



DRIVER ABSTRACT TOLERANCES

Formal guidelines are a necessity for acceptable driving qualifications of any employee who regularly drives your company vehicle (e.g., how many speeding convictions or collisions are permissible without repercussions). This way, drivers will understand what is expected of them during their employment, and your company can formally dismiss any employees that fall within the unacceptable range.

If an applicant driver's history includes a licence suspension due to driving violations or collisions, the driver must then have completed three (3) full years with no subsequent moving violations, at-fault collisions or penalties since the licence was reinstated. A licence suspension due to administrative penalties is a concern, but would not typically disqualify a job applicant, unless there is evidence of the driver having knowingly driven with a suspended licence.

A minimally acceptable motor vehicle driving record (MVR) includes the following components:

- four (4) or fewer demerit points
- no ADLS convictions within the last three (3) years
- at least three (3) years of continuously valid licensing
- an overall pattern of safe vehicle operation and driving habits

ACCEPTABLE MVR	No more than two (2) minor violations OR at-fault collisions in last three (3) years; OR no more than a combination of one (1) minor violation and one (1) at-fault collision in last three (3) years.
BORDERLINE MVR	Three (3) minor violations OR two (2) at-fault collisions in last three (3) years; OR any combination of minor violations and at-fault collisions in last three (3) years totalling three (3) occurrences. At this point, some form of driver remediation/ training should be considered to return to an acceptable range.
DENY MVR	One (1) or more major convictions in last five (5) years; OR four (4) or more minor violations; OR three (3) or more at-fault collisions in the last three (3) years; OR any combination of minor violations and at-fault collisions totalling four (4) or more occurrences. These scenarios cause road-safety concerns and a potential increase in your business expenses.
AT-FAULT COLLISION	Defined as any collision where a driver is cited with a violation or negligently contributes to the incident; OR any single-vehicle collision where the cause is not equipment related.
	Applicants with three (3) or more violations within three (3) years represent a significantly greater risk because they are more likely to be involved in a collision than those with no traffic violations. Any driver with an MVR consisting of a combination of collisions and moving violations that total four (4) during the past three (3) years should be denied driving privileges.

Keep drivers safe—and insurance costs down. RSA's Driver Safety Management Package can help you acquire, develop and retain the right drivers.

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