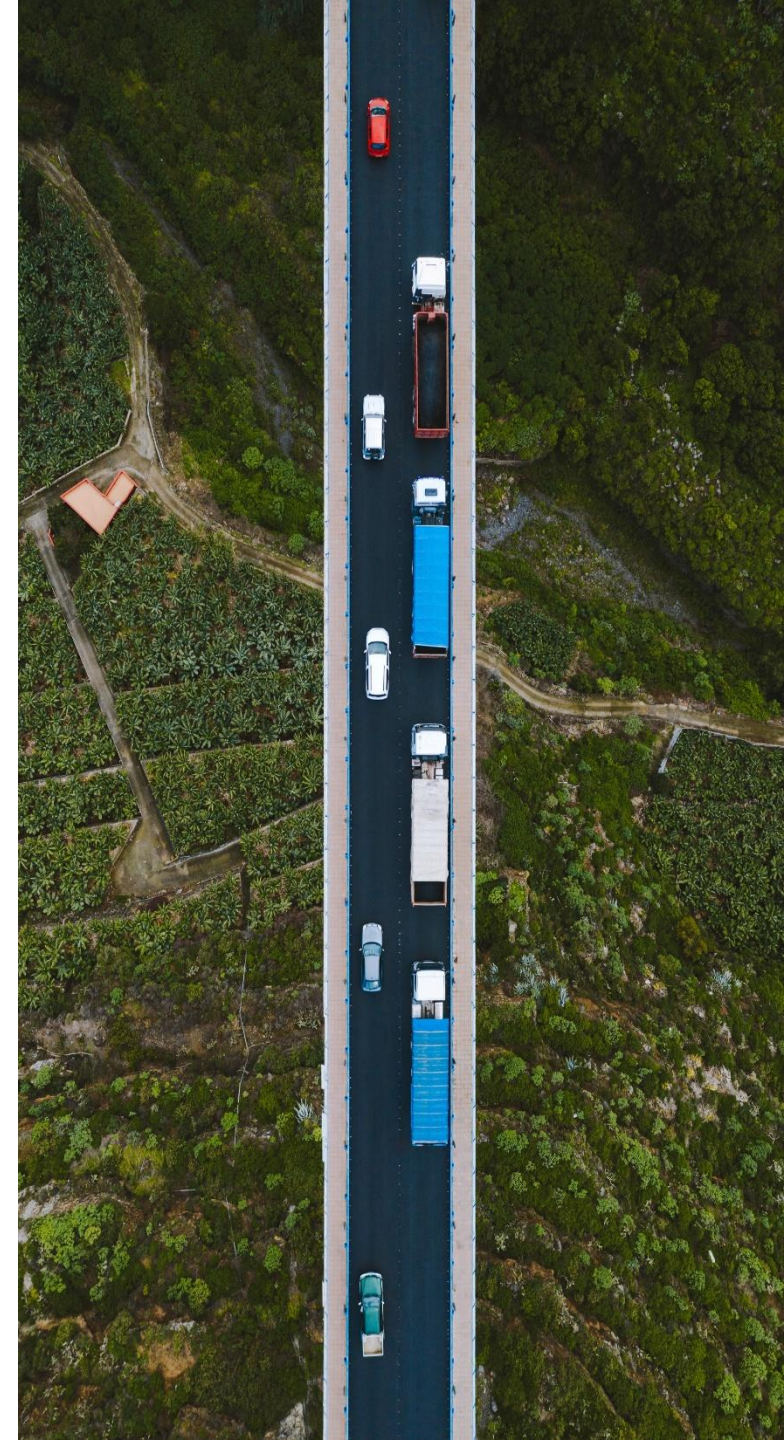




Implementing HRDD in Road Transport

In Field Assessments

Clare Blyth – Global Technical Manager



EU Mobility Package - What Is This?

A reform of EU road transport rules balancing driver protection, road safety, enforcement and cross-border market access.

Social protection

Stronger and clearer requirements for drivers' working conditions, including driving, breaks and weekly rest.

Fair competition

Common rules for posting and cabotage aim to reduce inconsistent practices across Member States.

Enforcement

Smart tachographs and harmonised controls strengthen the evidence available to authorities.

Core legislative pillars

Driving & rest times

Regulation (EU) 2020/1054

Posting of drivers

Directive (EU) 2020/1057

Market access & cabotage

Regulations (EU) 2020/1055

Tachographs

Amendments to Regulation (EU) 165/2014

One package, multiple linked compliance duties

Scope Of Work Collaboration

HQ management systems audit checklist

- Audit checklist devised covering the key elements of the EU Mobility Package.
- Guidance on NC issuance and legislative requirements

Auditor Training Package

- Common rules for the auditors to adhere to create standardization.

Pilot Audits

- The initial audits to review the effectiveness of the deliverables.
- With a chance to modify if needed.



Checklist - Key Coverage Points

- Driver Training
- Driver Safety
- Working Hours
- Rest Periods
- Return Policy
- Tacograph Data Management
- Pay and Renumeration
- Leave
- Freedom of Association
- Discrimination
- Recruitment Fees
- Grievance Mechanisms



Section	Requirement description	Expected auditor answer	Documentary Evidence and Auditor Guidance on What Conformity Looks Like	Non-Conformity Rating Guidance
4. Working and Driving Hours 4.1 Working Hours Policies and Management	There are written and compliant policies and procedures in place regarding working hours and driving hours as well as breaks, rest, return and leave rules and exceptions.	Record policy name, date and summary of content. <i>Shows on the report as Policies and procedures</i>	The policy includes provisions on driving hours, other work hours, breaks, rests, leave, exceptions rules and return home arrangements. It should reference relevant legislation and/or other internationally-recognised ethical principles.	Critical: There is a total absence of a working hours policy within the organization, leaving no formal framework to regulate employee time. Major: A working hours policy exists, but it is either not legally compliant with current EU regulations or remains undocumented and unwritten, rendering it unenforceable. Minor: A working hours policy is established and documented, but minor lapses, inconsistencies, or
	The policy is proactively communicated to the drivers, they are trained on it and there is a system to ensure the policy is correctly understood.	Details on how the policy is communicated to drivers. <i>Shows on the report as Communication and training</i>	The Working Hours policy should be proactively communicated to drivers in a language understood by them and in a format accessible to them. The company organises training sessions or other forms of communication and ensures it is effective. There should be records of training attendance or other forms of communication to workers.	Critical: The policy is entirely unavailable to drivers, resulting in a complete lack of access to essential operational guidelines. Major: A policy has been established, but it is not provided in a language understood by the drivers, creating a significant barrier to comprehension and compliance. Minor: The policy is accessible upon request, but it is not proactively communicated or distributed to

Next Steps



Pilot Audit Checklist



Learnings



Adapt and Modify as needed



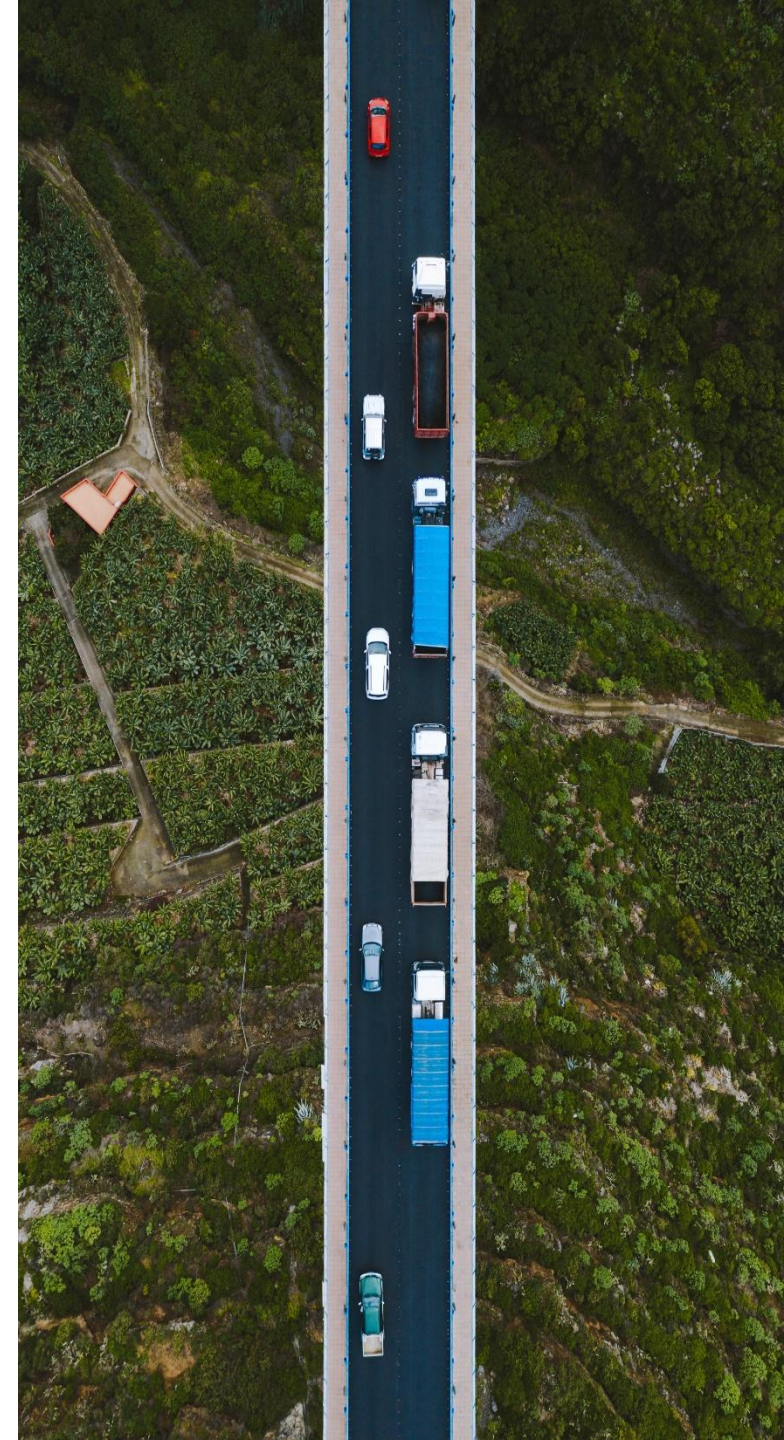
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Implementing HRDD in Road Transport

Driver Interviews

Clare Blyth – Global Technical Manager



Driver Interviews

Transport risk is mobile, cross-border and frequently subcontracted, so policy review alone is insufficient.

1. Trace the operating model

Map legal entities, depots, routes, employment arrangements and subcontracting layers.

2. Reconcile evidence

Compare payroll, schedules, tachograph data, posting declarations and transport documents.

3. Test worker reality

Use confidential driver interviews to check rest, pay, return arrangements and accommodation.

Audit conclusion should reflect both documented controls and actual practice.



Scope Of Work Collaboration

Driver Interview Model

- Devised a question set, methodology and locations for interview

Auditor Training Package

- Common rules for the auditors to adhere to create standardisation with regards to interviews.

Post Interview Process

- Feedback and triangulation of data, the initial policies and evidence, with interview response – does it match?

Part 2 { • Driver Interview Module

Checklist - Key Coverage Points

- Contracts of Employment
- Pay Slips
- Payment Terms
- Training
- Safety
- Rest Breaks



Working hours and rests	6	What are your standard hours of work?
	7	What are your overtime hours on average per week ?
	8	Does your employer require to record all tasks other than driving and also record any periods of availability?
	9	_ only for linehaul (Truck drivers) Are your hours / tachographs continuously monitored by the employer to ensure compliance with regulations?
	10	Do you have any compensation for a reduced weekly rest ?
	10	If yes, is this taken together with a regular weekly rest within three weeks?
	11	_ only for linehaul (Truck drivers) - Have you had cases of a weekly rest of 45 hours or more in the vehicle? (note1)
	12	Are you able to return to home for a weekly rest at least once within three consecutive weeks

Next Steps



Pilot Interview Module



Learnings



Adapt and Modify as needed



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THANK YOU