

BEST PRACTICE: PARTICIPATE IN THE FMCSA'S PRE-EMPLOYMENT SCREENING PROGRAM

ONE OF THE BEST WAYS TO HELP ENSURE you're employing qualified drivers is to perform comprehensive pre-employment screenings. The Federal Motor Carrier Safety Administration's (FMCSA) [Pre-employment Screening Program \(PSP\)](#) provides secure access to drivers' crash and inspection histories to help carriers make informed hiring decisions.

BENEFITS OF USING A PSP

- Better hiring decisions.
- Identify areas where training is needed.
- Guard the gates by screening out drivers whose behaviors do not meet company safety criteria.
- Facilitate transparent conversations during interview process.
- The PSP process has, on average, decreased crash rates by 8 percent and driver out-of-service (OOS) rates by 17 percent.¹ It is estimated by FMCSA in its study that the carrier group using PSP prevented 863 crashes and more than 3,500 driver OOS incidents.²

DATA PROVIDED BY THE PSP

Only those drivers that have had roadside inspections or DOT-reportable crashes will have data in a PSP report, and their data is dependent on how often the driver was selected for a roadside inspection or was involved in a DOT-reportable crash. Examples of the data in a PSP report include:

- Name, date of birth, driver's license number and state of issuance
- Most recent five years of crash data
- Most recent three years of roadside inspection data
- Name of the motor carrier for which the driver was operating at the time of the crash or inspection, as well as the location and date of the crash itself
- Additional safety details about crashes, such as injuries, fatalities and towaways
- Other details, such as whether a vehicle was placed out of service

The PSP is not the same as an MVR report. Please see page 2 for the difference between the two reports.

TIPS FOR USING THE PSP

- 1 Only use PSP records for pre-employment screening purposes. You cannot use them for current employees.
- 2 Obtain written consent from your applicants before requesting a PSP report. Provide them with written notice that the PSP information will be used in the hiring decision process. Originals of the signed consent forms must be retained by the carrier for three years and made available to FMCSA inspectors if audited. You can find the consent form within the [PSP enrollment application](#).
- 3 Establish written process for use and evaluation of the PSP data. Establish clearly defined parameters on what constitutes an acceptable PSP result. Consider having two sets of eyes review the PSP to ensure consistent evaluation.
- 4 Carefully evaluate the data and look for patterns of behavior before making assumptions about specific violations. Even though a violation may show up on a roadside inspection, there may not have been sufficient evidence to support a citation for it.
- 5 Pay attention to the FMCSA's red flag violations.
 - ▶ Operating an out-of-service vehicle.
 - ▶ Driving while declared out-of-service.
 - ▶ Being in possession of alcohol, using alcohol or being under the influence of alcohol within four hours of beginning an on-duty shift.
 - ▶ Driver use of drugs or possession of drugs.
 - ▶ Driving a commercial vehicle while disqualified (391.15).
 - ▶ Disqualification of the driver from operating a commercial vehicle.
 - ▶ Driver operating a vehicle type for which he or she lacks a valid license.
 - ▶ Unqualified driver.
 - ▶ Operating a commercial vehicle with the wrong CDL group.
 - ▶ Operating a commercial vehicle without a valid CDL license.
 - ▶ Operating a commercial vehicle with more than one driver's license.
 - ▶ Driving a commercial vehicle while disqualified (383.51).

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PSP AND MVR WHAT'S THE DIFFERENCE?

THE FEDERAL MOTOR CARRIER SAFETY ADMINISTRATION (FMCSA) PSP REPORT and a state motor vehicle record (MVR) provide different information. Both are important sources of data to consider when hiring a commercial driver. Let's look at the differences.

| PSP | MVR |
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| Includes a driver's 5-year crash history and 3-year roadside inspection history, including all safety violations cited during an inspection. | Includes a driver's motor vehicle convictions in a given state; citations, warnings and tickets yet to be settled in court will not appear. |
| Includes data from all CDL numbers a driver has held for the past 5 years. | Includes only data from the driver's CDL issued by that particular state. |
| Always includes original violation regardless of whether it resulted in a different conviction. | Only includes events that resulted in a conviction by the state. |
| Managed by FMCSA using the Motor Carrier Management Information System (MCMIS) so data is country-wide and up-to-date. | Managed by individual states; data is updated periodically depending on each state's resources and process. |
| Motor carriers can access PSP records in one place by simply enrolling in the PSP service. | Motor carriers can access an MVR by contacting the motor vehicle division in the license-issuing state. |

ACCESS THIS VALUABLE DATA TODAY! Visit: www.psp.fmcsa.dot.gov/Enroll

 **CHECK OUT PSP RECORDS TODAY:**
www.psp.fmcsa.dot.gov/Enroll



¹<https://www.fmcsa.dot.gov/safety/research-and-analysis/pre-employment-screening-program-ppsp-mobile-application>

²<https://www.psp.fmcsa.dot.gov/PspApi/documents/FMCSA%20PSP%20Safety%20Study%202016.pdf>