

# MANAGING YOUNG DRIVERS AT WORK

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# Protecting Our Workers on the Road



# ...and those they share it with



# Contributing Experts

Acknowledging the invaluable contributions of:

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**Emmanuelle Dupont** – Belgian Road Safety Institute

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**MANAGING  
YOUNG DRIVERS  
AT WORK**

# Overview

*“Managing young drivers should be an important part of managing road safety at work”*

- ‘The challenge’ of managing young drivers at work
- EU legislative imperative
- Key risks factors and how to address them
- How to manage young drivers’ road safety at work
- Training and qualifications
- In-vehicle technologies to support safer driving standards
- Recommendations to EU institutions and Member States

# Road Collision Harm landscape in the EU

Estimated that in Europe  
**6 out of 10 work accidents** resulting in death are **road crashes**

including both crashes while **driving for work** and **commuting** [Eurogip]

**9,150** young people killed in 2010

Estimated that **40%** of all road crashes involve people 'on duty' and people driving or returning from work. [ORSA]

**18,670** young people killed in 2001

**140,000** young people killed on EU 27 roads [2001 to 2010]

Young people have the **highest collision involvement** of any road user group [PIN analysis]

**Especially young males**

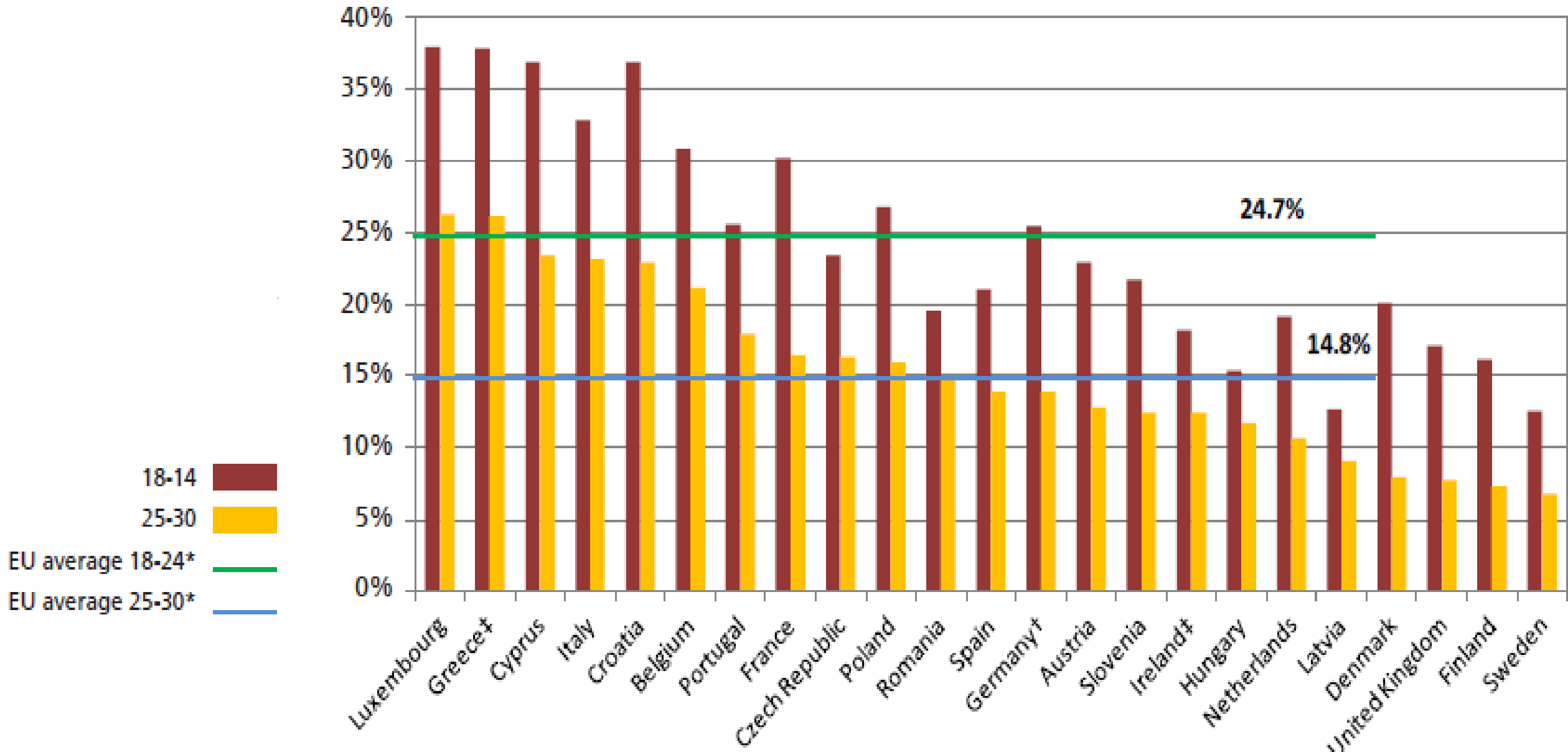
# A closer look at young drivers

**9,150** young people aged 15 to 30 killed in road collisions in 2010.

**69%** higher road mortality rate for young people.

**168%** higher for young males

# EU performance on Young people's road deaths for 2011-2013. Respective Age Category





# Young drivers at work

- The incident rate of young workers (18-24) was almost **41%** higher than for older worker in the land transport sector in 2012 (Eurostat)
- The rate of work-related road collisions decreases **with age**, according to a study by the Belgian Road Safety Institute.

# The EU Legal Framework for Employers to manage risks

**89/391/EEC**

**[Framework Directive on Safety Health & Welfare at Work]**

**Employer duty of care**

**Employee duty of care**

**Safe place  
of work  
[Vehicle]**

**Safe  
systems of  
work**

**Assess and  
Control Risks**  
**Risk  
assessment**  
**Principles of  
Prevention**

**Policy  
Procedures**

**Instruction  
Information  
Training**

**Safe  
work  
equipment**

**Work  
Safely**

# Other relevant EU regulations

- Road Safety
- Driver Training
- Directive 94/33 EC on protecting young people at work
  - Special provisions on
    - Working hours
    - Night work
    - Rest periods
    - Annual leave

# Addressing key risk factors

Young drivers are more susceptible to all major driving risk factors, mostly because their lack of experience.

## The main road safety risks:

- speeding,
- drink driving,
- drug use,
- distraction,
- seat belt use

## Work specific risk factors:

- fatigue
- stress
- Commuting
- Work patterns
- Work type

# SPEEDING

- A **primary factor** in about **1/3 of fatal and serious collisions** and an aggravating factor.
- **The 18-24 age group** most likely to find speeding acceptable (SARTRE project)
- The **work-driver effect**.





## Drink Driving and Drug Use

- Lower tolerance of alcohol and underestimation of their level of intoxication;
- Driving is more demanding for novice drivers;
- More common use of drugs during leisure time, and remaining effects during working hours.



# Fatigue



# Stress



# Distraction



- About **16% of road collisions are sleep related** and young drivers are more likely to be involved in them
- **Work-driver effect**: time pressure, unrealistic schedules etc.
- Young people tend to lead **technology-addicted lifestyles**

# Commuting



- Increased commuting distances across the EU, due to the economic crisis
- risk of commuting collision is higher for young drivers up to 25 and for women [German Study]
- Higher collision risk at night



# Recommendations to employers

## Speeding

- ✓ Assess employee competence and needs when selecting vehicle type
- ✓ Limiting technologies employed
- ✓ Clear speed policy advocating appropriate speeds.

## Drink Driving and Drug Use

- ✓ Adopt a zero tolerance approach
- ✓ Inform and educate
- ✓ Clear written internal policies, screening, clear consequences for non-compliance
- ✓ Alcohol interlocks in commercial vehicles.

# Recommendations to employers

## Fatigue, stress and distraction

- ✓ Realistic journey planning and schedules
- ✓ Breaks and overnight accommodation
- ✓ Clear policy against use of mobile phones and other electronic devices

## Commuting

- ✓ Adapt working hours;
- ✓ Provide information about the traffic conditions and the best way;
- ✓ Reduce unnecessary journeys;
- ✓ Incentivise public transport

# Management, Monitoring and Evaluation

- Commitment of top management for a WRRRM programme;
- Young drivers are strongly influenced by peers;

## Recommendations to employers

- Risk assessment taking age into account
- Data collection. Risk profiling
- Safety culture
- Internal communication, clearly defined sanctions, rewarding;
- Targeted interventions and KPI's to monitor performance
- Robust recruitment process and induction training
- Avoid unnecessary journeys and choose the safest transport mode.





## *British Telecom*

- ✓ **Managing its road risk:** Follow UK Health and Safety Executive Guidance
- ✓ **A 14-point strategy based on the Haddon Matrix :** management culture, journey, vehicles...
- ✓ Training to support **gradual access to vans** for new recruits
- ✓ **Induction courses** which focus mainly on young drivers, apprentices and new starters



# Training and qualifications

## During the initial driver training

- Extra module on driving for work
- Improve hazard perception skills
- What is a “good” Graduated Driving Licence ?
- Create safe drivers, not only technically competent.

## Post driver training and qualifications

- To drive other vehicles types and in other contexts;
- Driving a delivery route requires specific skills (route planning, regular stops, time schedule...)





# ***Arriva Denmark***

- ✓ **Mentoring program** for their bus driver trainees
- ✓ **Structured introduction program** for all new drivers
- ✓ **Coaching** for every driver that need it
- ✓ **Rewarding** safe drivers

# ***Electricity Supply Board***

- ✓ **Specific driver training program** for young employees
- ✓ **Arising from road collision injury and deaths**





## In-vehicle technologies

- Intelligent Speed Assistance (ISA)
- Event data recorders [Telematics]
- Speed limiters
- Autonomous emergency braking
- Adaptive Cruise Control
- Lane Departure warnings
- Fatigue detection systems
- Alcohol interlocks
- Supplying/ prescribing Safer vehicles



## Recommendations to EU institutions

- ✓ Encourage **Graduated Driving Licence** programs
- ✓ Encourage **special demerit point systems** for novice drivers
- ✓ Revise the Certificate for Professional Competence Directive 98/76 EC (for high common standards)
- ✓ **Integration of Work Related Road Safety** topics into the educational and training sector
- ✓ Monitor the implementation of the Directive on safety and health of workers 89/391/EEC
- ✓ Accreditation standards for post licence driver training

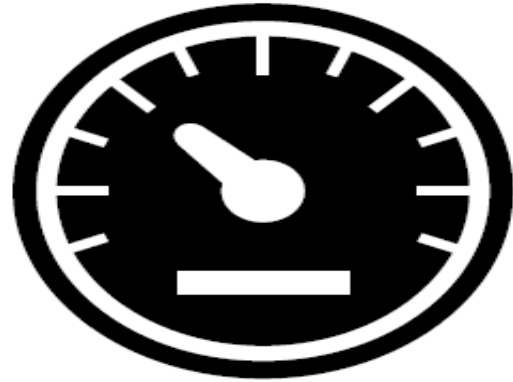
## Recommendations to Member States

- ✓ Improve training and licensing systems
- ✓ GDL systems
- ✓ Stricter demerit point system for young, novice drivers
- ✓ Extra module for driving at work



**Employers have the power.....**

**to change cluster of unsafe behaviours around driving for work**



# Thank You for listening

Full report can be downloaded at:

[www.etsc.eu/praise](http://www.etsc.eu/praise)

