

HOW WE DO IT IN BRADFORD

DO YOU HAVE A WRITTEN
POLICY?



Fleet & Transport Services
Department of Environment & Sport

City of Bradford MDC

www.bradford.gov.uk

WHAT IS AN EXPERT

- JULY 2013. WE TOOK THE VIEW THAT THERE SHOULD BE A CONSISTENT APPROACH TO RECORDING DRIVERS HOURS ACROSS ALL RELEVANT COUNCIL DEPARTMENTS.
- BREAKS!

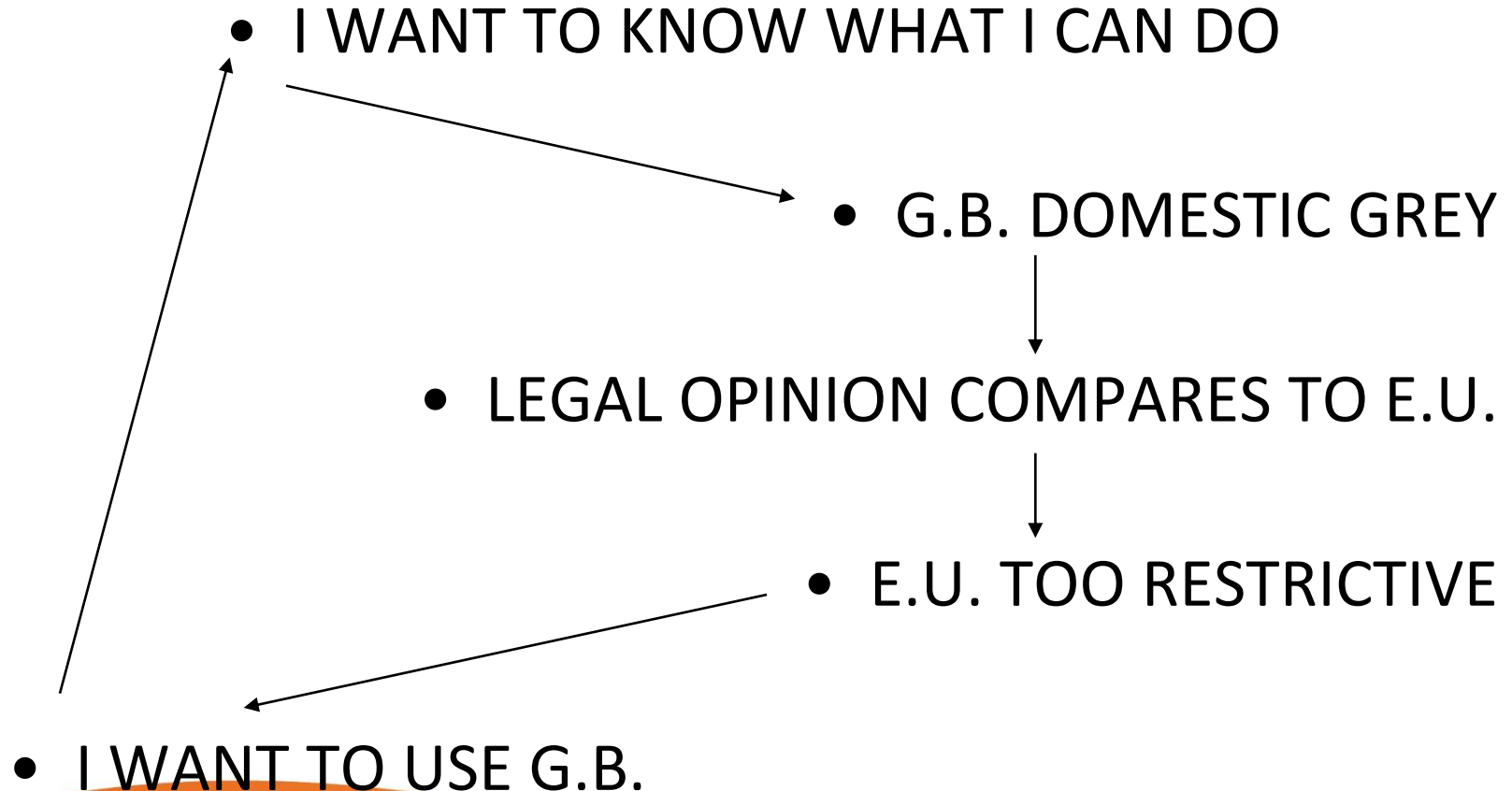
THE ELEPHANT IN THE ROOM



WHAT DID THE TRAFFIC COMMISSIONER SAY?

- *I'M WORRIED YOU ARE NOT IMPLEMENTING THE RULES CORRECTLY*
- *IT IS NOT MY JOB TO TELL YOU HOW TO DO YOUR JOB*
- *IT IS MY JOB TO TELL YOU WHEN YOU ARE GETTING IT WRONG*

E.U. EASY! GB DOMESTIC GREY?



STUCK BETWEEN ROCK AND HARD PLACE



- IF YOU DIDN'T WRITE IT DOWN ,IT DIDN'T HAPPEN!!
- WRITE A POLICY
- VEHICLE ADVISORY GROUP
- YOU HAVE ROOM FOR MANOEUVRE
HIGHWAYS DEPARTMENT HAVE NOW DEVELOPED A POLICY DOCUMENT.
- *“YOU MADE ME FOCUS”*

BE REASONABLE!

- THE WEDNESBURY PRINCIPAL
- THE CLAPHAM OMNIBUS TEST
- *“IF YOU STOP THE CLAPHAM OMNIBUS, TELL THE PASSENGERS ON THAT BUS WHAT YOU DID AND WHY, WILL THE MAJORITY THINK WHAT YOU HAVE DONE IS REASONABLE?”*

NOT ROCK OR HARD PLACE

NO RISK ← → **SOME RISK**

- E.U. SAFE



- SCALE OF RISK



- DO NOTHING

EXAMPLE OF OUR POLICY STANCE

- DEPARTMENTS ASKED TO “*DEVELOP A POLICY THAT INCLUDES*”:
- NOT EXCEED 11 HOURS DUTY. 10 Hrs DRIVE
- BREAKS: 6 HOURS, 30 MIN'S, 6 TO 9 HOURS, 45 MIN'S, OVER 9 HOURS 60 MINUTES
- MINIMUM 15 MIN'S, SPLIT EVENLY OVER DAY, TAKEN PRIOR TO 10TH HOUR
- NOT WORK MORE THAN 6 CONSECUTIVE DAYS WORKING IN 7 DAY PERIOD
- 11 HOURS DAILY REST BETWEEN SHIFTS
- COMPENSATORY REST FOR EXCESSIVE HOURS

WE SHOT THE ELEPHANT



- THERE IS NO LONGER AN ELEPHANT IN THE ROOM



WHY DO IT? WHO WILL NOTICE? NOT HAD ANY PROBLEMS SO FAR!

- MURPHY'S LAW OR O'TOOLE'S LAW



EVERYONE WAS HAPPY?

- KNOW WHAT LEGISLATION DOES OR DOES NOT SAY. (WE CAN WORK FOR 12 DAYS E.U SAYS SO!)
- PROVIDE CLEAR GUIDANCE
- BE PREPARED FOR RESISTANCE
- DEVELOP POLICY THAT SUITS INDIVIDUAL DEPARTMENTS. YOU DO HAVE ROOM FOR MANOEUVRE
- MAKE SURE YOUR POLICY WILL LET YOU SLEEP NIGHTS
- **REMEMBER O'TOOLES LAW**

THE BOTTOM LINE

- YOU WILL AVOID THIS.
- *“WELL YOUR HONOUR IT WAS LIKE THIS”*
- *peter.richmond@bradford.gov.uk*



- *DO YOU HAVE A WRITTEN REASONABLE POLICY?*