

Where the Rubber Meets the Road campaign – Driver selection



Did you know that 56 percent of claims to VML Insurance Programs are automobile related? They represent 47 percent of total claim costs, coming in at \$11 million annually.

Negligent entrustment legal actions arise when an unlicensed, incompetent, or reckless driver causes damages while driving a motor vehicle owned by someone else. For pool members, it means that members can be liable for any damages done to a third party by one of their drivers.

This can be especially true if an organization does not perform due diligence to find out whether their drivers pose a risk. One way to

make your fleet risk management efforts successful is through proper driver selection.

A variety of criteria should be used in selecting drivers, including:

- **Employment application:** The employment application can be used to ask for information about prospective drivers. It can be used to question the amount of driving experience a prospective employee has, in addition to requesting information regarding recent traffic violations.
- **Motor vehicle record checks:** A Motor Vehicle Report (MVR) is a critical tool when evaluating an applicant's suitability for employment – or to evaluate whether to have an existing driver continue operating member vehicles. Conducting an MVR evaluation upon hire, and every year after, is recommended. MVR's can be obtained at no cost to local governments from the Virginia Department of Motor Vehicles. See the "[Request Motor Vehicle Records](#)" link on the VML Member Home Page.
- **Road tests:** If an employee will regularly as a part of his/her job duty, it's good practice to administer a road test. Conduct the test in a vehicle similar to the one they will drive and evaluate each driver using an observation check list similar to that found in the VML Insurance Programs' [Fleet Management Module](#).

For those employees who will drive often, be sure that driving expectations are included in job descriptions when possible.

As an added resource, the VML Insurance Programs' [Fleet Management Module](#) can assist you with your driver selection process. The module offers assistance in reviewing driving records, setting driver qualifications, road testing, establishing a vehicle use policy, and provides tips on dealing with problem drivers.

The module can be requested online. Logon to the VML Insurance Programs Web site, select "request multimedia" on the right hand column, go to "modules" and then select "Fleet Management Program."