



JUSTICE INSTITUTE  
*of* BRITISH COLUMBIA

# CHARACTERISTICS OF THE GREY FLEET IN BRITISH COLUMBIA

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Funded by WorkSafeBC



CANADA'S *leading*  
PUBLIC SAFETY  
EDUCATOR

# Background:

(WorkSafeBC, 2013)

- Motor vehicle incidents (MVIs) are a leading cause of work-related injury, death and absence from work
- In British Columbia (population 4.4 million) MVIs are the leading cause of work-related traumatic fatalities
  - 22 workers are fatally injured
  - 1,260 are seriously injured and require time away from work
  - average cost and days lost per MVI claim were \$42,000 and 91 days respectively



# Background:

- Grey Fleet – any personal vehicle that is used by an employee for making a work-related journey
  - Excludes driving to and from work
- *“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”.* (Road Safety at Work, 2012: p1)

# Purpose:

- The purpose of this project was to examine selected characteristics of the grey fleet and related road safety programs that are presently in place in British Columbia:
  1. Define the size of the grey fleet in BC,
  2. Define how often and for what purpose worker-owned vehicles are used,
  3. Define current road safety management programs/safe work practices for the grey fleet.

# Methods:

- “Grey Fleet Employer Survey” was distributed via email to a random sample of 15% of all employers in BC with 4 or more employees
- 17 branched, multi-segment questions comprised of a combination of closed and open ended questions
- It was open for a two week period during which time three notifications were sent
- Analyzed by size of employer
  - Small (4-19 employees)
  - Medium (20-99 employees)
  - Large (100+ employees)

# Results:

- Of 5023 emails delivered successfully 531 responded (10.6% response); 104 declined participation
- 427 completed surveys (8.4% response rate)

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

# Results:

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

# Present BC Context:

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# Results: 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%

# 1. Size of the Grey Fleet

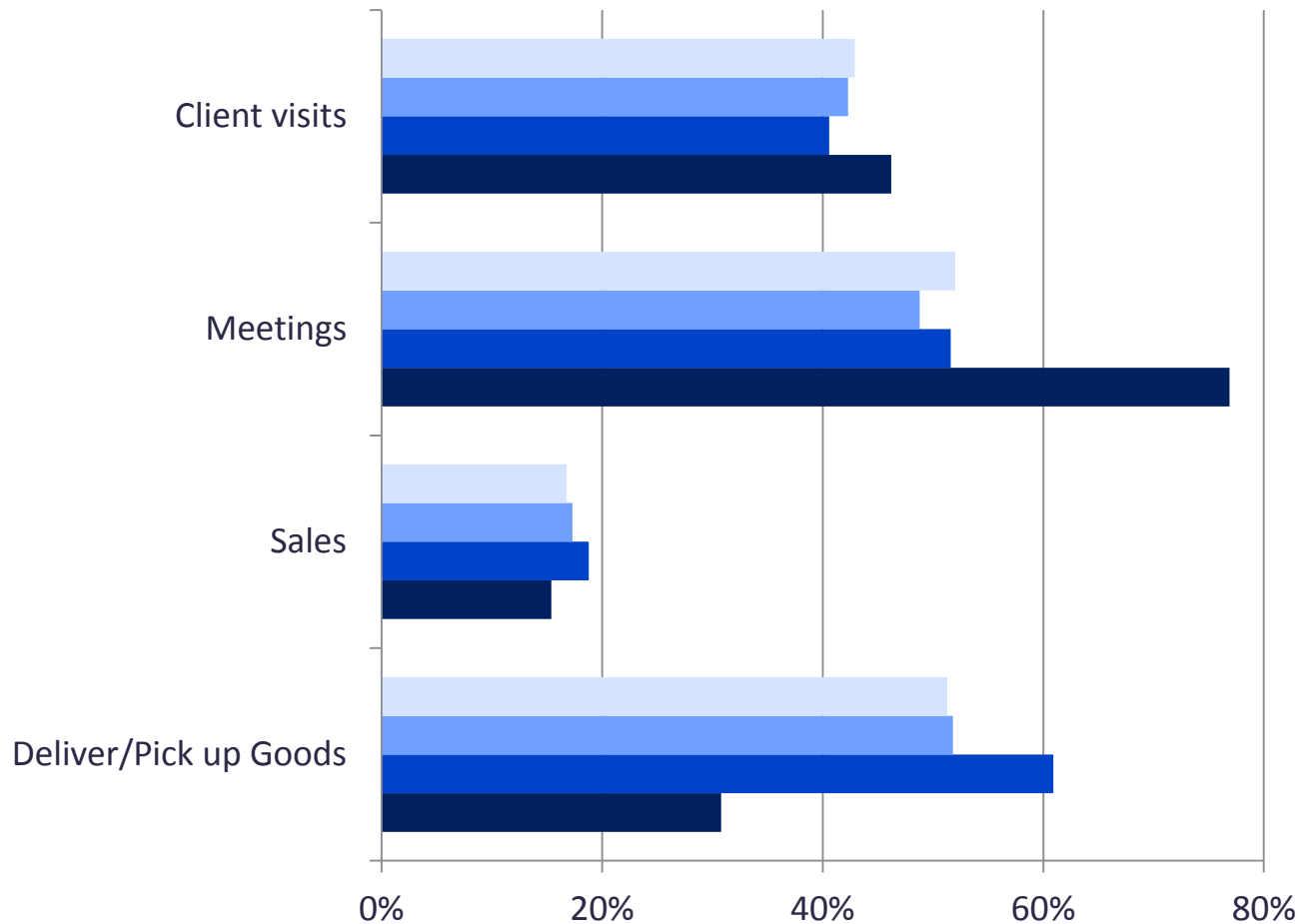
- 64.6% of responding employers report using a grey fleet
- 48% had traditional fleets
- 15.5% of employees in BC drive in the grey fleet, or 365,000 drivers (17.8% previously reported)
  - Margin of error estimated to be  $\pm 4.52\%$  (although larger for sub-sample groups)
- 14% of those with B.C. drivers licenses between the ages of 16 and 65 years of age

**There is a significant grey fleet in BC**

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# Results: Purpose of travel



- Over All
- Small (4-19)
- Medium (20-99)
- Large (100+)



## 2. Frequency and purpose:

- Daily use:
  - Small - 27.8%
  - Medium - 17.1%
  - Large - 4.1%
- Purpose:
  - Delivery and/or pick up goods
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  - Meetings
- Employees were more than twice as likely to be traveling within a city or town for under 25 kilometers.

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# Results: Grey fleet check for valid driver's licence

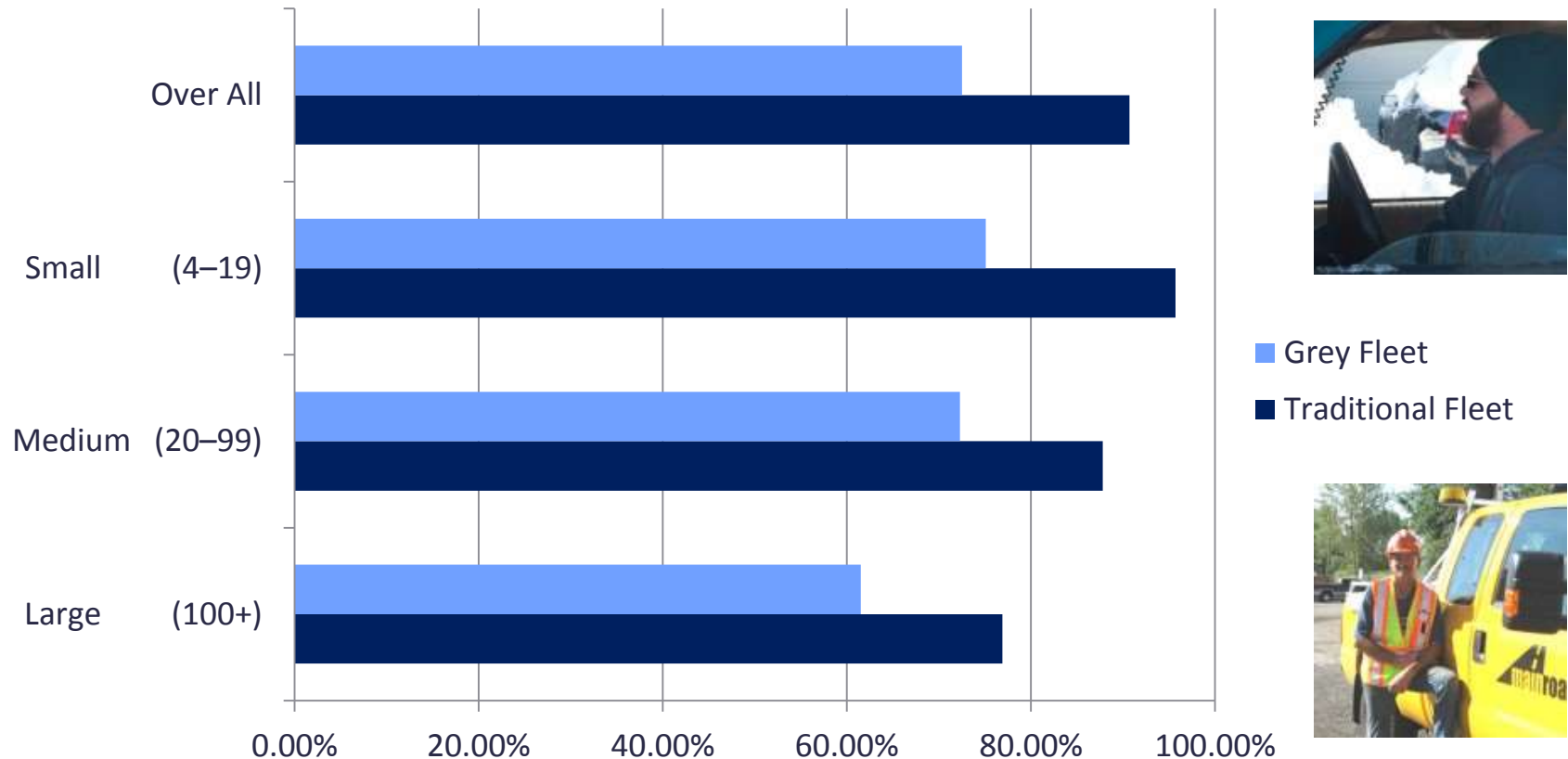
	Check Valid Driver's Licence	Time of Licence Check		
		At hire	Annually	Other
<b>Large (100+)</b>	61.5%	87.5%	50.0%	6.2%
<b>Medium (20-99)</b>	72.3%	87.9%	25.5%	17.0%
<b>Small (4-19)</b>	75.1%	64.6%	42.5%	16.5%
<b>Over All</b>	72.5%	70.5%	39.0%	15.0%

# Results: Grey fleet vehicle inspections

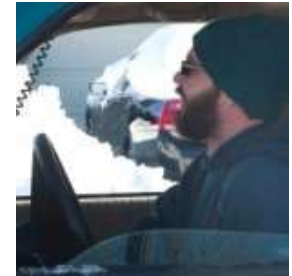
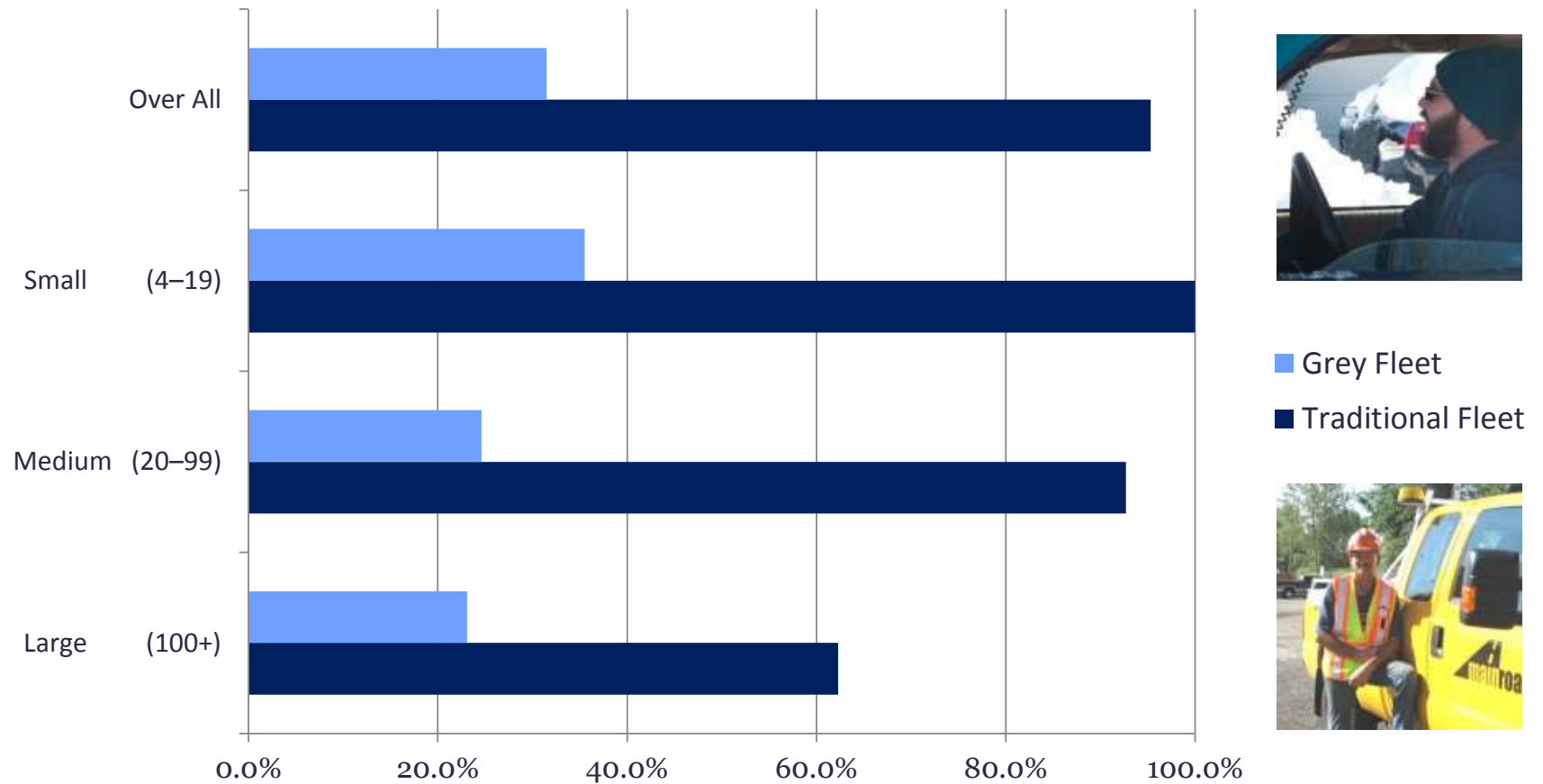
	Perform a check	Time of Vehicle Inspection		
		At hire	Monthly	Annually
<b>Large (100+)</b>	23.1%	16.7%	16.7%	16.7%
<b>Medium (20–99)</b>	24.6%	25.0%	25.0%	0.0%
<b>Small (4–19)</b>	35.5%	26.7%	21.7%	13.3%
<b>Over All</b>	31.5%	25.3%	21.8%	10.3%



# Results: Traditional v grey fleet licence checks



# Results: Traditional v grey fleet vehicle inspections



# 3. Grey Fleet Road Safety

- Employers were more likely to check for a valid driver's licence than perform vehicle safety inspections
  - However, many employers felt that they did not have a responsibility to check employees' licenses and vehicles
- Larger companies more likely to provide driver training over small

**There is a lack of awareness  
concerning duty of care**

# Remarks – Thematic Analysis:

- Employee responsibility
  - did not realize that they had a duty to check on employee's driver's license status and the conditions of their vehicles
- Never occurred to us
  - the idea “never even crossed our minds”
- Minimal driving requirements
  - job-related driving was “very minimal”
- Unaware of any problems
  - existing safety record and the lack of accidents as rationale for not providing safety programs

*“I have to say that just by taking this survey I realize that we need to do a better job in this area.”*

# Conclusion:

- Employers who use grey fleets are not certain of their legal requirements under Worker's Compensation Act (duty of care)
- Education and training are required concerning the employer and employee responsibilities concerning driving safety

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# Potential Impact (365,000 grey fleet drivers)

- **IF** 25% of grey fleet drivers were in MVI
- estimate 91,000 – 112,000 grey fleet MVIs
- 19.6% of MVIs report casualties (ICBC, 2013)
  - a payment is made for injury or fatality
- 47% of WorkSafeBC claims include wage loss claims
  
- **THEN** 8,390 – 10,320 MVIs should be reported to WorkSafeBC annually that include time loss claims
- the average cost and days lost per MVI claim were \$42,000 and 91 days (WorkSafeBC, 2013)
- **Estimates:**                    **\$353 - 434 million**  
   **1.6 - 2.0 million days**