



Idealease Safety Bulletin

June 25, 2010

Brought to you by Idealsafe 847-304-3190 ~ Website: <http://www.idealease.com/>

Driver Prevention

We have been facing an economic recession for the past two years and recently, there have been key indicators that we are slowly coming out of it. Due to down sizing and lack of freight, driver turnover is an area that the recession took care of for most motor carriers. Carriers had no problems finding qualified and experienced drivers in the past; but as we look into the future there is no question, as the economy gains steam, that driver turnover and the availability of good qualified drivers will again be a challenge to our industry.

Here are some reasons why this challenge will exist:

- ❖ During the past two or three years, most companies have not been hiring new drivers. Also, due to over capacity of existing drivers, young drivers have not had the opportunity to enter the industry.
- ❖ The FMCSA has proposed regulations that will require an individual, who wants to obtain a CDL, to complete three weeks of training in both the classroom and cab before applying for a the CDL. This will shrink the pool of available driver candidates.
- ❖ With the FMCSA CSA 2010 program the FMCSA will score drivers for the first time and the information will be used internally to force the worst drivers out of the industry.
- ❖ This year the FMCSA has introduced the Pre-Employment Screening Program (PSP). This program provides motor carriers with a tool that allows them to review the roadside inspection violations of drivers during the past 36 months, regardless of employer.
- ❖ With few new, young drivers being hired in the past 36 months, the average age of existing drivers continues to increase and is estimate now to be over 50 years of age. This will create an exodus of drivers to retirement in the future. Especially if the economic conditions of pensions, 401Ks and saving increase.



F M C S A

Federal Motor Carrier Safety Administration

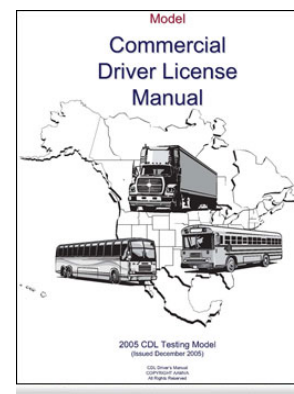
If you are not actively working to retain your best qualified drivers, other companies, in the near future, will be actively pursuing to recruit them! What can your company do to retain the excellent, experienced, qualified drivers you now have?

The following are some tips for consideration:

- ❖ Review your company policies and procedures for honesty with your drivers. Make sure the policies are forthright and achievable by your drivers. Dishonesty is the number one reason a driver leaves the employment of a motor carrier.
- ❖ Drivers need to be recognized as an asset and a valued part of the company and in all aspects of their operations and performance.
- ❖ Involve drivers in the operations of your company on a regular basis.
 - Such as: equipment selection, accident review committees, policy and procedure issues, customer service relationships etc.



- ❖ Develop a relationship with your drivers. Know who they are and show a genuine concern for their welfare and longevity with the company. This relationship should be consistent from the top management and ownership down.
- ❖ Review your pay and benefit programs to make sure they are competitive in the industry.
- ❖ Keep your vehicle maintained with a systematic maintenance and inspection program that insures a safe operating unit for your driver.
- ❖ Providing ongoing training has proved that drivers that receive training and are elevated in position are less likely to leave your company.
- ❖ Strictly adhere to your driver hiring and selection standards. If you do not adhere to the standards you will find that your qualified and experienced drivers will not want to be associated with a company that hires substandard drivers and will eventually leave.
- ❖ Provide a structured and comprehensive new driver orientation-training program. Drivers need to know the policies and procedures of the company prior to being placed in service. If the driver is informed of the polices and procedures after being placed in service, they will likely terminate, as they do not know what other polices and procedures they will be required to comply with in their job later on.



- ❖ Recognize drivers for their achievements and performance. Safe driving awards, longevity awards, customer service, etc. provide the drivers with recognition that they cannot obtain anywhere else. The recognition should be personalized to the driver. For example, coats embroidered with their name and achievement, decals for the side of their units with their first name and achievement, plaques, certificates, etc. All driver recognition presentations should take place with other drivers as their peers in attendance.

- ❖ When a driver terminates employment, conduct an exit interview. This can be done in person or by sending a self-addressed stamped envelope to the driver with a written evaluation to be completed. Try to determine what the actual reason was for the driver leaving your employment.

The Idealease Safety Bulletin is provided for Idealease affiliates and their customers and is not to be construed as a complete or exhaustive source of compliance or safety information. The Idealease Safety Bulletin is advisory in nature and does not warrant, guarantee, or otherwise certify compliance with laws, regulations, requirements, or guidelines of any local, state, or Federal agency and/or governing body, or industry standards.