

Protecting Our Workers on the Road



...and those they share it with



Contributing Experts

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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

It is 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 2011

It is estimated that 40% of all road crashes involve people 'on duty' and people driving to work or returning from work. [ORSA]

18,670 young people killed in 2001

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

Especially young males

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

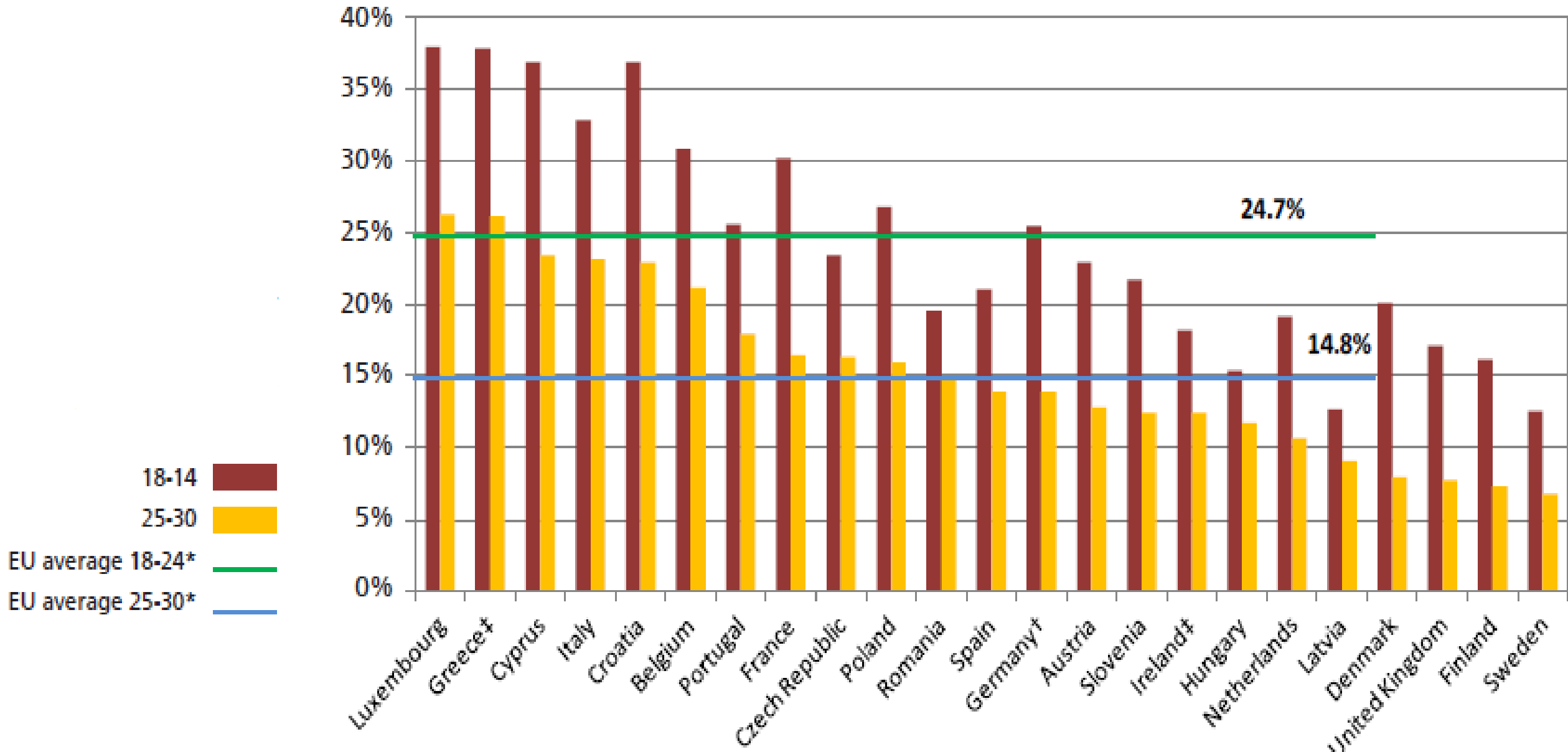
What do we know about young drivers ?

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.

Young people's road deaths in the respective age category, average for 2011-2013



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 Imperative for Employers

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 EU regulations

- **Road Safety**
- **Driver Training**
- **Professional Driver CPC (bus and HGV)**
- **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.

Road safety risks factors:

- 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** are the 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 it;
- Work-driver effect: time pressure etc;
- Young people tend to lead technology-friendly lifestyles;

Commuting



- Increased commuting distances across the EU, due to the economic crisis;
- A German study shows that the risk of commuting collision is higher for young drivers up to 25 and for women.
- Higher collision risk at night.

Recommendations to employers

Speeding

- Assess employee competence and needs when selecting vehicle type
- Limiting technologies
- 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

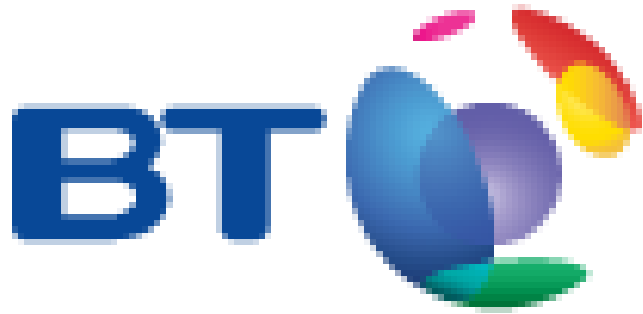
Management, Monitoring and Evaluation

- **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**
- **Safety culture**
- **Internal communication, clearly defined sanctions, rewarding;**
- **Targets, clear plan of action, measure of key performances indicators.**
- **Driving part of the recruitment process when necessary**
- **Avoid unnecessary journeys and choose the safest 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



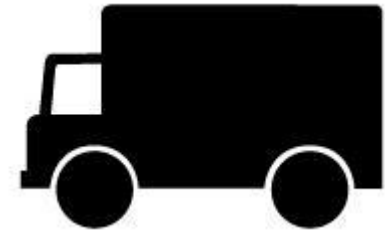
Training and qualifications

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



In-vehicle technologies



- Intelligent Speed Assistance (ISA)
- Event data recorders
- Alcohol interlocks
- Safer vehicles



Recommendations to EU institutions

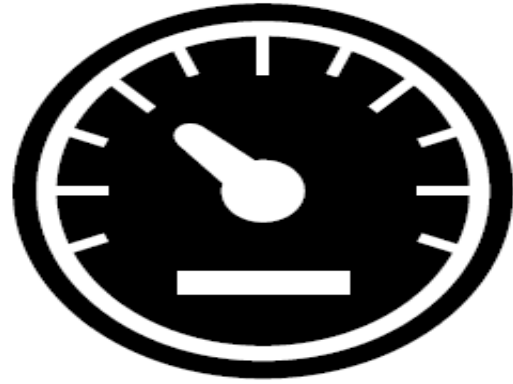
- Encourage Graduated Driving Licence systems
- Encourage special demerit point systems for novice drivers
- Revise the Certificate for Professional Competence Directive 98/76 EC (for high common standards)
- Create a platform to exchange information and experiences for the educational and training sector
- Monitor the implementation of the Directive on safety and health of workers 89/391/EEC
- Support a quality labelling scheme 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

