

IOE Standards for Victorian Driver's licence holders and driving of IOE vehicles

P1 Probationary Driver's Licence Holders

1. Current P1 Probationary Victorian Driver's Licence Holders (red Ps) – Red P drivers may only drive an IOE car or utility (up to 8 seats) on an IOE program if they observe the P1 probationary driver restrictions as outlined by VicRoads. No Red P licence holders are to drive an IOE bus (10-12 seats).
2. Current P1 Probationary Victorian Driver's Licence Holders (red Ps) – if a casual or permanent employee requests to borrow an IOE vehicle in order to perform a 1:1 shift because their own vehicle is off the road for any reason and the cancellation of that shift would cause undue stress to the family, responsibility for any at fault vehicle damage lies with the employee who would be liable for any insurance excess incurred.
3. Current P1 Probationary Victorian Driver's Licence Holders (red Ps) - if a permanent employee requests to borrow any IOE vehicle for personal use this will be given consideration on a case by case basis.

P2 Probationary Driver's Licence Holders

1. Current P2 Probationary Victorian Driver's Licence Holders (green Ps) – Green P drivers may drive an IOE vehicle (up to 8 seats) containing IOE participants on an IOE program without additional external driver training.
2. Current P2 Probationary Victorian Driver's Licence Holders (green Ps) – Green P drivers may only drive an IOE bus (10-12 seats) once they have successfully completed Bus Safety Victoria approved TLIC3036A Apply Safe Car Driving Behaviours/Murcotts' Defensive Driving.

Mature Age (over 21) Probationary Driver's Licence Holders

A newly licensed driver over the age of 21 is not required to undertake the 12-month P1 (red Ps) probationary period but advances immediately to the P2 probationary period (green Ps) under VicRoads guidelines. Given that this driver will not have had 12 months of driving experience but is immediately eligible to drive IOE buses under VicRoads' guidelines the following shall apply:

1. Mature age green P drivers must successfully complete Bus Safety Victoria approved TLIC3036A Apply Safe Car Driving Behaviours/Murcotts' Defensive Driving.
2. Each driver's ability will be discussed on their merit with the Murcotts driving instructor and IOE's Fleet Officer as to their ability to successfully drive IOE buses.
3. IOE's Fleet Officer will be a passenger in a bus with the green P driver, along with IOE participants and will assess their ability to successfully cope with the demands of driving a vehicle fully loaded with passengers.

4. The Fleet Officer will report back to the General Manager and make a recommendation. This recommendation may suggest immediate driving of IOE buses or may recommend a timeframe where further experience is required and a follow up to occur.

All Victorian Driver's Licence Holders

1. Current Victorian Driver's Licence Holders – may only drive an IOE bus containing IOE participants (10-12 seats) on an IOE program, once they have successfully completed Bus Safety Victoria approved TLIC3036A Apply Safe Car Driving Behaviours/Murcotts' Defensive Driving. Current Victorian Driver's Licence holders may drive an IOE car or utility containing IOE participants on an IOE program without additional external driver training.
2. All IOE employees are obligated to submit a photocopy of their current Victorian Driver's Licence to IOE annually, as detailed in their annual Employment Agreement.
3. IOE employees who have responsibility for driving as part of their employment are obligated to inform IOE immediately if they have their Victorian Driver's Licence cancelled or suspended.