

Evaluating Individual Driver Motor Vehicle Records (MVRs)

Risk Control from Liberty Mutual Insurance



Highlights:

- Use of Motor Vehicle Records (MVRs)
- Base the policy on how much risk your company is willing to assume
- One of the most fundamental controls

Every company should establish a specific policy regarding acceptable driving records for their employees.

Base the policy on how much risk your company is willing to assume, with the understanding that liability exposure increases dramatically when a company hires or retains employees who have a history of motor vehicle convictions and violations.

Obtaining Motor Vehicle Reports (MVRs) on applicants and existing employees who drive on company business is one of the most fundamental controls to manage risk in companies that operate motor vehicles. For fleets operating under Federal Motor Carrier Safety Regulations, it is the law.

Use Motor Vehicle Records (MVRs) not only for qualifying drivers, but also as an indicator of the need for remedial action, such as driver training. Mandatory training, or retraining, after a conviction shows the importance a company places on safe driving and helps reduce the likelihood of future, similar involvement. Terminating or removing the driving privilege from company employees are other important remedial actions. Management involvement in counseling drivers is critically important.

The policy should include those offenses that automatically disqualify an applicant, such as:

- A felony while operating a motor vehicle
- Driving under the influence of alcohol or drugs, or refusal to be tested
- Leaving the scene of a crash

Transportation safety researchers conclude that evaluating a person's previous driving record helps identify unsafe driving behaviors. Drivers who break laws, and/or were involved in crashes in the past are more likely to repeat those behaviors in the future.

The following form, Motor Vehicle Record (MVR) Evaluation for Individual Drivers, is an example of a tool your company might use to determine the risk of each driver. The point criteria should be modified to meet your individual company's needs. Keep in mind that more generous or forgiving point values will allow more drivers with poor driving records in your fleet.

Motor Vehicle Record (MVR) Evaluation for Individual Drivers

<i>Driver's Name</i>	<i>Driver's Supervisor/Manager</i>	<i>Today's Date</i>
<i>Driver's Base Location (City/State)</i>		<i>Date of MVR</i>
_____ Date Supervisor/Manager was notified of results		
_____ Date Supervisor/Manager discussed results with driver*		
<i>Supervisor/Manager Signature</i>		<i>Date</i>

Use a point system to evaluate each driver's MVR and highlight areas that need further action. Assign points for each violation on the driver's MVR. It is recommended that Serious, or Very Serious violations be reviewed for the previous five years, other violations for a minimum of three years.

	Y	N	Y	N	Y	N	
Last Year							A felony involving the use of a motor vehicle (6 points)
							Driving under the influence of alcohol or drugs (or refusal to be tested) (6 points)
							Leaving the scene of a crash (6 points)
							Reckless driving (resulting in an crash) (6 points)
							Driving with a suspended license (6 points)
							At-fault fatal crash (6 points)
							Speeding (15 mph or more above the posted speed limit) (4 points)
							Reckless driving (not resulting in a crash) (4 points)
							Driving too fast for conditions (resulting in a crash) (4 points)
							Failing to obey a traffic control device (4 points)
							Following the vehicle ahead too closely (4 points)
							At-fault crash (no fatalities) (4 points)
							Speeding (less than 15 mph above the posted speed limit) (2 points)
							Driving too fast for conditions (not resulting in a crash) (2 points)
							Improper or erratic traffic lane changes (2 points)
						Failure to yield right-of-way (2 points)	
						Operating an unregistered vehicle (2 points)	

Total Points from preceding three years

	0 – 2 total points require no action.
	3 – 5 total points require supervisory review and driver counseling.*
	*6+ total points require immediate supervisory action with possibility of removal of driving privileges. In some circumstances termination of employment may be appropriate.

<i>Signature of Reviewer</i>	<i>Print Name of Reviewer</i>
**Signature of Driver	**Print Name of Driver

*Management discussion is required. Record date of discussion. **Optional depending upon company policy.

Notes

Additional Resources

ANSI Standard Z15.1 Section 5.1.3, Background Checks.

Predicting Truck Crash Involvement: Developing a Commercial Driver Behavior-Based Model and Recommended Countermeasure, an American Transportation Research Institute study, October 2005.

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