

## **DEVELOPING A MOTOR VEHICLE REPORT REVIEW CRITERIA PROGRAM**

The creation of a meaningful and realistic driver qualification program is important to the successful operation of any fleet, whether it be a coast-to-coast interstate operation or an incidental part of the job duties where the primary job function is other than the transportation of freight. By placing management emphasis on selecting and retaining the best available drivers, a company can avoid future financial losses resulting from accidents, abuse of vehicles and negligent entrustment. Most importantly, buying decisions of goods and services are made by potential customers through observation of the driving behaviors of company employees.

Research continues to indicate that proper driver behavior can prevent the vast majority of motor vehicle accidents. Driver selection and retention depends largely on management's ability to develop job standards, which reflect the skills necessary for satisfactory job performance. Drivers who meet or exceed established job skills most often have the ability to work and drive safely. Motor Vehicle Records, MVR's are one tool used widely to monitor all potential and existing drivers "track records" when operating a Motor Vehicle.

To assist in the development of loss prevention programs we offer this as a guideline for evaluating MVR's. This criterion has been successful for many companies in developing standard and fair review criteria for employed drivers.

Motor Vehicle Reports are best ordered when a driver is hired and at least annually thereafter.

### **Minimum criteria acceptable for operation of a company vehicle can be:**

- No more than 2 moving violations in the past 36 months
- No more than 1 at fault accident in the past 36 months This requirement can be waived if the driver has taken an approved driver training or defensive driver program
- A combination of no more than 1 moving violation and 1 at fault accidents in the past 36 months

"Violations" include:

- Alcohol or drug (Driving Under the Influence or Driving while Intoxicated)
- Refusal to submit to a chemical or breath test
- Driving while license suspended/revoked
- Hit and run or leaving the scene of an accident
- Involuntary manslaughter, negligent homicide or assault
- Racing or speed contest
- Eluding or attempting to elude a police officer
- Operating a motor vehicle without permission
- A convicted of a felony in which a motor vehicle is used

DOT disqualification criteria can be applied as required for drivers who must maintain a Commercial Driver's License, CDL.

Management should act proactively when driving records start to deteriorate, not when the driving record is below the company guidelines. Companies can address safety issues by providing training and counsel for drivers. Driving skills can be addressed with safety training programs. Some states have point reduction programs for the completion of driver training programs. Driving training can be addressed as new driver hiring training, refresher or remedial training through various programs available from Samsung Fire & Marine Insurance Loss Control and other organizations. Driver training can be customized through many programs to include training focused on one driver or several.

In addition to driver training, consider driver road tests. This highly effective tool allows for an experienced driver-trainer to evaluate the skills and offer tips on improvement. Most drivers will develop poor habits over time; road tests are a good gauge of driving skills. Some companies tie driving skills to part of the bonus or compensation programs.

The benefit of these loss prevention programs is to address problem-driving behaviors early before significant problems develop. These tools can limit the exposure to the high cost in life and company assets which are the end result of automobile crashes.

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