

A Systems Approach to Workplace Road Safety

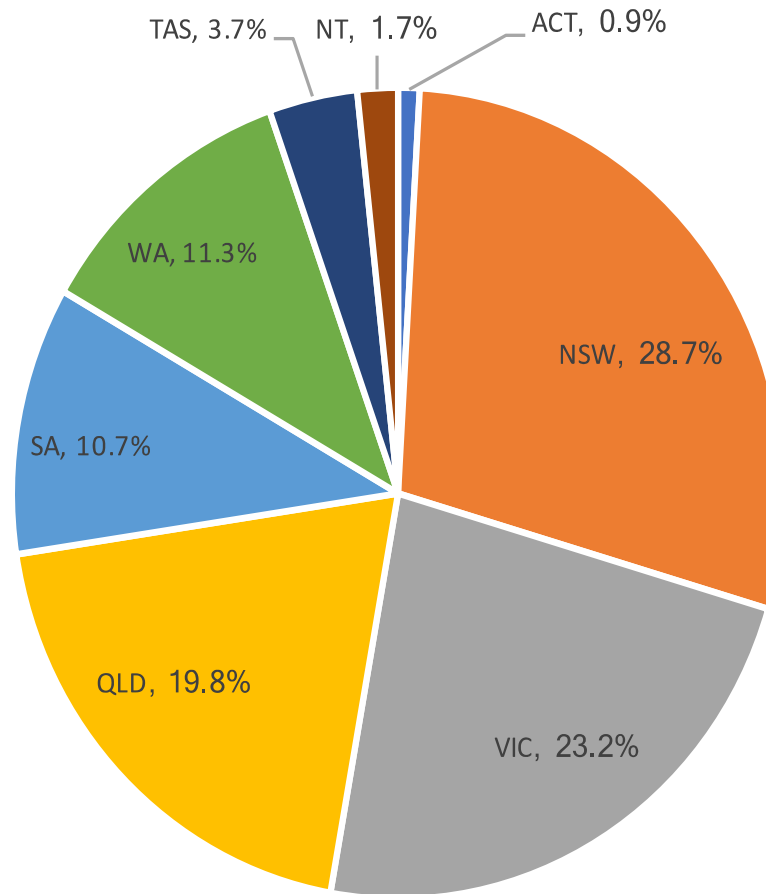
Associate Professor Sharon Newnam



Extent of the problem in light vehicle fleets

- More than 30% of registered motor vehicles in Australia are work-related vehicles.
- Very few countries monitor 'purpose of journey' data
 - Challenges in estimating injury and death
- Linked data
 - Fleet vehicles comprise of up to 5.3 fatalities per 100,000 registered fleet vehicles

Fatalities in crashes involving HV vehicles by state/territory 2014–2016

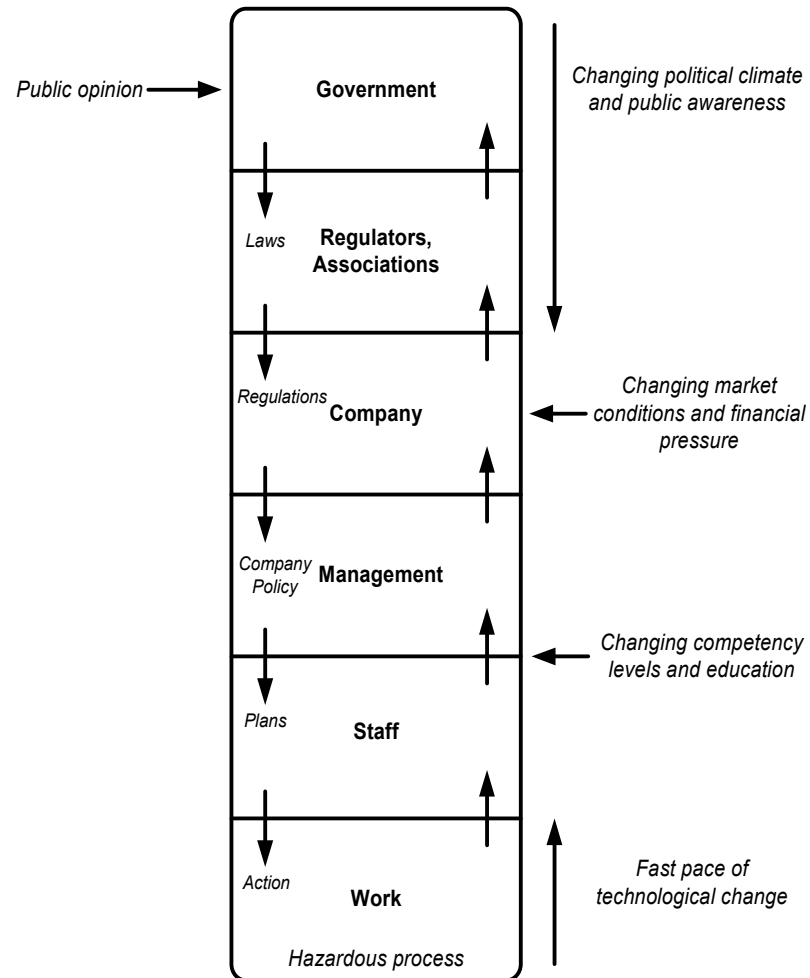


Australian Road Deaths Database

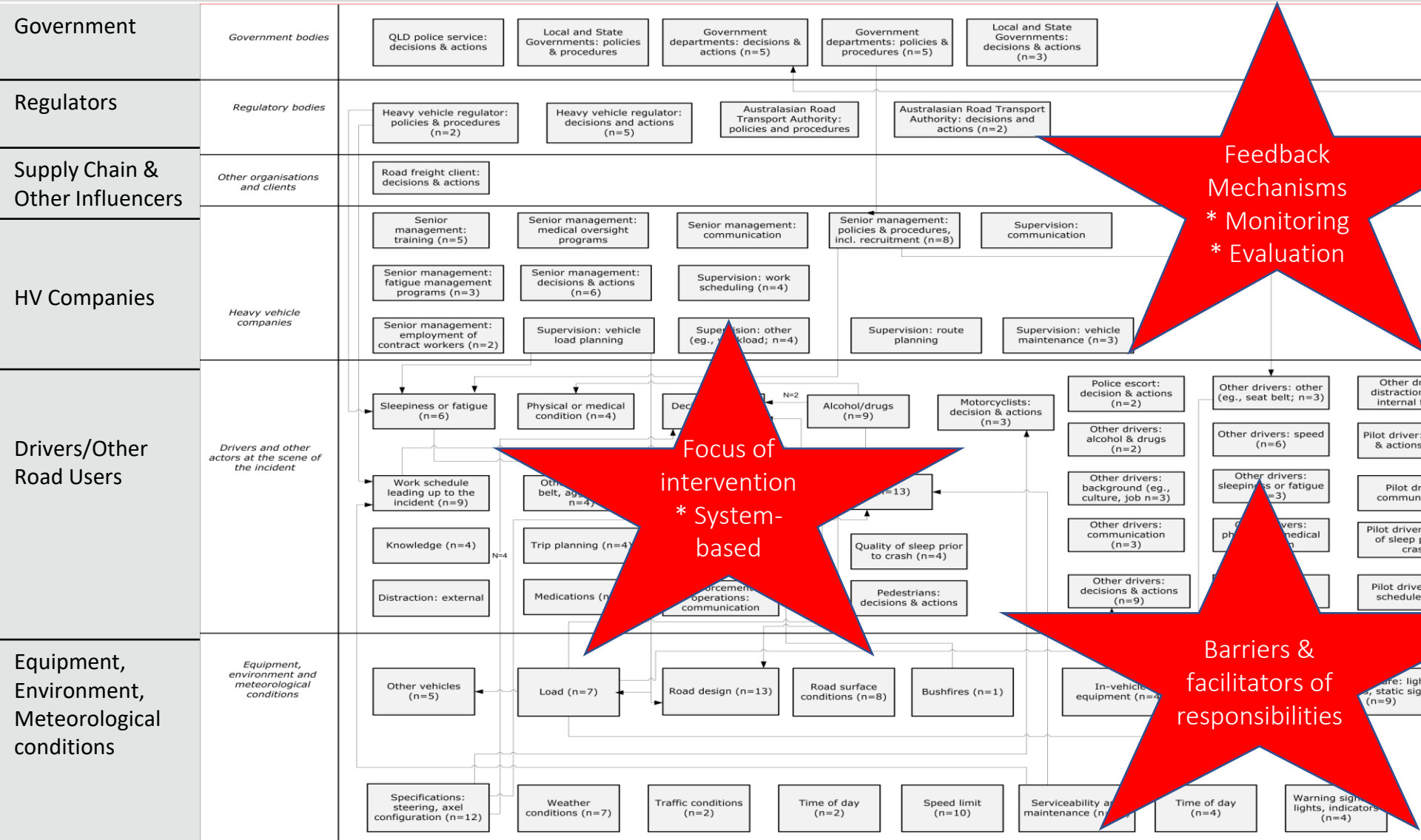
Challenges in managing workplace road safety

- Driving is an autonomous task
 - Low visibility between supervisors & drivers
- Limited formalised leadership
 - Driving activities often fall outside line management responsibilities
- Further complicated when driving is considered as a secondary job role
 - Lack of clarity in organisational goals relevant to safe driving

Systems Approach to Workplace Road Safety



Crikey it's a complex system!

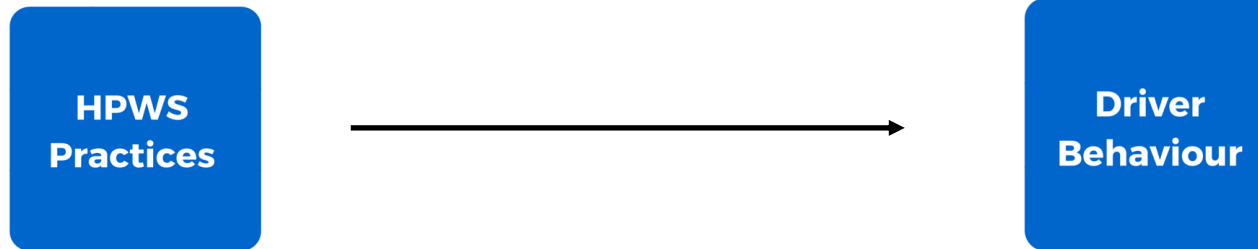


High Performance Workplace System Practices

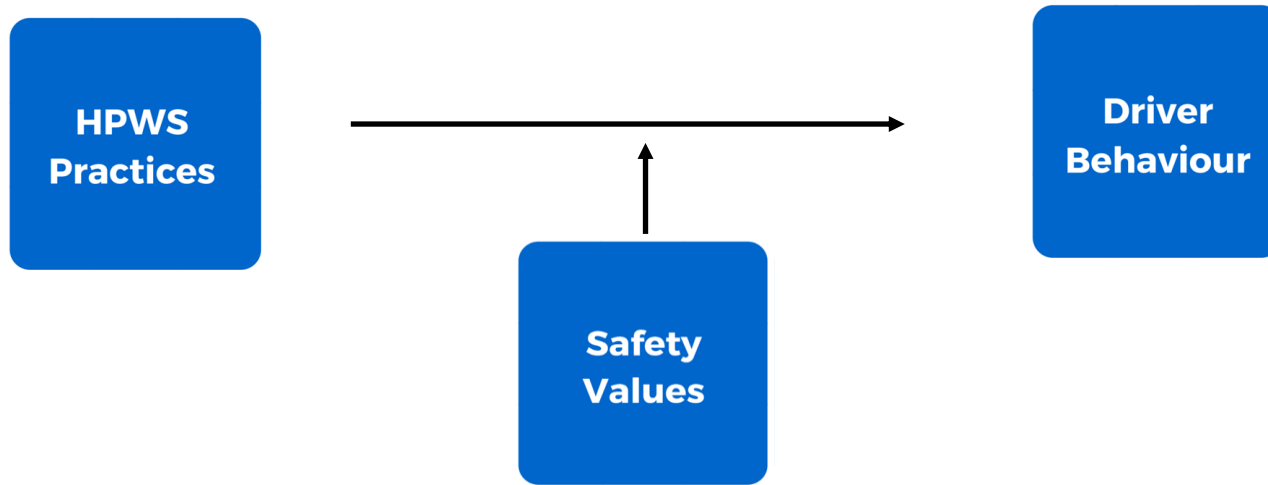
Practice	Definition
1. Remuneration	Direct rewards and payments that employees receive.
2. Job and work design	Elements of the work-role task, relationships between tasks, and the organisational structure.
3. Development	Competency training required to complete work-role tasks and future work-role tasks.
4. Selection	Selection of applicants, both from within and external to the organisation.
5. Job Security	Level of confidence in retaining employment.
6. Communication	Formal information sharing programs.
7. Performance Appraisal	Measuring and improving individual performance for all employees across the organisation.
8. Promotion	Opportunities and methods to move up to higher level positions within the organisation.
9. Retention	Identifying and taking steps (ie., modifying traditional workplace practices) to address the reasons for voluntary turnover.

Study 3: Aims

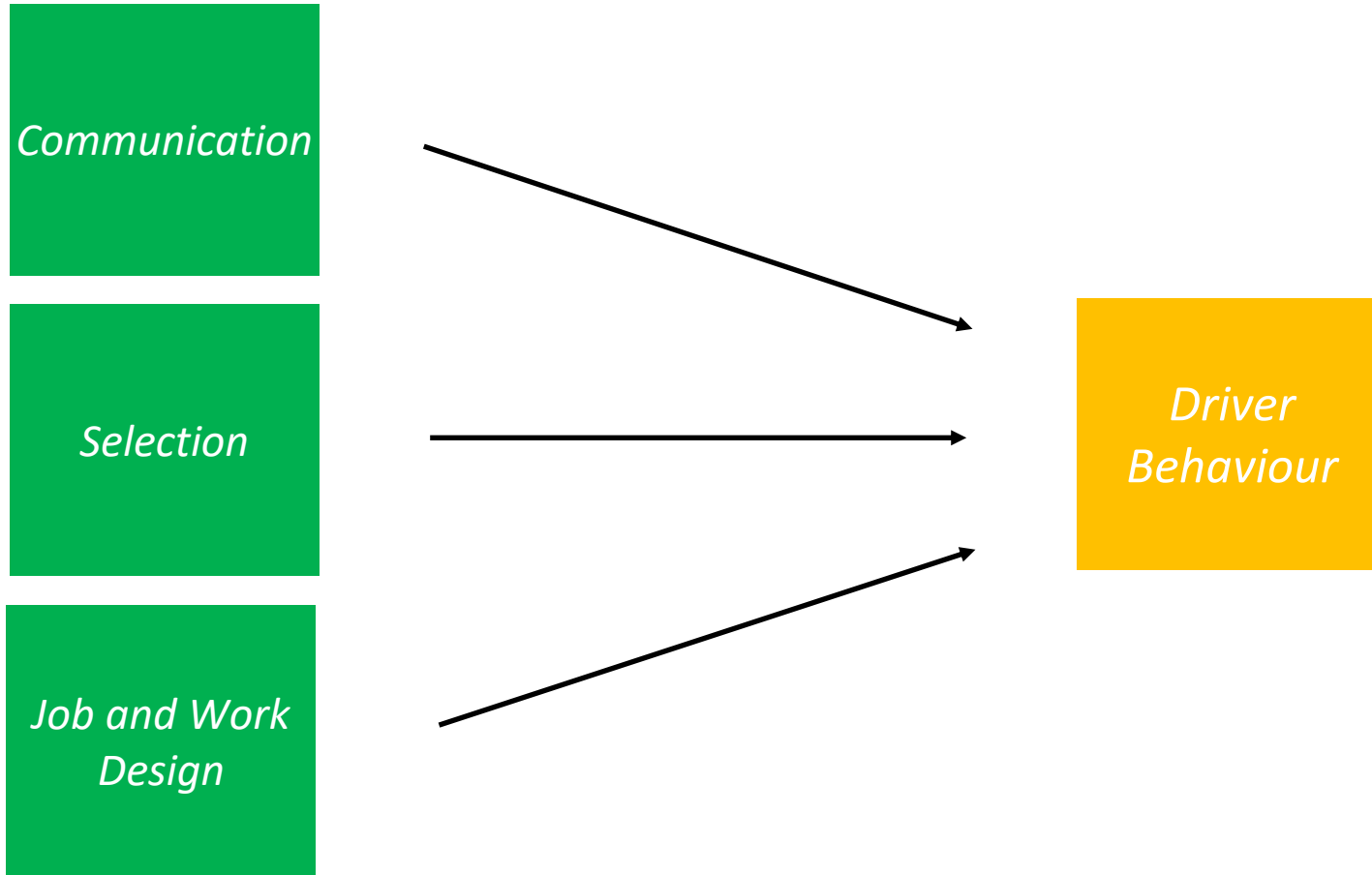
Aim 1: Relationship between HPWS and behaviour



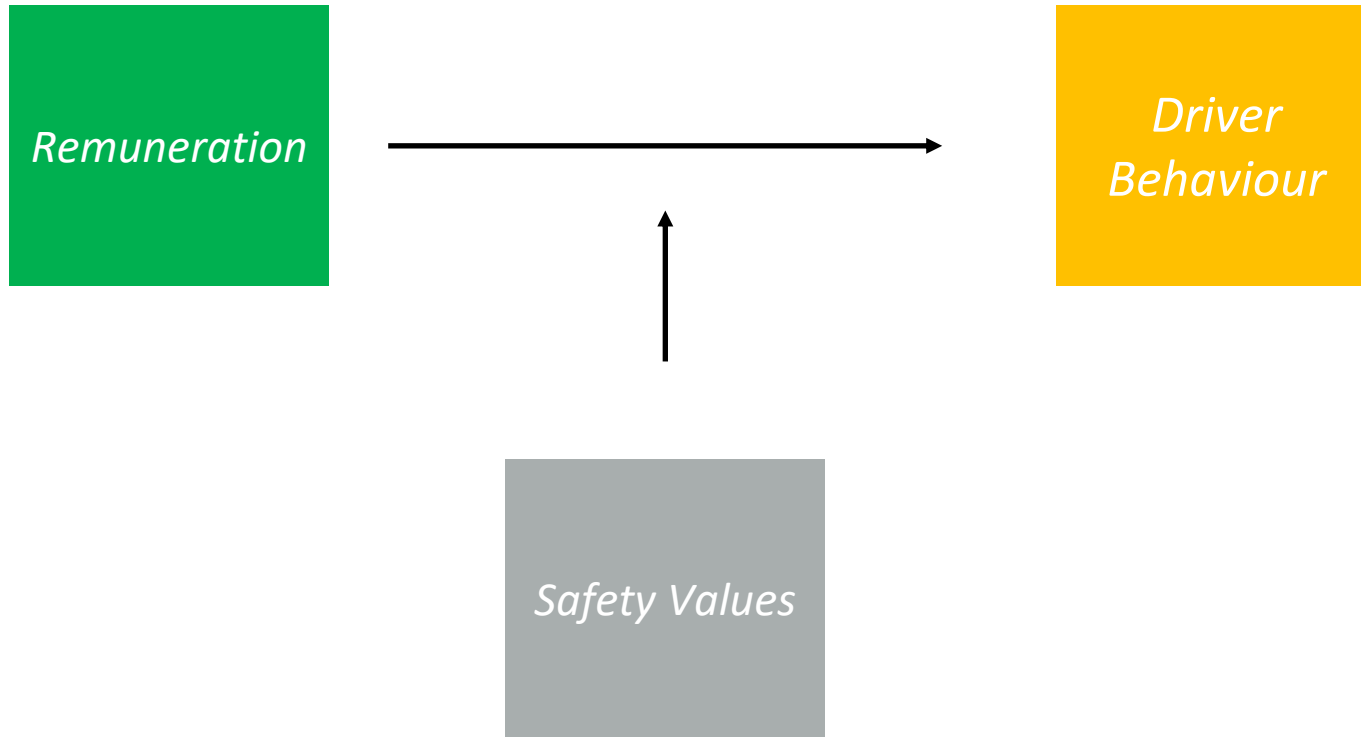
Aim 2: Safety values as moderator of relationship



Findings



Findings, cont.



Conclusions

➤ Data collection

- Need to collect data across all levels of the system to better learn from crashes
- Purpose of journey information is critical to establish the 'business-case' for light vehicle safety
- Systems-based crash investigation methods are required to learn from crashes

➤ Organisational-level initiatives

- A reductionist view to workplace road safety is unlikely to inform effective intervention or policy development
- Operational systems need to align with the workplace context (i.e., visibility)
- Operational systems need to consider the core business activities (i.e., KPIs)

Associate Professor Sharon Newnam

Email: sharon.newnam@monash.edu

