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Characteristics of the Grey Fleet in British Columbia

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Prepared By: G. S. Anderson and R. Bowles

Centre for Applied Research, Office of Applied Research & Graduate Studies, JIBC

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Justice Institute of British Columbia
715 McBride Boulevard
New Westminster, B.C.
V3L 5T4

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Centre for Applied Research
Office of Applied Research & Graduate Studies

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Centre for Applied Research
Office of Applied Research & Graduate Studies
Justice Institute of British Columbia
715 McBride Boulevard
New Westminster, B.C. V3L 5T4

Tel: 604.525.5422
e-mail: appliedresearch@jibc.ca
www.jibc.ca

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Introduction

Data from around the world would suggest that attention to safety during work-related driving should be a priority as traffic accidents are the leading cause of work-related injury, death and absence from work in many countries (Mason, 2008). The World Health Organization (2008) estimates that work-related road crashes account for 1.3 million deaths annually, with an expectation that by 2030 they will become the third leading cause of burden of disease. In Australia, work-related traffic accidents are the leading cause of occupational fatalities (Hawthorne, 2002) and occupational injury (Driscoll et al., 2001) accounting for nearly 25% of all occupational fatalities each year (Harrison et al., 1993). In the United States 7 out of 10 fatally injured workers were killed in traffic accidents accounting for the highest number of fatal work-related injuries (Bureau of Labor Statistics, 2004).

Several authors suggest that work-related drivers have above-average crash frequencies (Lynn & Lockwood, 1998). Haworth et al. (2000) estimated drivers of company vehicles experienced an increase in crashes of approximately 50% over private vehicle drivers. It was estimated that 20-30% of all fleet vehicles are involved in a crash each year, and beyond the burden of fatalities, there is a significant cost associated with serious and prolonged injury and/or vehicle damage (Blincoe et al., 2002). Even less is known of the impact of less severe crashes that do not result in hospitalization.

In British Columbia, Canada (population 4.4 million) motor vehicle incidents (MVI) are also the leading cause of traumatic workplace fatalities, accounting for 35% of all work-related traumatic fatalities (WorkSafeBC, 2013). On average each year, 22 workers are fatally injured and another 1,260 are seriously injured and require time away from work for recovery (WorkSafeBC, 2013). In 2012, the average cost and days lost per MVI claim were \$42,000 and 91 days respectively, significantly higher than the provincial average of \$19,500 and 48 days (WorkSafeBC, 2013).

While there has been an increased focus on work-related driving in recent years, recognizing it as a major occupational health and safety concern, outside of fleet vehicles little is known about those who use their personal vehicles for work-related purposes – or the so-called grey fleet. It is speculated that the size of the grey fleet may be several times that of traditional fleets. Despite this, little is known about the size of the grey fleet, the primary purposes for travel, the average distances driven, nor management strategies for the grey fleet.

The Grey Fleet Research Project: Literature Review – December, 2012 (Road Safety at Work, 2012: p1) suggests that the “management of grey fleet vehicles presents a multi-faceted challenge, as the organization typically has more control over the choice and working condition of its company vehicles... but many do not have any measures in place to manage the grey fleet”. It is the purpose of this project to examine the characteristics of the grey fleet, and the road safety programs that are presently in place in British Columbia.

Methods

A “Grey Fleet Employer Survey” (see Appendix A) was developed to collect descriptive data and distributed to a representative random sample consisting of 15% of all employers who were registered with WorkSafeBC as of January 1st, 2014 and had 4 or more employees. In 2012 there were 206,505 employers registered in British Columbia with 2,092,544 full time employees (estimates of person year quantities are based on gross payrolls submitted by employers and on matching wage-rate data), however, the majority were small companies with less than four full time employees with approximately 53,650 employers with 4 or more full time employees. The 15% random sample drawn comprised of 8045 employers, stratified across small (4 - 19 employees), medium (20 – 99 employees), and large (100 or more employees) employers. All contact with the employers, and call for participation was delivered through email. Those wishing to participate were directed to a link to an online survey consisting of 17 branched, multi-segment questions comprised of a combination of closed and open ended questions. The questionnaire was open for a two week period during which time three reminders were sent.

This study was approved through the institution’s Research Ethics Board. Online consent was obtained from all participants prior to their completion of the survey that was administered through Key Survey with responses housed on one of the institution’s secure servers. Data was extracted from Key Survey in the form of summary reports, while raw data were exported to Excel for further analysis.

Results

Of the 8045 email addresses supplied for contact, 2953 were undeliverable, leaving a potential sample of 5092 employers. Of the 5092 emails delivered, 24 contacts no longer were employed by the company, 23 requested to be removed from the survey list of participants, and 22 had changes of address, leaving 5023 potential responses. Of those delivered without issues, 531 respondents were captured in the data (10.6 % response rate), of which 104 declined participation leaving a total of 427 completed surveys, or a completion rate of 8.4% (see Table 1).

Results from Key Survey indicate that only 838 of the delivered emails were opened, and once corrected for the emails removed to account for those not employed or changes of address, there was a potential population of 792 participants who viewed the request for participation, of which 104 declined participation leaving 427 complete responses. This represents 53.9% of those who viewed the request to participate.

Table 1. Sample sizes and response rates in each category of company size

	Email Addresses (#)	Corrected for Non-Delivery	Consents Provided (#)	Response Rate (%)
Large (100+)	325	206	26	12.6 %
Medium (20-99)	1657	1048	166	15.8 %
Small (4-19)	6063	3838	235	6.1 %
TOTAL	8045	5092	427	8.4%

Employer Profile

Of the 531 respondents, 427 provided consent to use their data. The distribution of these respondents were across the primary industry sectors of primary resources (8.0%), manufacturing (6.1%), construction (10.6%), transportation and warehousing (2.6%), trade (10.5%), service (45.2%) and other (16.9%) (see Table 2). Of these respondents 64.6% reported having employees drive their personal vehicles for work purposes – having a so called grey fleet. Using the adjusted Wahl method, at the 95% confidence interval the margin of error in this sample is estimated to be $\pm 4.52\%$ (although the margin of error would be larger for sub-sample groups).

Table 2. British Columbia 2012 employer profile

	Number of employers (#)	Proportion of total employers (%)	Number of employees (#)	Proportion of total employees (%)	Current study proportions (%)
Primary Resources	9,734	4.7%	66,561	3.3	8.0
Manufacturing	11,059	5.4%	196,692	9.7	6.1
Construction	39,205	19.0%	160,400	7.9	10.6
Transportation & Warehousing	18,767	9.0%	90,758	4.5	2.6
Trade	19,174	9.3%	298,637	14.7	10.5
Service	107,785	52.2%	1,225,818	60.5	45.2
Other	781	0.4%	53,678	2.6	16.9

NOTES:

of employees: The estimated number of persons working all year on either a part-time or full-time basis. Estimates of person year quantities are based on gross payrolls submitted by employers and on matching wage-rate data.

Employers: A count of the number of employers registered with WorkSafeBC with Person Years greater than zero in 2012.

Other: Primarily includes Shake or Shingle/Public Administration, but many “self-selected” this category in the survey that would not be placed there by WorkSafeBC

Of those companies responding to the survey 64.6% reported having a grey fleet. Of those reporting having a grey fleet, 36.6% of employees from small employers and 21.0% and 12.2% of employees from medium and large companies were estimated to drive their personal vehicles for work purposes (see Table 3). More traditional fleets using company owned or leased vehicles were reported by 48.0% of the respondents, more prevalent in medium (63.5%) than small (40.2%) or large (48.3%) employers.

Table 3. Grey Fleet size by stratified employer size.

	# Employees Reported	# Who Participate in Grey Fleet	% Who Participate in Grey Fleet
Large (100+)	13,078	1,597	12.2%
Medium (20-99)	2,503	525	21.0%
Small (4-19)	1,371	501	36.6%
Over All	16,952	2,623	15.5%

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Employees from smaller employers were more likely to use their vehicles daily (27.8%) as compared to employees from medium (17.1%) and large (4.1%) employers. In all cases (except for other) the employees were more than twice as likely to be traveling within a city or town for under 25 kilometers. Of those that drive their private vehicle for work, the typical purposes for travel differ amongst small and medium (deliver and/or pick up goods) and large (meetings) employers (see Table 4).

Table 4. Purpose of travel

	Deliver/Pick up Goods	Sales	Meetings	Client visits
Large (100+)	30.8%	15.4%	76.9%	46.2%
Medium (20-99)	60.9%	18.8%	51.6%	40.6%
Small (4-19)	51.8%	17.3%	48.8%	42.3%
Over All	51.3%	16.8%	52.0%	42.9%

Personal Vehicle Use (Grey Fleet)

Of those employers reporting a grey fleet (n=276) 75.2% checked to make sure their employees who drove had a valid driver’s licence. The typical time for licence checks was at the time of hire (70.5%), while 39.0% reported checking for valid driver’s licences annually (see Table 5).Of those who did not perform checks for valid driver’s licenses, 27.9% stated it was part of the job description and 26.5% did not think it was important.

Table 5. Checking for valid driver's licence for those driving private vehicles.

	Check Valid Driver's Licence	Time of Licence Check		
		At hire	Annually	Other
Large (100+)	61.5%	87.5%	50.0%	6.2%
Medium (20-99)	72.3%	87.9%	25.5%	17.0%
Small (4-19)	75.1%	64.6%	42.5%	16.5%
Over All	72.5%	70.5%	39.0%	15.0%

When asked if their company checked to make sure the personal vehicles of employees who drive for the purpose of work were in good working order 31.5% said they did, while it was more prevalent in small employers (35.5%) and less prevalent in large employers (23.1%) (see Table 6). The majority of employers (66.0%) not checking personal vehicles for proper maintenance and driving order state that it is the employee's responsibility.

Few companies (17.8%) required employees to inspect their own vehicles before starting each trip. The majority of companies (74.6%) believed it was the employee's responsibility to inspect their own private vehicles, and this was true across small (73.6%) medium (73.6%) and large (77.8%) employers.

Table 6. Vehicle inspections of private vehicles for safe driving condition.

		Time of Vehicle Inspection		
	Perform a check	At hire	Monthly	Annually
Large (100+)	23.1%	16.7%	16.7%	16.7%
Medium (20-99)	24.6%	25.0%	25.0%	0.0%
Small (4-19)	35.5%	26.7%	21.7%	13.3%
Over All	31.5%	25.3%	21.8%	10.3%

Larger employers were four times more likely (19.2%) to offer any form of driver training than the medium (4.6%) or small (5.3%) employers. Of those offering driver training, 73.7% offered general defensive driver training, while 36.8% offered winter driving training. The primary reason for not offering driver training was that the employers did not feel it was important (47.9%) and less likely due to cost (10.7%) or time requirements (9.1%).

Company Vehicle Use

Of those employers reporting a traditional fleet 90.7% checked to make sure their employees who drove had a valid driver’s licence. The typical time for licence checks was at the time of hire (68.4%), while 53.8% reported checking for valid driver’s licences annually (see Table 7).Of those who did not perform checks for valid driver’s licenses, 45.5% stated it was part of the job description and 27.3% did not think it was important.

Table 7. Checking for valid driver's licence for those driving company vehicles.

		Time of Licence Check		
	Check Valid Driver's Licence	At hire	Annually	Other
Large (100+)	76.9%	70.0%	80.0%	10.0%
Medium (20-99)	87.8%	72.2%	41.7%	13.9%
Small (4-19)	95.7%	68.2%	56.1%	16.7%
Over All	90.7%	68.4%	53.8%	14.5%

When asked if their company checked to make sure the company vehicles were in good working order 95.3% said they did, while it was more prevalent in small employers (100.0%) and less prevalent in large employers (92.3%) (see Table 8). The majority of employers (66.7%) not checking company vehicles for proper maintenance and driving order state that it is the employee's responsibility.

Table 8. Vehicle inspections of company vehicles for safe driving condition.

		Time of Vehicle Inspection		
	Perform a check	Daily	Monthly	Annually
Large (100+)	62.3%	50.0%	33.3%	16.7%
Medium (20-99)	92.7%	39.5%	21.1%	2.6%
Small (4-19)	100.0%	42.6%	23.5%	4.4%
Over All	95.3%	41.8%	23.0%	4.9%

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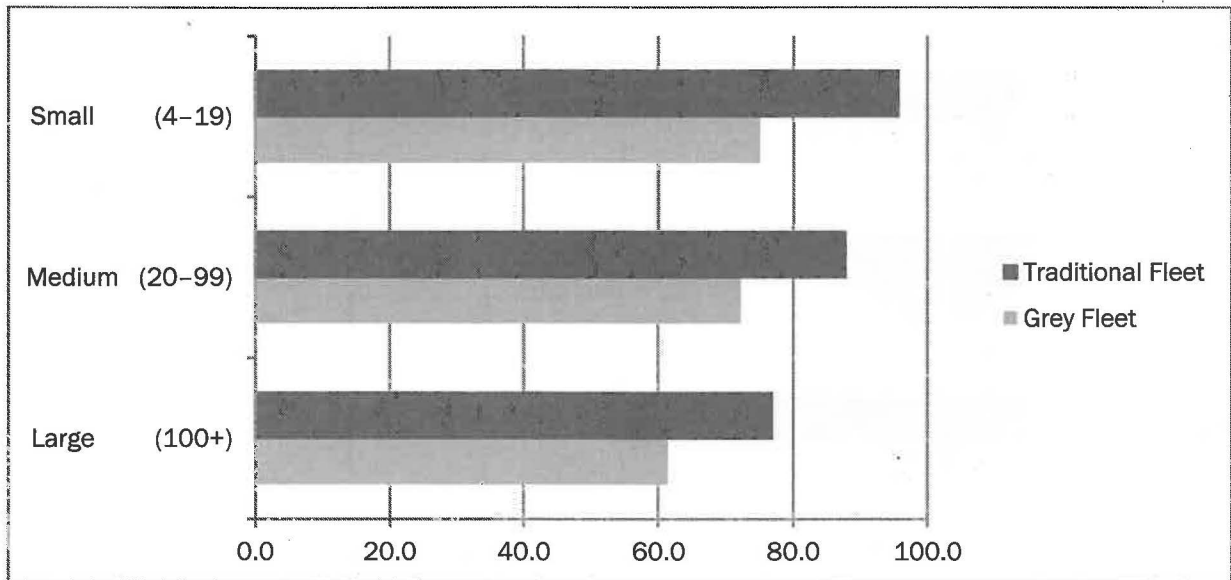
Companies with company owned or leased vehicles most likely (58.9%) required employees to inspect the vehicle before starting each trip (Small = 58.0%; Medium = 56.1%; Large = 69.2%).

Larger employers were two and a half times more likely (53.8%) to offer any form of driver training than the medium (14.6%) or small (18.8%) employers. Of those offering driver training, 67.9% offered general defensive driving training, while 35.7% offered winter driving training. The primary reason for not offering driver training were that the employers did not feel it was important (45.5%) and less likely due to cost (14.1%) or time requirements (8.1%).

Traditional and Grey Fleet Comparison

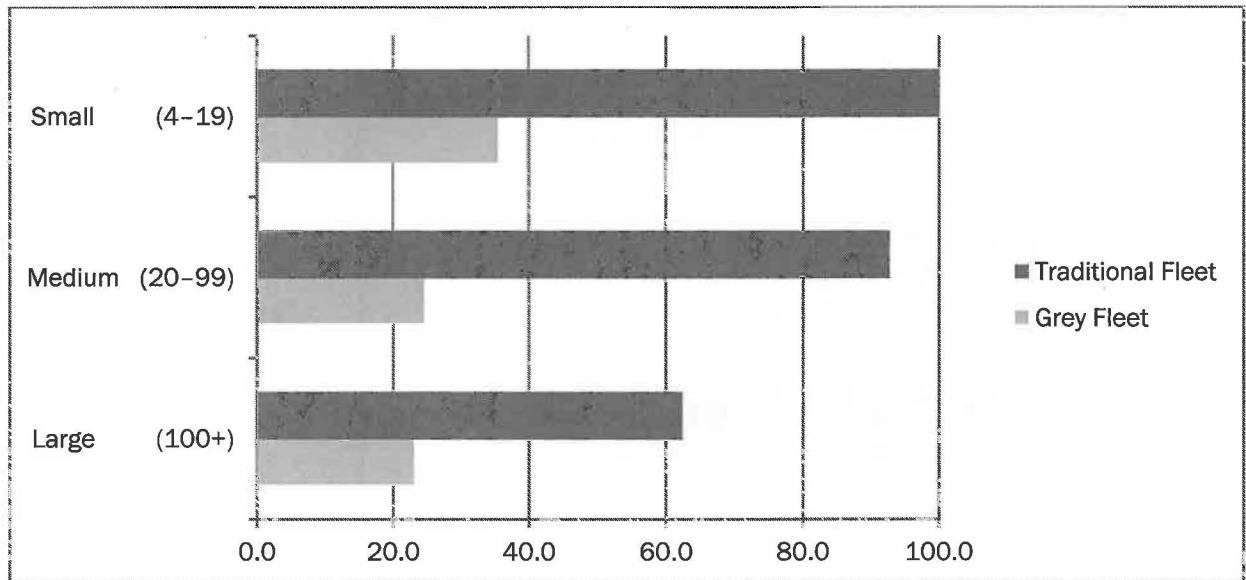
Driver's License: Figure 1 compares the percent of employers in each of the small, medium and large employer size categories who checked to make sure their employees who drove had a valid driver's licence (see also Tables 5 and 7). Those employers with owned and/or leased vehicles were more apt to check if the drivers had a valid driver's licence as compared to those with grey fleets.

Figure 1. Comparing the percent of employers checking for a valid driver's licence across size of employer and type of fleet.



Vehicle Inspections: Figure 2 compares the percent of employers in each of the small, medium and large employer size categories who require vehicle inspections to make sure the vehicles being used for work purposes were in good working order (see also Tables 6 and 8). Those employers with owned and/or leased vehicles were more apt to inspect the vehicles for appropriate driving condition as compared to those with grey fleets.

Figure 2. Comparing the percent of employers performing vehicle inspections across size of employer and type of fleet.



Discussion

Present statistics from countries around the world would suggest that efforts to enhance driver safety and reduce MVIs ought to be a central goal embedded within the health and safety structures of organizations (Wills, Watson & Briggs, 2009; World Health Organization, 2008), yet typical fleet management has focused on asset management rather than health and safety (Hawthorn et al., 2000). In most Westernized countries employers have a legal responsibility to ensure safe work systems are in place to protect the health and safety of their employees. Likewise, employees are required to take responsibility for “reasonable care” of their personal health and safety and cooperate with their employer to make sure they comply with health and safety regulations (Griffith, 2008). There is a shared responsibility between employers and employees to meet the legislated requirements for health and safety embedded in law. Mason (2008) demonstrated how integrated the shared responsibilities are and how they interact, finding that drivers who perceived their supervisor and fleet manager to value safety were more motivated to exhibit safe driving behaviours. Likewise, Willis et al. (2009) found that the safety climate within an organization was the strongest predictor of driving behavior and efforts towards facilitating a culture of safety is important.

The present research was undertaken to examine the number of employers who require employees to drive for work purposes, whether a private or company vehicle is used for

work-related travel, and how employers managed these fleets and executed their duty of care.

Driving for Work-Related Purposes

In 2012 Ipsos reported 24% of drivers in British Columbia (or 642,000 drivers) reported driving for work purposes outside of commuting to and from work (70% driving personal vehicles). Men (31%) were more likely to drive for work purposes than women (17%). It is estimated that as many as 33% of the drivers in the US and 50% of the drivers in the UK drive for work-related purposes (Stucky, LaMontagne & Sim, 2007). In the present study 64.6% of all surveyed employers reported having employees drive their personal vehicles for work purposes, with employees of smaller employers being twice as likely to be required to drive their personal vehicles as compared to employees of large employers. More traditional fleets were reported by 47.8% of the employers, with employees using company owned or leased vehicles, and were most prevalent in medium and large sized companies. This data suggests there is a large group of individuals who drive for work purposes in British Columbia with the grey fleet in companies with 4 or more employees (24% of the total employers in BC) being estimated to be 288,275 people (sum of percentage of employees driving personal vehicles for work related purposes multiplied by total employee numbers in each employer size category). Assuming 65% of the companies under 4 employees had a grey fleet and two employees, and 34.6% of them were required to drive their personal vehicle for the purpose of work, a conservative estimate of the grey fleet remaining would be 75,000 for a total grey fleet size of 363,275 drivers, or 14% of those with B.C. drivers

licenses between the ages of 16 and 65 years of age. The Ipsos (2012) report would suggest that the Grey Fleet is approximately 449,400 strong in British Columbia, or 17% of the B.C. licensed drivers between the ages of 16 and 65 years of age (ICBC, 2013). Their estimate of 17% of all drivers driving their personal vehicles for work-related purposes is close to that found in the present study (15.5% of employees in companies with 4 or more employees).

Work-related crashes were more likely to occur in urban areas (Mitchell et al., 2014), and less likely on highways (Stuckey, LaMontage & Sim, 2007). Those with increased driving volumes are less likely to be in an accident than those driving less time and distance as they are most frequently driving on divided highways with no intersections and pedestrians (Stuckey, LaMontage & Sim, 2007). In the present study 33.6% of the employees in companies reporting a grey fleet were required to drive, 21.8% of which are reported to drive daily. Of those driving for work-related purposes the driving occurred primarily in urban environments (84%), on a highway (64%) and under 25 kilometers (81%). There was little difference across small, medium and large companies. The population described in the present results would suggest that the shorter distances in urban areas would place these drivers at higher risk of a MVI as would be driving in more congested areas (Stuckey, LaMontage & Sim, 2007). ICBC (2013) supports this position as 71% of all crashes and 70% of all injuries occurred in the lower mainland in an urban setting.

Duty of Care

As part of a company's duty of care they should ask basic questions of those driving for work-related purposes: do they have a valid driver's license, is their vehicle insured for work-related driving, and are the vehicles being driven in a good state of repair? Interestingly, in the present study the duty of care differed between grey fleet and traditional fleet management, although the duty of care requirements by law are the same for each group. This difference was most pronounced in vehicle safety inspection and less of a difference in checking for a valid driver's license. At the time of hire 71% of employers check for a valid driver's license, similar to the findings of Avral Fleet Protection of 66% in the UK (Griffith, 2008). However, employers are far less likely to check for valid driver's licenses after hire, with only 39% performing annual checks. This is quite different from traditional fleet management practices where 91% of employers checked for a valid driver's license upon hire, and 54% checked annually.

Vehicle inspections are part of normal fleet management practice, with 95% of those employers reporting required vehicle inspections of fleet vehicles. Companies with traditional fleets were more likely (58.9%) to require employees to inspect the vehicle before starting each trip. On the contrary, only 32% of employers using a grey fleet require vehicle inspection at any time, and these range significantly from at the time of hire to 2-3 times per year. Only 18% of those with a grey fleet expected employees to inspect their vehicles before each trip. It is evident that normal fleet practices are not extended to privately owned vehicles used for work purposes, and that employers see this as the employee's

responsibility. Keall and Newstead (2013) suggest that annual inspections should be required for vehicles over the age of six years while inspecting vehicles on a six month cycle would cost more than the cost benefit.

Driver training was offered by 6.9% of the employers using a grey fleet, and nearly four times more likely in larger companies than small. Employers with traditional fleets were more likely to offer driver training (21.7%). Regardless of the type of fleet, general or defensive driver training was the most frequent form of training. Identification of at risk drivers (eg. those with multiple speeding infractions or use hand held mobile devices) and driver training are important aspects of a robust driver safety program.

Newman and Watson (2011) concluded that organizations need to do more to formalize the roles and responsibilities of those that drive for work-related purposes, and better integrate driver safety into the health and safety practices. While employers operating light vehicle fleets have a legal duty of care to provide safe and healthy workplaces, the enforcement of such duty is often lacking (Murray et al., 2003). Further, few employers have policies and procedures in place that address driver safety and/or driver behavior that would formalize safe driving as a priority occupational health and safety concern (Newman and Watson, 2011).

Thematic Analysis of Comments

A number of themes involving employers' duty to care emerged from the participants' subjective comments. Many employers felt that they did not have a responsibility to check

employees' licenses and vehicles – that, in fact, this was the employees' responsibility. A second theme involved employers' not knowing, or even considering that they might have a duty to check. Others cited a minimal requirement for on-the-job driving as rationale for not participating in safety and vehicle checks. Other employers noted that they trusted their employees and assumed that they would know if there were any problems. Finally, a number of participants noted that their participation in the survey had already had an impact by raising awareness of driver safety issues and employers' responsibilities in this area.

Employees' responsibility: Several participants noted that they did not realize that they had a duty to check on employee's driver's license status and the conditions of their vehicles. One participant said that "It is the responsibility of the employee. They have a car with insurance so they must have a driver's license." Several commented that they made the assumptions that if the employee had a car, then they would have a valid driver's license, insurance, and be checking the vehicles. The concept that safety, licensure, and maintenance were the employees' responsibility and not the employers' was evident in comments from several questions in the survey: "It is explained to them at hire; it is their responsibility to maintain vehicles." Others went further, stating that "they [employees] are already licensed by government" and "responsibility...should [not] fall under WCB." Another claimed that the responsibility to ensure licensing requirements was with ICBC.

Never occurred to us: A number of participant comments included variations on the idea that employers were not aware of the need to check for licenses and vehicle condition, nor

to provide safety and driver training. The idea “never even crossed our minds,” said one participant, while another commented that “the topic was never suggested or discussed” with employees.

Minimal driving requirements: Employers often cited minimal driving requirements as rationale for not engaging in vehicle safety checks. One participant noted that job-related driving was “very minimal driving for work and only management staff,” while another explained that “only [a] small % of employees drive, very short distances, and quite infrequently.”

Unaware of any problems: Several participants cited their existing safety record and the lack of accidents as rationale for not providing safety programs or driver training. “Our team is already safe and have had no accidents.” An interesting series of responses from small businesses were related to the assumption that problems with driving records or vehicle safety would be known by employers as employees were family members or that the staff were well known to each other. “She’s my daughter. We know she has a driver’s license.” Another noted that “we don’t have an issue, we are very familiar with them and their driving habits,” while another claimed “we would not send anyone out if we felt it unsafe.”

Impact of the survey: As noted above, several participants had not considered their role or responsibilities in ensuring employee and vehicle safety. A number of participants stated that participation in the survey had already changed their approach. “[I] appreciate being

asked to participate in this survey because I think these things are important! and now at my organization, [we] will look at procedures and policies to address” these issues. Others also expressed both interest and appreciation for raising awareness on the topic. “It was a good reminder to me, to make sure employees are doing their vehicle checks on their own vehicles.” “I have to say that just by taking this survey I realize that we need to do a better job in this area.” “Although this is a research project, it has opened our eyes to considered things that weren't thought about before. It posed questions to us that we had not posed to ourselves and so this was a good learning experience for us”.

Potential Grey Fleet Impact

Despite the lack of attention to work-related driving, Mitchell et al. (2014) found higher motivation to conform to safe driving behaviours in those driving for work-related purposes (with less alcohol, speed and fatigue involved in work-related crashes). Yet there are mixed views on severity of injury in crashes as Charbotel et al. (2001) found work-related MVIs resulted in less severe injuries, while Mitchell et al (2014) found work and non-work-related crashes resulted in similar injuries. In British Columbia in 2012, the average cost and days lost per MVI time loss claim were \$42,000 and 91 days respectively, significantly higher than the provincial average of \$19,500 and 48 days (WorkSafeBC, 2013).

It is estimated that 20-30% of fleet vehicles are involved in a MVI each year that required a hospital visit (Haworth et al., 2000), while in addition to these serious or prolonged

injuries, there are many more that are under-reported causing minor injury and/or vehicle damage (Blincoe et al., 20002). Using multiple sources of data from British Columbia including the present data, a gross estimate of the financial and human costs of grey fleet MVIs can be determined. For example, if 25% of the grey fleet drivers were involved in an accident each year, it would be estimated that 91,000-112,000 accidents occur as a result of driving for work purposes. ICBC (2013) data suggests that casualties occur in 19.6% of all reported incidents (identified when a payment is made for injury or fatality). In 2012 53% of all WorkSafeBC claims were for health costs only and 47% included wage loss claims. If this was also true of the grey fleet, there should be between 8,390 and 10,320 incidents reported to WorkSafeBC annually that include time loss claims. While in 2012, the average cost and days lost per MVI claim were \$42,000 and 91 days respectively (WorkSafeBC, 2013), this would equate to \$353 - 434 million and 1.6-2.0 million days. Yet, in 2012 WorkSafeBC claims costs related to MVIs were approximately \$57 million. What is not understood is how many of the potential incidents ever get reported, and to whom?

Conclusion:

Multiple data sets and surveys would suggest that the size of the grey fleet in British Columbia is substantial, and that many incidents are not-reported or not claimed as work-related through WorkSafeBC. Further, employers who use grey fleets are not certain of their legal requirements under Worker's Compensation Act (duty of care), and education and training is required concerning the employer and employee responsibilities concerning driving safety. British Columbia needs to develop a safety culture that facilitates development of safe use policies and procedures for the grey fleet.

Future Directions

The grey fleet in most Westernized countries will remain difficult to understand until there is a clear mechanism to link incidents and work-related vehicle use. Quality data from combined sources for work-related crashes (ICBC/WorkSafe) are required.

Programs, such as Road Safety At Work, are essential to increase awareness of employer and employee responsibilities while driving for work-related purposes. The Road Safety at Work initiative aligns well, as it: informs BC employers about their road safety responsibilities; engages employers to integrate road safety into their safety programs; enables and assists employers to develop, implement and improve their road safety programs. Programs directed towards grey fleets may also be of benefit.

Programs that are implemented should be measured to demonstrate success. There is a role for applied research to collect and interpret data and inform the next iterations of programs (such as examining the impact of driver training on select populations, or the impact of employer awareness of duty of care). Evidenced informed best practices should be followed.

Limitations

A random sample of 15% of each employer size category were drawn, but the majority of delivered emails were not opened. Of those that opened the email, there was a good response (54%). Future studies need to determine a mechanism whereby individuals receiving the emails are enticed to open and read the email's purpose. As email was the only mechanism of contact, un-opened email is an issue.

The survey did not capture whether the respondent was in the city or in a rural area, and several respondents did not disclose the number of employees leaving a subsample of the population difficult to analyze. Further, the sizes in subsamples of the population could get quite small.

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Appendix A

Data for each question

	Responses	All Data	1 to 19	20 - 99	100 or more	N/A
Consent						
	Respondents	531	531	531	531	531
	Question Respondents	531	169	65	26	166
	Skipped	0	0	0	0	0
	Yes	427	169	65	26	166
	Response percent	80.4%	100	100	100	100
	No	104	0	0	0	0
	Response percent	19.6%	0	0	0	0
Industry						
	Question Respondents	427	169	65	26	166
	Skipped	104	258	362	401	104
	Primary Resources: Agriculture	8	2	1	1	4
	Primary Resources: Fishing	1	1	0	0	0
	Primary Resources: Forestry	10	4	1	0	5
	Primary Resources: Oil, Gas, Mining	15	2	3	1	9
	Manufacturing: Food or Beverage Products	10	2	1	2	5
	Manufacturing: Metal or Non-Metallic Mineral Products	5	2	0	1	2
	Manufacturing: Petroleum, Coal, Rubber, Plastic, or Chemical Products	0	0	0	0	0
	Manufacturing: Wood or Paper Products	4	2	1	0	1
	Manufacturing: Other Products (not described above)	7	4	2	1	0
	Construction: General Construction	32	15	4	1	12
	Construction: Heavy Construction	8	4	2	0	2
	Construction: Road Construction or Maintenance	6	0	0	1	5
	Transportation and Warehousing: Warehousing	1	1	0	0	0
	Transportation and Warehousing: Transportation	10	3	2	3	2
	Trade: Retail	35	11	6	1	17
	Trade: Wholesale	10	5	1	0	4
	Service: Accommodation, Food or Leisure Services	38	11	9	3	15
	Service: Business Services	25	12	2	0	10
	Service: Professional, Scientific, or Technical Services	54	29	5	2	18
	Service: Other Services (not described above)	26	9	3	3	11
	Service: Education	5	0	0	2	3
	Service: Healthcare or Social Services	39	19	8	3	9

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Service: Utilities	6	5	0	0	1
Other: Shake or Shingle Mill	0	0	0	0	0
Other: Framing or Residential Forming	1	1	0	0	0
Other: Steep Slope Roofing	0	0	0	0	0
Other (not listed above)	71	25	14	1	31

Do any of your employees drive their own vehicles for work purposes?

Question Respondents	427	169	65	26	166
Skipped	104	104	104	104	104
Yes	276	169	65	26	15
response percent	64.6%	100.0%	100.0%	100.0%	9.0%
No	151	0	0	0	151
response percent	35.4%	0.0%	0.0%	0.0%	91.0%

How many employees work for your company

Question Respondents	276	169	65	26	15
Skipped	255	255	255	255	255
Prefer not to answer	15	0	0	1	15
response percent	5.4%	0.0%	0.0%	1.0%	100.0%
Provided an answer	261	169	65	26	0
response percent	94.6%	100.0%	100.0%	100.0%	0.0%

Approximate % of your total # employees drive their own vehicles for work purposes?

Question Respondents	265	163	64	26	12
Skipped	266	266	266	266	266
Never	219	124	59	26	10
mean	66.4%	60.2%	71.5%	82.7%	70.7%
Infrequently (< 1 trip/month)	177	105	40	23	9
mean	19.5%	26.3%	12.3%	6.8%	3.6%
Occasionally (1 trip/week)	148	77	44	18	9
mean	16.5%	23.3%	10.1%	5.7%	11.9%
Frequently (2-3 trip/week)	148	83	41	16	8
mean	20.8%	28.5%	12.5%	7.1%	10.1%
Daily	138	69	43	16	10
mean	21.8%	27.8%	17.1%	4.9%	27.3%

What percentage of total trips involve driving primarily in cities or towns?

Question Respondents	276	169	65	26	15
Skipped	255	255	255	255	255
0	31	17	7	3	3
response percent	11.2%	10.1%	10.8%	11.5%	20.0%
cities	233	5	3	2	2
response percent	84.4%	3.0%	4.6%	7.7%	13.3%
prefer not to answer	12	147	55	21	10
response percent	4.3%	87.0%	84.6%	80.8%	66.7%

For employees who drive their own vehicles, estimate the # of city or town trips that are < 25 km, => 25 km

Question Respondents	230	145	55	21	10
Skipped		300	300	300	300
City/Town: under 25 km	220	138	54	19	9
Mean	81%	82%	83%	76%	57%
City/Town: 25 km and over	148	82	26.3	19	8
Mean	36%	39%	39%	35%	61%

What % of total trips involve driving primarily on highways?

Question Respondents	276	169	65	26	15
Skipped	255	255	255	255	255
highway	177	48	21	6	4
Respondent percent	64.1%	28.4%	32.3%	23.1%	26.7%
Prefer not to answer	19	7	5	3	4
Respondent percent	6.9%	4.1%	7.7%	11.5%	26.7%
None	80	114	39	17	7
	29%	68%	60%	65%	47%

For highway, estimate the percentage of trips that are < 75 km or 75 km, => 75 km.

Question Respondents	169	107	39	17	6
Skipped	362	362	362	362	362
under 75km	158	101	36	15	6
Mean	73.9%	77.8%	67.2%	69.3%	60.4%
over 75 km	124	73	32	13	6
Mean	42.1%	39.0%	46.3%	50.8%	39.2%

typical purpose(s) or reason(s) employees use their own vehicles for work.

Question Respondents	273	168	64	26	14
Skipped	258	258	258	258	258
Deliver/pick up good	140	87	39	8	6
response percent	51.3%	51.8%	60.9%	30.8%	42.9%
Sales	46	29	12	4	1
response percent	16.8%	17.3%	18.8%	15.4%	7.1%
Meetings	142	82	33	20	7
response percent	52.0%	48.8%	51.6%	76.9%	50.0%
Client visits	117	71	26	12	8
response percent	42.9%	42.3%	40.6%	46.2%	57.1%
Other	100	61	26	10	2
response percent	36.6%	36.3%	40.6%	38.5%	14.3%

Does your company check to make sure that employees who drive their own vehicles have a valid driver's licence?

Question Respondents	276	169	65	26	15
Skipped	255	255	255	255	255
Yes	200	127	47	16	10
Response percent	72.5%	75.1%	72.3%	61.5%	66.7%
No	68	38	18	8	3
Response percent	24.6%	22.5%	27.7%	301.8%	20.0%
Prefer not to answer	8	4	0	2	2
Response percent	2.9%	2.4%	0.0%	7.7%	13.3%

When does your company check to make sure that employees who drive their own vehicles for work have a valid driver's licence?

Question Respondents	200	127	47	16	10
Skipped	331	331	331	331	331
At hire	141	82	38	14	7
Response percent	70.5%	64.6%	870.9%	87.5%	70.0%
Annually	78	54	12	8	4
Response percent	39.0%	42.5%	25.5%	50.0%	40.0%
Other	30	21	8	1	0
Response percent	15.0%	16.5%	17.0%	6.2%	0.0%

Why does your company NOT check to make sure that employees who drive their own vehicles for work have a valid driver's license?

Question Respondents	68	38	18	8	3
Skipped	463	463	463	463	463
Part of job description	19	11	3	4	1
Response percent	27.9%	28.9%	16.7%	50.0%	33.3%
Didn't think it was important	18	8	9	0	1
Response percent	26.5%	21.1%	50.0%	0.0%	33.3%
Other	34	20	8	4	1
Response percent	50.0%	52.6%	44.4%	50.0%	33.3%

Does your company check to make sure that the personal vehicles of employees who drive them for work are in good working order?

Question Respondents	276	169	65	26	15
Skipped	255	255	255	255	255
Yes	87	60	16	6	5
Response percent	31.5%	35.5%	24.6%	23.1%	33.3%
No	158	94	41	16	6
Response percent	57.2%	55.6%	63.1%	61.5%	40.0%
Prefer not to answer	31	15	8	4	4
Response percent	11.2%	8.9%	12.3%	15.4%	26.7%

How often does your company check to make sure that the personal vehicles of employees who drive them for work are in good working order?

Question Respondents	87	60	16	6	5
At hire	22	16	4	1	1
Response percent	25.3%	26.7%	25.0%	16.7%	20.0%
Monthly	19	13	4	1	1
Response percent	21.8%	21.7%	25.0%	16.7%	20.0%
2 - 3 times/year	29	19	6	1	3
Response percent	33.3%	31.7%	37.5%	16.7%	60.0%
Annually	25	17	5	3	0
Response percent	28.7%	28.3%	31.2%	50.0%	0.0%
Other	9	8	0	1	0
Response percent	10.3%	13.3%	0.0%	16.7%	0.0%

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Why does your company NOT check to make sure that the personal vehicles of employees who drive them for work are in good working order?

Question Respondents	156	93	40	16	6
Skipped	375	375	375	375	375
It's the employee's responsibility	103	61	27	9	6
Response percent	66.0%	65.6%	67.5%	56.2%	100.0%
Didn't think it was important	10	4	5	1	0
Response percent	6.4%	4.3%	12.5%	6.2%	0.0%
Other	43	28	8	6	0
Response percent	27.6%	30.1%	20.0%	37.5%	0.0%

Does your company offer driver training to employees who drive their own vehicles for work?

Question Respondents	276	169	65	26	15
Skipped	255	255	255	255	255
Yes	19	9	3	5	2
Response percent	6.9%	5.3%	4.6%	19.2%	13.3%
No	243	153	59	20	10
Response percent	88.0%	90.5%	90.8%	76.9%	66.7%
Prefer not to answer	14	7	3	1	3
Response percent	5.1%	4.1%	4.6%	3.8%	20.0%

What type of driver training does your company offer? Check all that apply.

Question Respondents	19	9	3	5	2
Skipped	512	512	512	512	512
General/defensive driving training	14	8	1	4	1
Response percent	73.7%	88.9%	33.3%	80.0%	50.0%
Winter driving training	7	3	1	3	0
Response percent	36.8%	33.3%	33.3%	60.0%	0.0%
Other	7	2	2	2	1
Response percent	36.8%	22.2%	66.7%	40.0%	50.0%

Why does your company NOT offer driving training to employees who drive their own vehicles for work?

Question Respondents	242	152	59	20	10
Skipped	289	289	289	289	289

Cost	26	17	6	3	0
Response percent	10.7%	11.2%	10.2%	15.0%	0.0%
Course Availability	12	8	1	3	0
Response percent	5.0%	5.3%	1.7%	15.0%	0.0%
Time requirements	22	13	5	2	2
Response percent	9.1%	8.6%	8.5%	10.0%	20.0%
Didn't think it was important	116	72	32	6	6
Response percent	47.9%	47.4%	54.2%	30.0%	60.0%
Other	112	72	24	13	2
Response percent	46.3%	47.4%	40.7%	65.0%	20.0%

Does your company require employees to inspect their own vehicles before starting each trip?

Question Respondents	276	169	65	26	15
Skipped	255	255	255	255	255
Yes	49	33	7	5	4
Response percent	17.8%	19.5%	10.8%	19.2%	26.7%
No	202	122	53	18	8
Response percent	73.2%	72.2%	81.5%	69.2%	53.3%
Prefer not to answer	25	14	5	3	3
Response percent	9.1%	8.3%	7.7%	11.5%	20.0%

Why does your company NOT require employees to inspect their own vehicle before starting each trip?

Question Respondents	201	121	53	18	8
Skipped	330	330	330	330	330
Not enough time	1	1	0	0	0
Response percent	0.5%	0.8%	0.0%	0.0%	0.0%
Didn't know it was important	25	15	8	2	0
Response percent	12.4%	12.4%	15.1%	11.1%	0.0%
Vehicle inspections are the employee's responsibility	150	89	39	14	8
Response percent	74.6%	73.6%	73.6%	77.8%	100.0%
Other	35	19	13	2	0
Response percent	17.4%	15.7%	24.5%	11.1%	0.0%

Does your company own or lease vehicles that your employees drive?

Question Respondents	276	169	65	26	158
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Skipped	255	255	255	255	255
Yes	129	69	41	13	6
Response percent	46.7%	40.8%	63.1%	50.0%	40.0%
No	141	95	24	12	9
Response percent	51.1%	56.2%	36.9%	46.2%	60.0%
Prefer not to answer	6	5	0	1	0
Response percent	2.2%	3.0%	0.0%	3.8%	0.0%

Does your company check to make sure that employees who drive COMPANY vehicles have a valid driver's licence?

Question Respondents	129	69	41	13	6
Skipped	402	402	402	402	402
Yes	117	66	36	10	5
Response percent	90.7%	95.7%	87.8%	76.9%	83.3%
No	11	3	5	2	1
Response percent	8.5%	4.3%	12.2%	15.4%	16.7%
Prefer not to answer	1	0	0	1	0
Response percent	0.8%	0.0%	0.0%	7.7%	0.0%

When does your company⁷ check to make sure that employees who drive company vehicles have a valid driver's licence?

Question Respondents	117	66	36	10	5
Skipped	414	414	414	414	414
At hire	80	45	26	7	2
Response percent	68.4%	68.2%	72.2%	70.0%	40.0%
Annually	63	37	15	8	3
Response percent	53.8%	56.1%	41.7%	80.0%	60.0%
Other	17	11	5	1	0
Response percent	14.5%	16.7%	13.9%	10.0%	0.0%

Why does your company NOT check to make sure that employees who drive company vehicles have a valid driver's license?

Question Respondents	11	3	5	2	1
Skipped	520	520	520	520	520
Part of job description	5	2	1	2	0
Response percent	45.5%	66.7%	20.0%	100.0%	0.0%
Didn't think it was important	3	1	1	0	1

Response percent	27.3%	33.3%	20.0%	0.0%	100.0%
Other	3	0	3	0	0
Response percent	27.3%	0.0%	60.0%	0.0%	0.0%

Does your company check to make sure that company vehicles are in good working order?

Question Respondents	129	69	41	13	6
Skipped	402	402	402	402	402
Yes	123	69	38	12	4
Response percent	95.3%	100.0%	92.7%	92.3%	66.7%
No	6	0	3	1	2
Response percent	4.7%	0.0%	7.3%	7.7%	33.3%
Prefer not to answer	0	0	0	0	0
Response percent	0.0%	0.0%	0.0%	0.0%	0.0%

How often does your company check to make sure that company vehicles are in good working order?

Question Respondents	122	68	38	12	4
Skipped	409	409	409	409	409
Daily; before each trip	51	29	15	6	1
Response percent	41.8%	42.6%	39.5%	50.0%	25.0%
Monthly	28	16	8	4	0
Response percent	23.0%	23.5%	21.1%	33.3%	0.0%
2 - 4 times/year	11	7	2	2	0
Response percent	9.0%	10.3%	5.3%	16.7%	0.0%
Annually	6	3	1	2	0
Response percent	4.9%	4.4%	2.6%	16.7%	0.0%
At the regular scheduled times per manufacturer	52	24	17	8	3
Response percent	42.6%	35.3%	44.7%	66.7%	75.0%
Other	11	8	2	1	0
Response percent	9.0%	11.8%	5.3%	8.3%	0.0%

Why does your company NOT check to make sure that company vehicles are in good working order?

Question Respondents	6	0	3	1	2
Skipped	252	525	525	525	525
It's the employee's responsibility	4	0	2	1	1
Response percent	66.7%	0.0%	66.7%	100.0%	50.0%
Didn't think it was important	2	0	1	0	1

Response percent	33.3%	0.0%	33.3%	0.0%	50.0%
Other	1	0	1	0	0
Response percent	16.7%	0.0%	33.3%	0.0%	0.0%

Does your company offer driver training to employees who drive company vehicles?

Question Respondents	129	69	41	13	6
Skipped	402	402	402	402	402
Yes	28	13	6	7	2
Response percent	21.7%	18.8%	14.6%	53.8%	33.3%
No	100	56	34	6	4
Response percent	77.5%	81.2%	82.9%	46.2%	66.7%
Prefer not to answer	1	0	1	0	0
Response percent	0.8%	0.0%	2.4%	0.0%	0.0%

What type of driver training does your company offer? Check all that apply.

Question Respondents	28	13	6	7	2
Skipped	103	503	503	503	503
General/defensive driving training	19	10	2	6	1
Response percent	67.9%	76.9%	33.3%	85.7%	50.0%
Winter driving training	10	4	1	5	0
Response percent	35.7%	30.8%	16.7%	71.4%	0.0%
Other	14	6	4	3	1
Response percent	50.0%	46.2%	66.7%	42.9%	50.0%

Why does your company NOT offer driving training to employees who drive company vehicles?

Question Respondents	99	55	34	6	4
Skipped	432	432	432	432	432
Cost	14	8	5	1	0
Response percent	14.1%	14.5%	14.7%	16.7%	0.0%
Course Availability	4	2	2	0	0
Response percent	4.0%	3.6%	5.9%	0.0%	0.0%
Time requirements	8	5	3	0	0
Response percent	8.1%	9.1%	8.8%	0.0%	0.0%
Didn't think it was important	45	22	17	3	3
Response percent	45.5%	40.0%	50.0%	50.0%	75.0%
Other	47	29	14	3	1
Response percent	47.5%	52.7%	41.2%	50.0%	25.0%

Does your company require employees to inspect company vehicles before starting each trip?

Question Respondents	129	69	41	13	6
Skipped	402	402	402	402	402
Yes	76	40	23	9	4
Response percent	58.9%	58.0%	56.1%	69.2%	66.7%
No	46	27	15	2	2
Response percent	35.7%	39.1%	36.6%	15.4%	33.3%
Prefer not to answer	7	2	3	2	0
Response percent	5.4%	2.9%	7.3%	15.4%	0.0%

Why does your company NOT require employees to inspect the company vehicles before starting each trip?

Question Respondents	46	27	15	2	2
Skipped	485	185	485	485	485
Not enough time	4	3	1	0	0
Response percent	8.7%	11.1%	6.7%	0.0%	0.0%
Didn't know it was important	21	10	9	1	1
Response percent	45.7%	37.0%	60.0%	50.0%	50.0%
Other	24	16	6	1	1
Response percent	52.2%	59.3%	40.0%	50.0%	50.0%

Does your company look at why employees need to drive their vehicles for work and consider other ways of doing the work to reduce the # of trips needed?

Question Respondents	276	169	65	26	15
Skipped	255	255	255	255	255
Yes	195	115	52	22	6
Response percent	70.7%	68.0%	80.0%	84.6%	40.0%
No	67	48	11	3	4
Response percent	24.3%	28.4%	16.9%	11.5%	26.7%
Prefer not to answer	14	6	2	1	5
Response percent	5.1%	3.6%	3.1%	3.8%	33.3%

Why does your company NOT look at why employees need to drive and consider other ways of reducing the # of trips?

Question Respondents	67	48	11	3	4
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Skipped	464	464	464	464	464
Didn't think it was important	11	7	2	1	1
Response percent	16.4%	14.6%	18.2%	33.3%	25.0%
Lack of resources	6	6	0	0	0
Response percent	9.0%	12.5%	0.0%	0.0%	
Other	51	36	9	2	3
Response percent	76.1%	75.0%	81.8%	66.7%	75.0%

Please define to the best of your ability the importance of the following to your organization.

To improve driver safety

Question Respondents	271	168	62	26	14
Skipped	260	260	260	260	260
Very important	117	71	29	10	7
Response percent	43.8%	43.0%	46.8%	40.0%	50.0%
Somewhat important	64	39	13	9	3
Response percent	24.0%	23.6%	21.0%	36.0%	21.4%
Somewhat not important	26	14	7	3	2
Response percent	9.7%	8.5%	11.3%	12.0%	14.3%
Not important	10	8	1	0	1
Response percent	3.7%	4.8%	1.6%	0.0%	7.1%
Not applicable	50	33	12	3	1
Response percent	18.7%	20.0%	19.4%	12.0%	7.1%

To meet regulatory requirements

Question Respondents	272	167	63	26	15
Skipped	259	259	259	259	259
Very important	136	77	33	15	11
Response percent	50.7%	47.0%	52.4%	60.0%	73.3%
Somewhat important	47	30	11	5	1
Response percent	17.5%	18.3%	17.5%	20.0%	6.7%
Somewhat not important	18	11	5	1	1
Response percent	6.7%	6.7%	7.9%	4.0%	6.7%
Not important	10	7	2	0	1
Response percent	3.7%	4.3%	3.2%	0.0%	6.7%
Not applicable	57	39	12	4	1
Response percent	21.3%	23.8%	19.0%	16.0%	6.7%

To save money.

Question Respondents	269	167	61	26	14
Skipped	262	262	262	262	262
Very important	80	51	20	5	4
Response percent	30.2%	31.1%	32.8%	20.0%	28.6%
Somewhat important	93	55	20	12	6
Response percent	35.1%	33.5%	32.8%	48.0%	42.9%
Somewhat not important	26	13	8	3	2
Response percent	9.8%	7.9%	13.1%	12.0%	14.3%
Not important	18	12	4	1	1
Response percent	6.8%	7.3%	6.6%	4.0%	7.1%
Not applicable	48	33	9	4	1
Response percent	18.1%	20.1%	14.8%	16.0%	7.1%

Appendix B

Grey Fleet Written Comments

April 25, 2014

Greyfleet Survey – Other Comments

NOTE: Technical queries, comment where no drivers are involved, and profanity have been removed.

1. **What industry do you work in? (Other)** (Survey answer has 26 categories listed for: primary resources; manufacturing; construction; transportation and warehousing; trade; service; and other)
(Question #2 Keysurvey)

- Government
- Non - Profit
- Charity
- not-for-profit
- Not for Profit
- Non profit
- Non-Profit Housing
- non profit art gallery
- association (common interest)
- Charity - Thrift Store & Social Service Programs
- Chamber of Commerce ,Visitor Information Centre, tourism marketing
- Employment and Community Support Service
- Staffing Agency
- Cultural Resource Management
- Childcare
- Sales and Service of Electrical/Metering Products
- Custom Electronics Integration & Automation - LV Electrical
- Electrical, Service & Renovation
- Electrical Engineering and Services
- Electrical Contracting
- Construction - Electrician
- construction clean up
- HVAC
- Property Management
- Property management
- Real Estate Services
- property management
- Property Management
- land development
- land development/real estate property management
- Senior residential housing

- Building Management, Building Rental
- Housing
- accommodation, food, leisure, retail, transportation
- Automotive repair
- Transportation Only
- Service: Automotive
- Automotive-Car Sales & Service
- Oil & Gas
- hvac/ref/gas
- Transloading
- landscape maintenance
- silviculture
- Service - water well drilling
- NFP regulator
- software development
- Software Development
- video game developer
- Digital Media
- Design
- Entertainment Production
- Destination management/meeting and event planning
- Dentistry
- dental
- Financial
- Financial Services Sales Office
- Insurance
- Security
- Security
- Golf and Liquor Stores
- Equipment rental
- sport, health and fitness
- satellite dish installations
- Repair and Maintenance
- aviation
- processing
- warehousing
- Architectural Model Manufacturing
- Service - Snow Avalanche Hazard Management
- Fish Processing Plant
- Dryland log sort

2. **Please indicate the typical purpose(s) or reason(s) employees use their personal vehicles for work. Check all that apply.** (Survey answer: deliver/pickup goods, sales, meetings, client visits, other)
(Question #10 Keysurvey)

The most common reason employees used their vehicles for work was to run general errands especially banking (33) and various office administrative items (13).

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- Bank deposits, banking
- Banking
- banking
- Bank Run
- banking
- Bank Deposits
- Banking
- banking
- Taking deposits to the bank
- Banking
- banking
- Bank deposits
- Banking
- Banking
- banking
- banking
- bank
- bank
- Banking
- banking
- bank deposits
- Banking
- Bank Deposit
- banking
- Banking
- bank, mail etc
- Banking and errands
- Banking, Post Office,
- banking bank, office supplies, post office, lunch room supplies, airport PU & drop off, hotel pick up & drop off, city hall (Permits),
- Banking/Accountant/Lawyer
- shop, bookkeeper, bank
- Drop off payments and paperwork, pick up mail
- pick up mail and bank deposits
- errands, banking, mail, etc
- dealing with correspondence (need signatures) and collecting mail
- office admin
- delivering service in another community
- Misc. Supplies
- inter-store mail
- pick up mail
- deliver documents
- advertising/rescue students/lead student rides
- Driving kids to school, out-trips.
- Clergy Meetings

The primary work related driving involving to/from a destination include attending trade show/conference or to a job work site. Conducting inspections or program delivery were the most common reasons that may require multiple stops.

- conferences/trade shows
- trade shows

- Conference
- To/from tradeshows and events
- Training workshops presented by our agency
- visit work sites
- Job site access
- Drive to job site
- get to job sites
- going to job sites
- job site visits
- to get to job site
- travelling between work sites
- travel between sites
- Transport personnel from lodging to work site.
- To travel to a remote work site from primary site
- To work in remote locations repairing marine equipment.
- To get to work, haul fuel for machines, get paid extra
- Driving clients to and from work and activities
- drive workers to worksite
- to get too work
- Construction site inspections (visit work sites)
- Examinations for discovery
- site reviews (construction)
- Project Site Inspections
- Site Inspections
- insurance inspections
- Site Inspections
- checking on septic fields
- Transporting clients
- Drive between jobs to support technicians as apprentice
- Field Work
- work on-call
- Home Healthcare Visits
- road checks
- fieldwork
- equipment servicing and training
- Maintenance Patrol, Supervision, Work Planning
- Driving to various buildings for maintenance
- Pulling company trailers, transport to remote job locations
- divide and conquer different jobs
- job site visits, bank deposits
- transportation & tools
- Price Survey's at competition
- Store Audits of product
- go to inter-group stores
- program delivery
- client transport
- Assisting at a Study club at another clinic in another city
- worksite transportation
- service and installation
- Emergencies, Program Needs
- trouble shooting
- all company vehicles otherwise in use

3. When does your company check to make sure that employees who drive their own vehicles for work have a valid driver's licence? (survey answer: at hire, annually or other)

(Question #12 Keysurvey)

When checking for a valid driver's license the reasons ranged from knowing each other well and being aware of validity to the more formal incorporated into annual performance review, when license expires or the employer conducting random checks.

- Small company, know each employee very well.
- we are all family and friends so it is known
- Only one employee so not a big management issue
- All family
- Employee is spouse, I am aware of DL validity
- owner drives
- with yearly performance reviews
- in house qualifications every two years
- at hiring and when license expiration occurs
- Upon recorded expiry date of DL
- around date of card expiry date
- changes to licence status are to be reported ASAP
- on our annual checks if a license is expired, we ask for the new one
- at all times
- Required to report all traffic & NSC infractions as condition of employment
- at time of driving event. (usually rare)
- at the time of travel
- When job description responsibilities warrant travel.
- it is reviewed regularly
- Monthly
- Random
- When necessary Both
- when the need arises
- as needed
- as required
- when necessary
- as it comes up
- Adhoc
- for insurance purpose

4. Why does your company NOT check to make sure that employees who drive their own vehicles for work have a valid driver's licence? (survey answer: requirement for a valid driver's

license is part of the job description, didn't think it was important or other)

(Question #13 Keysurvey)

There is an assumption from many employers that if the employees are driving a car they will have a valid license /insurance and it is the employees' responsibility to be compliant with the law.

- Assumption that they have one
- assuming compliance with driving regulations
- Did not think of it as an issue. It is the responsibility of the employee. They have a car with insurance so they must have a drivers licence.

- since they drive to work it is implied that they have one
- Assume if they are driving they have one
- it was implied
- If employee is driving a vehicle they should have a valid drivers licence according to the driving laws of BC, we are not police officers
- They are driving and own a car which makes it a requirement to have a drivers license
- Assumption that employees wouldn't take the risk
- they are using their personal so it stands to reason that they have a drivers licence.
- Assume employee has car and it is licensed that they have valid driver's license
- They are all using their own vehicles; if they were using co. vehicles it would be checked.
- Didn't think to do this. Assumed that if an employee is driving they are doing so legally.
- They drive to and from work so expect have drivers license
- We assumed the people who have their own car have a valid licence
- They need a licence in order to get insurance. Assumption that driver's licence exists.
- All mgmt staff and expect them to have a license or not drive!
- Figure if their driving to work that they would have a valid DL
- If they own a vehicle they should have a valid licence
- Policy indicates requirement of appropriate license
- The responsibility is for the driver to have a licence if they are driving
- Its their personal responsibility
- privately owned vehicle
- Awareness of any drivers' licence suspensions
- Valid Insurance & license their responsibility
- know our employees really well
- They all drive to work generally
- trust them to be responsible
- Didn't think it was necessary
- Employer let them use taxi too, but they choose to drive. Did not think employee will choose to drive without licence instead of taking employer-paid taxi.
- We act mainly for ICBC, and everyone knows how important it is to have a valid DL.

5. Why does your company NOT check to make sure that the personal vehicles of employees who drive them for work are in good working order?

(Question #16 Keysurvey)

Some did not consider checking to make sure the personal vehicles of employees who drive for work are in good order and assumed that if the employees are driving their vehicles must be working.

- Didn't think we had to
- Did not turn my mind to this consideration
- Hadn't thought to do it, and employee chooses own car - own expense, own responsibility
- Since the requirement for a car is so little we never thought of it
- Didn't think of it and not a requirement for them to use personal vehicle
- Since they drive to work it is implied that it works
- They wouldn't be driving the car if it wasn't in working order
- They are driving to and from work - if there were a problem it would be mentioned at work.
- Assume they are

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A few felt that they were either not qualified to or were not allowed to inspect personal vehicles or it was "not a standard procedure."

- We are not qualified vehicle inspectors
- Not qualified to inspect/Asking too much of employee to get an inspection
- Didn't consider that we were allowed to
- Not a standard procedure

A verbal response that their vehicle was roadworthy was deemed adequate for others.

- Review when/as relevant.
- we ask them verbally but do not inspect vehicle
- I did not think of this and just requested verification from staff as to roadworthiness of vehicles.
- It is explained to them at hire, it is their responsibility to maintain their vehicles
- Small Enough company, we know what everyone drives and that it is reasonably reliable
- On appearance of the vehicle a decision is made. If the vehicle does not appear in good condition a company vehicle is used
- Again, expectation that employees wouldn't take the risk

The responsibility for maintenance and driving a safe vehicle were often stated as being the employees'.

- It's their own personal vehicle. Do we have a responsibility to check individual's vehicles?
- All mgmt staff and expect if they are not in working order they will ask someone else to drive
- Properly running, safe car their responsibility
- Feel employees are responsible enough
- They all drive newer vehicles so assume they are ok
- Cars are fairly new
- Know that they are regularly maintained
- The vehicle is functional, so it is usable

6. What type of driving training does your company offer? Check all that apply. (survey answers: general/defensive driving training, winter driving training, other)

(Question #18 Keysurvey)

- AT the employees request
- Towing
- off road driving
- off-hwy, towing
- Class4 license
- A valid class 5 licence is the responsibility of a driver. We pay for a higher level licence training if required by work
- e-Learning course

7. Why does your company NOT offer driver training to employees who drive their own vehicles for work?

(Question #19 Keysurvey)

It was very common for respondents to assume that if their employee has a drivers license that they passed the exam so they must be "trained". It was frequently stated that their employees are experienced and reliable so there are no concerns.

- They have a valid driver's licence, I consider that sufficient
- We assume because they have a valid DL and drive their own vehicle for personal reasons that they're familiar with how to drive a vehicle
- Already licensed by government so they should know how to drive
- because its class 5 licence
- everyone has their current class 5 license
- The employee has a class 5 licence
- All employees are required to have a valid Class 4 licence
- They have a valid drivers license
- they have a driver's license
- their responsibility. They have a drivers licence and the graduated programme is sufficient on its own.
- You are driving your own vehicle - if you can't drive your own vehicle you shouldn't have a licence to drive at all
- The passing of a drivers licence is all that is needed for the type of driving the staff do
- only one employee
- If they have a drivers licence then they have already been trained to drive.
- assumed if they hold a valid license, they know how to drive
- staff need to pass BC driving exam to get their drivers licence to drive their own vehicles
- We all have valid drivers licenses
- they are adults with driver's licenses, not children
- They have a valid drivers license which is tested by the province of BC
- If they possess a licence they would have been qualified
- Training not required if they are licensed
- License is only mandate
- Already qualified to drive
- They have been licensed by the Province, they have been trained and tested
- If the employee has a DL they should know how to drive.
- They would have already passed driving tests to obtain a licence
- They have their drivers license so it should be all in
- not needed
- all have had driver licences for over 15 years
- One day a month for 8 months is all that is required and the person in question passed her drivers test with few errors
- Driving for business is rare, and typically involves only C-level staff.
- All are experienced drivers. It's unnecessary.
- to date all employees have been driving for more than 5 years so did not feel it was necessary since they are only transporting themselves
- They are all competent drivers
- REGULAR DRIVERS
- If you have your own vehicle, they know how to drive
- all middle aged adults with clean records
- Employees already owned and drive their own cars
- They are senior professionals

- in a small company we feel we know the persons and their situation
- Felt the employees were responsible people
- they should now how to drive, they drive times besides work
- they drive cars and have been driving for many years
- no need, experienced driver
- we drive with them, we know how they drive.
- They're good drivers already
- It's not important most have driven for years
- experienced drivers
- assumption that employees are trained to drive well
- not required. drivers are experienced.

Some Employers delegated the responsibility to the employee to be trained drivers and alternate travel options are available for some.

- Not our responsibility, employees can take the bus to meetings if they prefer
- We have to provide enough training, etc....this is overkill
- Employee's responsibility
- Employee's Responsibility if they don't have a licence then there is other options
- Responsibility for training/licencing is not an employers responsibility for basic auto operation. Nor should it fall under WCB.
- It is the responsibility of the employee to ensure their own safety when not working
- Workers wouldn't participate
- It is not a requirement of the job to attending meetings by driving there. Employees are allowed to take taxi and claim the taxi expense. Therefore if they choose to drive, it is their responsibility to make sure they have driving licence and their cars are in good condition.
- Employee's responsibility
- employee's own responsibility
- why should that be my responsibility?
- Employee's responsibility
- Not my responsibility
- ICBC's responsibility to ensure that licensed people have qualifications. No special driving required by us.
- they do it on their own
- contracts do not provide funding for that
- Rural Community - Course offered away from home

There was training provided by some employers, especially when it was part of the job requirement or if intervention was required.

- All staff participate in training sessions with professional driver programs or during driver awareness sessions and specific courses for employees who occasionally pick up mail during the course of the work week are not offered any other sessions
- we use WSBC winter driving as our driver training and check driver's abstracts
- It's part of the job requirement
- drivers abstract checked annually

- basic license is required for employment. We pay for upgrading. Employee tested every two years on premisis & basic license renewed annually.
- Required if an event or negative trend triggers intervention
- hasn't been requested, but would, if it were
- empolyees responsibilities
- "Employees" are subcontractors. Vehicle use is part of the subcontractor agreement's responsibility.

Some never thought about driver training and did not consider it necessary or required or the employee only went on short errands and did not need training.

- Never even crossed our minds
- Not applicable in line of work.
- The topic was never suggested or discussed
- Never considered it
- Seemingly not relevant to use.
- Not needed in this case
- Not seen as revelant
- training not required
- not required
- not required
- not necessary
- not necessary
- Not necessary
- Not necessary
- Not necessary
- vehicle only used for bank runs < 3 km trip
- Driving occasions are rare and short distances
- very small amount of driving
- Because it's only done once a month
- so seldom
- Very minimal driving for work and only mgmt staff
- most of driving is to and from store/mail to work..basic
- Using employee vehicle for work purposes is very minimal
- only small % of employees drive, very short distances, and quite infrequently
- Employee's Do Not use there vehicles for work purposes. Not my responsibility
- Our employees do not drive regularly and it is not routine
- not part of the job - just transportation to the site

8. Why does your company NOT require employees to inspect their own vehicle before starting each trip?

(Question #21 Keysurvey)

Personal inspection of their own vehicles were not done before starting each trip as the employer felt it was not necessary as the trips are minor or determined it was the employee's responsibility to ensure their vehicle was in good working order.

- Onboard vehicle diagnostics report these issues
- pre-trip required only as per commercial transport act
- I inspect my own vehicle
- We r an auto dealership and any problems can be correctly promptly by service dept
- personal vehicles are used only in occasional situations and on observation appear in good order or a company vehicle is used. Employees may pick up mail when they may be back from lunch break
- It is in their job description to maintain and regularly inspect their vehicle
- Because it happens so infrequently
- light duty driving only
- Trips are minor in nature and distance (many are only a few blocks)
- we are a small company and it is common knowledge if someone is having vehicle problems
- Vehicles are very new.
- NA or irrelevant/these are commuter vehicles not commercial
- Don't think it's necessary for personal vehicle on short trip
- personal vehicles do not require pre trip inspections
- We only hire responsible adults
- High expectations for managment staff to look after themselves
- The employee feels it isn't our business
- Again, if employees choose to drive instead of taking taxi, they are responsible of their behaviour.
- vehicle inspections are the employee's responsibilities as they are compensated for driving
- they drive their cars for their personal use and are capable of keeping their cars in working order
- not employer's responsibility
- Employee's responsibility
- Not my respnsibility
- Feel the employees are responsible people
- never thought of it
- Did not think of this issue until now.
- Hadn't thought of it before. WE do that for our company vehicles though..
- Overlooked
- Not applicable in line of work.
- not required

9. When does your company check to make sure that employees who drive company vehicles have a valid driver's licence? (survey answers: at hire, annually, other)

(Question #24 Keysurvey)

There were fewer comments for checking drivers license for company vehicles with the most common reason being that the owner drives the company vehicle or that checked at their review or expiration date.

- I'm the owner - it's my car
- She's my daughter. We know she has a drivers license
- all family we know
- Only the 2 owners can do this, license is assumed
- at hiring and when license expiration occurs
- Upon recorded expiry date of DL
- must renew & copy of certificate is retained

- Annually, when required to drive a company vehicle. Those not authorized to drive company vehicles are not necessary
- yearly performance review
- Monitor through out the year
- Monthly
- Both
- required to report any change to licence status ASAP
- Any significant event or negative trend will trigger a review
- whenever they need to use it
- When necessary
- not checked for valid licences.

10. How often does your company check to make sure that company vehicles are in good working order? (survey answers: daily, monthly, 2-4 times/year, annually, at the regular scheduled times as recommended by the vehicle's manufacturer)
(Question #27 Keysurvey)

The company vehicles are checked on a frequent basis, often weekly or during regular scheduled maintenance checks.

- It's my car - I have it serviced when it needs it
- Whenever they come to the office - not daily - but often
- prior to each project, at every 5-8K,kms during oil changet
- As per company's Preventative Maintenance System. Also require drivers to perform daily Post trip inspections of vehicles
- Weekly
- We expect the driver to mention if something is wrong
- once each two weeks
- also weekly inspections for trucks in use off hwy
- Weekly as well
- During each oil change vehicles are inspected. Vehicles also obtain an annual certification of inspection

11. What type of driving training does your company offer? Check all that apply. (survey answers: general/defensive driving training, winter driving training, other)
(Question #30 Keysurvey)

- At the employee request
- when a class 4 is required
- Class 4 license
- A valid class 5 licence is the responsibility of driver. We pay for training for a higher level licence if required for work
- It is a larger vehicle, so practising is essential when making the switch from a car to a van
- Off road
- off road/ forestry road driving training
- off-hwy, towing

- Heavy truck and heavy equipment training
- Towing
- Training on driving with a towed trailer
- heavy trailer endorsement
- e-Learning
- By the Boss

12. Why does your company NOT offer driver training to employees who drive company vehicles? (survey answers: cost, course availability, time requirements, didn't think it was important, other)

(Question #31 Keysurvey)

- They have valid drivers licences
- Because we feel if they have the correct licensing, they do not need further instruction
- overkill. That is the responsibility of the Provincial Licensing Program.
- not for class 5 licence
- They have a valid driver's licence which I consider sufficient
- They have to have valid licenses to drive trucks which involves specific training before hire
- Have to know how to drive before they can use a company vehicle
- Some are logging truck drivers who are required to have done the test to qualify to drive a commercial vehicle
- average automatic transmission vehicle - nothing oversized, nothing without full viewing - again if you can't drive a car - how did you get your licence?
- required before hiring
- We sell/service vehicles so driving a part of the job
- we check driver abstract
- It is a reasonable expectation that employees know how to drive safely and efficiently
- All experienced drivers
- experienced drivers
- Those who drive company vehicles are already competent drivers.
- Only one company vehicle and driver
- not part of job reqs
- Driver's responsibility
- company vehicles are passenger cars
- Not required since only driving to and from downtown, a short distance away
- Rare occurrence and usually own vehicle.
- Rural Community - Course is away from home
- not sure if training is provided
- not necessary
- Topic was never suggested or discussed
- Is not needed in this case
- Never considered it
- Employees won't participate

13. Why does your company NOT require employees to inspect the company vehicle before starting each trip? (survey answer: not enough time, didn't know it was important, other)

(Question #33 Keysurvey)

- WE have inspections each two weeks
- pre-trip done based on commercial transport act
- Unless a problem is evident, they are inspected & maintained regularly
- Already regularly inspected
- regular maintenance is done
- Cars are maintained on a regular bases. It is expected car is in working order; otherwise, it will be repaired
- Done regulary
- it is regularly maintained
- would not let anyone drive it if not
- Thought the monthly check was sufficient
- not required, but they typically do it when they are hauling boats
- only driving between work and home with leased vehicles
- commercial/service vehicles are inspected
- We don't require it, but our staff are generally concientuos and do these checks on a frequent basis
- Experienced driver checks automatically
- all are responsible individuals who che k as needed
- figured they would reconize a problem if there was one
- Not required but we ask to check before a long trip
- Cars are newer
- The company does it
- not considered
- not employers responsibility
- not necessary

14. Why does your company NOT look at why employees need to drive for work and consider other ways of doing the work to reduce the number of trips needed? (survey answer: didn't think it was important, lack of resources, other)
(Question #35 Keysurvey)

Providing quality service and driving as necessary for the job were the key reasons why employees need to drive for work.

- Better Client Service
- They all need to be done in person
- Trips are for confidential meetings generally
- they chose to drie an offer their services
- It is part of the service we provide
- It is up to the customer
- Clients for us management consultants are everywhere
- Our services are provided at the clients' residences
- Role responsibility includes in person meetings/training and sales for these employees.
- driving is necessary sometimes & couriers just won't do.
- we are required to visit job sites, this is not an option

- Consultants frequently need to visit field sites and clients offices.
- Driving to the various buildings for maintenance is part of the requirement for the nature of work that we do.
- They have to go to their job sites to inspect work. No option but to drive.
- Given the nature and frequency of the usage, it wouldn't make any sense
- We are a logging company so the workers must travel to the bush to log
- meetings
- not possible
- Rural Community with lack of transportation for clients
- bank does not deliver money or pick up deposits
- Due to nature of our business, site inspections are required
- type of work and regulatory requirements require 1 person 1 vehicle
- NO OTHER WAY
- remote job sites
- Site inspections must be done in person - also no transit to job site
- Employee must visit other sites
- Can't reduce amount of driving
- see previous answers....very few trips as it is
- very few trips only as a last resort
- they dont make a lot of trips
- Drivinmg is already minimal
- drop stuff off at the bus depot on their way home for me.
- It's up to the employees to choose their mode of transportation. Whatever works best for them.
- small company, when need to divide and conquer, or we all carpool
- only transit if they can into downtown core to save on parking
- time efficiency. Occaisionally other ways are suggested but most of the time driving is far more efficient.
- Vehicles are used daily in the job, and we combine jobs to reduce the number of trips
- Cost
- cost
- Time and cost
- Employee's responsibility to make that decision
- Employees who drive are management and can make the decision on their own, without oversight
- Not applicable
- not applicable to our job locations
- Not necessary. No alternative

Several of the previous questions explored ways that companies can help keep their employees safe when they are driving for work. Please define to the best of your ability the importance of the following to your organization. (Survey comments)

1. To improve driver safety (comments)

(Question #37 Keysurvey)

- client safety very important, yet I have not thought about extra training. would be great to be able to send staff to driver training

- One accident in 5 years in which staff was rear-ended, considering we attend hundreds of visits per month, our staff driving history speaks for itself
- We are constantly working to improve driver safety
- We do not hire employees that are not capable of driving safely.
- Our team is already safe and have had no accidents
- we don't have an issue, we are very familiar with them and their driving habits
- we would not send anyone out if we felt it unsafe
- we do not require any employee to drive
- Their responsibility
- As a small family owned business, safety is important but its a personal and not business concern.
- Very occasional use of basic day to day driving.
- From a professional aspect our Engineer consultants have to represent themselves and us appropriately, but they are paid mileage to provide their own vehicles although as a company also carry Liability insurance for them.
- employee personal vehicle use much greater than for work

2. To meet regulatory requirements (comments)

(Question #38 Keysurvey)

- Our system is over bureaucratized already
- valid driver's licence and clear drivers abstract are contract requirements
- Our staff are encouraged to abide by all regulations
- No regulatory requirements exists for the type of use.
- we do not require any employee to drive

3. To save Money (comments)

(Question #39 Keysurvey)

- Being safe will save money
- Saving money is always important
- Resources, including money, facilitates our ability to provide services. The only way services can be provided is by attending at the various locations.
- We pay mileage claim to employee. If they take taxi, we pay the taxi, so there is no money saving.
- we do pick up and deliveries when it is most practical for our company to operate efficiently
- cannot exceed available contract funds
- we do not require any employee to drive

4. Please list any additional reasons that your company put these type(s) of work practices in place

(Question #40 Keysurvey)

- When the licensing bureau of BC awards a license to a class 7 driver, they are stating that the person is qualified to drive. We monitor our employees driving habits, if we deem them to not be a safe driver, they are not allowed to drive company vehicles.
- As a member of the BCFSC and retain Safe Company Certification it is mandatory that our drivers keep a log daily of the vehicles/machines that they drive.

- On board vehicle monitoring in contractor and company owned units to track speed, journey management and personal usage for company owned.
- Only Managers and Supervisors have the option to provide their own pickups for work. The key reasons are that they want to be able to use the pickup for personal use after hours, which would be limited if driving a company-owned vehicle. Also they wish to drive a better equipped truck than the generic models that the company would typically provide its employees. For example; Diesel engine, leather interior, etc. The company requires the use of high quality winter tires in winter months and subsidizes their purchase. Only late model vehicles are considered. At minimum, Service schedules must meet manufacturers requirements and the company's PM service schedules. Employer subsidizes PM maintenance costs. Employees must provide proof of \$5 million business ICBC coverage. Company provides an additional \$5 million umbrella liability coverage over and above. Company pays a flat monthly lease fee for the vehicles, plus supplies fuel for work travel only.
- for soils testing we use nuclear denseometers which fall under CNSC regs
- We are a community based non-profit organization. The employees who use their personal vehicles do so, in order to have company vans available for client program needs. We have group homes in various locations which Program Managers oversee; hence, the use of personal vehicles to travel from group home to group home and back to the central office. We use a fleet of vans to meet the needs of clients and their programs and as stated previously, the staff who drive the vans carry a valid Class 4 license.
- Our association requires us to maintain a level of professionalism and not to break the law. If we are reprimanded with a bad driving record we would need to supply that information to our association and they would put us under disciplinary action. therefore our staff and ourselves who have designation are highly unlikely to be driving in an unsafe manner nor be driving in an unsafe car.
- Our reputation is on the line. Customers trust us with their products.
- Family based business. Safety is #1. Lots of highway travel to get to remote job sites. Vehicles must be kept in top notch condition.
- Insurance liability requirements
- Speaking for myself, we have a mature work force, LT employees, mostly new vehicles, therefore, safety practices: safe drivers and safe vehicles has been assumed.
- we have competent people and vehicles working for us. We trust
- It's so expensive to train an employee that we just prefer to keep the ones we're already invested in!
- Not a big part of our business - if someone has to pick up or drop off they use their own vehicle.
- Let the employee have the freedom to choose a mode of transportation that is reasonable for the purpose.
- the usual event of a employee using their own vehicle is a priority situation when no other options are available, my standard practice would be to use a company vehicle
- The use of an administrator personal vehicle is not policy, rather employees who choose to pick up mail from town may do so. In most operating divisions the manager or supervisor generally pick up mail if there is no site delivery
- Lack of company owned/leased vehicles for employees to use
- Most of our staff work out of their homes and we require they meet with clients in person. No practical way to do that without their needing to drive to their meeting.
- they need to drive to the clients place of business for installation and service. 95% of their time is spent in their home office. So very little of the driving is applicable
- we deliver food to customers. All that is required from the employee's is to get the meal's asap while driving safe and with all the rules of the road being followed. To date we have fired any/all employees that do not follow these simple rules.
- We are an agricultural business and we need to drive our vehicles to operate the business since we are in a rural area. We need to transport goods and equipment from farm to farm.

- To be well presented to the client, reliable and safe.
- To reduce Carbon Emmissions
- to reduce the environmental impact of extra cars/time on the road
- We do try and carpool when appropriate, however most trips are for confidential one on one clergy visits
- to save on the amount of trips necessary, we live in a rural setting and many meetings, supplies happen in the neighbouring municipalities and cities.
- We have few off-site meetings with supplier and clients and only occasionally deliver samples (usually when a meeting is also occurring). The use for a car is quite limited and we also use car pooling when more than 1 person is attending an off-site meeting.
- to save time
- budgetary
- To drive gently avoiding unnecessary wear and tear and fuel expenditures.
- We cannot bill ICBC for all travel time, so it is better not to travel for work.
- time efficiency
- To save time
- Improved Work Flow
- Safety first
- owners take better care of their vehicles
- Convenience. A few meetings take place outside the core Vancouver area.
- We do pick ups to and deliveries to get goods to our customers quickly which enables us to remain competitive in our industry. If our employee is going home for lunch it is practical to have her pick something up or drop something off on her way.
- An employee driving a vehicle owned by them is legally responsible for the safe operation of their vehicle. Also, it is not a requirement of employment, employee can choose any mode of transportation they wish, which may include a personal vehicle.
- One staff member is driving to another clinic once per month. Often we carpool, but occasionally she drives herself. I am unsure if this is truly "work practices" or what. Consider rewording the question or providing a preamble if you are sending this out in the future
- I pick up goods from Super Store once a week. None of my employee's drive any cars for work purposes.
- The employee makes bank deposits, occasionally drops off information packages and the occasional meeting out of the office. Average 84 km per month
- I don't feel this is applicable - we only have employees (mgmt) driving for work purposes to pick up local items, attend meetings and training and 1 audit of our product at retailers per month...across all employees maybe 3 trips per month 2 of which would be less then 10 minutes travel time.
- To have banking done and supplies picked up on my days off, otherwise I do most of the trips
- It is very rare that an employee will drive there personal mode of transportation to work

5. Please use the box below to provide any further comments regarding this survey

(Question #41 Keysurvey)

By completing the survey, respondents were educated regarding greyfleet driving, safety, inspections, and potential training opportunities.

- Thank you for asking me to complete this survey. It was a good reminder to me, to make sure employees are doing their vehicle checks on their own vehicles. We ask but we need records that it is being done.

- You've made me rethink our practices.
- I never considered driver training as a prerequisite for driving a company vehicle, but it is a good idea as long as the cost benefit ratio is not prohibitive.
- I appreciate being asked to participate in this survey because I think these things are important! and now at my organization, will look at procedures and policies to address
- This survey made me aware that despite the fact that 80% of my staff use their vehicles every day they work to drive clients to places, I have not thought about driver safety training. I would be interested to know where such training could be accessed.
- I have to say that just by taking this survey I realize that we need to do a better job in this area. In particular viewing DL's, asking employees to have safety checks of vehicles and offer driving lessons to newer drivers.
- Thanks! Although this is a research project, it has opened our eyes to considered things that weren't thought about before. It posed questions to us that we had not posed to ourselves and so this was a good learning experience for us. Keep up the great work!
- I gave my employees vehicles 2 times in one year. Both were crashed and nearly cost me \$10000. Not to mention the trouble of recovering the vehicle etc. You did not mention those kind of scenarios in you survey-like what experience do you have with company vehicles etc.
- mainly executives/principles of company who use their car for work
- The employee gets paid a mileage fee reimbursement
- I make sure the employees involved have business insurance coverage on their vehicles.
- As mentioned we are a consulting company made up of retired Utility Managers/Engineers who provide services on an as required basis, when we need to operate our vehicles we are paid a mileage fee per our P.O. With our different clients.
- The 'prefer not to answer' responses were simply provided because while we do require vehicles are in good working condition, we do not have all vehicles inspected. Most vehicles are observed as being in good condition- when there is some doubt we will require the employee provide professional verification of the 'good working condition' of their vehicle.
- Interesting topic - best of luck
- Thanks for doing this. Curious about the results.
- Would love to know the outcome
- To clarify personal vehicle use: The company provides 10 trucks. Occasionally if an employee needs to travel a distance for a workshop or training etc. AND no company vehicles are available because they are in use for operations, only then would a personal vehicle be used. For these, all use would be highway or city. This would only occur about once every two months. In addition, one employee preferred to take his own personal vehicle to the field. This employee would use it multiple times per week all off-hwy. His vehicle was treated as though it was part of the company fleet and all driving protocols and inspections and tracking applied. This only occurred once (for a 6 month period). For all intents and purposes, the driving program applies in full regardless of whether personal or company vehicles are used for work purposes. (All personal provide abstracts, receive driver risk assessments, conduct inspections, receive training, and all kilometers driven and close calls and incidents are tracked and all trucks inspected at appropriate intervals depending on the use.)
- The company has its own company cars, only when it is not available employee would use his/her own car for work.
- this seems to be more directed to employees that use their vehicles for work frequently
- Driving for work is not an inherent part of our business. Our Vancouver customers are generally a Skytrain away or walkable from Gastown. The exceptions are few.

Suggestions for next survey and more work specifically regarding needing better focus on small businesses.

- I am not sure if the answers to the previous questions will really give much insight into how small business operate and why staff drive.
- Some questions may not be well made to better suit small business.
- Some of the questions were overly generic for a small company with minor employee vehicle usage (primarily for convenience) in a rural area.
- Workers driving their own vehicles does need to be addressed in the north in the resource industry. What rights or authority does an employer have to manage someone else's property. Not all resource sectors can afford to buy company vehicles.
- As at small business owner of a federally licensed fish plant and paying big taxes/premiums we are getting exhausted with all these agencies. We follow all rules/laws and are trying to continue to make the business prosper for us and our employees at the same time. More and more regulations/surveys/overkill seem to come about every year and it is taking much too much time away from the actual business related activities. We are definitely interested in safety and following rules, but how much more pressure/expense is going to be placed on the actual small business owners before they close up shop?
- Not sure why this survey is being conducted. I'm not aware of an increased risk to workers driving their personal vehicle verses company vehicles.
- Not certain some questions are explicit enough to gain good insight re: Questions 28-30. But the quantifiable questions would be a good source of information.

Compensation is sometimes provided for employees driving their own vehicle.

- The driving part of the business it entirely voluntary, it is done with added perks for the staff doing the driving. The main person doing the driving is the owner, staff drive to cover off the owner on days off only. Total time driving is 20 minutes 2-3 times a day.
- Our company does compensate per KM traveled.
- Our company consists of 2 owners, 1 spouse, 1 employee that is family, and 1 employee that is not related to the family. Everyone understands the that small companies need to operate as cost effectively as possible to be successful.
- looking back at past companies that I have worked for or operated it has always been my practice to supply a company vehicle for company business and only use an employee vehicle in an emergency or for the benefit of the employee
- we have good drivers

Clearly less and not more regulation is preferred.

- There is already lots of regulation of vehicle transportation. There is no need for additional regulation in the case of employees use of their own vehicle for business purposes.
- Please do not create more unnecessary bureaucracy in relation to basic occasional use of employee vehicles. I am also very concerned that if you begin placing WorkSafe requirements on employers to ensure an employee is operating an employee's vehicle safely and legally, you are shifting the legal burden from the employee to the employer. The province is responsible for the testing and licensing of drivers, this is not a WorkSafe BC issue.
- It looks like Worksafe just wants to make more rules in the business world. If you look at the vehicles on the road they are all fairly up to date vehicles and running well. Maybe you need to leave well enough alone, and quit adding red tape to business. Nobody wants there employees in danger. Quit assuming we don't care.

- I think the workers should be covered by the company's insurance if they were to have an accident while driving for company related business

Many trips used are for occasional pick up of mail or going to the bank.

- Note, approximately 5 people throughout the company may on occasion pick up mail from town, usually during their lunch period outings, if the mail has not been picked up by a supervisor or manager. Most operations have courier and mail delivery to the site.
- Our business requires very short response times to respond to highway emergencies, so we require supervisors and managers to have a properly and fully equipped vehicle at home for immediate safety and emergency response. The option for a manager or supervisor to supply their own vehicle is limited to a relatively small group of select employees with a high level of responsibility to respond to, and manage, emergency events. In 25 years, we have not had a problem or negative result from providing our managers and supervisors with the option to use their own vehicles for work purposes. It's worked well for our company. That said, the largest majority of our employees still drive company vehicles for work.
- As stated above Also, I feel this is not as applicable because not only is my assistant getting work experience in another clinic but is also fulfilling continuing education requirements for licensure. we live in a relatively small town that does not provide these courses and hands on experiences. Consequently, my assistant must drive herself
- Use of employee vehicles is very little and very short distances in our company, so it doesn't get much attention in our company
- thanks-they deliver pizza-pick up raw materials
- We only have two full time employees that go on service work... we estimate 25% of their time, however most of the time they stay the night, so very few trips. The 3rd full time employee works from home and does limited number of close proximity pick ups. The 4th full time employee is the owner of the company so most questions did not apply. The 5th employee is part time in his home and does not drive at all. So actually no one drives to and from work on a daily basis.
- In our situation, I am a physician with two work locations. I have an office where my two employees work (although one often works from home)and I also work out of the hospital. My medical office assistant does drive several times a week to the hospital to deal with correspondence and to facilitate scheduling. She is not required to do this but finds it more efficient than waiting for me to bring the info to the office. We are a very small operation in a city of less than 20,000. The drive between the locations is about 2km.
- Our employees need to do on site inspections and therefore need to go to sites.
- each driver is their own responsibility
- We have very very little employee use of their own personal vehicle. Insignificant would be the right description.
- Owner drives personal vehicle to pick up mail and does banking on the way to the office. Company supplies trucks for employees to drive for work with service company.
- The employees that use their vehicles are sales people.

Office of Applied Research
& Graduate Studies

Justice Institute of British Columbia
715 McBride Boulevard
New Westminster, B.C.
V3L 5T4

Tel: 604.525.5422
1.888.865.7764
Email: appliedresearch@jibc.ca
www.jibc.ca



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