

NEWSLETTER

What ACT Businesses Must Know About CoR, Competency & Training Records

With growing national attention on road safety, the spotlight is now firmly on the ACT and surrounding regions. Multiple safety bodies, insurers, and regulatory agencies, including the National Heavy Vehicle Regulator (NHVR), WorkSafe ACT, and major transport insurers, are ramping up their expectations when it comes to training, compliance, and legal accountability in the transport sector.

Canberra's evolving civil infrastructure pipeline, increased freight movement, and the use of heavy vehicles across a wide range of industries mean that businesses can no longer afford to operate with outdated policies or informal processes. Whether you're a local subcontractor, a fleet-based service business, or a government contractor, your compliance systems, training records, and safety procedures are now critical to your ability to operate safely, legally, and competitively.

As Canberra expands and major infrastructure and civil projects increase, the bar is being raised for transport operators, especially those bidding for government and tier-one contracts. Some of the emerging trends:

- Major contractors now require evidence of VOCs
- Insurers are denying claims where poor training records exist
- Government tenders require CoR and fatigue management compliance
- WorkSafe ACT is inspecting small fleet operators, not just large companies

Now more than ever, investing in structured training and record-keeping isn't just smart, it's essential.

What ACT Businesses Must Know About CoR, Competency & Training Records Transport Standards Are Tightening Across the ACT?

Many ACT businesses still operate with informal safety practices or outdated procedures. But under national Heavy Vehicle National Law (HVNL) and local Work Health & Safety (WHS) legislation, you must have:

- Documented systems for managing fatigue, load restraint, and fitness for duty
- Induction records for all staff operating trucks or influencing transport decisions
- Evidence of monitoring and corrective action where issues are identified

Companies with no training records, no toolbox talks, or "casual" drivers with no refresher training are at risk of being held liable, even if an incident seems minor.



You're Legally Responsible – Even if You're Not Behind the Wheel?

Chain of Responsibility legislation applies to every person in the transport supply chain, not just the driver. That means directors, operations managers, schedulers, supervisors, subcontractors and clients can all be held accountable for breaches in safety or compliance. If a heavy vehicle crash or infringement occurs, regulators will ask:

- Who scheduled the job?
- Was the load properly secured?
- Was the driver fatigued or under pressure to meet a deadline?
- Has the driver received adequate and current training?
- Are there policies in place to prevent unsafe behaviour?

Remember: Saying "we didn't know" won't protect your business. CoR is a shared legal responsibility, and businesses must prove they took all reasonable steps to prevent risk.

A licence isn't enough to prove driver competence:

The courts, regulators and insurers are no longer accepting a truck licence as proof that a driver is competent. In fact, during a crash investigation or WorkSafe ACT inspection, businesses are now being asked to produce:

- Training records and signed evidence of inductions
- Copies of Verification of Competency (VOC) assessments
- Risk assessments for task types or vehicle combinations
- Load restraint, fatigue management, and route planning training records

Drivers may have held their licence for 20 years, but when was the last time they had training in current legislation, fatigue or safety systems? Are they aware of your company's policies and procedures and any changes to these?

Best Practice: All drivers should complete annual VOCs, with a written record and refresher on key risks including fatigue, vehicle-specific hazards, load restraint, and company policies.

What Beck's Transport Training Can Help You With

We're proud to support ACT transport operators with practical, affordable compliance solutions that reduce your risk, improve safety, and prepare you for tenders and audits.

We offer:

- Verification of Competency (VOC) assessments for cars, utes, trucks and trailers
- Chain of Responsibility Awareness Training (for drivers, admin, and management)
- Training record systems and refresher programs tailored to your business
- Load Restraint, Fatigue and Daily Safety Check toolkits
- Compliance health checks and transport consultancy support

