



Top Compliance (Pty) Ltd

Occupational Health and Safety

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May 2025 NEWSLETTER

Contact details:

Pat: 082 442 8521 (08h00 – 16h30)

Email: p.wessels@topcompliance.co.za

New traffic laws and the workplace impact

Under the [Occupational Health and Safety \(OHS\) Act](#), the implementation of the new driving fines and demerit system introduced under the AARTO ([Administrative Adjudication of Road Traffic Offences](#)) Act from July 2025 has important implications for employers, especially those whose employees drive as part of their duties. The OHS Act requires employers to take all reasonable steps to ensure the health and safety of employees and others affected by their operations {OHS Act section 8(1)}. This includes managing road safety risks associated with company vehicles, transportation services, deliveries, and commuting during work hours. Employers must therefore integrate these new traffic law changes into their existing OHS policies and risk management procedures.

To comply with the OHS Act, employers must first conduct a [risk assessment](#) to identify how the AARTO amendments could affect workplace safety. For example, increased penalties for offences such as speeding, drunk driving, and mobile phone use while driving highlight the need to address these behaviours among employees. Based on this risk assessment, employers should update their transport and driving policies and the disciplinary code of conduct to reflect the legal consequences of non-compliance, including possible suspension or revocation of a driver's licence due to the new demerit system.

Training and awareness are critical components of implementing these changes. Employers must educate all employees who operate vehicles—whether company-owned or personal vehicles used for work—on the updated traffic laws, new penalties, and their responsibilities under both the AARTO and OHS Acts. Toolbox talks, driver safety briefings, and refresher courses should be conducted regularly. In addition, defensive driving training should be considered as a proactive measure to reduce the likelihood of traffic violations and enhance overall safety.

Employers must also verify the validity of employee driving licences on a regular basis, given the risk of suspension through accumulated demerit points. This administrative control is essential to ensure that only legally licensed individuals are permitted to drive for work purposes. Human resources and OHS departments should collaborate to develop a monitoring system that tracks licence status, fines incurred, and compliance with road safety policies. In cases where an employee's licence is suspended or revoked, alternative work arrangements or disciplinary procedures must be clearly outlined in the company's OHS policy.

In line with the OHS Act's duty to prevent incidents and injuries, employers should also provide safe, roadworthy vehicles, enforce rest breaks to avoid driver fatigue, and ensure all legal documentation such as vehicle licences, insurance, and roadworthy certificates are current. All these steps align with the general duty of care that employers owe to their workers and the public.

New Driving Fines Implementing July 2025 – What Drivers Must Know

By proactively responding to the AARTO Act changes, employers not only protect their legal compliance but also demonstrate their commitment to health and safety. Integrating road safety into the broader OHS management

system strengthens the organisation’s culture of accountability and prevention. Ultimately, this reduces risk, promotes responsible driving behaviour, and contributes to safer roads for all road users.

Major changes have been introduced for South African motorists starting July 2025, with the official implementation of the revised AARTO ([Administrative Adjudication of Road Traffic Offences](#)) Act. This update aims to enhance road safety, promote responsible driving behaviour, and significantly reduce traffic-related accidents across the country. The changes are now fully enforceable, and drivers are strongly encouraged to understand the new penalties to avoid fines and preserve their driving records.

Key revisions in the updated AARTO Act include increased fines for common offences such as speeding, drunk driving, and mobile phone usage while driving. Several new violations have been introduced, along with a stricter enforcement strategy through the new demerit points system. The update also places a stronger emphasis on pedestrian safety and the prevention of reckless driving. Motorists must be aware that ignorance of these changes does not exempt them from the consequences, and penalties will apply uniformly across all provinces.

The revised fine structure clearly reflects the government's intent to promote safer driving habits. For example, the fine for exceeding the speed limit by 20–30 km/h has increased from R750 to R1250. Drunk driving now carries a fine of R3500, up from R2000, while using a mobile phone while driving will cost offenders R1800 compared to the previous R1000. Ignoring stop signs now incurs a R1200 fine, and driving without a valid licence has risen from R1250 to R2000. Reckless driving violations now attract a R4500 fine, up from R3000.

One of the most significant features of the revised system is the introduction of the demerit points system. Under this system, every traffic violation adds points to a driver’s record. If a driver accumulates 12 or more demerit points, their driving licence can be suspended. Repeat offenders may even face permanent licence cancellation. This framework not only increases accountability but also encourages all road users to comply strictly with traffic laws to retain their driving privileges.

To remain compliant with the new regulations, motorists are advised to take proactive steps such as regularly reviewing traffic laws and AARTO amendments, attending defensive driving courses, and ensuring that all vehicle documentation—including licences and registrations—is up to date. Avoiding mobile phone use while driving, respecting speed limits, obeying traffic signals, and being cautious at pedestrian crossings are all essential to staying penalty-free.

The implementation of the updated AARTO Act and its stricter traffic fines from July 2025 marks a pivotal shift in how road safety intersects with workplace responsibilities under the Occupational Health and Safety Act. Employers have a legal and ethical duty to respond proactively by reviewing internal policies, conducting risk assessments, educating staff, and implementing monitoring systems to ensure compliance. The integration of these new legal requirements into the workplace not only helps prevent traffic-related incidents but also reinforces a culture of accountability and safety. By aligning driving practices with OHS obligations, businesses can protect their employees, maintain operational continuity, and contribute meaningfully to safer roads across South Africa.

For any further assistance or guidance on aligning your workplace practices with the new AARTO regulations and OHS requirements, feel free to email us at info@topcompliance.co.za. We are here to support you in navigating these changes and ensuring your organisation remains compliant and road safe.

Yours in Health and Safety



[Occupational health and safety auditing and consulting](#)



[Online safety shop](#)

				
Appointments, checklists and templates	First aid equipment	Signage	Legal posters	Safety Equipment

Courses offered by Top Compliance (Pty) Ltd

ONLINE ACADEMY - https://academy.topcompliance.co.za/		
Occupational Health and Safety Courses	Online	Onsite Excluding travel
Safety representative – Legal Liability	R980.00	R1300.00
The Occupational Health and Safety Act & responsibilities of management – Legal Liability	R1250.00	R 1730.00
Hazard Identification and Risk Assessment	R735.00	R875.00
Food facility health & safety course in terms of R638	R735.00	R875.00
Basic Ladder Safety Course	R735.00	R810.00
Fire Fighting and Prevention Courses		
Fire Marshal - Basic firefighting	R735.00	R875.00
Fire & Evacuation marshal - Basic firefighting with emergency action planning	R810.00	R950.00

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ONSITE TRAINING	
First Aid Courses:	
Level 1 - US 119567 - Perform basic life support and first aid procedures	2 days
Level 2 - US 120496 - Provide risk-based primary emergency care/first aid in the workplace	3 days
Level 3 - US 376480 - Provide first aid as an advanced first responder	3 days
Level 1 & 2 - US 119567 & 120496	3 days
Level 1, 2 & 3 - US 119567, 120496 & 376480	5 days
Level 2 & 3 - US 120496 & 376480	3 days
Child and infant CPR & choking	6 hours
Adult CPR & choking	6 hours

Adult CPR & choking and AED	1 day
Occupational Health and Safety Courses	
Safety representative – Legal Liability	1 day
The Occupational Health and Safety Act & responsibilities of management – Legal Liability	1 day
Hazard Identification and Risk Assessment	1 day
Food facility health & safety course in terms of R638	6 hours
Basic Ladder Safety	6 hours
Fire Fighting and Prevention Courses	
Fire Marshal - Basic firefighting	6 hours
Fire & Evacuation marshal - Basic firefighting with emergency action planning	1 day