

## The day no fleet owner or safety director wants to see.

A few months ago I was involved with a carrier post collision to get the driver back on the road after a major collision. My involvement started a few weeks after the collision when the Team was ready to get back on the road again. My objective was to work with the driver in a couple of ways.

1. Help the driver understand how they could have possibly handled and avoided or prevented the collision from taking place. More important to prevent a possible re occurrence of a similar collision.
2. Make sure that the driver is a competent driver by doing an in cab evaluation. It was known and documented that the driver prior to the collision was a competent driver.
3. Make sure that the driver is emotionally ready to get back behind the wheel again.

My preparation involved reviewing the collision information and looking for root cause. Another set of eyes, and a different perspective on the details. In the end I want to be able to offer suggestion to a driver to avoid a repeat of this collision and advice how to be a better driver.

Due to the fact that this collision is in the courts I cannot share detail with you. I can tell you that it was more than a collision and rather better described as a crash involving 2 tractor trailer units. Miraculously the injuries were very minor with medical attention offered.

I had a history with this driver going back to being the person that conducted the pre-employment in cab evaluation. In my opinion from my first encounter with this driver they demonstrated the desire and attitude to learn and be a professional driver. That positive attitude was still there and I would have to say that the attitude has strengthened.

Getting in the cab with a driver that has had a traumatic on the road experience is definitely a big unknown. Any driver is

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formula for safety  
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**"Try to fix the  
mistake - never  
the blame."**

**Author unknown**

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nervous about doing an in cab evaluation. Is this pressure going to bring back memories of that traumatic experience and result in the driver freezing at the wheel? Will the driver panic when they get into a scenario that is a near miss or frustrating experience?

In the end I was satisfied with the performance and skill that this driver did demonstrate in the evaluation.

I recall sitting with a management team when collisions were discussed and after I present the details of the collision, information from the investigation, driver previous history and training history, then answer questions from the management team. When it was time for the management team to offer their suggestions on the future of this driver in the fleet there was often times persons on the team that struggled in making a decision. My comment to the group was “does the history of this driver indicate that there is an opportunity to salvage them through training, or are they the High Risk Driver that no fleet wants or needs”. “Do you see this driver as an asset or a liability to this fleet”.

In the driver market today each carrier has to seriously look at each scenario and determine if a driver is salvageable and truly has a place in the fleet.

Transportation Safety & Compliance Solutions can help you get that driver back on track again and in time be your stellar driver.

## **Training Young Workers (Students)**

These people more than any of your new hires require some form of on the job training. Most likely many of these young workers will be doing tasks that you feel are a no brainer. That may be the case but in the same token you have no idea what the skill level of these people maybe. By the way it is the law to offer these people training on hazards of the workplace and at the same time it is the smart thing to do.

Refer to regulations for your responsibilities as an employer or a supervisor.

Some areas to consider training are:

- It is very likely that these people are not familiar with your workplace and there are hazards that maybe you take for granted. Walk around your workplace with your JH&SC and start to list hazards that training needs to focus on.
- In the trucking industry in the yard and on the dock there is heavy equipment moving around that these people must understand. Never under estimate that common sense is always common.
- They are young adults and are easily distracted.
- Young adults are often in the off hours enjoying that time and there may be a level of fatigue that can result in a workplace hazard. Remind them to be

reporting fit for work and if they are not do not hesitate to send them home and return when fit.

- Stress the importance to report all workplace injuries.
- Stress that that it is their responsibility to report workplace hazards and contravention to regulations.
- If you have specific hazards EG: working from heights they need to know about this through training.
- Issue the proper PPE and instruct them on how to use it.
- Enforce that the PPE is used and safety rules followed.
- Not to operate equipment until they are adequately trained.

As employers or supervisors that have young workers it is our responsibility to ensure that they work safe. This training will mold then into quality safe workers of the future.

*We need to recognize and call out the “wins” with our employees as we catch them doing the right thing – this has a huge impact on culture/morale/attitude towards safety. Paul Lay*

## Summer Time Driving

Road conditions in the summer months have hazards that all drivers must be aware of and take into consideration.

- The dreaded construction season is well under way and a delay we all hate. Give these people working on the roadside a break. Drive with extra caution in a construction zone watch for the workers and the impatient drivers you are sharing the road with.
- Volumes of traffic. There are more people out there in the nice weather and the volume will increase. Set aside extra time to get to your destination.

- We often hear about the weekend warriors. Those are people taking their toys out for the weekend. Sometimes they are in a hurry to get out and play after the long workweek. Often times these people do not have the proper power to pull these toys or the experience in this configuration of vehicle. Watch for these drivers and give them a little extra space.
- Visitors, many people out there will be unfamiliar with the area and be making some last minute decisions to turn or exit the highway.
- Cyclists, joggers, or pedestrian. They are out enjoying the weather and getting their exercise or family time. Sometimes the attention may not be 100% on road safety.
- My favorite **“Behind every bouncing ball is a running child”**. There are some kids that do still play outside and again are distracted and possibly not aware of the hazards of the traffic in the area. Be aware of this and slow down in an area where these activities may take place



When driving in a road construction zone it is important that you remove all distractions from your vehicle and increase your awareness level to potential hazards of workers and moving equipment.

**Safety does not take a vacation!  
Have a safe summer!**