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# Your greatest asset is behind the wheel

Every driver, back to work every day

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# Four moments in every driver's day

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## Fit to start

Fatigue, health, sleep

HOW YOU CAN HELP

**Health checks and fatigue screening**



## On the road

Long rural drives, niggles

HOW YOU CAN HELP

**Ergonomics and early physio**



## After a tough day

A hostile visit or incident

HOW YOU CAN HELP

**EAP and critical incident support**



## Rest and recharge

Sleep, family, stress

HOW YOU CAN HELP

**Sleep coaching and wellbeing support**

## Act at the first moment, not the last.

# The claim is just the tip of the iceberg

## WHAT THE CLAIM DOESN'T SHOW

**$4.4b**

Yearly cost of work-related harm to NZ, counting lost lives, earnings and health, not just claims

**2.1–4.5×**

Hidden cost for every $1 a lost-time injury claim shows: cover, overtime, admin and lost output

**$132k**

Sickness absence a 100-driver fleet absorbs each year, with no claim ever lodged



## WHAT YOU SEE · ON THE BOOKS

**ACC levies and claims**
The cost everyone tracks

**Vehicle repairs and excess**
Visible after every crash

**First-week pay**
Employer pays 80% after a work injury

## WHAT YOU DON'T SEE · THE SILENT LEAK

**Vehicles off the road**
Hire cars and missed jobs

**Lost productivity**
Work is rushed, shared or left undone

**Back too soon**
Drivers return before fully fit, raising re-injury risk

**Mental health toll**
Stress, isolation and lost confidence slow recovery

**Longer claims**
Time off per claim has doubled in a decade

**Team strain**
Others cover extra runs, adding fatigue and crash risk

# What's quietly leaking from your budget?

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**Sickness absence**
100 drivers × $1,319 median absence cost
**$131,900**

**Lost-time injury claims (benchmark)**
6 claims × $16,300 median compensation per serious claim
**$97,800**

**Hidden costs: vehicles, cover, recovery, team strain**
Direct claim cost × 2.1–4.5 indirect-cost ratio
**$205k–$440k**

**Silent budget leak**
Absence + hidden injury costs, every year
**$337k–$572k**
$3,400–$5,700 per driver

WHAT EARLY ACTION PROTECTS

**33% faster**
return to work when employers engage ACC Stay at Work early

**51% vs 27%**
return-to-work rate when employers help before a claim, vs when they don't (Australia)

Every week back sooner is a week of cover, overtime and delayed services saved.

Illustrative only: a 100-driver light fleet, with 6 lost-time injuries a year. Swap in your fleet's numbers.

# Your toolkit to keep drivers rolling

## Occupational health

Confidential health checks at the office or regional base: heart, diabetes, fatigue, vision and hearing.

**TIP**
**Book checks around schedules, then act on what you find.**

## Injury prevention

Speak up, triage, physio, follow-up: a clear route from the first niggle to care.

**TIP**
**Make the first report quick, easy and blame-free.**

## EAP and mental health

Confidential counselling after a crash, a hostile visit or a tough stretch at home.

**TIP**
**Offer incident support within 24 hours, then check in a week later.**

PRACTICAL TIPS

# Get them back behind the wheel

**94%**

return-to-work rate when injured workers have a return-to-work plan, vs 82% without one

**50%**

of injured workers felt supported by their employer, though most employers believe they did

**77%**

return-to-work rate for psychological injuries, vs 90% for physical injuries

## WHAT H&S AND FLEET LEADS CAN DO

- Agree a return-to-work plan with every injured driver
- Call ACC early about Stay at Work (33% faster)
- Train supervisors to spot fatigue, stress and pain early
- Plan a gradual return: lighter duties or shorter local runs
- Keep in touch with staff off work during recovery
- Support mental health and confidence after a crash: telehealth, EAP and habithealth+



# Four steps to an ELT yes

## 01

### Know your number

Absence days, lost-time injuries, compensation days and cost per claim for your drivers.

## 02

### Show the hidden leak

Put the hidden costs next to the claim: vehicles off the road, lost productivity, team strain and slower recovery.

## 03

### Propose early intervention

Driver health checks, early physio triage and EAP, joined up so no driver falls through the gaps.

## 04

### Measure and lock in

Track early reports, days to return to work, cost per claim and EAP use. Report to ELT quarterly.

WHAT THE EVIDENCE SAYS

**$4.70 per $1**

Average return on investing in workplace mental health and wellbeing (Deloitte UK, 2024)

**5:1 vs 3:1**

Return on early, proactive support vs reactive treatment once distress has worsened (Deloitte UK)

**1 in 2**

Work-related deaths in NZ where a vehicle is the primary cause (WorkSafe)

# Your drivers are your greatest asset

**Act early. Get them back on the road.**

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