

## DRIVING LICENCE AND SAFE DRIVING POLICY

### The rationale for this policy

Transport Operations (Road Use Management) Act 1995 QLD was updated on 2-May-2023. Section 83 Careless driving of motor vehicles (1) Any person who drives a motor vehicle on a road or elsewhere without due care and attention or without reasonable consideration for other persons using the road or place is guilty of an offence. Maximum penalty— (a) if the person causes the death of or grievous bodily harm to another person and was an unlicensed driver for the motor vehicle at the time of committing the offence—160 penalty units or 2 years imprisonment; or (b) if the person causes the death of or grievous bodily harm to another person—80 penalty units or 1 year's imprisonment; or (c) otherwise—40 penalty units or 6 months imprisonment. Similar Acts apply in other States or Territories were any person employed or contracted by Company person drives motor vehicle.

### Driving licence

1. It is a term and condition of the employee's or contractor's being hired that they must hold a valid driver's licence, recognised under Australian law, at all times whilst the employee is employed by Falkon Security.
2. The employee or contractor may be required to prove to the satisfaction of Falkon Security at any time during their employment or contract with Company that this person does have a valid driving licence.
3. If the Company requests so, the employee will provide within 7 days of the request being made, a copy of their driving history issued by relevant Traffic Authority and which is current at the time of the Falkon Security making the request. Company will reimburse the fee paid by employee. Alternatively, employee will sign authorisation form for Falkon Security to investigate driving history

### Safe driving

4. The employee must drive all Company and customer vehicles safely and in compliance with the road traffic laws at all time.
5. The employee must not use a hand-held mobile telephone while driving a Company or customer vehicle.
6. If any speeding and parking fines or traffic infringement notices are imposed on the employee, these are the employee's responsibility.
7. Falkon Security will cooperate with authorities and will not accept responsibility for the payment of any penalty, which may be imposed on the employee for breaches of the appropriate road traffic laws. Any outstanding fines that the Falkon Security has to pay on the employee's behalf will be deducted from his/her pay.
8. If the employee acquires a demerit point or loses their driving licence or is involved in a traffic accident, the employee must notify Falkon Security as soon as practicable immediately after any of the abovementioned incidents occur.

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9. If either under the recommendation of a medical practitioner or not, the hired person takes any medication which may have an impact on the employee's ability to drive a vehicle safely, this person must notify Falkon Security immediately. Road traffic accident - person driving under the influence of alcohol or drugs would be liable for legal action if the insurer declines paying damages or costs
10. If the employee while driving a vehicle in the course of their employment is involved in a road traffic accident; and
  - 10.1 was found to be driving under the influence of alcohol or drugs at the time of the road traffic accident; and
  - 10.2 the Company's insurer declines paying any damages or costs on the ground that at the time of the accident the employee was driving the vehicle under the influence of alcohol or drug,

the employee or contractor shall be paying any damages and costs to Falkon Security and/or the third party involved may have in connection with such an accident.

### **Disciplinary measures**

- 11 When determining the appropriated disciplinary measures for a breach of this policy, Falkon Security will take into consideration the following factors:
  - Person's driving history since the commencement of their work with the Company.
  - Any warning the Company might have given to the person for breach of safety rules and safety practices
  - The person's work history with the Company
- 12 If the person does not comply with any of the above-mentioned reporting requirements, the Company may give a final warning to the employee or it may terminate the employee's employment or contract with the Company
- 13 If the employee's driving licence is suspended or revoked for any reason, the Company may terminate the employee's employment.

Authorisation forms, notice and notification documents available from Falkon Security.

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