

FLEET SAFETY COMPONENT OVERVIEW

- ❖ Management Commitment
- ❖ Driver Screening and Selection
- ❖ Driver Management
- ❖ Specific Driving Policies and Procedures
- ❖ Accident Management

MANAGEMENT COMMITMENT

- ❖ Visible upper management support for the program
- ❖ Authority to enforce
- ❖ Commitment to consistency

DRIVER SCREENING AND SELECTION

- ❖ Are all drivers accounted for?
- ❖ Employment and experience background check
- ❖ Reference check
- ❖ MVR and drivers license review – How often?
- ❖ Ride along and behind
- ❖ Road test

DRIVER SCREENING AND SELECTION COMMON QUESTIONS

- ❖ Are my drivers qualified to operate a motor vehicle?
- ❖ Am I doing enough?
- ❖ Am I protected from Vicarious Liability and Negligent Entrustment claims?

DRIVER MANAGEMENT

- ❖ Driver monitoring – How do we monitor?
- ❖ Develop and enforce MVR Evaluation Criteria
- ❖ Review of telematics data
- ❖ Motorist call in reports
- ❖ Maintain approved driver list
- ❖ Driver Coaching
- ❖ Training

MVR EVALUATION CRITERIA

UNACCEPTABLE DRIVER			
Minors*	Majors*	Serious Events*	Incidents*
4+	0	0	0
2+	0	0	1
1+	0	0	2
0+	0	0	3+
1+	1	0	0
0+	1	0	1+
0+	2+	0	0+
0+	0+	1+	0+

- Minor incidents: minor moving violations such as minimal speeding or failure to stop at a stop sign.
- Major incidents: major moving violations such as excessive speeding and reckless driving.
- Serious events: severe moving violation or events such as driving under the influence of alcohol or drugs (DWI/DUI), hit and run, failure to report an incident, etc.

DRIVER COACHING

- ❖ What is driver coaching?
- ❖ What should driver coaching consist of?
- ❖ Who should be a driver coach?

GOALS OF EMPLOYEE COACHING

- ❖ Solve performance issue and improve driver behaviors
- ❖ Not make an employee feel bad or show how much their coach knows
- ❖ To protect your company's most valuable asset

DEVELOP A DRIVER PERFORMANCE PLAN

- ❖ State the exact behavior that needs to be improved
- ❖ State the performance level that must be achieved
- ❖ Identify the support and resources available
- ❖ Develop an action plan together
- ❖ Be specific about the consequences if the performance standards are not met.

DRIVER TRAINING OPPORTUNITIES

❖ New Driver Orientation

❖ On-Going

❖ Post Accident

❖ Post Violation

❖ Document

DRIVER TRAINING CHALLENGES

- ❖ Training is not engaging or effective to learners
- ❖ Delivering consistent training
- ❖ Adapting learning to multiple generations in the workplace
- ❖ Flexible or mobile workforce
- ❖ Course completion rates are low
- ❖ Training is outdated
- ❖ Lack of in-house expertise

POPULAR 3RD PARTY TRAINING RESOURCES

- ❖ Smith System
- ❖ National Safety Council - Training kits, online training, in-class training
- ❖ JJ Keller – Training Kits, Videos
- ❖ Click Safety – Online driver training
- ❖ UL Pure Safety – Online training
- ❖ Pro-Tread Driver Training – Online training for regulated and non-regulated fleets
- ❖ Infinit-i Workforce Solutions - Online training for regulated and non-regulated fleets

SPECIFIC DRIVING POLICIES AND PROCEDURES

- ❖ Parking
- ❖ Cell phone use
- ❖ Security policy
- ❖ Impairment/Drug/Alcohol
- ❖ Passengers
- ❖ Personal use
- ❖ Vehicle inspections
- ❖ Distracted driving
- ❖ Disciplinary policy

ACCIDENT MANAGEMENT

- ❖ Formal process for reporting
- ❖ Post accident investigation policy
- ❖ Grab and go kits
- ❖ Determine Root Cause and develop corrective actions
- ❖ Accident Review Committees
- ❖ Periodic loss analysis to determine trends

DRIVER ACKNOWLEDGEMENT FORM

- ❖ Review with company driver
- ❖ Document and retain in personnel file
- ❖ Re-document if policy changes or is updated

An overhead view of a meeting around a wooden table. Two laptops are open, and several people's hands are visible working on them. There are various papers, charts, and a smartphone on the table. The entire image has a blue tint.

QUESTIONS?