



HEAVY VEHICLE DRIVER FATIGUE REFORM Information Bulletin

July 2008

Training in Fatigue Management for NHVAS Accreditation

It's time to manage heavy vehicle driver fatigue. New national road transport Heavy Vehicle Driver Fatigue laws to commence on 29 September 2008, set revised work and rest limits for heavy vehicle drivers and require better management of driver fatigue. The reform makes all parties in the supply chain legally responsible for preventing driver fatigue.

Under the new fatigue management laws, operators in fatigue accreditation will need to make sure that their drivers and schedulers are competent. This is done through Vocational Education and Training (VET) sector training and assessment.

To ensure that everybody has a good understanding about what fatigue is and how it can be managed to keep drivers safe, some workers need to become competent in fatigue management practices before an operator's Basic Fatigue Management (BFM) or Advanced Fatigue Management (AFM) accreditation will be granted. This means some people need to complete units of competence, which are recognised under the Australian Quality Training Framework (AQTF) and delivered through the Vocational Education and Training (VET) sector.

The purpose of this Information Bulletin is to explain the training requirements for BFM and AFM, and address some frequently asked questions in relation to the new national laws about training for managing heavy vehicle driver fatigue.



Explaining the Competency Requirements for Managing Driver Fatigue

The fatigue management modules in the National Heavy Vehicle Accreditation Scheme (NHVAS) are underpinned by minimum standards which must be met by an operator to manage fatigue. These standards contain specific requirements relating to Fatigue Knowledge and Awareness. An operator must make sure that all staff members are aware of the companies fatigue management policies and procedures (eg. induction course and refresher training).

In addition to this, the standards also specify that:

- any person that drives a heavy vehicle must demonstrate competence with *TLIF1007C Apply fatigue management strategies*; and
- any person who is a scheduler as described in the heavy vehicle driver fatigue legislation, or who supervises or manages drivers and scheduling staff must demonstrate competence with *TLIF6307A Administer the implementation of fatigue management strategies*.

Most drivers and staff will probably choose to complete an individual competency unit in order to fulfill the requirements for fatigue management accreditation. However, some individuals may choose to obtain a wider qualification in Transport and Logistics, like for instance Certificates III and IV in Transport and Logistics.

Training and Assessment

The NTC website provides up to date information on training and assessing fatigue management. Visit the website to find out what transport operators, drivers and schedulers need to do to meet competency standards and see a full list of road agency training authorities including a list of trainers and assessors. Visit www.ntc.gov.au

There are several different avenues for training and assessment against nationally recognised units of competence and/or qualifications. Assessment must be done by a qualified assessor and a Statement of Attainment issued by a Registered Training Organisation (RTO).

Training is often offered by RTOs in conjunction with assessment, although there is no restriction on who can offer training, as long as the assessment is done according to AQTF requirements (with a Statement of Attainment issued at completion of assessment). The choice of training and assessment arrangements depends on the individual requirements of the road transport operator concerned.

Some models for training and assessment include (but are not limited to):

- sending employees to a training course run by an RTO (for instance, the local TAFE college or a private provider);
- using an AQTF accredited individual with suitable qualifications or expertise from within the industry to provide training and assessment services;
- the road transport operator becoming registered as an RTO;
- a number of road transport operators grouping together to share costs of engaging trainers and/or assessors; and
- partnerships between road transport operators and RTOs.

Whatever model is used there must be suitably qualified persons able to ensure and confirm the quality of the training and/or assessment processes being used. The aim is that the quality of the training and assessment meets the standards of the AQTF.



Some people who have done a course previously, and have significant work experience, may be eligible to have their current skills 'recognised'. There is a discussion about this below under 'What is Skills Recognition?'.

Transitional Arrangements

Training and assessment in the new competency units will be available to industry from the beginning of 2008, and industry is encouraged to take up the new training prior to the commencement of the reform. The reform commencement date is scheduled for 29 September 2008, and there will be a six month transitional period after this date to allow industry extra time to seek the necessary qualifications.

Drivers who currently operate on the Transitional Fatigue Management Scheme (TFMS) hours will be able to drive BFM hours until 30 April 2009. After this point, only drivers who have gained competence in TLIF1007C *Apply Fatigue Management Strategies* will be able to drive on either BFM or AFM hours. The transitional arrangements do not apply to drivers currently **not** in TFMS (on the current Standard Hours option). These operators will need to be certified as competent before they can drive BFM or AFM hours, and no 6-month transition period will be given.

Frequently Asked Questions

What is competency and how is it measured and attained?

Competency is the ability (knowledge, skills and attitudes) to perform tasks and duties to the standard expected in employment. Competency focuses on what is expected of an employee in the workplace rather than on the learning process, and embodies the ability to transfer and apply skills and knowledge to new situations and environments.

A unit of competence describes the skills and knowledge required for a person to operate effectively in their occupation within the workplace. The units have been defined by industry and contain descriptors of workplace outcomes to be achieved and the criteria for performance.

Competency based training (CBT) is concerned with what a person can do in the workplace rather than time spent in training.

CBT focuses on the skills and knowledge that an individual has rather than on how or where they attained them. It gives individuals, businesses and industries greater choice and diversity in what, where and how they learn.

There are many pathways to achieving such competence, including workplace experience, training and a combination of the two. CBT also allows individuals to acquire a formal qualification regardless of whether the training is delivered in a classroom or in the workplace.

What is a Training Package?

A Training Package is an integrated set of nationally endorsed competency standards, assessment guidelines and qualifications. It may also include optional non-endorsed components such as learning strategies, assessment resources and professional development materials.

A Training Package is made up of three parts:

- **Units of Competency:** which define the skills and knowledge required for competent performance in the workplace;
- **Qualifications Framework:** groups individual units together and describes what a person has to do to achieve a level of qualification; and
- **Assessment Guidelines:** set out the industry's preferred approach to assessment, including specific advice on the qualifications needed by assessors, the design of the assessment processes and the conduct of assessment.

Training Packages are developed by Industry Skills Councils to meet the training needs of occupations within an industry or group of industries. Qualifications are achieved by attaining competencies selected from designated Training Packages.

The Transport and Logistics Training Package

The competency units on fatigue management sit within the Transport and Logistics Training Package, which was *formerly* known as the Transport and Distribution Training Package. It is developed, maintained and reviewed by the Transport and Logistics Industry Skills Council.

What is Skills Recognition?

"Skills Recognition" refers to competence that can be currently demonstrated which may have been achieved through a prior learning, usually involving a combination of training courses and work experiences.

"Skills Recognition" is the new, single term which is replacing the synonymous terms of Recognition of Prior Learning (RPL) and Recognition of Current Competency (RCC).

All the terms refer to the judgement an assessor makes as to whether evidence presented by an applicant demonstrates current competence that meets the requirements of a designated unit or group of units of competency. Evidence needs to relate to both required knowledge and skills and the application of that knowledge and skills to performance in an industry setting.

Evidence of required knowledge may come from questioning and verbal responses, written tests, completed formal or informal courses, modules or subjects.

Evidence of required skills and of performance in an industry setting may come from demonstration or observation of performance, documentary evidence of work, industry references, and appropriate work experience. It does not matter how or where competency has been achieved by an individual providing it is current and complies with the respective competency standard.



Further information

For further information about the heavy vehicle driver fatigue and the NHVAS contact your local road transport agency or visit the NTC website at www.ntc.gov.au

For information about National Training Framework, the Australian Qualification Training Framework, or Vocational Education and Training system, phone 03 9320 4242 or visit www.tlisc.com.au and www.ntis.gov.au

Disclaimer

This bulletin does not constitute legal advice. Details are subject to amendment. Check your local legislation or contact your local road agency if you want more information.