



Morgan Sindall Infrastructure

Driving for Better Business Case Study – April 2019

About Morgan Sindall Infrastructure

Morgan Sindall Infrastructure is a leading UK construction company operating in excess of 2,000 vehicles nationwide and believes the health & safety of its employees, other road users and members of the public is a prime objective in running a successful business.

Our health and safety strategy is built around our 100% Safe commitment. As part of the 100% Safe commitment to ensure the safety of our fleet we have a comprehensive Work Related Road Risk (WRRR) standard and a full suite of fleet management standards, guidance and forms that encompass our fleet procedures. These are all accessible nationwide from our fleet compliance road map available on the company intranet, the processes are consistently applied across all the business units with commitment throughout the senior management team in ensuring WRRR compliance.

Fleet data:

Employees:	3,300
Drivers:	3,129
Driver CPC holders:	44
Commercial vehicles:	438
Company cars:	978
Grey fleet:	1,238

“The safety of our colleagues and other road users is of utmost importance. Everything we do as a business centres on our commitment to being 100% Safe. The investment we have made in training initiatives and in telematics has helped reinforce this message in all aspects of our business.”

Simon Smith, Managing Director, Morgan Sindall Infrastructure

“My priority is the safety of our employees as they carry out their daily work, which in turn impacts positively on the users of the roads that we work on. The Driving for Better Business initiative is a key priority for me, and one that is embedded within our culture through education and focus on safe working practices.”

Paul Gott, Managing Director – Highways, Morgan Sindall Infrastructure

Driving for work

Driving for work is probably the most dangerous activity our employees undertake, it is more dangerous than deep-sea diving and coal mining. We take our responsibilities regarding work related road safety very seriously and the requirements of our WRRR standard forms an important part of our commitment to 100% Safe. To ensure the safety of all employees, the directors and the senior management team are committed to the requirements identified in our WRRR standard as part of the *Driving for Better Business* initiative.

We are committed to improving awareness of work related road safety, the duty of care for our employees and their responsibilities when driving at work, to improve the levels of compliance for all those who drive at work, effectively manage work related road risk and ultimately keep our employees and the public safe.

The WRRR and all fleet processes are reviewed annually and are subject to continual review to accommodate changes in legislation and to take advantage of any new best practice initiatives

Decarbonising the fleet

All vehicles across our fleet are procured to the best available emissions standards.

Pure electric and hybrid commercial vehicles are now being utilised where they are operationally suitable and our contract at Heathrow Airport now has a predominantly full electric fleet.

Electric and hybrid plug-in vehicles are now available through our company car scheme and uptake is increasing.

Home charging points are also available through a partnership with our charge point supplier for all company car drivers, and a program of fitment at our business centres is underway, with the number of charge points at our head office in Rugby recently increased to eight.

Driver safety

We have developed our own e-learning modules for all commercial vehicle drivers, company car drivers and grey fleet drivers.

The modules are highly interactive with test questions to assess knowledge and driver awareness.

The content covers all aspects of driving including speed awareness, safe driving, vulnerable road users, licencing, vehicle checks, health and wellbeing, and fatigue.

The completion of all training is recorded through our employee records system.

On completion of the module all drivers are issued with a comprehensive driver handbook appropriate to the vehicle they drive, accompanied by a copy of the Highway Code.

All drivers - including commercial drivers, company car drivers and grey fleet drivers - are required to complete the online driver e-learning training and assessment package.

All drivers are subject to an online licence check that checks licences direct with DVLA with automatic notification of driver infractions. The system provides a risk-based profile of all drivers and is also utilised for grey fleet drivers to ensure compliance with insurance and MOT requirements.

Drivers are required to have an eyesight check annually and the commercial vehicle drivers weekly log sheet of daily checks also requires a declaration of fitness to drive.

Supporting policies and initiatives

Morgan Sindall Infrastructure has a specific drugs and alcohol policy reinforced by both scheduled and random testing regimes.

Mental health and wellbeing is an area we have identified as a key element in maintaining a healthy and effective workforce. To address the issue, training, free helplines and health & wellbeing first aiders have been put in place at all business units to provide drivers and staff with the support they need.

Commercial vehicle training and safety

Morgan Sindall Infrastructure's commercial vehicles are procured and maintained to high standards with a stringent replacement cycle to ensure the latest emission standards are met. Maintenance is controlled through a software package and one-call system to ensure drivers can access maintenance provision nationwide 24 hours a day.

Our vehicles are highly specified with ancillary safety equipment to ensure driver safety, including restraint and racking systems appropriate to the role they fulfil in the business this also includes many essential safety features to protect vulnerable road users including side sensors, audible warning systems and side and rear view camera systems.

All commercial vehicles are subject to a daily check carried out by the driver utilising driver check log books specific to the vehicle and the rectification of all safety related defects is mandatory before further use of the vehicle.

All vehicles are fitted with telematics units that provide a full suite of tracking and driver behaviour reports. Certain vehicles are also fitted with a camera system to monitor driving behaviours.

Commercial vehicle drivers are subject to a comprehensive driver training scheme managed through our in-house training department.

All LGV drivers are provided with training to maintain their driver CPC qualification

Completion of the full day Safe Urban Driving (SUDS) or Van Smart course is mandatory for all commercial vehicle drivers.

Annual completion of the Morgan Sindall Infrastructure safe driving e-learning module is also mandatory.

Driver briefing notes are issued for specific vehicle, driver or legislative issues and all commercial vehicle drivers are invited to attend a monthly business briefing where specific driving issues are discussed.

Commercial fleet load weight and security training is conducted at induction using a DVD presentation and is also covered in the driver handbooks.

Specific small trailer training is completed where required.

From the telematics driver behaviour reporting suite and league table, poor performing drivers are subject to driver coaching and training to drive improvement and a driver incentive scheme with a cash incentive payment and manufacturer merchandising is presented to the top performing driver each quarter.

In-vehicle training is initiated for drivers with identified with persistent issues or a poor accident/damage record.

Suppliers and subcontractors

Subcontractors are subject to a pre-qualifying audit and review through our Builders Profile system to ensure they comply with all the requirements of WRRR that would be expected of a responsible operator. Fleet audits are also completed to ensure the vehicles and drivers supplied through any sub-contract meet the standards set by Morgan Sindall Infrastructure.

Benefits seen over 12 months

Total number of motor claims	down 7%
Total cost of motor claims	down 18%
At-fault incidents	down 25%
Business mileage (car)	down 8%
Business mileage (LCV / HGV)	up 3%
Co car CO ² emissions	100 g/km down 6%
Fuel efficiency (Company car)	78 mpg (combined mpg)
Fuel Efficiency (LCV / HGV)	up 9.5%
Traffic offences	down 22%
Speeding	down 7%
Company car fleet (electric / hybrid)	16%

Awards and accreditation

FORS

IIP Gold

Van Excellence

BRAKE