



# ARCH RISK MANAGEMENT

## Arch Fleet Management: Driver Safety and Occupational Road Risk Management

### Summary

A significant proportion of road collisions in the UK involve people driving for work. Employers therefore have a responsibility to take reasonable steps to ensure that employees understand and follow company policies and procedures relating to safe driving.

### Knowing what the driving Risks are:

Driving for work will always involve risk. While these risks cannot be completely eliminated, employers have a legal duty under the Health and Safety at Work etc. Act 1974 to take all reasonably practicable steps to manage them and to protect employees and others who may be affected by work-related driving activities.

Effective management of occupational road risk also delivers clear business benefits, including fewer incidents, reduced vehicle damage, lower operational costs, and improved employee wellbeing.

So it is important for line managers who have a responsibility for managing occupational road risk, to understand their responsibilities in fulfilling company driving policies. They will need to identify any areas of concern and get a clear understanding of the pressures on, plus any issues, their drivers may have.

No matter what size your organisation the most effective management of the risks from driving for work comes through working together with drivers and in taking a sensible and proportionate approach to the relevant issues associated with driving for the company. This will reduce the risk of work-related road incidents and also result in, for example:

- Fewer injuries to drivers
- Reduced risk of work-related ill health
- Reduced stress and improved morale

#### Line managers responsible for driving activities should:

- Understand organisational driving policies and procedures
- Identify potential risks and areas of concern
- Be aware of driver pressures, workload, and wellbeing factors
- Promote safe driving practices and a positive safety culture

A proportionate and practical approach to managing risk will help reduce work-related road incidents and improve overall safety performance.

### Lone Working

A lone worker is generally defined as someone who works without close or direct supervision. For drivers, this means they may be working without immediate access to assistance in the event of an emergency.

#### Employers should carry out risk assessments for lone working activities and implement appropriate control measures, which may include:

- Emergency procedures and escalation processes
- Clear communication of location and journey plans
- Check-in arrangements for high-risk journeys
- Defined reporting procedures for changes in travel plans

Risk assessments and control measures should be integrated into the organisation's wider health and safety management system.

### Journey Planning

#### Journeys should be planned with safety as a priority. This includes ensuring that:

- Adequate rest breaks are included
- Journey times are realistic and do not encourage speeding or fatigue
- Weather conditions and roadworks are considered
- Vehicles are checked prior to travel

Safe journey planning helps reduce driver fatigue, improves decision-making, and reduces the likelihood of collisions.

## Arch Fleet Management: Driver Safety and Occupational Road Risk Management

### Driver Distraction

Driver distraction and inattention significantly increase the risk of collisions.

It is illegal to use a handheld mobile phone or similar device while driving, including texting, calling, taking photos or videos, or scrolling through content. This applies even when stopped at traffic lights or in traffic.

Offences can result in a £200 fixed penalty notice and 6 penalty points.

While hands-free devices (such as sat-navs in approved mounts or Bluetooth systems) are permitted, drivers remain fully responsible for maintaining control of the vehicle at all times. If use of any device contributes to a lack of control, enforcement action may still be taken.

Drivers should also avoid other distractions, including eating, drinking, or adjusting in-car systems where these activities reduce attention or control.

### Driver Capability and Fitness to Drive

Driver impairment significantly increases the risk of incidents.

**Employers should ensure drivers understand the risks associated with:**

- Alcohol and drug use
- Fatigue and insufficient rest
- Prescription and over-the-counter medication
- Medical conditions that may affect driving ability

Employers should have appropriate policies in place to manage impairment risks and support employees where health or wellbeing issues may affect driving safety.

### Driver Behaviour

Driver behaviour has a direct impact on both safety and operational costs.

**Unsafe driving behaviours such as:**

- Excessive speeding
- Harsh braking
- Rapid acceleration
- Unnecessary engine idling can accelerate vehicle wear, and increase fuel consumption.

Promoting safe, efficient driving practices helps reduce operational costs and supports a positive safety culture across the organisation.

### Incident and Collision Management

All driving incidents, regardless of severity, should be reported, recorded, and appropriately investigated.

**A structured approach to incident management helps organisations:**

- Identify root causes
- Prevent recurrence
- Improve driver training and awareness
- Strengthen overall risk controls

### Conclusion

Effective management of occupational road risk is a fundamental part of workplace health and safety responsibilities. By implementing clear policies, providing appropriate training, and promoting a positive safety culture, organisations can significantly reduce the risks associated with driving for work.