



Developing Driver Employment Controls

Evaluating the skill and attitude of a prospective driver can easily be done by reviewing an individual's driving record.

Motor Vehicle Records (MVR's) are kept on file in every state where the individual holds a driver's license. These records show whether the license has been suspended or revoked, lists the driver's involvement in accidents, lists convictions for traffic violations, and violations of related laws.

Businesses operating a fleet of vehicles can usually obtain MVR's through:

- » appropriate state agencies,
- » their insurance agent,
- » their insurance company.

Information, which the business must provide to receive a MVR, includes the driver's name, date of birth, address and driver's license number.

Businesses can reduce the number of fleet vehicle accidents by doing the following:

- » review driver records consistently and
- » monitor existing driver records periodically.

Evaluate Motor Vehicle Records

Evaluating MVR's should be a cornerstone of an organization's new driver selection procedure. In evaluating driver records, two principles must be kept in mind:

- » The frequency of accident and/or traffic convictions is of more significance than the severity of these incidents.

- » A recent history of accidents and/or convictions is of more significance than older history.

Screen New Drivers

Company guidelines should be developed to make objective use of MVR's in the screening of new drivers. For instance, guidelines that might disqualify an employee from a significant driving position could include:

- » A driving while intoxicated conviction within the last three years.
- » Three serious violations* during the past three years.
- » Two accidents, or a combination of one accident and two violations in the last three years.
- » License suspension or revocation due to traffic violations in the last three years.

* *Serious violations include: exceeding the speed limit by 15 or more miles per hour, following too closely, reckless driving, and moving violations in connection with a fatal traffic accident.*

Monitor Existing Drivers

Periodic MVR monitoring of existing drivers is also advisable. Record reviews are normally conducted subsequent to an accident and annually for all existing drivers. Problems detected in a driving record review should be used to initiate personal counseling, remedial training, or reassignment to non-driving positions.

The Importance of Driving Records

A history of accidents and traffic violations reflects driving attitudes and habits, and can be indicative of a driver's future accident experience. A recent study by the California Department of Motor Vehicles of over 160,000 randomly selected drivers, has concluded that drivers with poor MVR's will have more accidents than drivers with good records. The study looked at driver records over the past three years and found that in trying to predict accidents within the next three years, compared to a driver with no accidents:

- » A driver with one accident is 2 times as likely to have a future accident.
- » A driver with two accidents is 2.3 times as likely to have a future accident.
- » A driver with three accidents is 3.2 times as likely to have a future accident.
- » A driver with four accidents is 4 times as likely to have a future accident.

History of Traffic Violations

The study also concludes that drivers with traffic violations in the past three years will have more future accidents than drivers with good records.

- » A driver with one conviction is 1.7 times as likely to have a future accident.
- » A driver with two convictions is 2.2 times as likely to have a future accident.
- » A driver with three convictions is 2.6 times as likely to have a future accident.
- » A driver with four convictions is 3.1 times as likely to have a future accident.

For more information about American Family's Loss Control Services, visit www.amfam.com

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