

Guidance has been issued notifying those responsible for drivers, and those who drive as part of their work. Now, as a legal minimum, organisations should comply with the guidance, in which case they will be able to answer yes when asked if they are familiar and compliant with all of the following:

- The Road Traffic Act 1998 and Road Safety Act 2006;
- The current edition of the Highway Code;
- The Association of Chief Police Officers' Road Death Investigation Manual;
- The Health and Safety at Work, etc. Act 1974 and the Managing Health and Safety at Work Regulations 1999;
- The Provision and Use of Work Equipment Regulations 1998;
- The Working Time Regulations 1998 and recent amendments;
- The Road Vehicles (Construction and Use) (Amendment) (No. 4) Regulations 2003 (banning the use of hand-held use of mobile phones while driving), and the recent case where a company director was successfully prosecuted for death by careless driving after being involved in a road fatality while driving and talking on her hands-free mobile phone;
- The Corporate Manslaughter and Corporate Homicide Act 2007;
- EU directives on issues such as compulsory driver training, the Motor Insurance Database (MID) and unlicensed driving;
- The Health and Safety (Offences) Act 2008.

All of the above needs to be covered by an organisation's fleet-safety policy, ideally incorporated in its health and safety policy, which details how to effectively manage work-related road safety legally, while minimising the risks to the brand, employees, and other road users in a cost-effective way. (The policy should be reviewed and reissued on an annual basis to ensure compliance with current legislation, and that it is being applied.)

The Corporate Manslaughter and Corporate Homicide Act focuses attention on the way in which a company's activities – including work-related driving – are organised by senior management. The new legislation simply requires that a significant element of the procedure or system failure that caused the incident must be at a management level, meaning senior managers and directors will be more accountable after any fatal work-related collision.