, you are part of the chain of responsibility and have an obligation to ensure compliance with the HVNL.

What if I have multiple transport tasks?

Everyone in the supply chain has a responsibility to ensure the safety of their transport tasks related to the vehicle. If you carry out *more than one task* in the supply chain, this responsibility will extend to all of the tasks that you carry out. You may therefore, be classified by *multiple roles* in the transport supply chain under the HVNL.

Your responsibility as an employer

As a 'party' in the supply chain, with influence over how goods are transported, an employer has an ongoing responsibility to prevent breaches of mass, dimension, loading, speed and fatigue laws under the HVNL.

As an employer, you also have an ongoing responsibility to prevent or reduce potential harm or loss (risks) to yourself and others, and to ensure that you don't ask, require or direct activities you know will breach the law.

Am I carrying out an employer's transport tasks?

Under the HVNL, you are generally classified as an employer if you are responsible for, or employ another person responsible for controlling or directing the use of a heavy vehicle, whether or not you are actually present for any of the transport tasks.

An employer may be a person or an institution, and can receive instruction from an executive officer or prime contractor, however, they still have an obligation to ensure parties in the chain of responsibility comply with their requirements under the HVNL.

An employer is generally the wage payer may also include such persons also known as a proprietor, owner, manufacturer, operator, merchandiser etc. You can use the *CoR - Employer Tasks Form* to confirm whether you are classified as an employer for road transport using a heavy vehicle under the HVNL.

Your key responsibilities as an employer

Some key responsibilities may include ensuring that:

- your business practices do not require or encourage drivers to:
 - exceed the speed limits
 - exceed regulated driving hours
 - fail to meet the minimum rest requirements
 - drive while impaired by fatigue.
- heavy vehicles and their loads comply with relevant mass and dimension requirements
- competent employees are recruited who understand their HVNL responsibilities
- relevant HVNL training programs are implemented
- appropriate, serviceable and well maintained loading and restraining equipment is provided
- suitable and appropriate vehicles and/or combinations are provided
- systems to manage safety and all requirements and obligations of the HVNL are in place.

What are the possible penalties for a breach?

As an employer, you could be held legally liable for breaches of the HVNL even though you have no direct role in driving or operating a heavy vehicle. If your actions, inactions or demands cause or contribute to an offence, you can be held legally accountable. Penalties and sanctions can range from formal warnings to court imposed fines and penalties relating to the commercial benefit derived from offences.

Safety systems and controls

All parties in the supply chain have a responsibility to prevent or reduce potential harm or loss (risks) by ensuring transport-related activities are safe. Under the HVNL, safety systems and controls (such as safe work practices, training and procedures) should be in place to prevent breaches of the HVNL, manage risk and maintain a safe road environment. This means, as a 'party' in the supply chain, that you can proactively reduce risks related to your transport tasks, rather than only reacting when there is a possible breach of the law.

The following table lists some examples of the effective safety systems and controls you can implement as an employer to ensure breaches of the HVNL do not occur and that every road user is safe.

Safety systems and controls – Examples

Governance (administration) and review systems

- System to ensure competent employees are recruited and trained
- System to ensure employees understand HVNL expectations
- System of engagement and consultation with all other parties
- System to prevent and/or remedy breaches and take corrective action
- System to manage safety and ensure compliance with all requirements of the law

Fatigue

Managing the fatigue of the driver:

- System to ensure the terms of the consignment, contracts and agreements will not result in, encourage, or provide an incentive to a relevant party to cause the driver to drive whilst fatigued
- System that ensures all employees are aware of signs of fatigue
- System to monitor drivers work and rest times

Fatigue management process:

- System to assess the fatigue of the driver
- System to manage the fatigue of the driver

Fatigue assurance procedures:

- System to ensure business practices will not cause the driver to drive whilst fatigued or breach their work/rest hours
- System to ensure demands by another parties do not result in the driver driving whilst impaired by fatigue
- System to ensure the scheduler has complied with scheduling arrangements that will not cause the driver to drive in breach of their work/rest options
- System to record driver work and rest times

Speed

Speeding assurance procedures:

- System to ensure terms of consignment, contracts and agreements will not cause the driver to exceed speed limit
- System to ensure demands are not made of the driver that may result in the driver exceeding the speed limit
- System to ensure driver's schedule will not cause the driver to exceed the speed limit

Mass, dimension and loading

Mass, dimension and loading process:

- System to train all parties in the chain regarding their contribution to the safety of the transport activity

Mass, dimension, loading assurance procedures:

- System to ensure accuracy of the load weights
- System to ensure compliance with applicable gross and axle weights
- System to ensure the accuracy of load positioning
- System to ensure loads are properly restrained

The examples in the Safety systems and controls table represent *only a selection* of the possible safety systems and controls you can implement as an employer to ensure breaches of the HVNL do not occur and that every road user is safe.

For more information

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 Visit: www.nhvr.gov.au
 Telephone: 1300 MYNHVR (1300 696 487)*
 Email: info@nhvr.gov.au

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