

Keys to a Safer Fleet

RYDER FLEET RISK SERVICES

Senior Management Commitment & Employee Involvement

Management commitment to safety at all levels is vitally important. Management commitment to safety fosters buy in from employees and will establish the safety culture in any work place. Involving employees in safety is important including getting feedback on how safety performance can be improved from those directly affected.

Written Policies and Procedures

Having clear and consistent policies helps to outline expectations for drivers and all employees. The Federal Motor Carrier Safety Regulations are just a starting point to build on. Companies should go beyond the regulations and have written policies and procedures in place covering things like driver selection, safety training, progressive discipline, and driver recognition. Following, enforcing, and clearly communicating the policies to employees is just as important as putting the policies in place.

Motor Vehicle Records (MVR Checks)

Actively monitoring motor vehicle records will help to identify areas where your safety program may be deficient. The bare minimum of following regulatory guidelines can leave you with a blind spot that may end up costing you. Active MVR monitoring notifies you when changes occur to a driver's record such as citation or suspension. *Ryder offers an active driver monitoring service. Subscribing to this service exempts you from running annual MVR's for drivers. Contact Fleet Risk Services for more information.*

Crash Reporting and Investigation

Accurate reporting of crashes and thorough investigations to find the root cause and determine preventability, not finding fault, is key to any fleet safety program. Establishing preventability allows companies to better train employees and be better prepared to avoid incidents in the future.

Disciplinary Action System

Unsafe actions by any employee should be directly tied to their employment. A progressive discipline policy is necessary for any good fleet safety program as a way of helping identify, track, and eliminate liabilities within your fleet.

Reward/Incentive Program

Just as important, or maybe even more important, as a discipline policy is a rewards and recognition program. Management should be working to build up all of their employees and drivers, incentivizing safe driving and taking the time to recognize those who operate safely will help to drive the safety culture within a company and can lead to better driver retention. Studies recommend a 5:1 ratio of positive to negative re-enforcement.

Driver Training/Communication

Driver training and communication of expectations is vital. Safety training should be completed when hiring drivers and then continue throughout their employment. Monthly safety lessons via web based training systems are a great way to fight the complacency that can creep in to any job. Management should frequently communicate with their drivers about safety and find ways to show their commitment to safety. *Ryder offers Pro-Tread Online Driver Training. Pro-Tread has 150 interactive courses that can be completed on any smart phone, tablet, or computer. Contact Fleet Risk Services for more information.*

Regulatory Compliance

Compliance with the safety regulations is the law. All company employees, drivers, and management should understand and follow these regulations as a baseline for a safety program. But companies that go above and beyond the bare minimum will have the greatest effect on driver and employee safety. Safe drivers are key to keeping your company going. Unsafe drivers open companies up to liabilities well beyond simple citations and fines. In addition to the costs of fines or being placed out of service, unsafe drivers can lead to increased costs of insurance, potential lost revenue in the form of lost business, and the potential for very costly litigation. *Ryder offers DQ File Management as well as D&A Testing programs.*

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