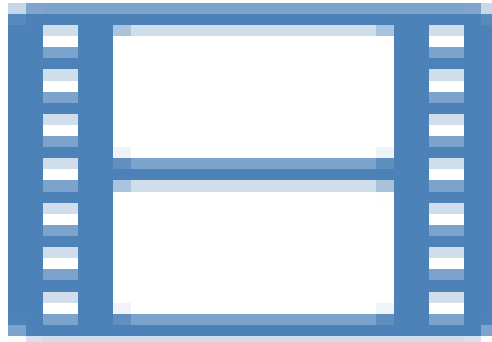


Deirdre Finnerty Contract Manager, Road Safety Authority



Driving for work The Grey Fleet

Driving for work includes any person who drives on a road as part of their work (not including driving to and from work) whether in:

- A company vehicle; or
- Their own vehicle, receiving an allowance from their employer for kilometres driver.



The Grey Fleet is defined:

as any vehicle that is not owned, leased or rented by an employer that is driven by an employee or a contractor making a work related journey.



A TOTAL OF 143 PEOPLE LOST THEIR LIVES IN 2018

VEHICLE OCCUPANT FATALITIES

77



12%

DECREASE IN DRIVER DEATHS
DOWN FROM
65 TO
57

23%

DECREASE IN PASSENGER DEATHS
DOWN FROM
36 TO
20



IN 2018 THERE WERE **113 MALES** AND
30 FEMALES KILLED ON THE ROAD



COMPARED TO 156 IN 2017
A 8% DECREASE

2018

* ROAD SAFETY
REVIEW



ALMOST **1 IN 3**
ROAD USERS
KILLED WERE
PEDESTRIANS

VULNERABLE ROAD USER FATALITIES

42



35% INCREASE
ON 2017

15



25% DECREASE
FROM 2017

9



36% DECREASE
ON 2017

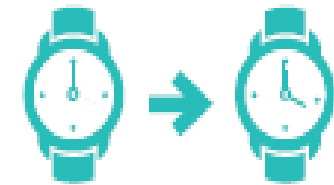


29%

OF ALL DRIVERS
AND PASSENGERS
KILLED WERE NOT
WEARING A SEATBELT



SUNDAY WAS THE
MOST DANGEROUS DAY
OF THE WEEK
(30 FATALITIES)

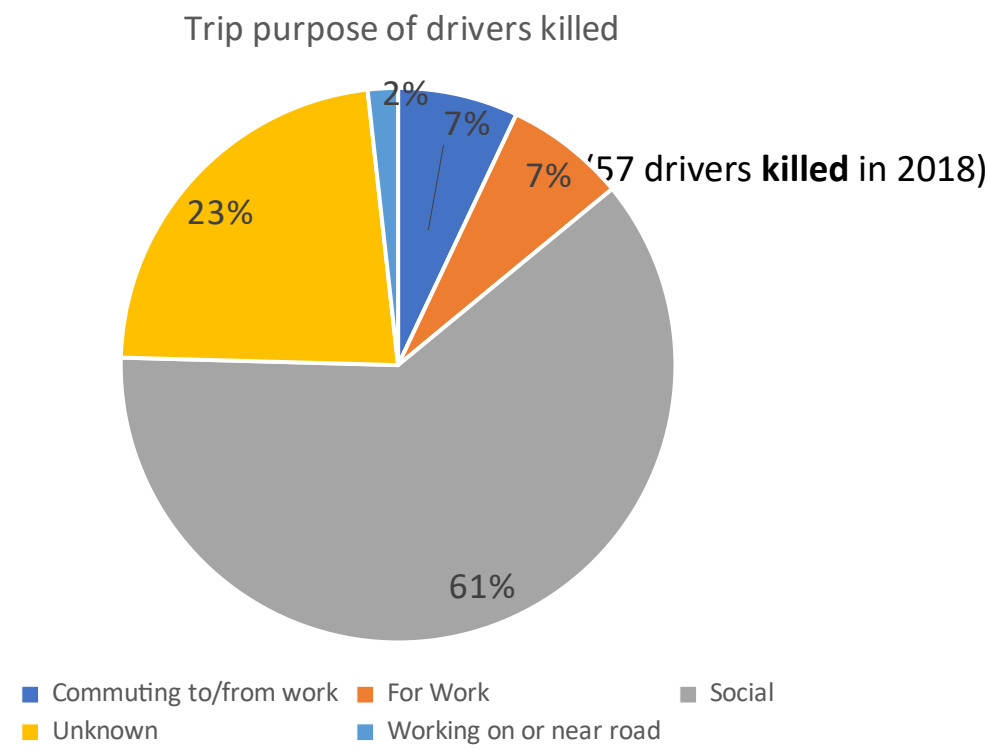


2 IN 5 FATALITIES OCCURRED
BETWEEN 12PM AND 8PM

*2018 figures are provisional and subject to change. Valid as of 9 September 2019.



RSA Collision Data: 7 % of drivers killed on our roads in 2018 were driving for work at the time



- × **1 in 5 (20%)** drivers *involved* in fatal collisions in 2018 were DFW
- × Over **1 in 10 (13%)** Drivers *injured* (serious and minor) were DFW

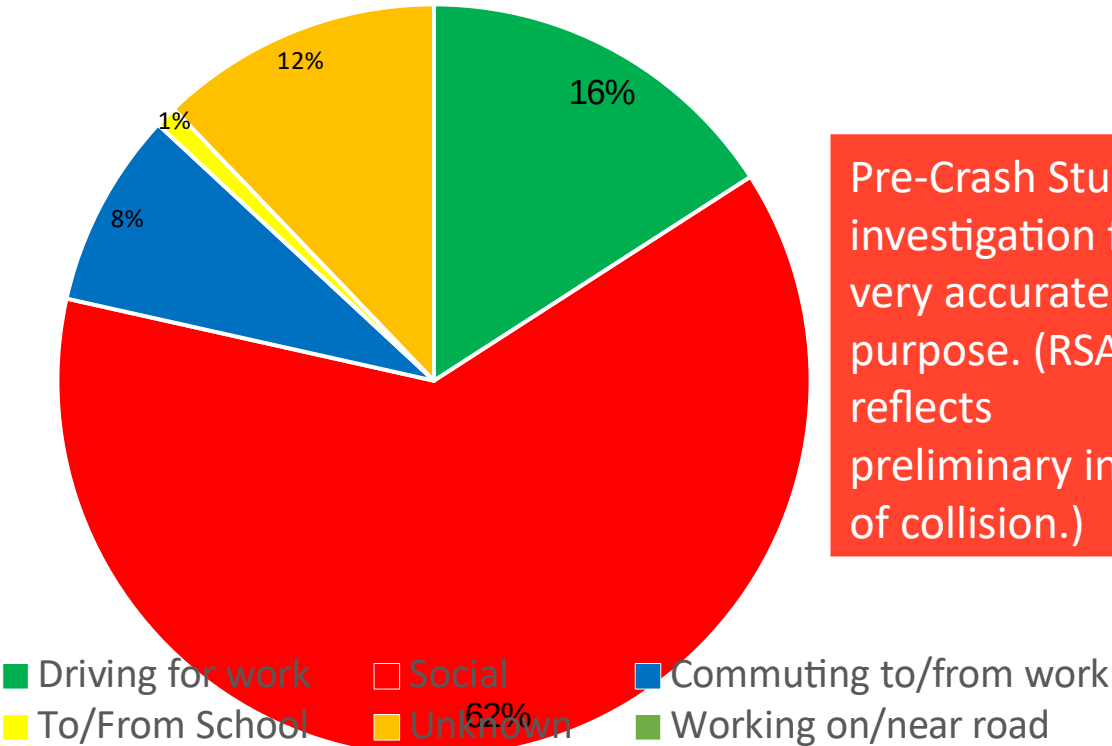
6% of killed drivers in 2016 and 8% in 2017 were driving for work, suggesting the 2018 trend is consistent with the historical norm.

Source: RSA collision database 2018 as of 13th of September 2019
Note: 2018 data is provisional and subject to change

Pre-Crash Behaviour Study: 1 in 6 drivers involved in fatal collisions from 2008-2012 were driving for work at the time

Trip Purpose

All drivers involved in fatal collisions 2008-2012 (1,177)



Pre-Crash Study : Fatal investigation files likely to yield very accurate recording of trip purpose. (RSA Collision Data Base reflects preliminary information at scene of collision.)

Source: RSA Pre-Crash Behaviour Study; A review of all fatal investigation files for 2008-2012 at GNTB

Speeding – Trucks & Artics are more likely to speed on rural roads than cars while single decker buses are the least likely to speed on rural roads.



Source: RSA Free-Speed Survey 2018

Behaviours: *Motorists who DFW are more at risk*

Those who DFW are more likely to admit that they:

- × Fell asleep at the wheel **18%** (16% for all drivers)
- × Driven after alcohol **9%** (8% for all drivers)
- × Always use handsfree phone when driving **30%** (20% for all drivers)
- × At least sometimes use handheld when driving **16%** (12% for all drivers)



Higher incidence of being involved in a collision **12% vs 9%**
Higher incidence of being involved in a near miss **34% vs 29%**



Source: RSA Driver Attitudes & Behaviour Study April 2019

Car Maintenance: Motorists who DFW are more savvy

Those who DFW are more likely to state they know how to:

- ✓ Check oil levels in car 92% (84% for all drivers)
- ✓ Check air pressure in tyres 92% (82% for all drivers)
- ✓ Check tyres/tread depth in car 83% (73% for all drivers)

✓ 69% who DFW conduct a 'walkabout' check of the vehicle they use for work at least monthly

✓ 59% of those who DFW take breaks during long journeys

Source: RSA Driver Attitudes & Behaviour Study November 2015

Superintendent Eddie Golden Garda National Roads Policing Bureau, An Garda Síochána



SAFER ROADS.
ONLY YOU CAN GET US THERE.

Where are we now?

- 118 fatalities to date*, 4 more than 2018
 - 22 pedestrians
 - 61 drivers
 - 14 passengers
 - 14 motorcyclists
 - 7 cyclists

*as of 24th October 2019

“Life Saver Offences”

- Intoxicated driving
- Safety Belts
- Mobile phone
- Speeding

Impaired driving

- On average 150 drivers are arrested on suspicion of intoxicated driving every week
- On average there are 350 drug tests performed every month - increasing
- Specified drivers in your workforce? – vehicle driven = lower threshold
- Alcohol a factor in approximately 38% of collisions
- The morning after???



24 Oct 2010
00:23:30

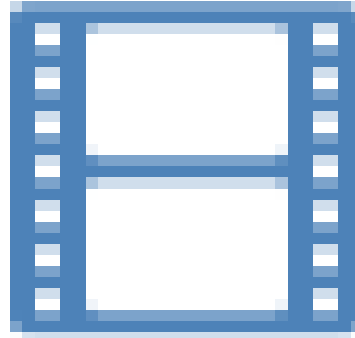
TD 055 kph
Clearstone

SA

SAFER ROADS.
ONLY YOU CAN GET US THERE.

Safety Belts

- On average 1,100 drivers are detected without a safety belt every month
- The most basic form of road safety
- Over 1/3 of fatalities in vehicles had no safety belt on at the time of the collision
- Why do people fail to wear one?



RSA

SAFER ROADS.
ONLY YOU CAN GET US THERE.

Speeding

- On average 12,000 drivers are detected speeding every month – Garda and GoSafe
- Highest detected offence
- Factor in approximately 30% of collisions
- A 1% reduction in average speed results in a 4% reduction in fatal collisions
- Max speed for HGV, 90km/h on motorways – “obstruction” or “lane closed”.
- Vulnerable road users - 1.5 metre minimum

Fatigue

- Estimated to be a factor in 20% of fatal collisions
- How many are aware of fatigue alerts?
- Have you ever crashed as a result of being tired?

Mobile Phones

- On average 1,100 drivers are detected
- The most basic form of road safety
- Over 1/3 of fatalities in vehicles had no safety belt on at the time of the collision



SA

SAFER ROADS.
ONLY YOU CAN GET US THERE.

Deirdre Sinnott McFeat Senior Policy Inspector, Health and Safety Authority

If you drive for work, your risk doubles.

Driving 40,000km per year
has the same risk as
mining and a 25% higher
risk than construction.

ZURICH - ROAD SAFETY

NRSP
NATIONAL ROAD SAFETY
PARTNERSHIP
PROGRAM

WHY?

Just under $\frac{1}{4}$ of fatal road collisions are work related

Grey fleet use is common

1. Protect workers
2. Prevent injury & death
3. Prevent trauma
4. Prevent business disruption
5. Prevent costs & claims



Cars are involved in about $\frac{3}{4}$ of fatal, serious and minor road collisions

Grey fleet drivers more likely to be involved in collisions

Grey fleet drivers have **higher risk exposure** than other car drivers

Grey fleet drivers drive **older cars** than company car drivers

- Less safety features
- Older safety features
- Less well maintained
- Greater carbon footprint

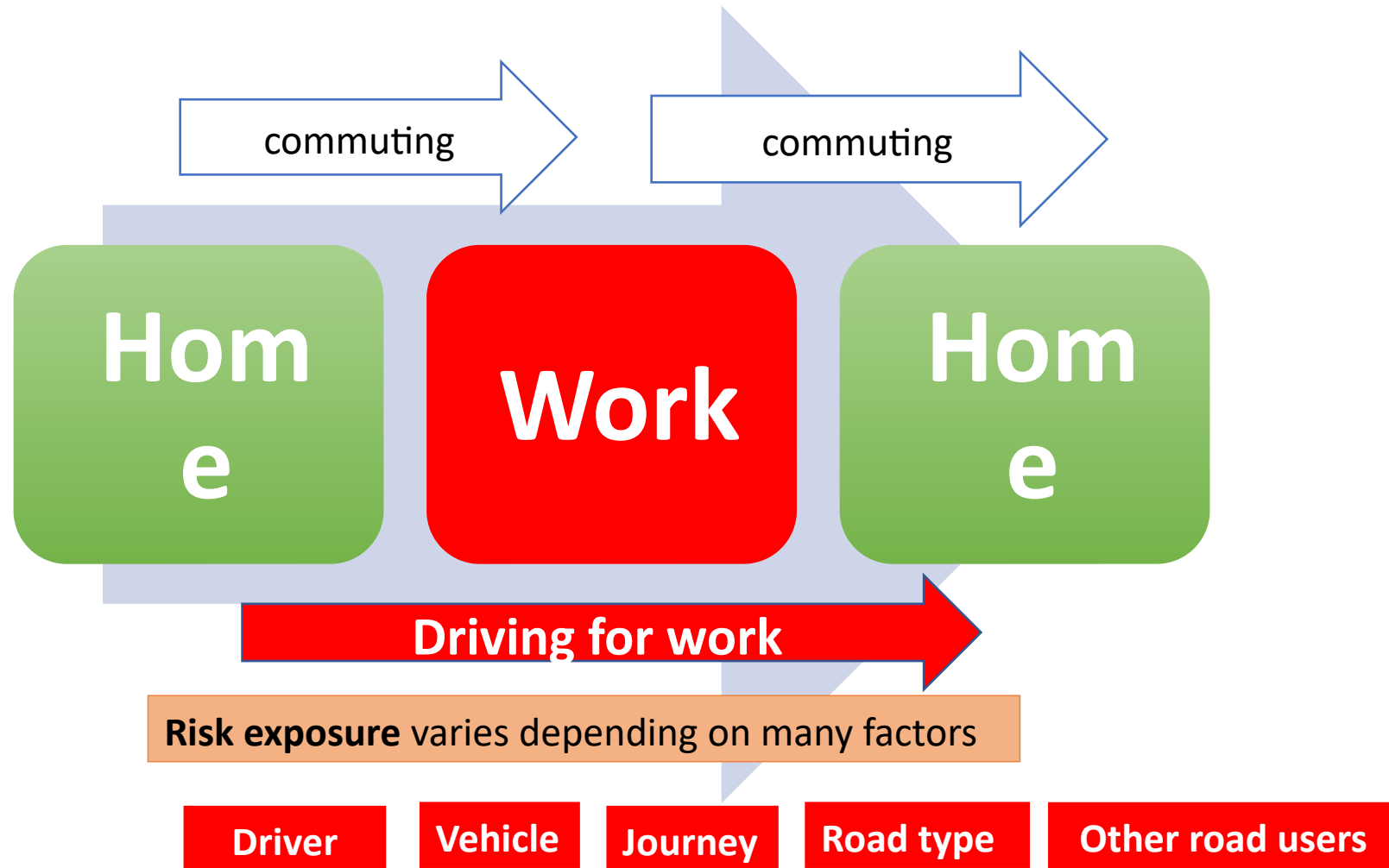
[Energy Saving Trust \(2015\) A Guide to Managing and Reducing Grey Fleet Mileage](#)

WHY 'Grey Fleet' culture?

- Grey fleet perceived as cheaper option for employer
- Not doing enough mileage to get company car
- Not management grades
- Driving not a primary activity
- Occasional business use
- Provision of company car not economically viable
- Employee responsible for vehicle
- Less administration for employer
 - Cost per Km travelled
 - Annual payment towards upkeep of car



WHY manage grey fleet risks?



WHAT Grey Fleet Risk Factors

- S** Slower speeds are less likely to cause pedestrian deaths.
- P** Prepare for the unexpected.
- E** Each time you increase your speed you increase your chance of an incident.
- E** Everyone should be aware of their stopping distances.
- D** Driving in bad weather requires much slower speeds.
- I** It is particularly important to slow down for corners.
- N** Never view speed limits as target speeds.
- G** Gas is guzzled at a greater rate if you speed.

HOW TO Manage Driving for Work?

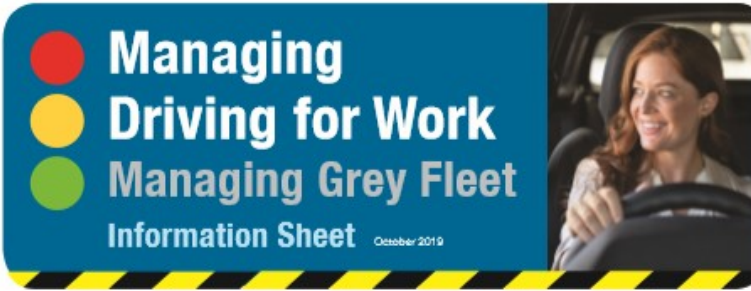
1. Develop a driving for work policy.

2. Risk assess driving for work hazards.

3. Put safe systems into practice.

4. Measure safety performance.

5. Review safety performance.



**Managing
Driving for Work
Managing Grey Fleet**
Information Sheet October 2019

This guidance will help you learn about the legal duties of employers and how to implement a safe systems approach to managing the risk associated with driving for work in privately owned or privately leased vehicles, more commonly known as the grey fleet.

This is part of a series of resources¹ to help employers manage driving for work as a risk in their business. It complements the 'Managing Driving for Work My Responsibilities'² information sheet, 'Safe Driving for Work Driver's Handbook'³ and the Managing Driving for Work e-learning course⁴.




What is the grey fleet?

The grey fleet is commonly defined as any vehicle that is not owned, leased or rented by an employer that is driven by an employee or a contractor making a work related journey.

This could be a financial contribution, a car obtained via an Employee Car Ownership (ECO) scheme, a privately owned vehicle used for occasional journeys or a vehicle that the employee has hired outside of any company provided scheme.

When most businesses analyse the road journeys that their employees make on their behalf, they identify employees who they never considered as 'drivers' and who have never been included in any of the policies and procedures relating to driving for work.

¹Full suite of resources on driving for work risk management can be accessed at www.drivingforwork.ie
²Managing Driving for Work Information Sheet
³Safe Driving for Work Driver's Handbook can be accessed at www.drivingforwork.ie
⁴Managing Driving for Work e-learning course can be accessed at www.training.ie



Risada tinn Shúilteacht Ar Bharrtha
Road Safety Authority

Page 1 of 12

What the law requires

The fact that employees use their own vehicle for business purposes does not absolve the employer from 'duty of care' responsibilities.

Employers have a legal duty of care to an employee regardless of vehicle ownership, and therefore grey fleet needs to be managed as diligently as company-owned or leased vehicles.⁷ As an employer, you should have a safety management system in place for managing all work related risks. Driving for work grey fleet risks should be managed as part of this system.

While drivers are personally responsible for how they drive their own vehicle, when they drive their own vehicle for work employers are responsible for putting procedures in place that make sure the employees drive for work safely at all times.

As a minimum, you must make sure that employees who drive grey fleet are:

- formally permitted to drive for work in their own vehicle,
- legally entitled to drive the vehicle they are using,
- using a vehicle that is in a safe and roadworthy condition,
- using a vehicle that is motor tax compliant,
- using a vehicle that is suitably insured for occasional business use,
- medically fit to drive,
- instructed, trained and informed on company requirements for driving their vehicle safely for work, and
- complying with the Rules of the Road⁸ and company requirements at all times.



How to carry out a grey fleet risk inventory?

- who and how many people drive grey fleet for work?
- age, licence status and driving experience profile of each grey fleet drivers?
- insurance status of each grey fleet driver?
- occupation and role of employees who drive grey fleet for work?
- purpose of journeys undertaken?
- how many employees travel as passengers on grey fleet journeys?
- how many journeys undertaken by day, by month, by quarter and per annum?
- kilometres driven by individual, by team, in the business overall?
- grey fleet driving frequency by occupation, by department, by manager group?
- cost of grey fleet journeys to the business?



How to do a grey fleet management gap analysis?

| | | | | |
|-----|--|--------------------------|--------------------------|--|
| 7. | To accompany the policy and procedures, do you discuss driving for work at regular management meetings? | <input type="checkbox"/> | <input type="checkbox"/> | |
| 8. | To accompany the policy and procedures, do you regularly send safety information to employees who drive for work? | <input type="checkbox"/> | <input type="checkbox"/> | |
| 9. | Is there a designated competent person who has full responsibility for managing grey fleet safety in line with the business's wider driving for work policy? | <input type="checkbox"/> | <input type="checkbox"/> | |
| 10. | Is there a full inventory carried out annually, quarterly or as required to determine a driver, vehicle and journey profile of employees who drive for work in grey fleet? | <input type="checkbox"/> | <input type="checkbox"/> | |
| 11. | Do contracts of employment include the requirements for grey fleet drivers to abide by the same policies and procedures as company car drivers? | <input type="checkbox"/> | <input type="checkbox"/> | |
| 12. | Is there a clear audit trail with proof of dispatch, receipt and agreement on procedures for each employee? | <input type="checkbox"/> | <input type="checkbox"/> | |

How to reduce journey risk exposure?

Meetings
without moving

Public
transport/taxi

Fleet/pool car

Hire or long
term lease car

Grey fleet
vehicle

Car pooling in
grey fleet

Grey fleet non
vehicle

Grey fleet
driver



Sample Grey Fleet Risk Assessment

| Hazard Category | Identifying the Hazards | Assess the Risks | | | What are you already doing? | | |
|----------------------|---|---|--|---|---|---|---|
| Hazard | What could happen | Consequence | Likelihood | Risk | Driver Controls | Organisational Controls | Do you need to do anything else to control this risk? |
| Unroadworthy vehicle | Mechanical defect contributes to vehicle crash | Human Injury Financial Loss Reputation Damage Lost Time Work Disruption Missed Meeting | Almost Certain Likely Possible Unlikely/Remote Rare/Impossible | Insignificant Minor Moderate Major Catastrophic | <ul style="list-style-type: none"> Vehicle serviced in accordance with manufacturer recommendations Pre-start maintenance checks by driver Sign-off on pre-start checklist | <ul style="list-style-type: none"> Implement policy and procedures regarding regular servicing Driver to confirm roadworthiness in driver declaration Provide pre-start checklist Educate drivers about pre-start checklist Conduct information sessions to educate about pre-start checks Conduct pre-start checklist audits | |
| Unlicensed driver | Driver driving on organisational business illegally | | | | <ul style="list-style-type: none"> Do not drive Ensure licence current Notify organisation if loss of licence occurs | <ul style="list-style-type: none"> Educate drivers on policy and legal implications Implement licence history checks annually Implement driver licence declaration conditions | |

How to manage driver behaviour?

The driver has the most influence over whether they are going to be involved in a collision, regardless of blame, so most emphasis should be placed on **driver management**

| Driving-for-work--Driver-Declaration-[Grey-fleet] | | | |
|--|--|-----------------|--------------|
| Driver-Name:* | | * | |
| Licence-Number:* | | * | |
| Licence-Expiry-Date:* | | * | |
| Contact-Number:* | | * | |
| E-Mail-Address:* | | * | |
| Manager's-Name:* | | * | |
| Vehicle-Details* | | | |
| Vehicle-Registration-No:* | | Year-of* | * |
| Make:* | | Manufacture:* | |
| Engine-CC:* | | * | |
| Last-Service-Date:* | | * | |
| Insurance-Policy-Details* | | Policy-Number:* | |
| Insurance-Policy-endorsement-for-business-use:→ Yes → No* | | | |
| Insurance-Policy-Expiry-Date:.....DD/MMM/YYYY* | | | |
| Declarations* | | | |
| I-understand-that-permission-given-to-me-to-use-my-own-motor-vehicle-on-official-business-This-is-subject-to-any-relevant-regulations-or-business-rules-in-force-This-is-also-subject-to-the-condition-that-the-vehicle-is-in-roadworthy-condition,taxed-for-road-use-and-appropriately-insured-for-business-use-and-will-continue-to-be-insured-by-me-for-the-purpose-of-the-Road-Traffic-Acts-during-the-course-of-my-work-related-journeys.¶ | | | |
| I-confirm-I-have-read-and-agree-to-adhere-to-the-conditions-and-guidance-set-down-in-the-Grey-Fleet-policy-and-understand-that-I-am-responsible-for-all-costs-associated-with-operating-my-vehicle-in-the-discharge-of-my-duties-for-the-company.¶ | | | |
| I-confirm-that:¶ | | | |
| 1. → I-hold-a-current-driving-licence-in-respect-of-the-motor-vehicle-details-noted-above.¶ | | | |
| 2. → I-am-satisfied-that-the-motor-vehicle-is-insured-to-cover-the-use-for-which-it-is-used-and-is-in-a-roadworthy-condition.¶ | | | |
| 3. → The-motor-insurance-policy-is-in-force-for-the-vehicle-for-the-purpose-of-the-Road-Traffic-Acts.¶ | | | |
| 4. → I-will-only-use-the-vehicle-for-official-travel-during-the-course-of-my-work-related-journeys.¶ | | | |
| 5. → I-will-only-use-the-vehicle-for-official-travel-during-the-course-of-my-work-related-journeys.¶ | | | |
| 6. → I-will-have-a-minimum-level-of-insurance-cover-being-used-for-official-travel-during-the-course-of-my-work-related-journeys.¶ | | | |
| 7. → I-will-advise-my-Line-Manager-in-the-event-that-I-become-involved-in-any-motoring-related-incident.¶ | | | |
| 8. → In-the-event-that-I-become-involved-in-any-motoring-related-incident,I-will-advise-the-company-immediately-of-the-incident-and-will-not-use-my-motor-vehicle-for-official-travel-during-the-period-of-the-suspension.¶ | | | |
| 9. → In-the-event-that-I-receive-penalty-points-and-the-number-of-such-points-results-in-a-suspension-of-my-driving-licence,I-will-notify-my-line-manager-immediately-of-the-suspension,the-duration-of-suspension-and-will-not-use-my-motor-vehicle-for-official-travel-during-the-period-of-the-suspension.¶ | | | |
| Employee-Signature:* | | Date:* | DD/MMM/YYYY* |
| Please-return-the-signed-original-of-this-document-to-your-line-manager-along-with-a-copy-of-your-current-driver-licence-and-motor-insurance-policy-¶ | | | |
| If-you-use-more-than-one-vehicle,-please-complete-a-separate-form-for-each-vehicle-A-new-agreement-must-be-generated-annually-or-when-ever-your-licence-is-altered-or-renewed-or-your-insurance-policy-is-altered-or-renewed.¶ | | | |
| ¶ | | | |
| The information contained in this guidance is for educational purposes only. It is not intended to provide legal or other advice to you, and you should not rely upon the information to provide any such advice. We believe the information provided is accurate and complete; however, we do not provide any warranty, express or implied, of its accuracy or completeness. Neither the Health and Safety Authority, An Garda Síochána or the Road Safety Authority, shall be liable in any manner or to any extent for any direct, indirect, special, incidental or consequential damages, losses or expenses arising out of the use of this guidance document. October 2019¶ | | | |

How to manage vehicle risk factors?

Employers may make checks annually on employee vehicle documentation and in addition, may carry out random spot checks as part of compliance verification process.

Employees who drive their own vehicle for work purposes are responsible for vehicle;

- **Roadworthiness**
- **Motor tax**
- **Insurance.** This means making sure vehicle is covered for business use [excluding commuting], and
- **Condition.** The vehicle should be in good serviceable condition at all times and be serviced and maintained in accordance with the maintenance schedule laid down by the manufacturer



Employer should have clear policy on vehicle requirements

- Type [2,3 or 5 door]
- Safety rating [EuroNCAP]
- Safety specifications
- Age
- Condition
- Mileage profile

HOW TO ? – Manage Journey Risk Factors

- J** Journey planning involves avoiding unnecessary journeys.
- O** Other modes of transport and communication should be considered.
- U** Use the most appropriate roads for the journey.
- R** Read weather and traffic reports before you set off.
- N** Never drive while unfit.
- E** Ensure your vehicle is maintained and prepared for the journey.
- Y** You must have a break from driving at least every 2 hours.
- S** Share journeys where possible.

Employers must make sure:

- work journeys are properly planned by employees
- procedures in place for emergency situations,



Make a commitment to manage your grey fleet?

- **Prioritise** grey fleet risk management now
- **Appoint** someone to take ownership
- **Carry out**
 - grey fleet risk inventory
 - grey fleet gap analysis
 - grey fleet risk assessment
 - Business level
 - Individual drivers
- Put in place **grey fleet policy**
- Put in place effective **grey fleet management procedures**

ACCO
It is not
but also
for which



Choose to protect all our workers on the road



Make sure we all get home safe

Assumpta Corry, Executive Officer, Road Safety Authority

Vehicle Testing & Enforcement

Tyres

- Why
- Dangerously Defective
- Commercial and Private
- Consequence
- NCT and CVRT Testing



What can you do?

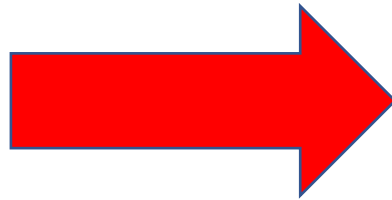
- Commercial
- Private

Since 2018

- National Tyre Safety days
- Increased education and awareness

Consequences of non-compliance

- Penalty points
- Fines
- Off the Road
- **Worst case Scenario!!**



What we have found



Commercial

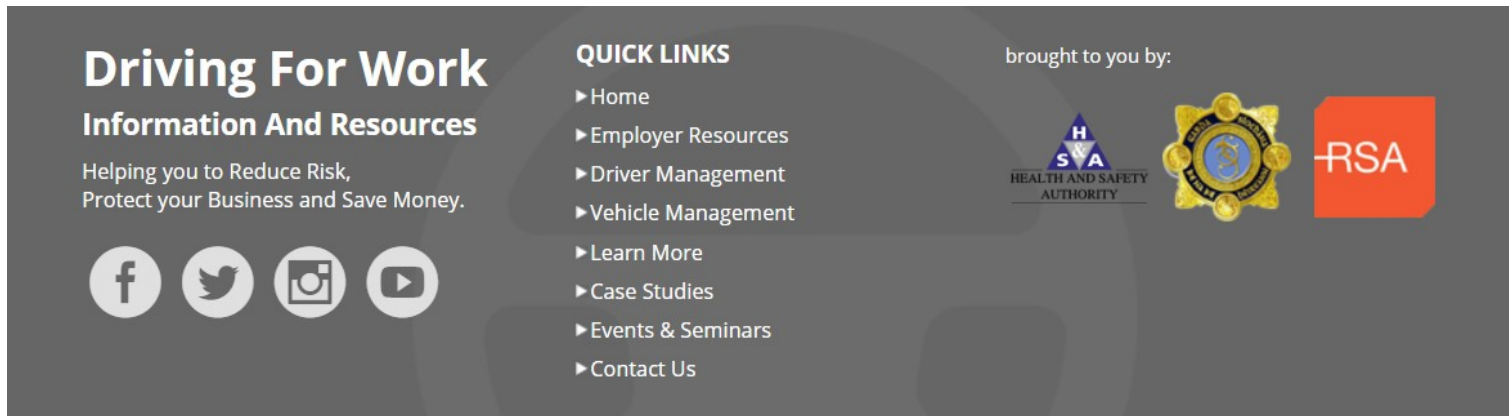
What we have found

Private



Further Info

www.drivingforwork.ie






Driving For Work
Information And Resources
Helping you to Reduce Risk,
Protect your Business and Save Money.

[f](#) [t](#) [i](#) [v](#)

QUICK LINKS

- ▶ Home
- ▶ Employer Resources
- ▶ Driver Management
- ▶ Vehicle Management
- ▶ Learn More
- ▶ Case Studies
- ▶ Events & Seminars
- ▶ Contact Us

brought to you by:

www.cvrt.ie / www.ncts.ie / www.rsa.ie

General Queries: email cvrtadmin@rsa.ie &
nct@rsa.ie

Don't Risk it!!
Start checking them regularly from
today