



DID YOU *Know?*

Steering Towards Safety The Essential Guide to MVR Management

Motor Vehicle Records (MVR) are crucial tools in maintaining both safety and compliance within any organization that includes driving in its operations. As we dive into the significance of MVRs, we'll discover why they are indispensable, when to utilize them and how to effectively implement MVR checks within your organization.

What is an MVR?

An MVR isn't just a report; it's a comprehensive driving history, revealing details such as license status, traffic violations, and accident reports. More importantly, this data can reveal trends in unsafe driving behavior before it impacts an organization negatively. For this reason, the MVR is a critical tool that is essential for organizations that depend on drivers or require employees to operate vehicles for business purposes.

Why Prioritize MVR?

Risk Management and Safety: Ensuring that only competent and safe drivers are behind the wheel is not just a precaution—it's a necessity. **The National Highway Traffic Safety Administration (NHTSA)** supports that drivers with clean records significantly reduce the risk of accidents, promoting a safer operational environment. **Studies** have also shown that the risk of motor vehicle accidents increases by up to 113% when a driver has a history of moving violations or accidents on their MVR. Choosing drivers with a safe driving history lowers an organization's risk.

Legal Compliance and Liability: The **U.S. Department of Transportation** highlights the legal ramifications of negligent entrustment,

where organizations can be held liable if accidents occur due to employing drivers with poor records. This extends to both company-owned and personal vehicles used for business tasks.

Organizations should also consider the evolution of nuclear verdicts in the commercial auto space, which have implications in liability claims outcomes. According to the **Chamber of Commerce Institute of Legal Reform**, auto accidents accounted for 22.8% of nuclear verdicts between 2010 and 2019 with a mean verdict award of \$33.8 million. The cost of nuclear verdict outcomes continues to rise. Additionally, **the Federal Motor Carrier Safety Administration (FMCSA)** outlines the **scope and importance** of maintaining accurate and updated MVRs to avoid compliance pitfalls and safety hazards for DOT regulated fleets.

Hiring Decisions: Integrating MVR checks into the hiring process is not just about compliance; it's about smart hiring practices. Hiring employees who exhibit the ideals of an organization's safety culture promotes a mutual safe workplace environment and is a factor in employee retention. According to **OSHA**, screening out unsafe drivers is important since they are more likely to cause problems for an organization in the future.

Optimal Timing for MVR Checks

Pre-Employment: MVR checks help in making **informed decisions** and avoiding potential hires that could pose risks. Ensure prospective employees have a clean driving slate before joining your team.

Annually: The FMCSA also recommends **regular checks** to ensure continuous compliance and that safety standards are met.

Continuous Monitoring: Stay ahead of potential risks with **real-time updates** on driving records, enhancing your response time to any new violations. A robust MVR monitoring program can decrease motor vehicle crashes by up to **14%**.

Key Takeaways:



CRAFT CLEAR MVR POLICIES

Develop a robust MVR policy that **categorizes** violations and outlines criteria for evaluation, ensuring it aligns with state-specific regulations provided by the **National Conference of State Legislatures (NCSL)**.



ACTIONABLE GRADING SYSTEM

Implement a **grading system** to classify driving records and determine suitable corrective actions, from training to potential termination, ensuring these measures are clear and enforceable. Utilize reputable services for conducting these checks, ensuring comprehensive and accurate reporting.



INTEGRATION WITH EMPLOYMENT PROTOCOLS

Seamlessly integrate the outcomes of MVR checks into both hiring processes and ongoing employment evaluations, maintaining a high standard of safety and compliance

Our Team
ENSURES
Safety