

Scottish Occupational Road Safety Alliance



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ScORsa

Created to provide free information and support to Small to Medium Sized businesses to support and raise awareness of Managing Occupational Road Risk

- **Increase understanding of MORR and its relevance**
- **Facilitate networking between businesses**
- **Provide policy templates and other MORR resources – Free of charge**
- **Host Events and Seminars to support members.**



Why join?

- Membership is intended for SME organisations
- Facilitate networking between businesses
- Access to members only policy templates and other MORR resources – Free
- Free access to hosted Events and Seminars

The screenshot shows the Scorsas website homepage. At the top, there are navigation tabs: 'What we do', 'Help and Advice', 'Members', 'Road Safety Topics', and 'Links'. The main content area is divided into several sections: 'Members' with a call to action for a free license assessment; 'Exclusive Free Resources' including a 'Driver Profiler - 10 Free Licences!'; 'Webinar' section with 'Webinars and Presentations'; 'Resources' with a link to 'Case Studies'; 'Questions and Answers' with a 'Definition of road risk'; and an 'Interactive Forum' for members to engage with.

This screenshot shows a different view of the Scorsas website. It features a 'Welcome to Scorsas' message with the tagline 'Managing Occupational Road Safety: an Opportunity for your Business'. Below this is an article titled 'Driving is the most dangerous work activity that most people do...' which discusses the risks of occupational road safety. A 'Tweets' section on the right shows a tweet from @scorsas about traffic lights for motor vehicles. The layout is similar to the first screenshot but with different content.

How do I join?

simply log onto www.scorsa.org.uk

● **Membership is free and open to all organisations. Not open to individuals**

● **Email: info@scorsa.org.uk**



Linked 

Today is about Creating Discussion

- **Fleet Management**
- **Driver Assessment**
- **Grey Fleet**
- **Fitness to Drive**



Traffic Management in MORR

What, Who and Why?



What is Management of Occupational Road Risk?

Effectively managing work related road safety to help reduce the instances of:

- Injuries to employees who drive for work

Whilst

- Reducing the risk to other road users
- Reducing the risk of work related ill health
- Reducing Stress, improve morale and mental wellbeing



MORR Fleet Management – Who?

- Relevant to anyone who manages employees who use the road for work, or a vehicle fleet, irrespective of the number of people in the organisation who actually drive for work, and irrespective of who owns the vehicles they use.
- This includes CEOs, health and safety managers, fleet operators, HR and transport managers.



Why should we manage occupational road risk?

- *It is estimated that “more than a quarter of all road traffic incidents may involve somebody who is driving as part of their work at the time.” (HSE)*



- **June 2017 – Estimated 40 per cent of all road deaths in Europe were work related**
– European Transport Safety Council ETSC



Driving for Work

- Data show business travel makes up about 30% of all travel, rising to over 50% if commuting is included.
- Department for Transport travel survey data show people who drive for work are up to 40% more likely than other drivers to be involved in a collision, accounting for up to one in three road collisions in the UK.
- Risk is proportional to mileage driven.



Why should we manage occupational road risk?

- Reduce Costs whilst improving performance.
- Safeguard the company's reputation
- Safeguard Staff 'at work'



Legislation - meaning of 'at work'

- **Travel between sites**
- **On any company business**
- **Driving to work in a company vehicle**



Considerations for a MORR Policy

- **Our Policy – aim, purpose, scope**
- **General Principles – standards expected**
- **Duties – responsibilities of individuals (managers/drivers)**
- **Practical Guidance – clear position statements to staff**



Driver Assessment



When should we consider a Driver Assessment



Potential Timeline for Assessment

- **Pre Employment**
- **Training for role**
- **Change in role**
- **Annual Review**
- **Continuous Professional Development**



Considerations around Driver Assessment

- **Assessment for role/task or potential**
- **Assessment of risk to Organisation/individual**
- **Post Incident – assessment of training**
- **Decreasing Risk / increasing competence**
- **Reducing Insurance premiums / claims**



Driver Assessment - Format

- **Physical Assessment**
- **On line Assessment**
- **Generic Risk or Post Incident**
- **Improving Awareness & Decreasing Risk**



Physical Driver Assessment

- Provides opportunity for live assessment of role requirement
- Assessment can be vehicle specific
- Can be independent or undertaken ‘in house’
- Costs relative to staff levels
- Timescale when & how often required



On line Driver Assessment

- Development of bespoke content management system to meet requirements of organisation
- Risk assess against self declaration by employees
- Provides secure information source for compliance purposes
- Can provide driver assessment/risk management tool for every driver
- Cost effective delivery
- Internal management requirements



Driver Assessment - Relevant Annual checks

- Licences/points
- Road traffic offences
- Accidents/incidents
- Eyesight or other health issues impacting on driving performance
- Recording and internal management of data



Grey Fleet



What is your Grey Fleet

- Any vehicle obtained through a cash for car scheme
- Obtained through an employee car ownership scheme
- A privately owned vehicle
- A vehicle Hired by an employee

Vehicle is used for business travel



Duty of Care

Law is Clear – Company have a legal duty of care to an employee, regardless of vehicle ownership – grey fleet vehicles need to be managed in exactly the same manner as company owned to vehicles.



So how is your Grey Fleet Management

- Are all your drivers legally entitled to drive their vehicle.
- Have they received any driver assessment or training
- Does the vehicle have/require an MOT, is it insured for business purposes
- Is it road legal – tyres, lights bodywork, etc.
- Are you happy the vehicle reflects your corporate image



Grey Fleet Management isn't Easy

- **Requires a coordinated approach between different areas, HR/line management, Fleet Management, Training, Accounts, etc.**
- **Should be common policy between company and grey fleet vehicles**
- **Records and processes should be maintained for all vehicles used in connection with company business**
- **Onus can be placed on Employee but records need to be maintained**



Fitness to Drive



How fit are your drivers

- Do you assess fitness to drive on recruitment
- Are the questions asked relevant to the task
- How often do you check thereafter
- Prescribed eyesight standard is a basic driving requirement
- How would you recognise a driver health issue



How do you Assess

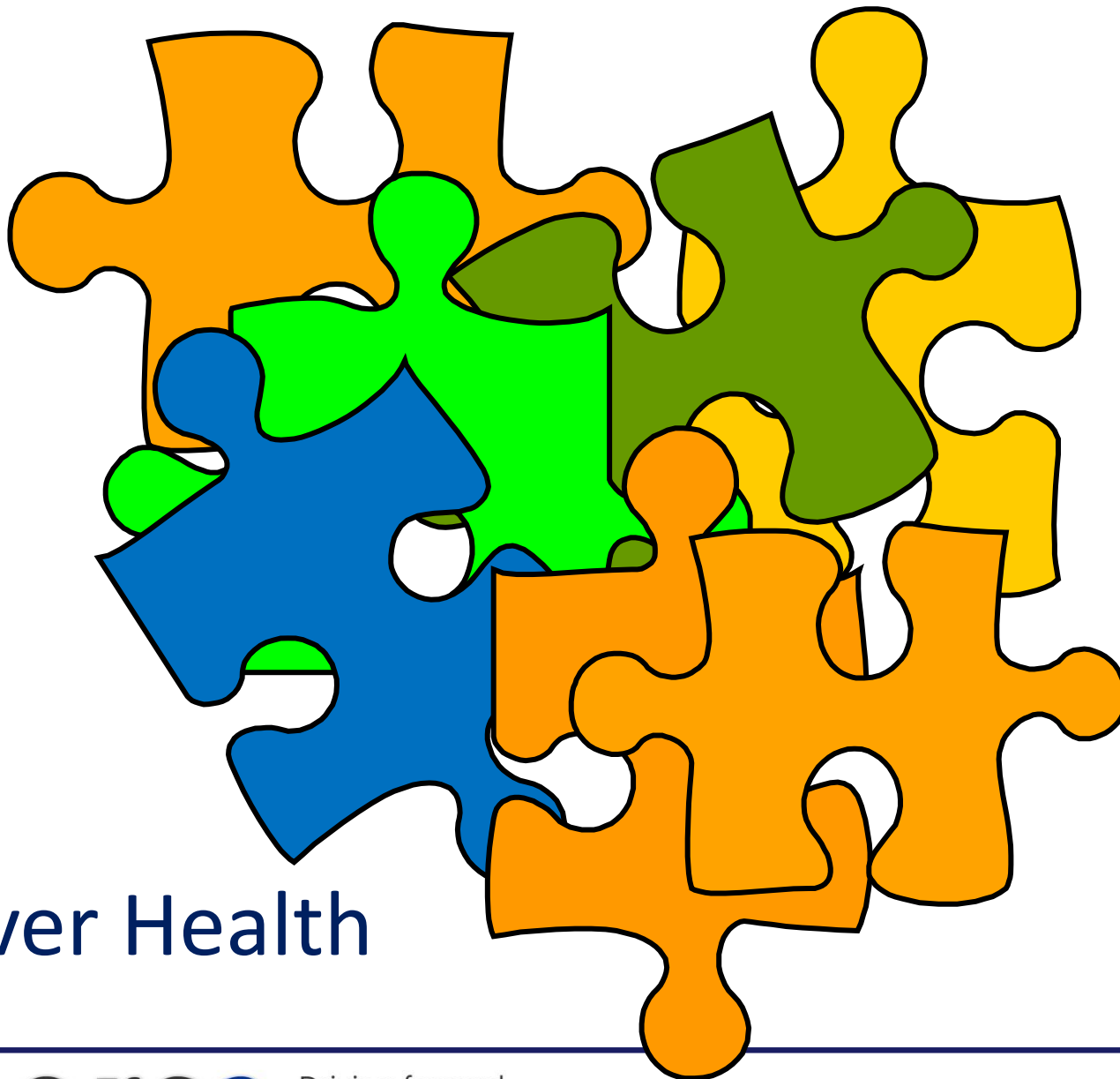
- **Does Health feature in your Driving for work policy**
- **Do you provide guidance to managers/employees about their health and driving**
- **Do you carry out OH or other Health checks for drivers**
- **Do your return to work plans include driving**



Older Driver Health Issues

	Work related driving issue	DVLA reportable
• Arthritis	✓	If you need special controls
• Cancer	✓	Generally no
• Respiratory Diseases	✓	
• Heart Disease	✓	✓ Sometimes!!
• Dementia	✓	✓
• Diabetes	✓	✓ Sometimes!!
• Depression	✓	✓ Sometimes!!
• Eyesight deterioration	✓	✓ Specific conditions
• Fatigue	✓	
• MSKs	✓	Generally No
• Stress	✓	✓ Specific conditions





Driver Health



Driver Health

Development

Recruitment

Day One

In Employment

On incident

Post incident

Reinforcement

Any Questions

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accidents don't have to happen

