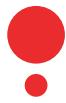


REPORT

ENHANCING ROAD SAFETY AND LOGISTICS EFFICIENCY
FOR CTI MEMBERS THROUGH Tarsi'S PROFESSIONAL
DRIVER AND TRANSPORT OFFICER TRAINING
PROGRAM



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List of Abbreviations

TARSI - *Tanzania Road Safety Initiative*

CTI - *Confederation of Tanzania Industries*

PCCB - *Prevention and Combating of Corruption Bureau*

SP - *Superintendent of Police*

DTO - *District traffic officer*

Introduction

The Tanzania Road Safety Initiative (Tarsi) is a registered Non-Governmental Organization (NGO) under the NGO Act No. 24 of 2002, with registration number 00NGO/R/3292. Tarsi operates through advocacy, capacity building, and raising awareness on road safety through seminars, conferences, dialogues, and training programs. It also supports road traffic accident victims, aligning its efforts with the National Road Safety Strategy. Tarsi collaborates with government institutions, the private sector, NGOs, and communities to ensure the safety of all road users.

The Confederation of Tanzania Industries (CTI) is a business membership organization representing the industrial sector in Tanzania. It was launched in July 1991 and operates as an independent, self-financing, legally established body that serves its members by advocating on their behalf on matters concerning industrial development.

In partnership with CTI, Tarsi organized a specialized road safety training for transport officers and drivers from industries under the CTI umbrella. The purpose of this training was to strengthen participants' understanding and skills in road safety.

The primary objective of the training was to enhance transport efficiency, reduce road traffic accidents, and reinforce the participants' roles as key contributors to productivity within the industrial sector. The two days training was conducted from 12th to 13th June 2025 at Adil Conference Hall in Kinondoni, Dar es Salaam.

The training was facilitated by a diverse group of experts specializing in road safety, legal matters, mental health, and anti-corruption. Presentations covered key topics including **Defensive Driving and Safe Vehicle Operation, Vehicle Inspection, The Impact of Corruption on Road Safety, and The Importance of Mental Health for Drivers and Transport Staff**

Transport Officers and Drivers Participated from the Following Companies:

- i. Said Salim Bakhresa (Bakhresa Group)
- ii. Maisha Tanzania LTD
- iii. East Coast Liquid Storage
- iv. 21st Century Food and Packaging
- v. Glenrich Transportation Co. LTD
- vi. East Coast Oil and Fats LTD
- vii. A-One Products
- viii. ALAF Group

Objectives:

- To educate participants on road safety
- To reduce accidents both at the workplace and on the roads
- To enhance professional driving skills
- To address and condemn acts of corruption among transport officers and drivers, both within industrial settings and on the roads
- To highlight the importance of mental health for transport officers and drivers

Opening Remarks

Maliki Barongo, the Executive Director of the Tanzania Road Safety Initiative (Tarsi), officially opened the special road safety training by warmly welcoming all participants. He extended heartfelt gratitude to the Confederation of Tanzania Industries (CTI) for accepting to collaborate with Tarsi in organizing this important training. He also expressed his sincere appreciation to the Tanzania Police Force for its continued cooperation with Tarsi in various road safety education programs. Furthermore, Mr. Barongo thanked CH Designs for consistently working closely with Tarsi to ensure all visual materials, advertisements, and ICT-related matters are effectively managed.



Topics Presented

1 Defensive Driving and Safe Vehicle Operation

The first session was conducted by **Superintendent of Police Hamisi Membe** from the Police Technical College in Dar es Salaam. He introduced and presented the topic **Defensive Driving and Safe Operation of a Motor Vehicle**, which focused on the skills and techniques drivers can use to protect themselves and avoid road hazards. Defensive driving involves the driver's ability to recognize potential risks early, such as reckless drivers, poor road conditions, or possible ambushes and take appropriate preventive actions to avoid accidents or harm. Safe driving also entails the driver's discipline in adhering to traffic rules, avoiding negligence, and operating the vehicle in a manner that does not endanger their life, the goods being transported, or other road users. SP Membe emphasized that the main objective of this training is to ensure that drivers entrusted with company vehicles and property are equipped to make quick and accurate decisions in dangerous or emergency situations.



2

Vehicle Inspection and Maintenance

In this topic, SP Membe highlighted the importance of conducting routine vehicle inspections both before and after use, as well as performing regular maintenance. These practices are essential to ensure the vehicle is in good mechanical condition and safe for operation. He stressed that frequent inspections help detect minor issues before they escalate into major, costly problems. Routine maintenance tasks such as oil changes, checking the condition of tires, brakes, and lights are mandatory for every driver. This helps improve vehicle performance, reduce the risk of accidents, and avoid unnecessary expenses resulting from frequent breakdowns, which can lead to avoidable losses for the factory or company. SP Membe further underscored that proper vehicle care is critically important because these vehicles often serve crucial roles that demand reliability at all times.



3

The Impact of Corruption on Road Safety

Ms. Dorothea Mema, from the **Prevention and Combating of Corruption Bureau (PCCB)**, focused her presentation on the relationship between corruption and road safety an issue that has a significant impact on the transport profession, particularly for drivers and transport officers.

She explained that corruption is a chronic problem that undermines the road safety system, as it leads some drivers or traffic officers to deliberately disregard the law for personal gain. For example, when a driver offers a bribe to a police officer to avoid being penalized for offenses such as over speeding, driving without a valid license, or operating an unroadworthy vehicle, they endanger not only their own life and cargo but also other road users. Likewise, an officer who accepts a bribe becomes part of a dangerous chain that compromises public safety and tarnishes the reputation of the institution they represent.



Ms. Dorothea emphasized that corruption is a major contributor to road accidents because it disrupts systems of accountability and integrity. When vehicle inspection and regulatory systems fail due to corruption, unfit vehicles remain on the road without corrective action leading to preventable accidents.

In linking this issue to the transport profession, Ms. Dorothea stressed that the fields of driving and transport management require a high level of ethics, honesty, and adherence to laws. A driver is a leader to their passengers and a key implementer of road safety policies whenever they are on the road. On the other hand, transport officers are the overseers of transport and safety systems, and it is their duty to ensure that all vehicles meet safety standards a goal that cannot be achieved without strong principles of integrity.



Ms. Dorothea also urged that accountability is a powerful tool in the fight against corruption, and every stakeholder in the transport sector be it a driver, police officer, or transport official—must see themselves as responsible for protecting lives and upholding the dignity of their profession by refusing to give or receive bribes.

Furthermore, she encouraged participants not to engage in corrupt practices not only on the road but also in their workplaces. They should neither offer nor accept bribes, as doing so not only violates the laws of the country but also betrays the trust of the company or factory that employed them. It means they are no longer fit to work as professional drivers.

In conclusion, she reminded the participants that meaningful change cannot be brought about by institutions like PCCB alone, but requires collective effort. Everyone must play a part by demonstrating ethical conduct, integrity, and the courage to reject corruption under all circumstances

4 Driving and Psychology

Ms. Fides Filbert from Tumaini Counselling, delivered an in-depth presentation on the importance of mental health for drivers. She explained that drivers, as a unique category of workers, face numerous challenges that can impact their psychological wellbeing often without them even realizing it. Time pressures, frequent trips without adequate rest, difficult working conditions, and personal or social problems can all contribute to stress or more severe mental health issues.

In her remarks, Ms. Fides elaborated that individuals experiencing psychological challenges may be affected in various ways for example, they may have a reduced ability to focus on road signs, struggle to control their anger in traffic jams or other difficult situations, or make poor decisions that could endanger the lives of passengers, other road users, or even their own.

She therefore urged participants to recognize early signs of mental health issues, such as unexplained irritability, persistent headaches without medical cause, insomnia or excessive fatigue, and a general lack of motivation towards work or life.

She emphasized that mental health should not be viewed as a weakness, but rather as a normal issue that requires attention just like any other physical illness. Seeking help from psychologists or counselling, organizations should be seen as a wise and courageous decision. Transport managers and employers were encouraged to create supportive working environments that promote open dialogue about the emotional well-being of their drivers, including allowing adequate rest, developing schedules that consider individual health, and providing access to professional support when needed.



Ms. Fides concluded by stating that this training is of great value because it promotes a broader understanding of road safety one that incorporates physical health, professional skills, and mental well-being. This is a crucial step for the transport sector, which for many years has placed more emphasis on technical aspects, often neglecting the psychological welfare of drivers. By taking this training seriously, both transport institutions and the drivers themselves can begin to foster a new culture of care that values the human aspect of work ultimately helping to reduce accidents, improve transport services, and save more lives

5

Road Safety Laws

Superintendent (SP) Rose Maira, District traffic officer of kawe in Kinondoni, Dar es Salaam, delivered an important presentation on road safety laws. In her address, she aimed to educate participants on the various types of traffic offenses and their impact on society at large.

She explained that traffic offenses include driving without a valid license, over speeding, overtaking in prohibited areas, not wearing seatbelts, using a mobile phone while driving, and ignoring traffic signs. These violations not only endanger the lives of drivers and passengers but also significantly contribute to the increasing number of road accidents.

To emphasize the seriousness of the matter, SP Maira noted that strict penalties are imposed on violators of these laws. These penalties include fines, suspension of driving licenses, and even imprisonment, depending on the severity of the offense. She stressed that these penalties are not meant to punish road users harshly, but rather to promote discipline, safety, and respect in the use of roads.



She went on to highlight that road traffic offenses do not only affect individuals but have wider implications for various sectors of society and the economy. Road accidents result in deaths, disabilities, loss of workforce, high medical expenses, and sometimes damage to the property of industries or transport companies. This negatively affects economic growth as production declines, insurance costs rise, and businesses suffer huge losses due to delays or loss of goods.

In conclusion, SP Maira urged participants to have a deep understanding of traffic laws, to respect them, and to become daily ambassadors of road safety. She emphasized that road safety is the responsibility of everyone, not just the police.

Conclusion of the Training

To wrap up this important road safety training, leaders from Tarsi and CTI delivered strong messages encouraging the practical implementation of what had been learned.

The Executive Director of Tarsi, Mr. Maliki Barongo, urged all participants to take up the responsibility of becoming road safety ambassadors in their communities. He encouraged them to share the knowledge they had gained with colleagues, family members, co-workers, and the wider community. He emphasized that everyone has a role to play in reducing road accidents and ensuring road safety for all.

The Director of Membership and Services at CTI, Ms. Neema Mhando, officially closed the training by calling on participants to apply traffic laws and regulations in their daily lives. She emphasized the importance of obeying road signs, avoiding speeding, and using safety equipment such as seatbelts, as taught by the facilitators. She called on every participant to be a role model in the safe use of roads.



This training has laid a solid foundation for road safety awareness, and it is expected that participants will continue to be part of the positive change in their communities.

Finally, Ms. Neema reminded participants that in the industrial sector, transportation is a key pillar. Products cannot be manufactured and delivered to the market or consumers without transport. This means that drivers and the entire transport sector within a factory form one of the most vital pillars in the growth of industries.



Key Achievements of the Training

1. Enhanced Awareness of Road Safety

Participants gained critical knowledge about road safety rules and procedures, including defensive driving techniques and the safe operation of motor vehicles.

2. Improved Skills and Professionalism Among Drivers

Participants gained critical knowledge about road safety rules and procedures, including defensive driving techniques and the safe operation of motor vehicles.

3. Strengthened Knowledge on Vehicle Maintenance

The training helped participants understand the importance of pre- and post-trip vehicle inspections, as well as regular maintenance to ensure safety and operational efficiency.

4. Combating Corruption and Promoting Ethical Conduct

Participants were sensitized on upholding ethical values, refusing to give or receive bribes, and understanding the impact of corruption on road safety and the integrity of the transport profession.

5. Recognition of the Importance of Mental Health for Drivers

The training shed light on mental health challenges facing drivers and encouraged timely access to psychological support to reduce the risk of accidents.

6. Empowering Participants to Become Road Safety Ambassadors

Participants were encouraged to lead by example and to share road safety knowledge with their peers, families, and the wider community.

7. Emphasizing Transport as a Pillar of Industrial Development

The training highlighted transport as a key enabler of industrial productivity, underlining the importance of professional and safety-conscious drivers in industrial operations.

8. Establishing a Strong Foundation for Sustainable Change

The training laid a knowledge-based foundation to improve performance within the transport sector and contribute to positive, lasting change in society.

Recommendations

1. Include Senior Management and Decision Makers

- The training should also target company and industry leaders to ensure they have an in-depth understanding of road safety and can effectively oversee its implementation within their institutions.

2. Conduct the Training Regularly

- The program should be conducted every six months to continuously enhance skills and update knowledge in line with evolving laws and work environments.

3. Provide Clear Guidelines to Traffic Authorities in Dar es Salaam

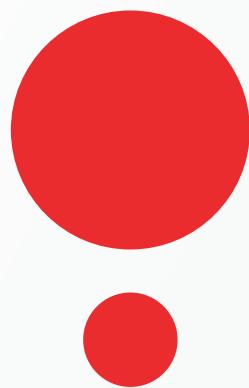
- Enforcement authorities in Dar es Salaam should be guided to allow at least 30 minutes to one hour before taking action on vehicles parked roadside, as some may have stopped due to technical emergencies.

4. On-site Training in Companies with Large Driver Workforces

- Training sessions should be conducted directly within companies that have a large number of drivers to reach more participants without the logistical and financial burden of off-site training.

5. Introduce an Incentive System

- Establish a reward system for drivers and transport officers who demonstrate exemplary road safety practices, including certificates, awards, or formal recognition by their companies



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