

Driving for Work Risk Management

The Legal Imperative

ETSC PRAISE

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Deirdre Sinnott McFeat
Senior Policy Inspector
Work Related Vehicle Safety Program



Protecting Our Workers on the Road



...and those they share it with



My presentation

- Legal landscape
- ‘Reframing’ our mindset
- The case for action
- **WHAT** needs attention
- **HOW** to manage driving for work risks
- **Business Benefits**
 - Irish companies show return on investment



The Legal Imperative

89/391/EEC

[**Safety Health & Welfare at Work Act 2005**]

Employer duty of care

Employee
duty of care

Safe
place of
work
[Vehicle]

Safe
systems
of work

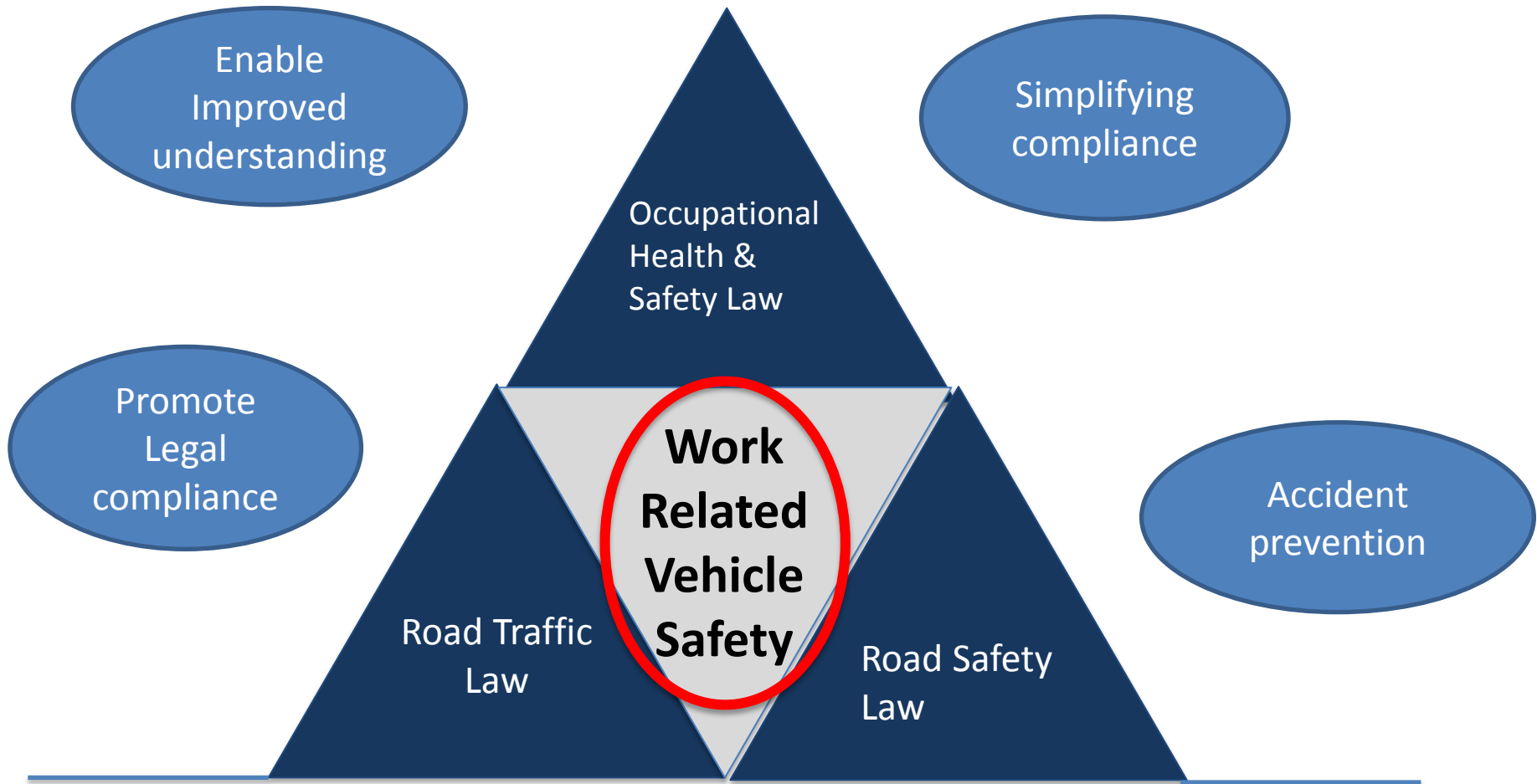
Assess and
Control
Risks
[Risk
assessment]

Policy
Procedures

Instruction
Information
Training

Safe
work
equipment

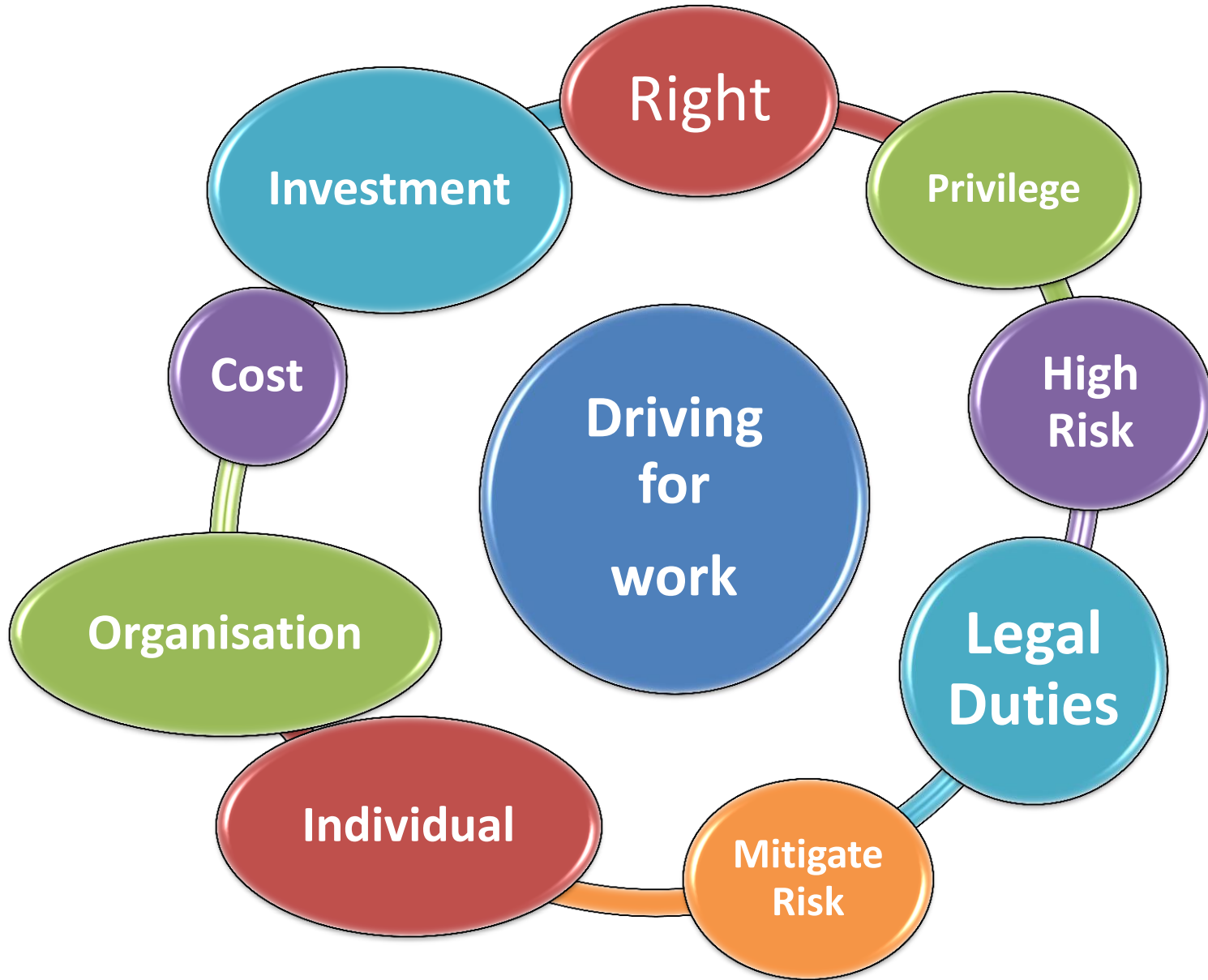
Work
Safely



HEALTH & SAFETY AUTHORITY



“Safety is a Mind-set”



Do we need to manage vehicle risk?

Do we operate vehicles for work?

Do our employees drive for work purposes?

Do employees or others drive on our premises?

Do we provide employees with personal vehicles?

Do we operate mopeds, motorcycles or bicycles?

Do we employ/contract transport services?

Executive management are **legally responsible** for insuring that appropriate **systems and controls** are in place to **manage risk** and that they are **operating effectively**.



Harm landscape at Work

Almost half [45%], of the **600** reported **deaths** arising from workplace accidents were **vehicle related [2003 to 2013]**

13,000 + Vehicle related **injuries at work [2009 to 2013]:**

- Manual handling [40%]
- Being struck by vehicles

A minimum of **92,431** and maximum of **215,103** working days lost between 2009-2013

The activities most commonly associated :

- **Driving for work**
- **Reversing** and slow speed manoeuvres
- **Coupling and uncoupling**
- **Vehicle maintenance and repairs**
- **Loading, unloading and load securing**

Harm landscape 'on the Road'

At least **1/3 of all road collisions** involve a vehicle used in a work related context

Driving for work is a **HIGH RISK** work activity

Cars are overrepresented in road collisions. About $\frac{3}{4}$ of the total

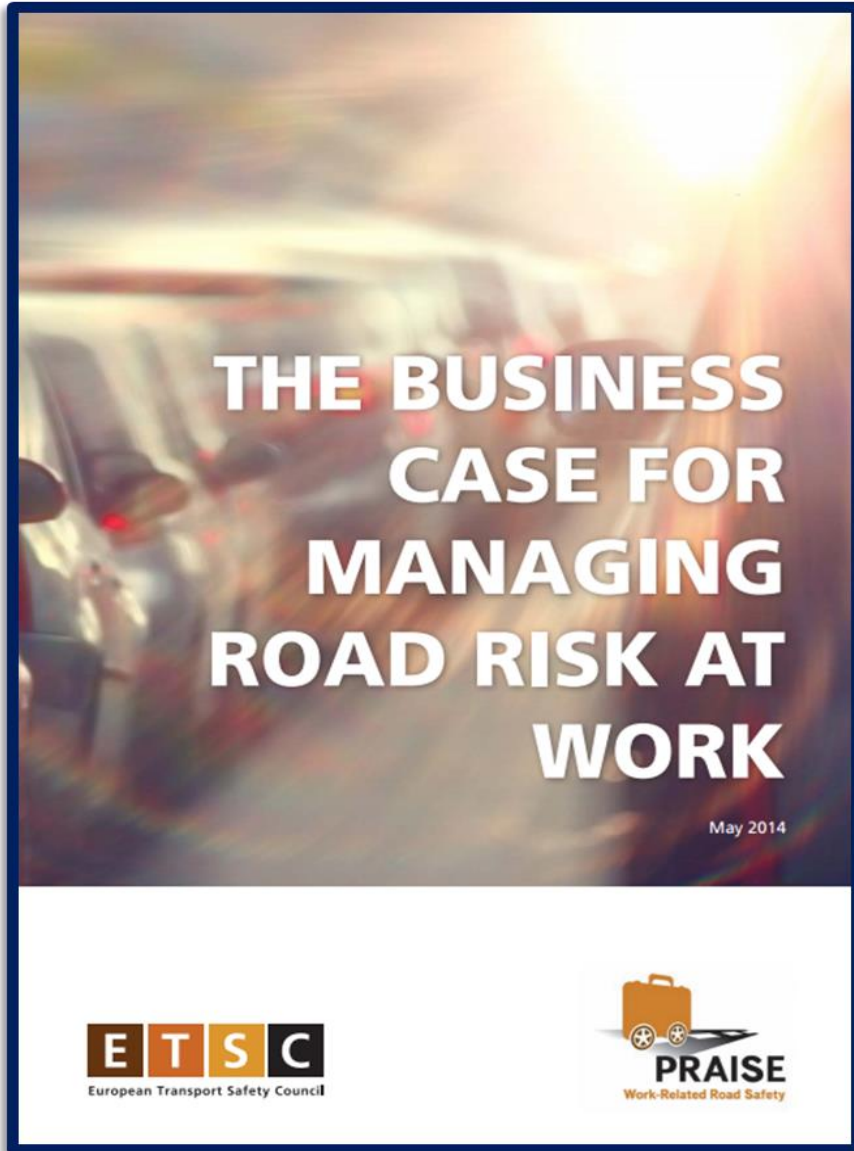
Those who drive for work are **more likely** to be involved in a road collision

The next accident at work is likely to involve a vehicle

Risk Exposure Factors

- **Driver behaviour**
- Km Driven
- Time of day
- Day of week
- Total time on the road
- Road environment
- Weather
- Vehicle Condition

How to build a case for action?



- Legal duty
- Moral duty
- Cost analysis
- Claims analysis
- Non-financial benefits
- Competitive advantage
- Corporate and Social responsibility

Understanding & Reducing Costs

- Recoverable
- Non-recoverable
- Hidden costs
- Vehicle costs
- Driver costs
- 3rd Party costs
- Other costs



Claims analysis

how often they occur and % of overall costs

Claim type	% of claims	% of costs
Third party (unknown) hit client while parked	14.6	11.6
Hit fixed/temporary object	12.0	11.9
Break-in/theft	10.3	5.4
Vehicle returned damaged by user	5.8	4.6
Third party hit client in rear	4.2	5.7
Client hit third party in rear (rear-end shunt)	3.6	14.4
Third party (known) hit client while parked	3.4	3.7
Client reversed into third party	2.9	4.0
Client hit parked /stationary third party vehicle	2.5	3.9
Pulling out: third party into path of client	2.0	4.1
Pulling out: client into path of third party	1.1	4.5
Glass	20.8	3.2
Other (20+ categories)	16.8	23.0

Vehicle Costs

Vehicle costs	Recoverable/insured
Recovery and storage	Yes/no
Repair of vehicle	Yes/no
Vehicle downtime and replacement vehicle	Yes/no
New vehicle if written off	Yes/no
Reduced resale value	Yes/no
Leased vehicle life costs if written off	Yes/no
Increased insurance excess and premiums	Yes/no

Driver Costs

Driver costs	Recoverable/insured
Loss of expertise	Yes/no
Personal injury compensation	Yes/no
Lost productivity due to injury absence	Yes/no
Replacement driver - overtime, temporary driver	Yes/no
Medical and welfare	Yes/no
Counselling	Yes/no
Reassessment and training	Yes/no

Third Party Costs

Third party costs	Recoverable/insured
Vehicle damage	Yes/no
Vehicle downtime and loss of earnings	Yes/no
Property damage	Yes/no
Personal injury compensation and rehabilitation	Yes/no
Hospital fees	Yes/no
Inconvenience	Yes/no
Disbursements including expert witnesses, police reports, post-mortem if fatality and GP notes or reports	Yes/no
Legal, court issue setting down and specialist report fees	Yes/no
Fines	Yes/no

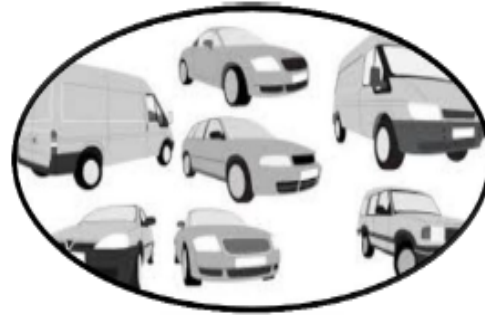
Other Costs

Other costs	Recoverable/insured
Redelivery	Yes/no
Missed/late delivery penalties	Yes/no
Customer service/good will/missed sales	Yes/no
Damaged/lost stock	Yes/no
Own property damage	Yes/no
Investigation time	Yes/no
Management and administration time	Yes/no
Image/reputation/PR	Yes/no
Increased congestion	Yes/no
Extra tax to cover road safety improvements	Yes/no

Murray, W. (2011) Sustaining Work-Related Road Safety in Hard Times: understanding collision costs.

Know Your Vehicle profile?

The company fleet



Grey Fleet =

Employees who drive their own private vehicle for work purposes and receive a payment or allowance for mileage

Must be included in any Driving for Work Risk Management program!!!

- Administration costs?

Know Driver risk profile?

The drivers



- Type of vehicle
- Type of journeys
- Annual mileage
- Previous driving history
- Acquisition of penalty points
- Health
- Involvement in incidents
- Competence

Prioritising interventions



Risk Rating	Driving profile
High	<ul style="list-style-type: none">? High mileage (35K+ business kilometres per annum)? Drive during the night/early morning? Driving is a departure from the norm? High collision history? Those acquiring penalty points.? Those with poor attitude towards road safety? Drivers of unusual vehicles? Newly qualified drivers, especially those 17 to 24 years old [young drivers].? Those assessed as high risk from psychometric risk assessment profiling (where used).
Medium	Drivers who cover around 10K + business miles per annum [in either a company vehicle or their own vehicle].
Low	Drivers who make work-related journeys on an infrequent basis and/or very low mileage [below 10k per annum].

Typical Driver Training Topics



Pre-vehicle safety checks

Legal compliance & knowledge

Speed management

Awareness & anticipation skills

Forward planning

Hazard awareness & avoidance

Fuel efficient driving

Impairment & distractions

WRV Risk Management Essentials

- Priority issue
- Risk to business
- Will be managed
- Identifies leader

**Vehicles at Work
policy**

**Cost and claims analysis
Risk Assessment**

- **Vehicles**
- **Driver**
- **Journey**
- **Workplace**

- This is what 'safe' looks like
- Expected Safe Behaviours
- Rules
- Be specific
- Who is monitoring and how?
- **KPI's**

**Procedures
Rules
Expected Behaviours**

	Indicators
Employee	Number and types of driving violations Insurance claims per employee Complaints from members of the public Number of days absent due to illness Number of employee hours, shift pattern Number of health, eyesight and wellbeing checks Number of staff risk assessed Number of staff turn-over
Journey	Mode of travel to work Mode, journey type and KM travelled High risk locations on regular routes
Vehicles	Number, type, characteristics of vehicles Number, type and severity of collisions Insurance claims per vehicle Fuel Consumption Number of maintenance checks per vehicle Vehicle faults identified Maintenance costs
Business/ Operating Environment	Budget for (road) safety Staff resources for road safety Number of safety meetings/toolbox talks Number of compliance checks, audits and management reviews
Incidents	Number of near misses by KM travelled measured through reporting Number of incidents by KM travelled Repeated incident location or recognised high-risk site Cost of incidents Involvement of third parties Number of crash free days

KPI's for Work related vehicle risk management

http://etsc.eu/wp-content/uploads/business_case_praise_final.pdf

Help for employers

- ✓ **Joint HSA, Garda and RSA resources.**
- ✓ ETSC PRAISE Guidance reports
www.etsc.eu
- ✓ www.vehiclesatwork.ie
- ✓ Industry Guidance
- ✓ Risk Management Tools
 - www.besmart.ie
- ✓ **Company case studies**
- ✓ Professional Bodies
- ✓ Vocational Courses
- ✓ 3rd level courses
- ✓ Seminars
- ✓ Workshops
- ✓ Sharing experiences
- ✓ **Networking**

Exemplars

- * **ABB Ireland**
- * **ESB**
- * **Iron Mountain**
- * **KTL Ireland Limited**
- Bord Gais Energy**
- Coillte**
- Thorntons Recycling**
- Sligo Haulage**
- National Vehicle distributors [NVD]**



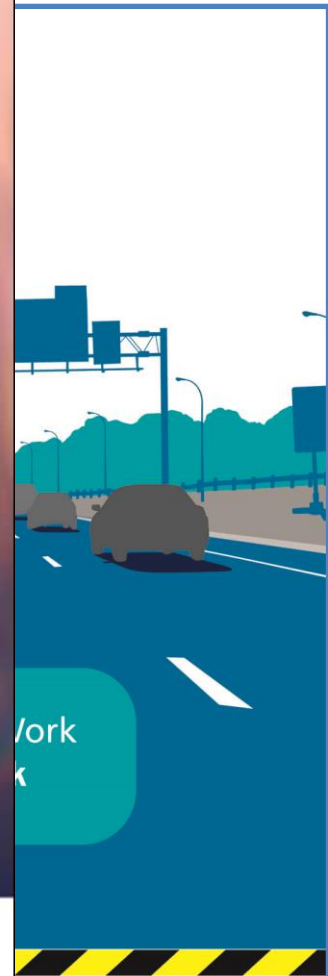
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The Health an



SAFE DRIV
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THE BUSINESS CASE FOR MANAGING ROAD RISK AT WORK

May 2014



Change cluster of behaviours around driving for work





Everyone Home Safe

Thank you

www.vehiclesatwork.ie

Deirdre_sinnott@hsa.ie

