

Workshop – TRAFFIC FINES the EFFECTS on PROXIES, OWNERS of VEHICLES and Companies.

Workshop Content – General Overview

The fact is: - Your Driving Licence, Operator Licence and Vehicular Licence is a privilege granted to companies and individuals within the confines of the National Road Traffic Act. Those not complying will face the might of the law through the new AARTO Act which will be implemented nationally in due course. The PROXY is affected by all types of traffic fines. (AARTO, Provincial, Municipal, SAPS)

AARTO is a clever system that is fair and well designed. Currently AARTO is functional in JHB and Tshwane. However, if you enter the AARTO area from outside JHB and Tshwane and incur a traffic violation then you are affected by AARTO. Understanding AARTO effects is paramount to securing business continuity. Poor driver behaviour and vehicular condition have serious consequences for Proxy and Company.

- Gaining an understanding of the various types of Traffic Fines is the secret to securing business continuity.
- The AARTO system will have overwhelming effects on non-compliant companies.
- Companies cannot afford to have their most important employees without a valid driver's licence.
- Companies cannot afford to have their vehicle licences suspended for a period due to roadworthy issues or non-payment of traffic Fines.
- The company vehicle PROXY now bears the responsibility of others errant actions.
- It reverses the culture of non-payment of traffic fines. The longer you take to pay the more the fine value rises.
- Take too long to pay and you cannot renew your driver's licence, vehicle licence, etc.
- It forces companies to improve vehicular condition to South African Roadworthy Standards.
- It encourages companies to educate all staff on the risks of non-compliance.
- Non-compliant individuals face the risk of having their driving licence suspended or revoked.
- Non-compliance to roadworthy issues can have the vehicles licence suspended.
- All companies must now realize that **PRIVATE TIME DRIVING BEHAVIOUR** can now also affect employees' terms and conditions of employment, **thus directly affecting business continuity**. It is therefore imperative that management take a pro-active response in instilling an understanding of the risks of not complying with AARTO on all staff.

2 DAY WORKSHOP

To take all these matters into account SASMANIA has developed this specialized workshop to assist companies to alleviate the TRAFFIC FINE risk on Companies, Proxies and Owners of Vehicles. The Workshop will educate companies on:-

- Gaining an overall understanding of AARTO and Traffic Fines in general. As well as the various pieces of legislation surrounding Traffic Fines. (NRTA, Criminal Procedures Act, POPIA Act, OHS Act etc.)
- Which Policies and Procedures need creation? (Samples discussed and provided)
- How to amend your HR terms and conditions. (Samples discussed and provided)
 - Changes to Terms and conditions of Employment.
 - Corrective (disciplinary) Action Guidelines. (Useful in changing mindsets of all who use company and private vehicles)
- **A complete training module (Train the Facilitator) whereby a nominated person within the company will educate all employees, using our intellectual property. (CD provided with all the training material)**
 - This training module is designed to comprehensively train all employees on TRAFFIC FINES and AARTO risks.
 - In many instances, companies have condoned errant driving behaviour by paying traffic fines on behalf of staff and allowing staff to drive unroadworthy vehicles etc. This is the wrong course of action as the Proxy assumes the guilt for these matters unless it can be shown differently.
 - With the advent of AARTO looming in the near future it is imperative that Companies come to realize that maintaining business continuity will require that all staff be trained effectively in order to mitigate the risk of employees having their driving licences removed/suspended or companies having their vehicle licences and operator cards suspended.
 - This training module will go an exceptionally long way to assist companies in achieving AARTO compliance.

This workshop is comprehensive and will provide you with all the necessary tools to implement proper traffic fine management that protect the Company and Proxy. Once you have implemented these guidelines and strategies as well as you have trained employees your business continuity will be protected.

Day 1 Workshop Outline – Developed for Management and PROXIES.

- General overview of Traffic Fines and AARTO in general.
- Differences between AARTO and the current traffic fine system.
- Management BUY IN, thought processes and the REASONS set forth for change.
 - In terms of legislative requirements
 - Various pieces of legislation, such as the National Road Traffic Act, Criminal Procedures Act, Occupational Health and Safety Act, Basic Conditions of Employment Act, etc, will be discussed.
- Risks to business continuity.
 - In terms of employees.
 - In terms of vehicular condition.
- Risks to the Company Proxy
- The necessity for amending:
 - Terms and conditions of employment.
 - HR contracts of employment.
 - Corrective (Disciplinary action) procedures.
 - Ways to implement effective corrective action to drive positive change amongst employees.
- Creating meaningful Policies, Procedures and Codes of Good Conduct.
- Effective ways and means of driving change within the company environment as well as ways to encourage our business partners to do the same.
- Reasons set forth for effectively training all employees to protect business continuity.

DAY 2 Workshop Outline – This part of the workshop is for the company nominated person who will upskill all employees.

TRAIN THE FACILITATOR.

This is a full PDF presentation provided on disc to your company. Using our intellectual property, you are now able to up skill all company employees on AARTO and Traffic Fine related matters.

The 2nd day will be spent on training you to effectively use this presentation in training all company employees.

This workshop presentation consists of several valuable tools:

- Besides all the general information provided there are 10 inserts (Alerts) that all employees will be required to read and digest the information. They will then be required to sign an acceptance of each alert and return to Human resources. There is also a section attached for employees to take home to up skill their families. This is exceptionally important as employees must realize that errant family members using their personal vehicles could incur a loss of licence.
- These Alerts are designed to instil compliance on employees as well as it assists HR to take the necessary corrective actions on errant employees.
- There is a built in Certificate of Compliance that will be awarded to each employee who successfully completes the 10 Alerts. Your facilitator will have full printing rights and will award the certificates at completion.
- This workshop is highly beneficial to your company as you can train your staff in times that are more suited to the effective running of your business.
- It facilitates ease of corrective action for offending drivers.
- It is also cost effective as you can train multiple employees using the same presentation and can be used as a refresher as and when needed.
- It forms part of the company upskilling requirements.

SEMINAR/WORKSHOP Details

Cost:	R 6500-00 all inclusive. Due on Invoice	
Duration:	Two days.	
Who should attend?	Directors, Management, HR, Company Facilitators, Proxies. Companies may split the days by sending different individuals. E.g. Management/Proxy on day 1 and Facilitator on day 2.	
Supplies:	Course Materials. Disc with PDF presentation for “Train the Facilitator”.	
Venue:	Midrand Johannesburg.	Cape Town - Durbanville
When:	03 & 04 February 2021.	10 & 11 February 2021
PRESENTER:	Doug Warren.	