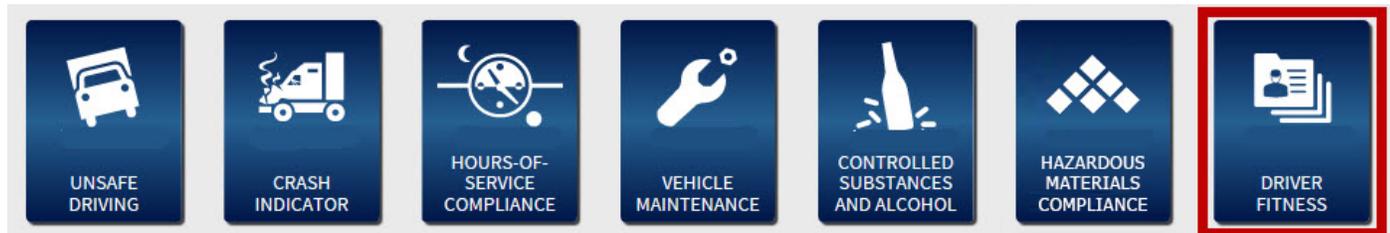




Safety Measurement System – Driver Fitness BASIC.



The Federal Motor Carrier Safety Administration’s (FMCSA) Safety Measurement System (SMS) contains seven Behavior Analysis and Safety Improvement Categories (BASICS). The Driver Fitness BASIC is defined as **“Operating commercial motor vehicles by drivers who are unfit to operate a commercial motor vehicle (CMV) due to lack of training, experience, or medical qualifications.”** It covers violations of regulations found primarily in Parts 383 and 391 of the Federal Motor Carrier Safety Regulations (FMCSR).

The SMS assesses the Driver Fitness BASIC using relevant violations recorded during roadside inspections to calculate a measure for individual

motor carriers. Violations are severity and time weighted. These measures are used to generate percentile ranks that reflect each carrier’s driver safety posture relative to carriers with similar numbers of relevant inspections.

Driver Fitness percentiles above 80% (75% for hazmat and 65% for passenger carriers) generate an alert and may prompt interventions by the FMCSA. Organizations can keep their percentiles low by ensuring controls are in place to reduce relevant violations, particularly those with a high severity weight. The following are summarized examples of the violations.

Group	Examples of violations	Severity weight ¹
Fitness/Jumping OOS	<ul style="list-style-type: none"> Failing to comply with an imminent hazard out-of-service (OOS) order 	10
License-related	<ul style="list-style-type: none"> Operating a CMV: <ul style="list-style-type: none"> With more than one license Without a CDL or valid license With improper CDL group Unqualified driver Violating air brake restriction Learners permit-related violations Without the required CDL endorsement While disqualified 	8
General driver qualification	<ul style="list-style-type: none"> Interstate driver under 21 years of age Non-English speaking driver must be able to understand highway traffic signs and traffic signals in English Hazmat driver training requirements 	4
Physical	<ul style="list-style-type: none"> Driver not physically qualified 	2
Medical certificate	<ul style="list-style-type: none"> Medical certificate expired, not of proper form or not in possession 	1

¹A severity weight is assigned to each violation ranging from 1 to 10 (10 being most severe). Out-of-service violations are given an additional 2 point weight. A time weight of 3 (0-6 mo.), 2 (6-12 mo.) or 1 (12-24 mo.) is also assessed based on how long ago the violation occurred. The severity weight is multiplied by its time weight. The FMCSA may periodically adjust the violations used and severity weights.



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Best practices for keeping your Driver Fitness BASIC low.

	Do not exist	Need improvement	Are adequate
Written job descriptions specify minimum driver qualifications:			
1 Type of license including class, CDL group and endorsements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 Minimum qualifications per 391.11 (age, ability to understand English, physical requirements, etc).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3 Driver standards stipulate acceptable number of violations on motor vehicle records (MVRs) and Driver Information Resource records ² (DIRs).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Formal hiring processes in place to ensure qualifications are met:			
1 Checklist utilized.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 Copies of documents obtained and filed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3 MVRs and DIRs obtained and past employer background checks reviewed for indications of driver disqualification, etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4 Drivers are not allowed behind the wheel until proof that all qualifications are met has been received.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Formal monitoring program in place to ensure drivers remain qualified:			
1 Annual review of inspection violations and MVRs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 Determine if new violations could result in driver disqualification, and remove driver from service if disqualified.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3 Spreadsheet or “tickler” system used to monitor renewals of licenses and medical certificates.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4 Random license and medical certificate checks to ensure drivers have them in possession and they are valid.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Written policy requiring drivers to immediately notify management of:			
1 Any changes in driver’s license: disqualification, license suspensions, revocations and limitations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 Any moving violations or accidents.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3 Roadside inspection violations and out-of-service orders.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4 Physical conditions that impact driver qualification.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Drivers hauling hazardous materials:			
1 Have the proper license and hazmat endorsement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 Initial required hazmat training.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3 Recurrent hazmat training (3 years).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Driver awareness and accountability:

	Do not exist	Need improvement	Are adequate
1 Drivers have been educated as to their responsibilities for complying with FMCSR, particularly Parts 383 and 391.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 Drivers are educated about the impact violations have on their careers, and drivers have been encouraged to obtain a DIR on themselves and have been instructed on how to obtain a DIR.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3 Formal corrective action program in place to address drivers who receive violations or obtain an unacceptable number of violations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4 Formal incentive program in place to reward drivers for violation-free inspections.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

²Driver Information Resource Record (DIR).

Through the FMCSA’s Pre-Employment Screening Program, prospective employers can obtain Driver Information Resource records (DIRs) on drivers with the driver’s consent, and drivers can obtain their own DIR (\$10). A DIR contains five years of crash data and three years of roadside inspection data on a driver.

A driver’s past violation history may be a good indication of how likely they will be to have violations in the future. Organizations should establish guidelines for the acceptability of drivers with poor

DIR histories. As with any hiring procedure, use of DIRs should be reviewed by legal counsel.

Drivers with poor DIRs may have difficulty finding jobs. Organizations are encouraged to educate drivers about DIRs. Drivers who are aware of the impact violations have on their driving careers may do a better job of staying in compliance with FMCSRs, which is beneficial to your organization.

For more information on DIRs visit FMCSA’s Pre-Employment Screening Program at: psp.fmcsa.dot.gov.



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