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Friday Safety Brief®

The Pre-Employment Screening Program: Are You Hiring the Safest Drivers?

The Federal Motor Carrier Safety Administration (FMCSA) has a service called the Pre-Employment Screening Program (PSP) that can help you make the most informed hiring decisions. Professional Safety Consulting feels PSP is an important step to reduce risk in the hiring process.

WHAT is PSP?

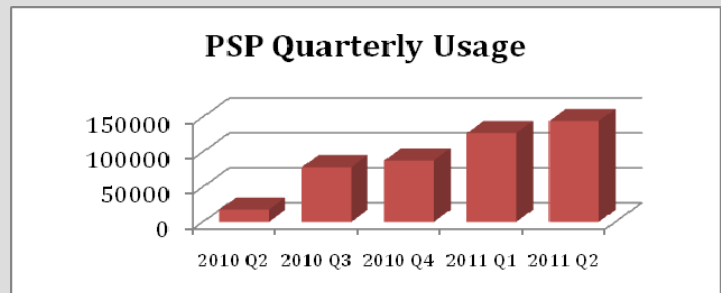
In 2010 FMCSA launched PSP at www.psp.fmcsa.dot.gov. PSP allows carriers to search for a driver's Motor Carrier Management Information System (MCMIS) safety history. A PSP record includes:

- Three years of a driver's roadside inspection history
- Any serious driver-related violations from roadside inspections
- Five years of a driver's crash history
- The name of the carrier the driver was operating for during an inspection or crash

PSP is the only service that lets a carrier obtain the driver's actual FMCSA official history. This allows you to get a clear snapshot of the driver's past behaviors and habits – an important predictor of a driver's future performance.

WHY PSP?

Enforcement officials are collecting data everyday during roadside inspections, or crashes. This data is added to the FMCSA MCMIS database. The information is different than the driver's state motor vehicle record – it includes all violations, and other details about the crash or inspection – not just state convictions. It offers carriers a more comprehensive picture of a potential employee's past performance and work history.



Thousands of motor carriers are using PSP, and over half a million driver safety histories have been requested since May 2010.

HOW do I use PSP?

PSP is entirely web-based, available 24 hours a day, and returns driver PSP records instantly.

First, a motor carrier must enroll for the program to receive PSP access credentials. The enrollment packet is available at <http://www.psp.fmcsa.dot.gov/Pages/Enroll.aspx>. The enrollment process takes just a few days.

Once enrolled, simply search for a driver's record by entering the **driver's last name, date of birth, license number and license state**. PSP records are returned instantly in PDF format, and can be saved or printed for the driver's qualification file. There is a fee to use PSP. Carriers pay an annual subscription fee of \$100, and any carrier with fewer than 100 power units qualifies for a discounted subscription fee of \$25. Each PSP record transaction costs \$10. A single monthly invoice is provided to carriers for convenience.

Information on enrollment and questions about the PSP service can be found at www.psp.fmcsa.dot.gov. The customer service team is ready to answer questions from Professional Safety Consulting customers. Just email PSPhelp@egov.com and include 'PSC' in the subject line. Or, call toll-free 1-877-642-9499 between 8 AM and 6 PM ET, M-F.

Professional Safety Consulting can help you navigate PSP, like how the PSP record can best fit into your individual hiring practices. It's important that carriers know what information to expect in the PSP record, how to evaluate that information, and that the carrier must get written consent before a carrier searches their record.