Grey Fleet:
Engaging Stakeholders

This document is to be used by a Fleet Manager, or organisation employee who wishes to engage their stakeholders in managing *Grey Fleet* Safety. It provides methods for obtaining stakeholder engagement. It is to be used in conjunction with the **Grey Fleet: What, Why and Who?** document which can be distributed to stakeholders to further their understanding of *Grey Fleet*.

Issues of Grey Fleet

A *Grey Fleet* vehicle is any vehicle being used for work that is not directly provided, owned or leased by the driver's employment organisation. *Grey Fleet* applies whether the drivers are being reimbursed or not! The 'out of sight, out of mind' nature of *Grey Fleet* creates safety management challenges. *Grey Fleet* safety risk management is inadequately addressed because these vehicles are not under direct daily management and ownership of the organisation. This is why it is important to have a *Grey Fleet* Management System in place.

Obtaining Support

Obtaining support for a foreign concept with people whom have been in the transport industry for many years can be a difficult undertaking. This document provides an overview of key questions to be asking, and resources that may be required in order to obtain support and achieve stakeholder engagement of key members of your organisation into managing *Grey Fleet*. This document can be adapted to all members of the organisation from the Chief Executive Officer (CEO) to the Driver/Vehicle Owner.

Questions and Answers

Key Questions you should be asking your stakeholders in order to ensure they are aware of *Grey Fleet* and its management requirements:

- Do you have a *Grey Fleet* in your organisation? Are there members of your workforce that are using their private vehicles for work purposes?

- Are you aware of the *Grey Fleet* roles and responsibilities of all members of your organisation?

- Do you have an oversight plan to ensure everyone is meeting their obligations?

- Do you have a safety management plan in place to manage the safety risks specifically associated with *Grey Fleet*?

- Do you have systems in place to ensure vehicles are road worthy, drivers are correctly licenced, and correctly insured?
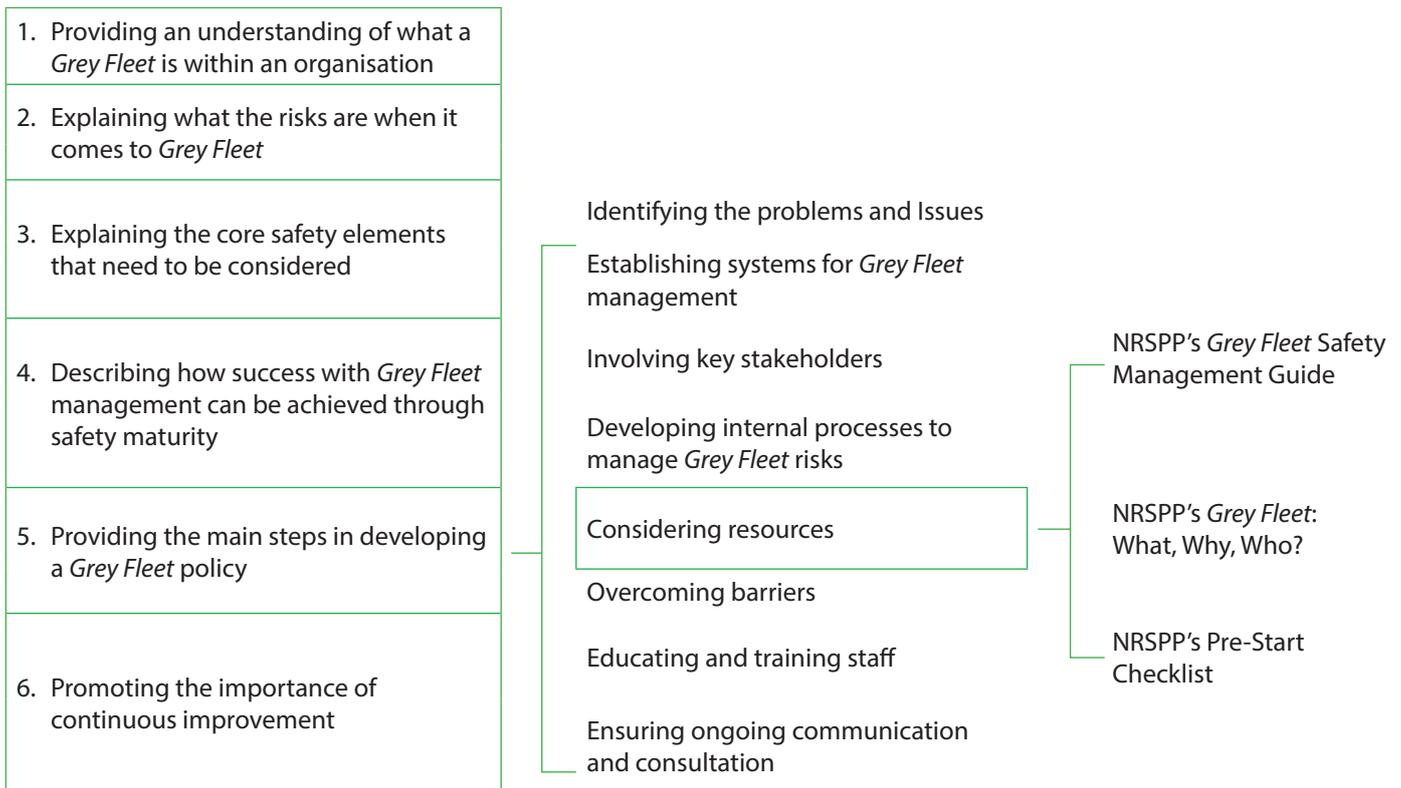
Answers Needed:

- Yes, we have a chain of responsibility plan in place so everyone is aware of their role and responsibility in managing the *Grey Fleet*.

- Yes, we have an oversight plan in place to ensure everyone is meeting their obligations.

- Yes, we have developed a safety management plan specific to *Grey Fleet*.

- Yes, part of the employees' KPIs is to provide evidence of road worthiness, licencing and insurance.

The most common question asked in regards to Grey Fleet is, why does it concern me? The simple answer to give is, a vehicle being used for work purposes is a workplace, and under the Work Health and Safety Act 2011, the employer is obligated to provide a safe workplace.

Process for Obtaining Support

This process is based on the six main sections in the NRSPP's *Grey Fleet* Policy Guide, Shades of Grey: A Guide to Managing *Grey Fleet* Safety. The full guide can be used to further assist.

1. Providing an understanding of what a *Grey Fleet* is within an organisation

2. Explaining what the risks are when it comes to *Grey Fleet*

3. Explaining the core safety elements that need to be considered

4. Describing how success with *Grey Fleet* management can be achieved through safety maturity

5. Providing the main steps in developing a *Grey Fleet* policy

6. Promoting the importance of continuous improvement

Identifying the problems and Issues

Establishing systems for *Grey Fleet* management

Involving key stakeholders

Developing internal processes to manage *Grey Fleet* risks

Considering resources

Overcoming barriers

Educating and training staff

Ensuring ongoing communication and consultation

NRSPP's *Grey Fleet* Safety Management Guide

NRSPP's *Grey Fleet*: What, Why, Who?

NRSPP's Pre-Start Checklist

For more information on Grey Fleet, see the NRSPP's Grey Fleet Safety Management Guide. Shades of Grey: A guide to managing *Grey Fleet* safety guide aims to provide organisations with such a framework by highlighting some of the key issues and providing risk management strategies and considerations to in adopting a safer *Grey Fleet*. It is not designed to be an exhaustive document providing answers to every issue. Rather, it aims to provide a framework that allows organisations to work through issues associated with their own *Grey Fleet* and organisational operations to manage risk and improve work driving safety. At the completion of this document, you will understand what a *Grey Fleet* within an organisation is, what the risks are, what the core safety elements to consider are, what *Grey Fleet* maturity is and how to measure success, and how to embark on continuous improvement.