

# Road Safety Management and Resourcing Question

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Dear NETS Members,

May 19, 2010

Michel Siegenthaler (Nestle) sent a question concerning fleet resourcing. Michel's question is found below and responses follow Michel's question.

Page | 1 Please contact me if you have any questions or suggestions.

Jack Hanley  
NETS  
Executive Director  
jhanley@trafficsafety.org

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## Question

Please find below a couple of questions which I would like to address to NETS members:

- Does your company have resources exclusively dedicated to fleet safety (estimated FTE)?
- Which organization is leading your fleet safety program?
  - Health & Safety
  - Fleet Management
  - HR, etc.

Michel Siegenthaler  
Nestec Ltd. / Group Risk Services  
Av. Nestlé 55 - 1800 Vevey - Switzerland  
Tel. +4121 924 33 29 - Fax +4121 924 28 38  
<mailto:michel.siegenthaler@nestle.com>

# Road Safety Management and Resourcing Question

	<b>Responses</b>	<b>Does your company have resources exclusively dedicated to fleet safety (estimated FTE)?</b>	<b>Which organization is leading your fleet safety program?</b> <ul style="list-style-type: none"> <li>• Health &amp; Safety</li> <li>• Fleet Management</li> <li>• HR</li> <li>• etc</li> </ul>
1	<p>Eli Lilly</p> <p>Beth Stamer  <a href="mailto:stamer_beth_a@lilly.com">stamer_beth_a@lilly.com</a></p>	<p>FTEs for Fleet Safety:</p> <ul style="list-style-type: none"> <li>- Global HSE department .5 FTE</li> <li>- US Affiliate 1.5 FTE</li> <li>- Other Affiliates .20 FTE</li> </ul>	<p>At the highest level, Motor Vehicle Safety (Fleet Safety) is included in the Global Health and Safety Standard.</p> <p>Every Affiliate (sales and marketing organization in a country) has a HSE Representative whose job includes implementing Fleet Safety programs and processes.</p> <p>The HSE Representative works closely with Fleet Management, HR Benefits and Risk Management functions.</p> <p>In the largest affiliates, the HSE Representative also manages Fleet Safety vendors . Sometimes Fleet Safety services are bundled with the Fleet leasing contracts.</p> <p>In the US, the HSE Consultant reports through Finance, however, in most Affiliates the HSE Representative reports through HR.</p>
2	<p>Forest</p> <p>Theresa Belding  <a href="mailto:TBelding@forestpharm.com">TBelding@forestpharm.com</a></p>	<p>I have 2 employees dedicated to Safety and Risk Management</p>	<p>Fleet Management – both reporting to Fleet Management which ultimately reports to Finance.</p>

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3	Johnson & Johnson  Sandy Lee SLee3@its.jnj.com	Responding only for support at the global/regional level: Approximately 4.2 fte are earmarked for fleet safety. (Most companies at local level assign fleet safety responsibilities as part of existing roles.) Some companies have established positions dedicated exclusively to fleet safety but this would be the minority.	Again at the global level, fleet safety is part of our WW Environment, Health and Safety department, which is under Enterprise Supply Chain.
4	AstraZeneca  Wilton Carr Wilton.Carr@astrazeneca.com	We have a complete driver program dedicated to safety.	The program responsibilities currently reside in the sales organization with support from the SHE group.
5	ECOLAB  Ryan Rebman Ryan.rebman@ecolab.com	<p>For Ecolab, each business unit (BU) safety leader is charged with Associate <b>and</b> Driver Safety as part of their job. At Ecolab we have 11 business units and 4 of those business units have full time safety leaders who spend 50% (0.5 FTE) of their time on Drivers' Safety and myself as the Director of Corporate Safety, responsible for Associate and Drivers Safety globally, spending 50% of my time (0.5 FTE) on Driver Safety.</p> <p>The other 7 business units have safety leaders who have driver safety as a part of their role along with HR as an example. So for example 50% of their time may be for HR and the other 50% for safety. If you break safety up 50/50 by driver and</p>	<p>Fleet Safety falls into the Safety function at Ecolab. And where that function reports to depends on the business unit.</p> <p>Corporate Safety function is a part of the Risk Management group which reports to Treasury (VP and Treasurer) and then to the CFO</p> <p>2 BU's safety function reports to the Finance function in their BU            1 BU safety function reports to Engineering function in their BU            2 BU's safety function reports to Field Operations Group function in their BU            2 BU's safety function reports to the business unit GM            2 BU's safety function reports to HR function in their BU            1 BU safety function reports to Training function in their BU            1 BU safety function reports to Quality function in their BU</p>

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	ECOLAB continued	<p>associate safety, you get 0.25 FTE.</p> <p>So in terms of FTE's for driver safety I would say the following:</p> <p>1 Corp. function with 0.5 FTE for driver safety = 0.5 FTE            4 BU's with 0.5 FTE for Driver Safety = 2.0 FTE's            7 BU's with 0.25 FTE for Driver Safety = 1.75 FTE's</p>	
	<b>Responses</b>	<b>Does your company have resources exclusively dedicated to fleet safety (estimated FTE)?</b>	<b>Which organization is leading your fleet safety program?</b>
6	<p><b>Shell</b></p> <p><b>Mike Watson</b>  <b>Mike.Watson@shell.com</b></p>	<p>Yes, estimate apx. 8 full time FTE's for 1.6 billion km driven.</p>	<p>Health &amp; Safety</p> <ul style="list-style-type: none"> <li>• Health &amp; Safety</li> <li>• Fleet Management</li> <li>• HR</li> <li>• etc</li> </ul>

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7	ExxonMobil  Tom Bennett <a href="mailto:thomas.j.bennett@exxonmobil.com">thomas.j.bennett@exxonmobil.com</a>	ExxonMobil does not have anyone in a position that is fully dedicated to passenger vehicle fleet safety.	The Drive Safe program within our company is managed at the global level by the business lines with the largest share of drivers versus the SH&E department. There are global coordinators for the two businesses with largest shares of drivers. They work to keep their programs aligned to the extent practical. Each of these coordinators has a number of other safety programs and processes they are responsible to manage/coordinate.
8	UTC Fire and Security  Hillary Kirk <a href="mailto:hillery.Kirk@fs.UTC.COM">hillery.Kirk@fs.UTC.COM</a>	We do not have a resource completely dedicated to fleet safety. Right now Heidi and I share responsibility for the program so I would say FTE maybe... 0.25.	This answers the second question which is that although the company does have fleet managers, the program is being led by EH&S with input from the various managers around the world.
9	sanofi-aventis  Tom Cosentino <a href="mailto:thomas.cosentino@sanofi-aventis.com">thomas.cosentino@sanofi-aventis.com</a>	Yes, for the past several years we have had 2 dedicated FTE for Road Safety in the USA and one in Europe, for our European countries. As of our latest reorganization, the US resources will no longer be dedicated solely to Road Safety, but will have additional site based responsibilities.	Health & Safety is leading the Road Safety program at sanofi-aventis. We moved the program from the fleet department to HSE in 2006.
10	GSK  Evelyn Roberts	GSK has one full time employee dedicated to fleet safety (and that's me). GSK Fleet Safety has lots of support from its accident management vendor.	GSK Fleet Safety reports to Fleet Management.

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11	<p>AstraZeneca</p> <p>Mary Rose mary.rose@astrazeneca.com</p>	<p>It is difficult to give a straight forward response to these questions as we have a unique working relationship within our business. The largest segment of drivers within AstraZeneca falls under the Commercial organization. So, while the entire program is “owned” by the US CEO, the responsibility for the success of the program is delegated to the Vice President of Sales &amp; Marketing. Within the Sales &amp; Marketing organization, there are 2 FTE’s leading the driver safety effort, the manager of the driver safety program is a former District Sales Manager with no SH&amp;E experience. The creation of this position and the selection of a non-SH&amp;E professional was done on purpose. By selecting a sales employee to lead the program, his/her leadership ensures strategies are developed that meet the demands of the Commercial organization. Additionally, this individual has the marketing expertise required to “sell” the product to our customers (leadership as well as drivers). The 2<sup>nd</sup> FTE is deployed (on loan full-time) from the Operations Organization (where all SH&amp;E professionals align) to provide the SH&amp;E expertise behind the program. This arrangement ensures the Commercial organization retains ownership of the program and the initiatives are developed and delivered in a manner that meets the needs of the commercial organization. In other words, our driver safety program is a sales program about safety, not a safety program about sales.</p>	<p>Our driver safety team is located in very close proximity to our internal fleet services team. This affords both the safety and fleet teams to coordinate activities that commonly overlap. For instance, identification of policy infractions, quick removal of the vehicle if needed to respond to situations where driving privileges need to be curtailed, notification of citation activity (especially electronic citations), we participate with Fleet in reviewing the vehicle selector to ensure safety and consider the ergonomic needs of our customers.</p>

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12	ServiceMaster David Hopps david.hopps@servicemaster.com	No resources dedicated exclusively to Fleet Safety	Our EHS organization (at the Business Unit and Corporate levels) leads the effort, but other functions lead pieces of DOT Compliance (HR - drug & alcohol and MVRs; Fleet - vehicle maintenance, etc.)
13	Roche Rocco Di Taranto rocco.di_taranto@roche.com	As the responsibilities are shared by numerous groups, we have not attempted to formally develop an FTE for the effort.	The coordination of the fleet safety program is done through the safety group. Aspects of the program are allocated to the affected departments such as the Sales Organization, Fleet Services, Risk Management, Human Resources.
14	Anonymous	No	It is a mix of Environmental, Health & Safety and Fleet.
15	Coca-Cola Enterprises Amy Lokken alokken@cokecce.com	For our organization fleet safety is part of our general safety group that does both worker safety and fleet safety. I have a total of 42 folks who work under me. For program development we have one person who focuses on fleet safety and DOT compliance (included in the count of 36 above).	We work closely with our fleet department also, but they do not have dedicated fleet safety folks. We have gone through and done some role sort work with fleet to try and clean up who owns which piece, but we still have a bit of work to do there.
16	Anonymous	... does not have anyone exclusively dedicated to fleet safety.	Health and Safety persons lead our program, in cooperation with our Fleet Management group

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17	Chubb  Sheri Bonsall sheribonsall@chubb.com	No	Fleet Management
18	Sunoco  Bill Sanicky WMSANICKY@sunocoinc.com	One	Health and Safety