



A new shape of lawyer

My business has a number of staff who spend a good deal of time on the road as part of their job. I want to make sure I am up-to-date with all the legal requirements. What issues do I need to be aware of?



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A sizeable proportion of the UK workforce use a vehicle for their job and you are right to be concerned about your obligations. With Road Safety Week just around the corner (20-26 November) it is an ideal time to review your operation.

Let's take health and safety to begin with. It is a crucial area, particularly given that official figures suggest that around a quarter of road traffic collisions involve somebody who is driving as part of their job.

It is essential to carry out a risk assessment, to identify and address any danger areas. You should also ensure that you're fully aware of the regulations relating to the maximum number of hours that drivers (and other 'mobile workers') can do. Another risk area is mobile phone use, especially important given the concerns about the number of people using their handset at the wheel.

Employment law is another major consideration. It is essential that your business has clear, well-drafted policies in place, covering those employees who drive company vehicles and those who drive their own vehicles on company business. These can include insurance cover, procedure in the event of an accident, consent to check employees' licence details at DVLA and many other issues. You should also make sure that you understand the law as regards vehicle-tracking technology and that you're not breaching employees' rights by failing to notify them that a tracker is in place.

All these requirements may seem daunting at first, but ensuring you have met your obligations can help avoid serious consequences in the future.

To help you through the maze of regulations and obligations, Hethertons has produced a free guide to work-related driving, which is available via our website. For further information or advice please call our Employment Team on **01904 528 200** to arrange yours or email law@hethertons.co.uk