



# DRIVER RECRUITMENT RISK MATRIX

This matrix can be used to carry out a risk assessment on a potential new recruit who will be driving on behalf of your organisation. The matrix has been developed to give an example of how the process can work, it's not based on any specific research into personal factors and propensity to have a collision. Please therefore introduce your own scoring methodology if you prefer.

In terms of risk categorisation, one method of interpreting the total score for an individual could be:

Grand total of 25 to 34 – **High Risk**

Grand total of 16 to 24 – **Above Average Risk**

Grand Total of 7 to 15 – **Below Average Risk**

Grand total of 3 to 6 – **Low Risk**

<b>Age of driver</b>	17 to 24 years	25 to 35 years	36 to 50 years	51 to 65 years	Sub total
	7 points	4 points	3 points	1 point	
<b>No. of years since passing test</b>	Up to 7 years	Up to 17 years	Up to 33 years	Up to 48 years	Sub total
	7 points	4 points	3 points	1 point	
<b>No. of points on licence</b>	9 points or over on licence	Up to 6 points on licence	3 points on licence	0 points on licence	Sub total
	6 points	4 points	2 points	0 points	
<b>No. of years driving experience</b>	Up to 7 years	Up to 17 years	Up to 33 years	Up to 48 years	Sub total
	7 points	4 points	3 points	1 point	
<b>Accidents in last three years</b>	Up to 5 accidents	Up to 3 accidents	Up to 1 accident	No accidents	Sub total
	7	4	2	0	
<b>GRAND TOTAL</b>					

The resources at your disposal will then dictate which actions you take to manage the new recruit should you decide to employ them. Here are some guidelines:

High Risk Driver – One to one driver training with a mentor for a designated time period

Above Average Risk Driver – Assessment with trained driver assessor

Below Average Risk Driver- Driver profiling session undertaken on line + E Learning modules

Low Risk Driver – Driver induction training