

Operational Recommendations for Companies Transporting Passengers for Compensation (For-Hire)

With safety as its top priority, the Virginia Department of Motor Vehicles (DMV) offers the following recommendations:

- ▶ Have a maintenance plan in place for your fleet.
- ▶ Verify your drivers have the correct types of licenses.
- ▶ Require your employees to take driver training courses.
- ▶ Have your insurance company review the driving records of drivers you are considering hiring.
- ▶ Require potential employees to provide past work experience and professional references.
- ▶ Require new driver applicants to take a road test with an experienced driver.
- ▶ Require new hires to operate under direct supervision of experienced drivers.
- ▶ Monitor your employees' driving records through DMV's Driver Alert program.
- ▶ Have an action plan in place in the event that a driver is convicted of a traffic violation or is involved in a crash.
- ▶ Have a full-time safety manager.
- ▶ Hold routine meetings with employees to discuss safety issues, materials and information.
- ▶ Confirm that the driver has the appropriate job specific skills as required (e.g. CPR certified, trained to transport disabled passengers, etc).

Remember, Virginia law requires for-hire passenger carriers to obtain licensing in the form of a permit or certificate from DMV.



DMV 246 (May 13, 2011)

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