



TWU
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LINFOX DRIVER BEHAVIOUR POLICY UPDATE

APRIL 2020

AMENDED DRIVER BEHAVIOUR POLICY AGREED

TWU members and delegates have achieved amendments to the Driver Behaviour Policy to ensure a fair system for Linfox workers. Yard meetings with TWU branches have shown support for the amended policy proposal.

Following a long period of negotiation over Linfox's attempt to change their "Three Strikes Policy" last year, Linfox has now made the following amendments:

- Written Warnings will last for three years down from the original proposal of six years
- Final Written Warnings for serious MVI's will last for three years and stand alone
- Parking infringements will be paid by the company if incurred as a result of operational requirements
- In the event that an investigation is initiated by Linfox as a result of a customer complaint, drivers will be given a copy of the complaint to respond
- A driver that is suspended under the policy will be paid in accordance with the provisions of their relevant enterprise agreement
- At the implementation of the policy all drivers will commence with a clean slate – previously incurred strikes etc will be expunged.
- Speeding events are only actioned on the instruction of HR who receive daily reports on MT data.
- HR will only instruct action on MT Data information if data is consistent with proper functioning and alignment of satellites (minimum three satellites correctly aligned).

The policy applies to all employees and sub-contractors. Linfox is also in the process of technology roll outs to sub-contractors. They will provide annual updates on the progress of those roll outs.

Linfox has advised they will commence the roll out via tool box talks from **Wednesday April 8th 2020**.

Should you have any questions or concerns, please contact your TWU delegate or official.

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