



Pre-employment Screening Program (PSP) – FMCSA

In 2010, the Federal Motor Carrier Safety Administration (FMCSA) created a new tool to assist organizations in hiring qualified commercial drivers. The Pre-employment Screening Program (PSP) allows organizations to obtain Driver Information Resource records (DIRs), which contain five years of crash data and three years of roadside inspection data on prospective drivers. The information is obtained from the Motor Carrier Management Information System (MCMIS), which is the same system that supplies data to the Safety Measurement System (SMS) used to score carriers as part of Compliance Safety Accountability (CSA).

1. Why should a motor carrier obtain DIRs?

- a. Crashes and roadside inspections impact the profitability of your organization.
- b. Crashes and roadside inspections raise your Safety Measurement System (SMS) score, which may initiate interventions (more inspections or an audit) by the DOT or become a concern of customers you work for or your insurance carrier.
- c. Drivers who have a past frequency of accidents and violations will likely continue to have these incidents, impacting the profitability of your organization and raising your SMS score.
- d. If you don't, drivers with a high number of violations and crashes will be more likely to apply at your organization, as they will be rejected from other organizations that use DIRs in their hiring process.
- e. Companies using PSP to screen new hires lower their crash rate by 8% and driver out-of-service rates by 17%, on average, compared to those that do not use PSP.¹
- f. The PSP includes who the driver was working for when the violation or accident occurred. This provides a cross reference to the driver's employment history.

2. What is the cost of obtaining DIRs, and how do I order them?

- a. \$25 to \$100 annual fee (depending on number of power units) plus \$10 per record.
- b. The FMCSA has selected NIC Technologies to manage the program. Organizations can enroll in the PSP at psp.fmcsa.dot.gov.
- c. DIRs can also be obtained through other third party providers at varying costs.

3. What restrictions are there on obtaining DIRs?

- a. DIRs can only be obtained on prospective drivers (once a driver is hired you can view all their accidents and roadside inspections, while employed, through SMS).
- b. You must have the driver's written consent prior to obtaining their DIR.
 - The PSP online service provides a sample driver consent form.
 - A driver's consent should be established as a condition of employment.

4. How do I use the information?

- a. Remember that a DIR is only one of many tools an organization should use to determine the qualifications of a driver.
- b. Organizations should establish guidelines regarding what is an acceptable DIR.
 - Evaluate your current driver base to determine what is an acceptable number of crashes and violations per driver per miles driven.
 - Ensure you weigh a prospective driver's history based on past mileage driven.
 - The FMCSA has not established any guidelines or benchmarks in this area.

¹ Analysis Brief: Safety Analysis and Industry Impacts of the Pre-Employment Screening Program (PSP), Federal Motor Carrier Safety Administration, October 2013

- c. When a driver is hired, the driver's DIR should be reviewed, and potential problems addressed through policy review, training and supervision. If, for example, a driver has a history of load securement violations the following controls may be warranted:
 - A thorough review of Federal Motor Carrier Safety Regulations and your own organization's load securement requirements.
 - Training and actual demonstration of how to secure loads during orientation.
 - Require that a supervisor or other experienced person inspect the driver's securement during a probation period.
 - Periodic audits of the driver's loads to ensure they are secured properly.
- d. DIR information should be considered confidential and secured appropriately.

Drivers

Drivers can order their own DIRs through the PSP for \$10. Organizations should educate drivers about this new system so they are aware how it may impact their driving careers. Drivers may drive safer and practice better compliance with regulations if they know employers have access to this history of accidents and violations.

Legal counsel review

Organizations should consult their legal counsel regarding any changes to their hiring practices, as would occur with the use of FMCSA's Pre-Employment Screening program.

For additional information

For more information regarding FMCSA's Pre-Employment Screening program, visit psp.fmcsa.dot.gov. Review "frequently asked questions".



Providing solutions to help our members manage risk.®

For your risk management and safety needs, contact Nationwide Loss Control Services: 1-866-808-2101 or LCS@nationwide.com.