



Department
of Transport
and Planning

Department of Transport and Planning

Traffic Management Industry
Session

10 DECEMBER 2025

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of Transport
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Welcome to Country

I would like to acknowledge the Traditional Owners of the Land on which we are meeting on today; the Wurundjeri people.

I pay my respects to their Elders past, present and extend that respect to all Aboriginal and Torres Strait Islander people here today.



Agenda

1. Transport Operations Centre
2. Traffic Management Training
3. Roadwork Permits
4. Traffic Management Assurance
5. Questions





To keep things running smoothly

- Please mute your microphone.
- Please ensure that all questions are added to the chat. We will only be responding to questions added to the chat window.
- We will send this presentation and a newsletter covering key discussions to everyone after the session.



Transport Operations Centre (TOC) – Holly Rees

- Reminder to use Road Access Permits Portal (RAPP) when activating Memorandum of Authorisations (MoA) without Signal TRIMS or Lane Use Management Signs (LUMS).
- Call the TOC if your MoA has Signal TRIMS or LUMS attached.
- Working within LUMS environment:
 - Ensuring you have MoA and gantry numbers ready when calling the TOC
 - Call the TOC prior to setting up works.

Traffic Management Training – Patsy Thomas





Traffic Management Training

Ensure Your Temporary Traffic Management Qualification is Authentic

It is extremely important that training enrolled in and the qualification(s) issued are authentic and meets the requirements of Training Regulator and Temporary Traffic Management (TTM) skill set requirements.

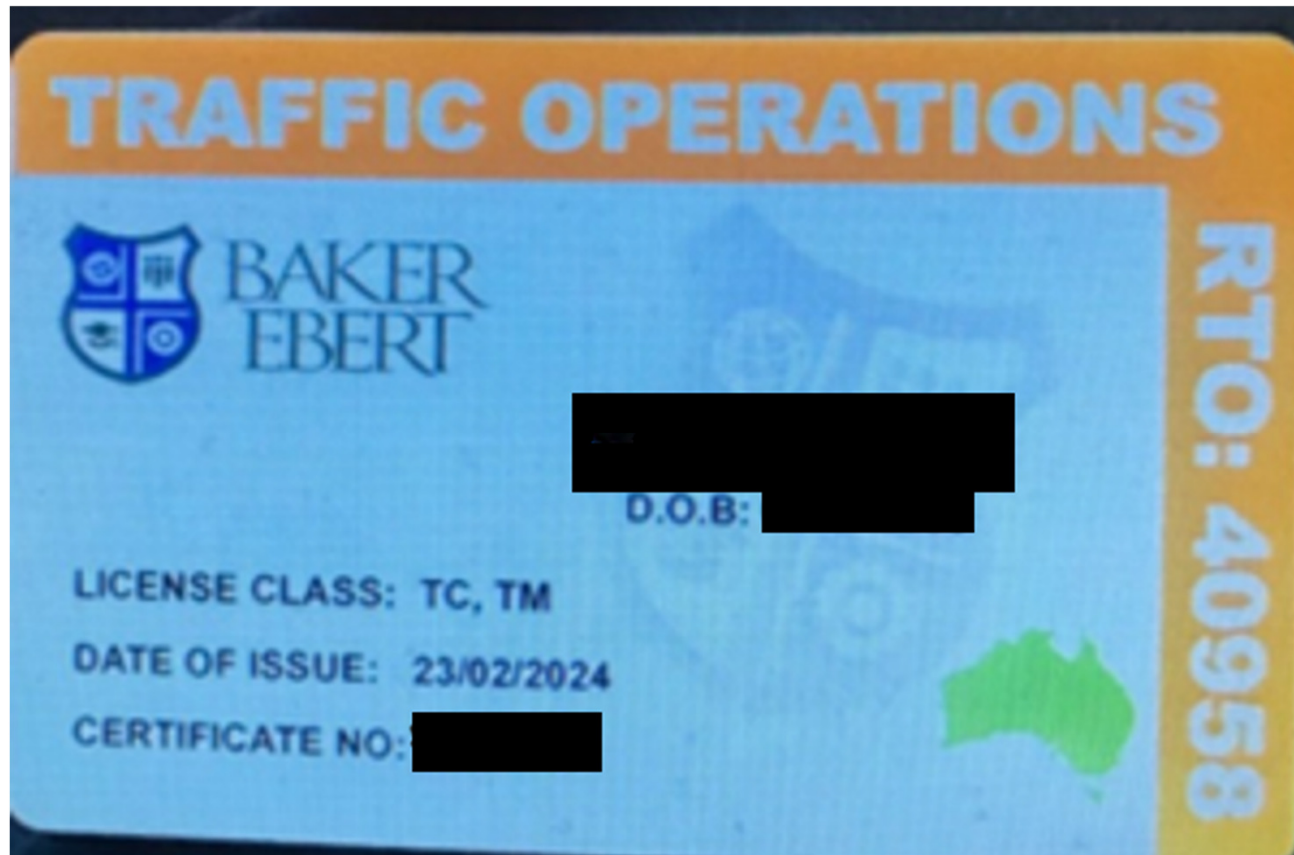
Some tips to ensure this authenticity are:

- Skill Sets/training is only completed with an Approved Training Provider
- Check the QR code on the Statement of Attainment – if the QR code does not work or takes you to another person's Statement please contact ttmtraining@austroroads.gov.au immediately.
- Once training has been successfully completed a digital card will be issued from the Approved Training Provider (ATP). Please note that it is only a requirement for an ATP to issue a digital card **not** a hard copy.
- Check the trained practitioner site.

If a ticket is checked on site and is not legitimate a worker will be requested to leave the site immediately.

If you have any concerns/queries please contact ttmtraining@austroroads.gov.au

Traffic Management Training





Traffic Management Training

Transitioning to TTM National Skill Sets

An important reminder that the three-year transition period for TC1 and TMI ends on 1 March 2027 and Traffic Management Designers on 10 July 2027.

Please ensure you transition to the TTM National Skill Sets before your current card expires or before the dates above.

It is extremely important to **allow adequate time to transition** e.g. start the process at least 4 months prior to your transition date.

If in doubt, please speak to one of our [Approved Training Providers](#) otherwise you may find yourself in the situation where training is fully booked and your card has expired.

Traffic Management Training



Transition to Temporary Traffic Management National Training in Victoria

Skill Set/Training Program	Implementation Date	Transition
Traffic Controller	1 March 2024	Must transition to the TTM National Skill Set before current card expires (three years from date of issue) or before 1 March 2027 (whichever is earliest)
Traffic Management Implementation	1 March 2024	Must transition to the TTM National Skill Set before current card expires (three years from date of issue) or before 1 March 2027 (whichever is earliest)
Traffic Management Designer	10 July 2024	Must transition to the TTM National Skill Set before current card expires (three years from date of issue) or before 10 July 2027 (whichever is earliest)
Short Term Low Impact	1 April 2025	Must transition to the TTM National Skill Set before current card expires
Utilities	1 July 2025	Must transition to the TTM National Skill Set before current card expires



Roadwork Permits – Linda Palmer

MoA Efficiency Project Status Implementation Update:

- Memorandum of Authorisation (MoA) Request for Information (RFI) Framework.
- RFI process and Consent for Works
- Triage process – rejection when charges are incorrect, documentation missing will be requested
- Transport Victoria Webpages to be updated

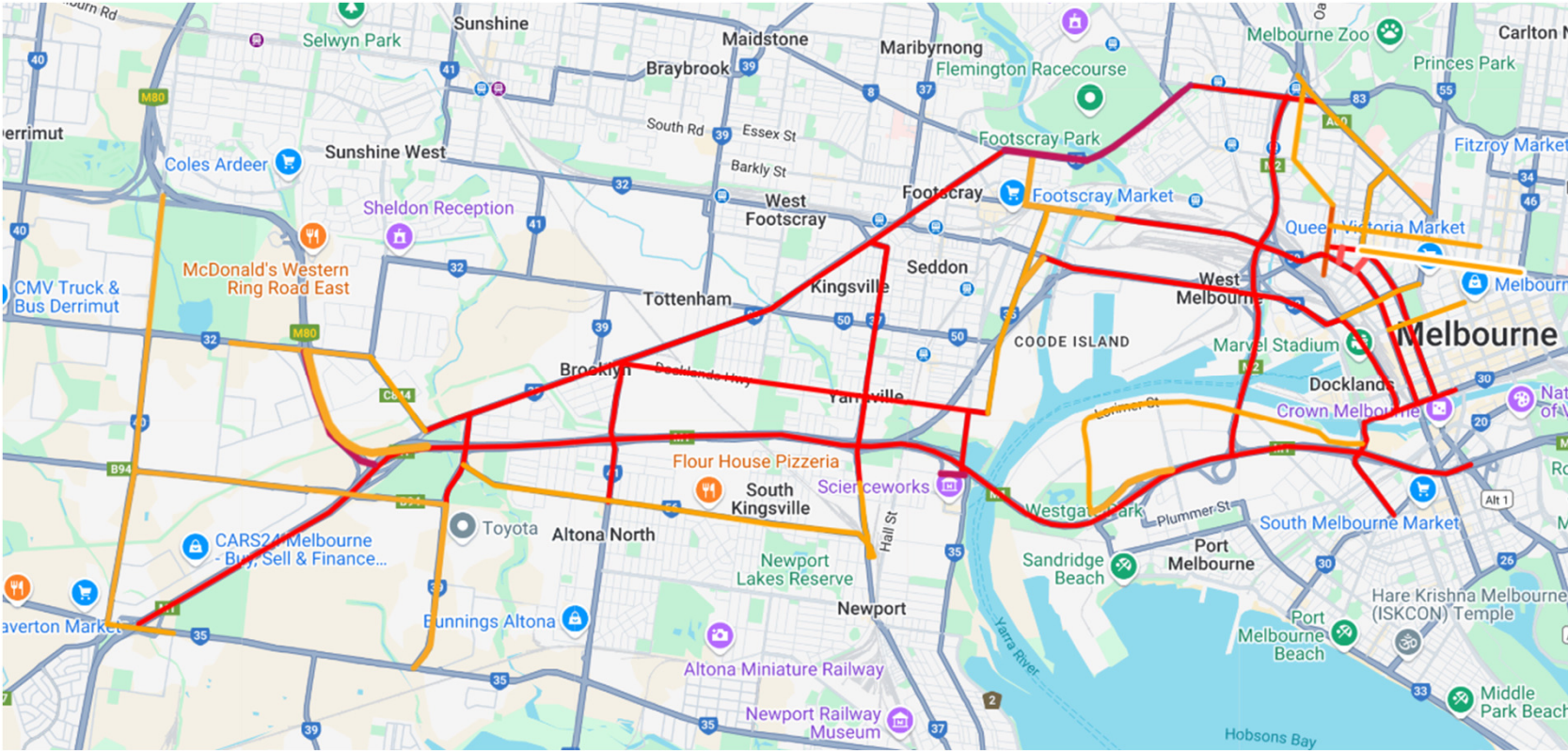
Next Steps 6-9 month period:

- More wholistic review of content of submissions, accountabilities and risk management

Roadwork Permits

Block Out Zones

Category	Weeks 1 to 6	Weeks 7 to 12
A	No day or night works	Night works permitted
B	Night works permitted	N/A (restrictions lifted)





Roadwork Permits

Changes to the network post Westgate Tunnel Opening

- Submitting MoAs to Transurban for roads Greives Parade to Williamstown Road including ramps
- Existing MoAs authorised by DTP



Roadwork Permits – Lekshmi Dilipkumar

Process improvements recommended for Traffic Management Companies

- MoA Standard Conditions - PTV disruptions – any planned disruptions to PT stops or routes, notify the PT operators in advance
- Blanket MoA - rules and expectations
- MoA website updates
 - LUMS risk assessment

Traffic Management Assurance – David Lane



Home > Safety and wellbeing

Psychological health

Everything about psychological health in one place.



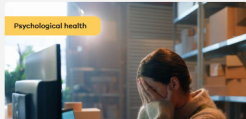
Current employer obligations

The new **Occupational Health and Safety (Psychological Health) Regulations** have been made and will commence on **1 December 2025**.

Under the Occupational Health and Safety Act 2004 (OHS Act), employers must provide and maintain a working environment for their employees, including contractors, that is safe and without risks to health, so far as reasonably practicable.

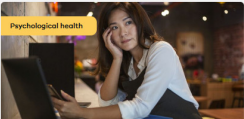
In Section 5 of the OHS Act, health is defined as including psychological health.

Psychological health topics



Gendered violence

Gendered violence is any behaviour, directed at, or affecting a person because of their sex, sexual orientation, gender or gender identity, or because they do not adhere to socially prescribed gender roles.



Sexual harassment

Sexual harassment is unwelcome sexual behaviour or actions that may create a risk to someone's health and safety.



Aggression or violence

Aggression or violence involves incidents in which a person is abused, threatened or assaulted in circumstances relating to their work.



Workplace bullying

Workplace bullying is repeated, unreasonable behaviour directed at an employee or group of employees that creates a risk to health and safety.



Work-related fatigue

Work-related fatigue is an acute and/or ongoing state that leads to physical, mental or emotional exhaustion and prevents people from functioning safely.



Work-related stress

Work-related stress is the physical and psychological response of an employee who perceives that the demands of their work or workplace environment exceed their ability or resources to cope.

Occupational Health and Safety (Psychological Health) Regulations 2025

Statutory rule as made STATUTORY RULE NUMBER 103/2025



Traffic Management Assurance

Example of Psychosocial Risk



Truck Mounted Attenuators (TMA) in live traffic, where the vehicle is positioned to absorb impact, exposes the operator to the chronic threat of a crash, near misses, and aggressive road user behaviour.

This exposure is a psychosocial hazard resulting in anxiety, stress, fatigue, and potential psychological injury.

For more advice, please reach out to WorkSafe directly.



Traffic Management Assurance



1. Mandatory Requirements for Psychosocial Risk Management

Employers must undertake the following steps, consulting workers throughout the process, to meet the new regulations:

- a. **Identify** psychosocial hazards specific to TMA work. (Exposure to high level of risk / Trauma)
- b. **Assess** risks associated with these hazards and when conditions change.
- c. **Eliminate or Reduce** risks so far as reasonably practicable. Speed reduction, congestion and delineation of workzone.
- d. **Implement and Maintain** document control measures and verify implementation.
- e. **Consult workers** in the hazard identification, risk assessment, and controls implementation process.

2. Identifying Psychosocial Hazards Specific to TMA Operators

Traffic management companies must explicitly identify the following psychosocial hazards that are highly relevant to TMA operations:



Traffic Management Assurance

Shifting from frequency-based thresholds to severity-based threshold.

Frequency-based thresholds (former process)

- Sanctions are triggered when something happens *often enough*.
- The focus is on the frequency of the event.
- Example: "If xyz happens more than 3 times across 4 audits, we take action."

Severity-based thresholds (new process)

- Sanctions are triggered based on the severity/risk of the event.
- Weighted score based on the level of noncompliance.
- Example: "If an incident poses a significant safety risk, we take action immediately, even if it's the first time."

Traffic Management Assurance



What does this look like?

DTP has identified specific activities that breach Victorian legislation, across 2 groups

Group 1.

Weighted risk score		Weighted risk score		Weighted risk score	
1	Breach of Reg 7 or 12 of the RSA TM Reg (MoA)	3	Conflicting signs displayed	4	Insufficient provisions for vulnerable road users
2	Breach of reg 35 of the RSA TM Regs (TMP not as prescribed)	3	Insufficient warnings to motorists	4	TC/TMI not qualified
2	Breach of reg 36 of the RSA TM Regs (TMP not available)	3	TC/TMI operating in wrong road category	4	TMI/TC or worker operating in a manner that is unsafe

Traffic Management Assurance

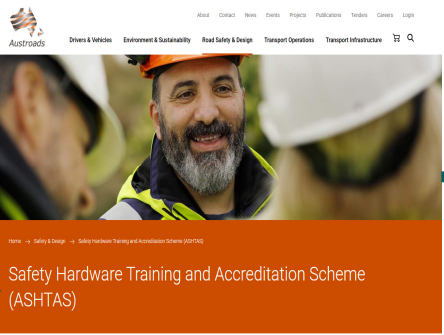
Group 2.

Weighted risk score



Safety Barriers not as per spec or Road Design note

Excavation greater than allowed without adequate protection



Victoria Government Gazette

No. S 280 Thursday 1 June 2023
By Authority of Victorian Government Printer

Road Management Act 2004

CODE OF PRACTICE FOR WORKSITE SAFETY – TRAFFIC MANAGEMENT

17. Static Worksites
- (1) The guidance on Static Workplaces is in Part 3 of the AGTMM which has been incorporated into this Code under Clause 5.
- (2) *Additional information* to sections 3.11, 4.11 and 5.14 of Part 3 of the AGTMM
In relation to the issues to consider for public transport, the impact on rail infrastructure also needs to be considered and the required duties met. For more detail see Clause 12.
- (3) *Additional information* to section 5.3.1 of Part 3 of the AGTMM
Safety barriers should be considered for all long term works in accordance with the hierarchy of safety control. Any decision not to use them should be fully documented. When considering using safety barriers at a worksite, the type, shape, protection, performance and test characteristics of the safety barrier (as stated by the manufacturer) should be considered, especially:
- longer required, or when the speed-limit is increased above 40 km/h.
- (6) *Additional information* to section 6.8 of Part 3 of the AGTMM
A detailed hazard assessment should be undertaken for excavation works adjacent to roads carrying traffic.
Generally, excavations that are more than six metres from the nearest traffic lane may require protection to prevent pedestrians and cyclists entering the work area.
Safety barriers should be considered in the following circumstances to protect excavations exceeding 250 mm in depth on:
- low speed roads as protection for excavations greater than 250 mm deep if they have a clearance of less than or equal to two and a half metres from a traffic lane;
 - high speed roads if the clearance to a traffic lane is less than or equal to five metres for local traffic roads, collector roads or rural arterial 'C' roads;
 - high speed roads if the clearance to a traffic lane is less than or equal to six metres for secondary roads, rural arterial 'A' and 'B' roads, rural 'M' roads and freeways (urban).
- For excavations generally exceeding 250 mm deep, hazard control measures other than safety barriers could be adopted through the application of the hierarchy of safety controls. An example of an alternative approach is the provision of a temporary batter with a slope of no steeper than one metre high for every three metres wide from the roadway into the excavation in a situation where the excavation will remain unattended outside working hours and safety barriers are not provided.



Traffic Management Assurance

What does this mean?

A score of 6 or higher represents the point which multiple independent high-risk failures are present within the same audit.

This indicates that the site is not suffering from an isolated mistake, rather, from systemic deficiencies in organisational control.

Examples of combinations that reach a score of 6 or higher includes:

- TC not qualified (4) + conflicting signs displayed (2)
- Insufficient warning to motorists (3) + TC/TMI operating in wrong road category (3)
- Breach of MoA (1) + Breach of reg 35 (2) + Conflicting signs displayed (3)

**** Note****

Audits with a score of 5 and under will be dealt with on a case-by-case basis.



Traffic Management Assurance

Consequence framework:

To ensure consistency and accountability, the following actions may occur when an audit produces a score of 6 or higher:

1. MoA and/or consent impact:
Temporary or permanent removal of authorisations, dependant on the severity and recurrence.
2. Accreditation impact:
Conditionalization or temporary or permanent downgrading or cancelation of a company's accreditation
Retraining or demonstration of competence before reinstatement

**** Note****

Audits with a score of 5 and under will be dealt with on a case-by-case basis.



Questions

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Thank you and
Merry Christmas and a Happy New Year



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