Fleet Safety: The Power to Prevent

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Most organizations don’t think they have a fleet safety problem.

Until they do!

Fleet safety isn’t about trucks
People-Exposure-Decision

DUTY
PEOPLE
COST

Fatal Crash Statistics

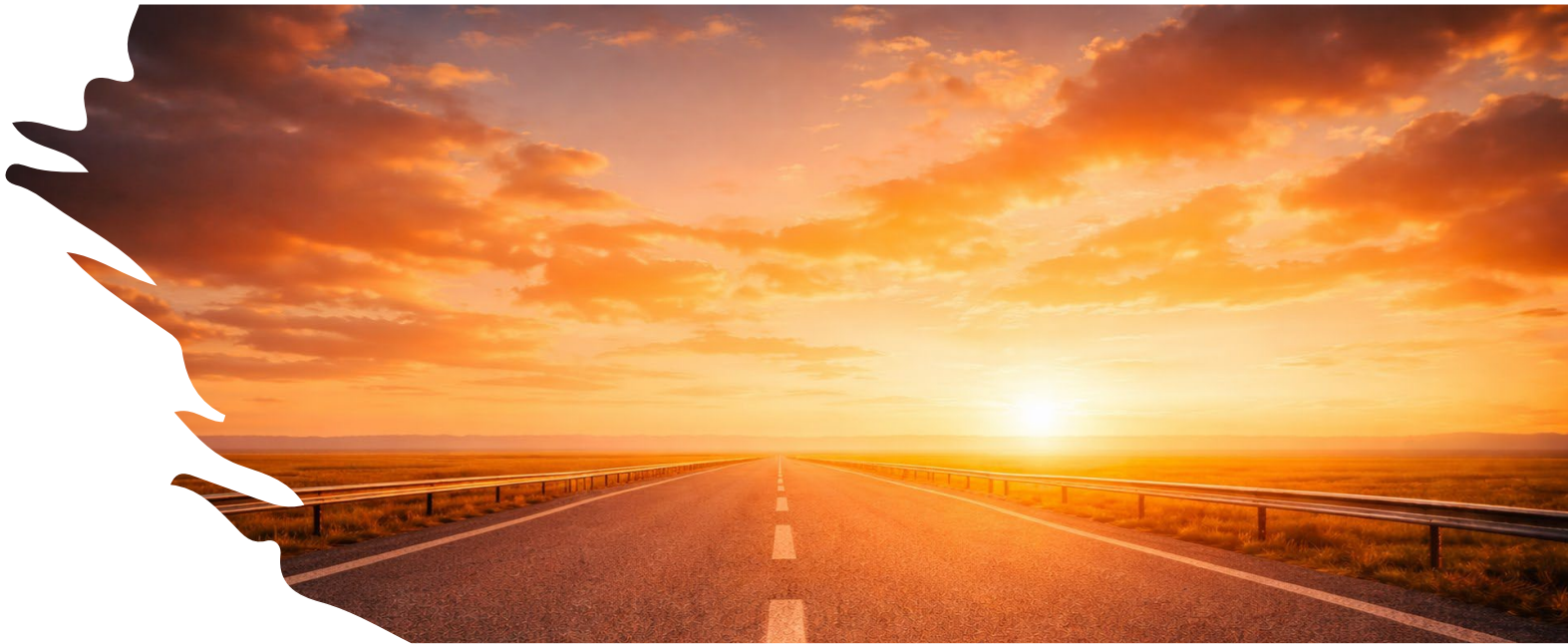
- **Fatal Crash Statistics**
  - 2022-**42,721** (1.34 per 100 million VMT)
  - 2023-**40,901** (1.26 per 100 million VMT)
  - 2024-**39,345** (1.20 per 100 million VMT

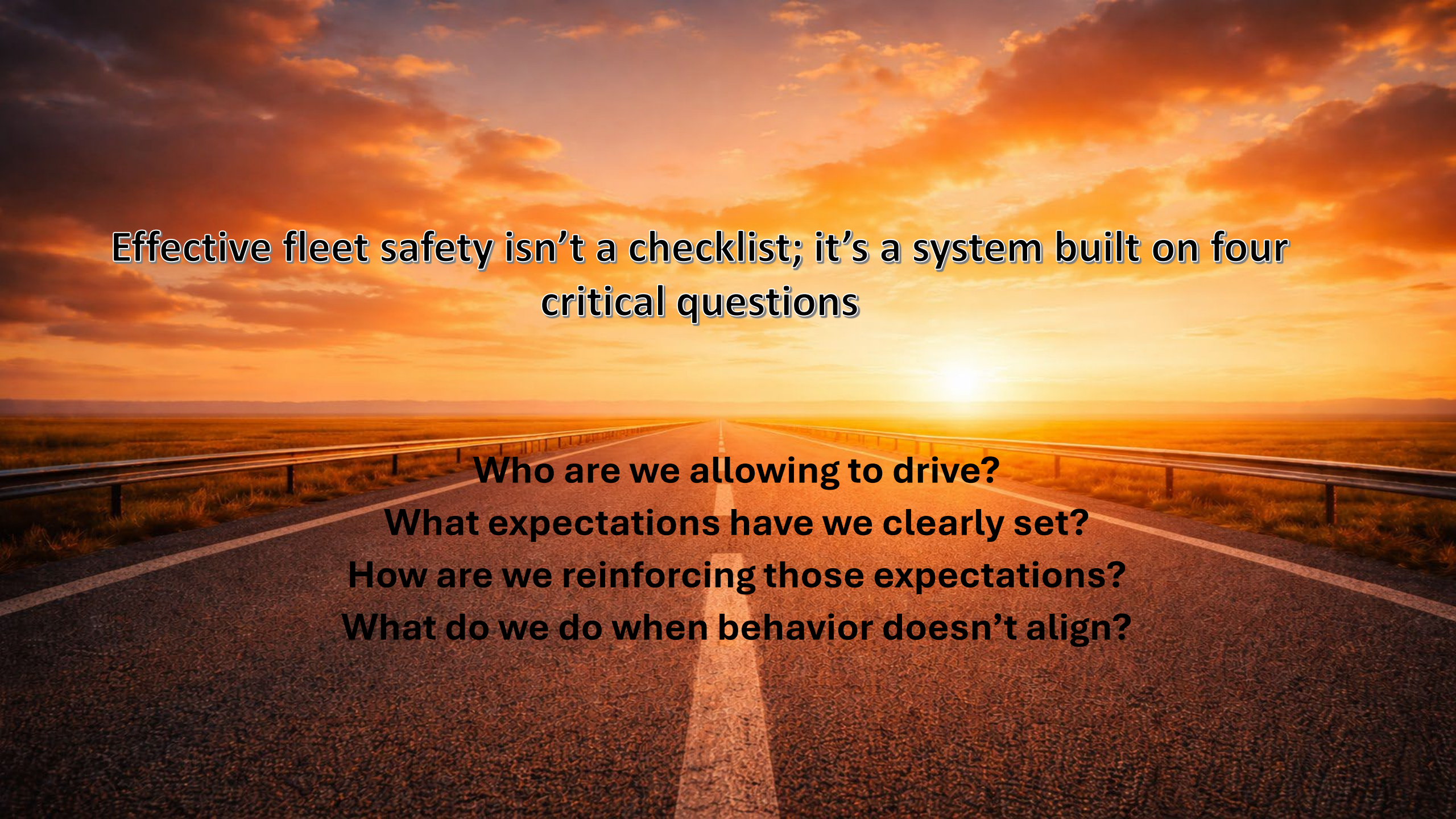
Workplace Transportation Risk & Safety Insights

BLS

BUREAU OF LABOR STATISTICS
U.S. DEPARTMENT OF LABOR

- **5,283 fatal work injuries**
  - Transportation incidents were the leading cause, representing 36.8% of all fatalities (**1,942 deaths**) in 2023
- 2023–2024: **More than 90,000** nonfatal injuries were associated with transportation incidents




Effective fleet safety isn’t a checklist; it’s a system built on four critical questions
Who are we allowing to drive?
What expectations have we clearly set?
How are we reinforcing those expectations?
What do we do when behavior doesn’t align?

Qualifications
Policies
Training
Maintenance
Accidents
Technology
Performance

We succeed or fail based on who we hire

Qualification Standards

- Qualification Criteria
- Motor Vehicle Record Reports
- D&A Alcohol Program
- Road-Tests
- Physicals

Qualification Standards

Qualification Criteria

- Establish and follow standards developed.
  - E.g., 2 years operating a similar type vehicle, no moving violations within the past 12 months, no operating under the influence convictions in the past 5 years.

Set yourself up for success.

Qualification Standards

Motor Vehicle Record

- Pre-Employment
- Continuous Monitoring

Qualification Standards

Road-Tests

- Provides information on driving skills and deficiencies.
- Validates the qualifications of your driver.
- Assess driver’s knowledge of vehicle inspection.

Qualification Standards

Physical Exam

- Trusted medical provider.
- Perform essential functions of job.
- Physically qualified.

Qualification Standards

Drug & Alcohol Testing

Establish a policy and follow standards developed

- Pre-employment
- Random
- Post accident
- Reasonable suspicion

ATRI-Case Study

ATRI's 2025 "Trucking Litigation: A Forensic Analysis" study shows how safety, hiring, and compliance failures significantly increase verdict sizes in truck-related litigation.

Median verdict-approximately $1.3 million.

Negligence with Largest Impact on Award

Substance abuse 340%

Improper Hiring or onboarding 272%

Weaponizing Your Programs

Safety Policies

Policies

- Provide direction.
- Promote regulatory compliance.
- Establish consistent safe work standards.
- Preserve fair and consistent treatment of employees.
- Help protect companies legally.

Improve Effectiveness

- Tailoring policies and procedures to unique risks and hazards of your operation.
- Review policies and procedures with employees.
- Train employees on procedures.
- Minimum-annual review

Training Programs

- Orientation
- Recurrent Training
- Remedial Training

Training Programs

Orientation

- Classroom and on-the-job/behind-the-wheel.
- Competency based.
- Documented!

Training Programs

Recurrent

- Continuously train
- Standards & customized
- Builds a culture that supports safety

Training Programs

Remedial

- Correct unsafe behaviors
- Reinforces your culture
- Creates defensibility

Maintenance

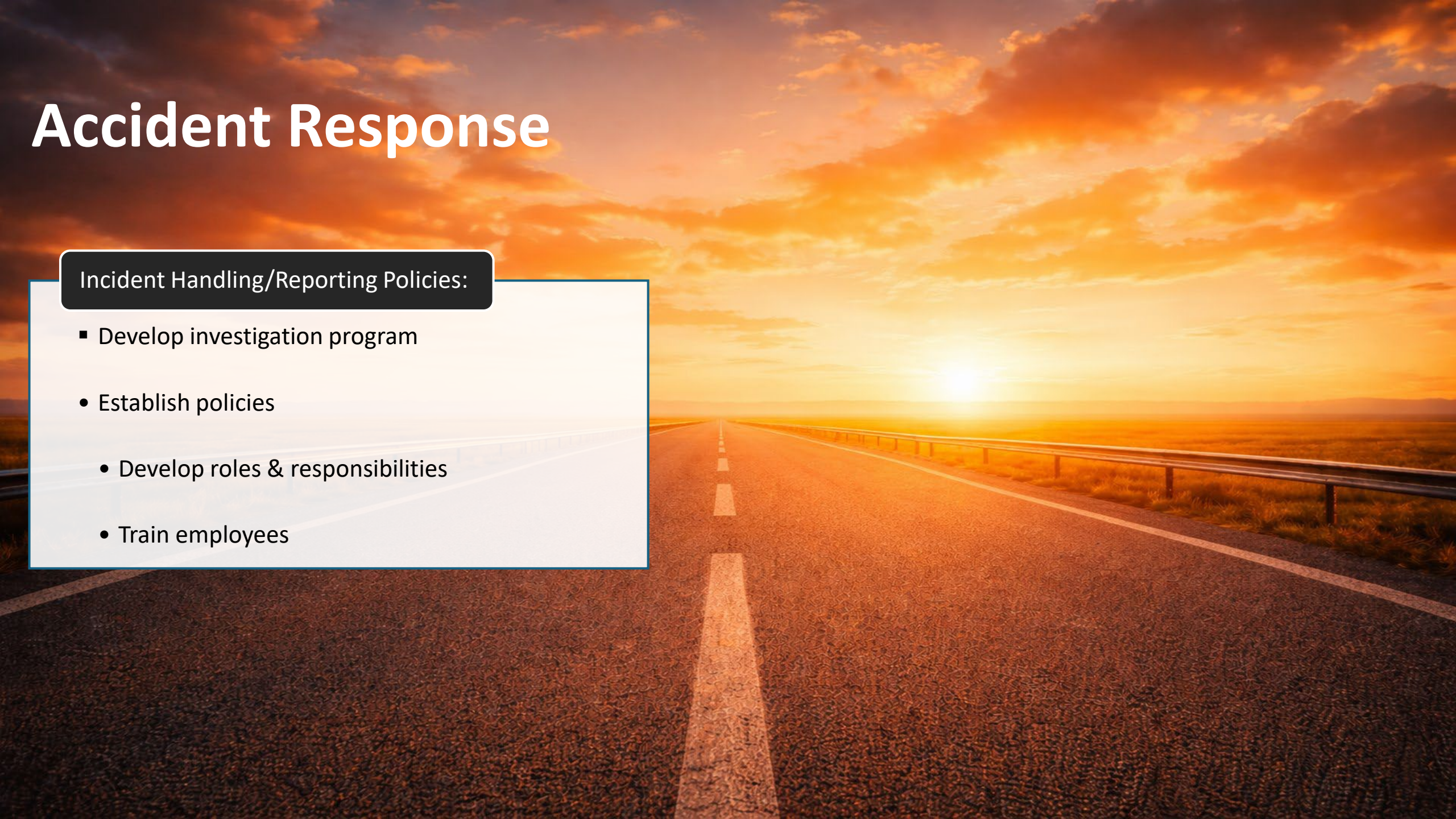
Preventative Maintenance

- Preventative maintenance, service, and inspections.
- Process for employees to report deficiencies and repairs completed.
- Maintenance records maintained.

Accident Response

Incident Handling/Reporting Policies:

- Develop investigation program
- Establish policies
  - Develop roles & responsibilities
  - Train employees



Technology

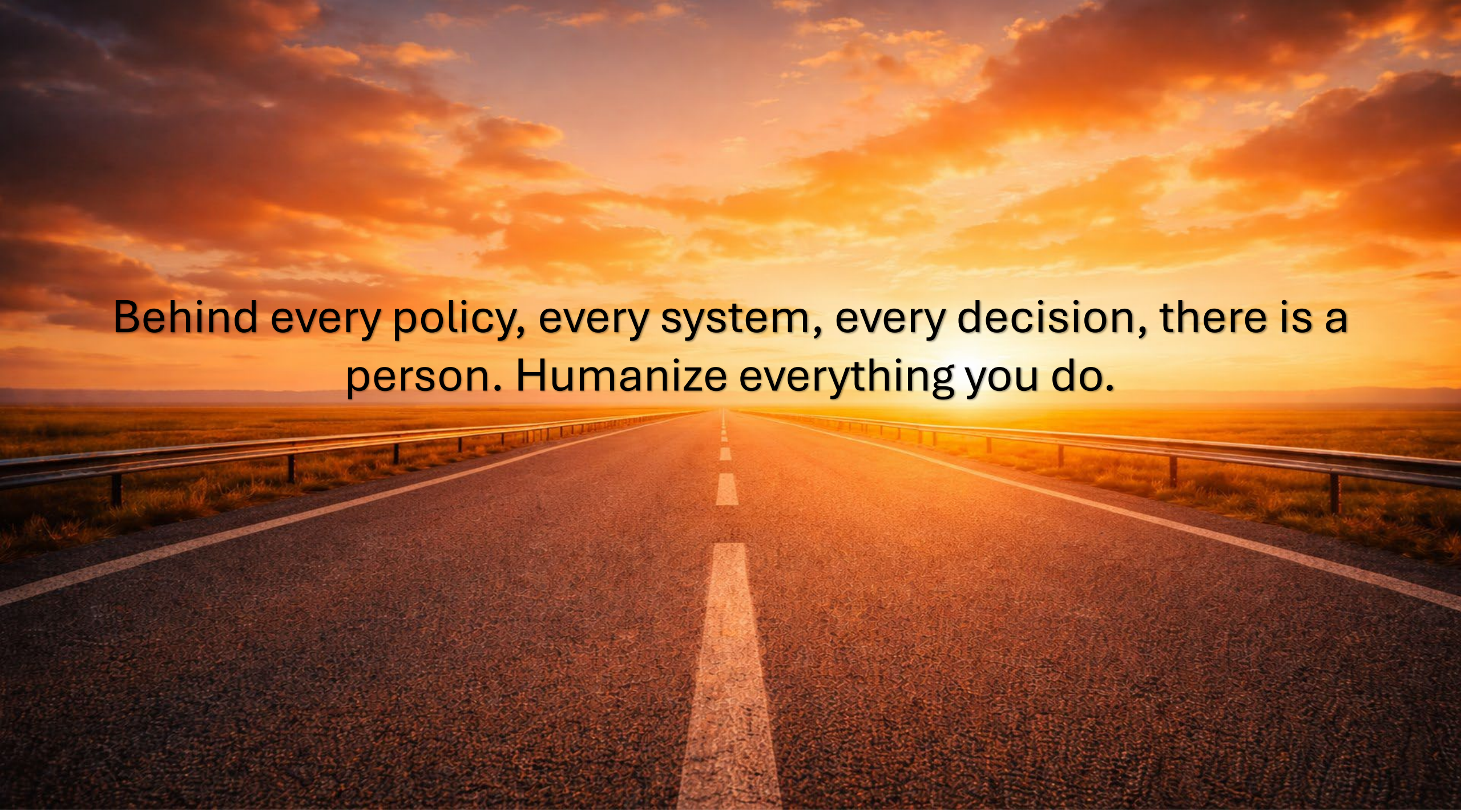
Telematics

- Exonerate
- Modify & Reinforce
- Determine Efficacy
- Enrich Programs

Performance Monitoring

Metrics

- Key Performance Indicators
- Continuous Evaluation


Behind every policy, every system, every decision, there is a person. Humanize everything you do.

Thank You