

Work-related road travel¹

Many workers have to use Quebec's roads during their working hours. These one-off or regular trips, which are made over short or long distances, sometimes cause work accidents on the road.

Workers who are victims of these accidents come from all workplaces. They are delivery drivers, home health care workers, road representatives, police and paramedics, bus drivers, truck drivers, and more.

The main causes of these road accidents are:

- Excessive Speed and Unsafe Driving
- unsafe work practices
- Loss of alertness
- Poor maintenance of the vehicle
- Lack of [training](#) and atypical work schedules, i.e. long working hours, often at night
- Distractions (texting, cellphone)
- Weather conditions
- Heavy traffic
- Driver [fatigue](#)
- use of alcohol, drugs and medication

Important

Road accidents are one of the leading causes of fatal workplace accidents. Nearly 20 deaths are linked each year in Quebec.

Steps to be taken to be safe

For road trips in the context of work, the employer and the employee have obligations to respect.

Employer

- Integrate road safety into the company's occupational health and safety management.
- Ensure that the organization of work and the methods and techniques used to accomplish it are safe and do not harm the worker's health. To achieve this, the employer must take into consideration several factors, including work schedule, driving hours, working conditions, training, etc.
- Comply with the Highway Safety Code and its regulations, which provide, among other things, for driving and rest hours, vehicle maintenance and a special permit to drive a non-standard vehicle on the road network.

Worker

- Take the necessary measures to protect your health, safety or physical well-being and ensure that you do not endanger the health or safety of others in or near the workplace.
- Comply with the Highway Safety Code.

¹ Source: CNESST



Prevention approach

To prevent workplace accidents during workers' road trips, it is suggested that the employer use a prevention approach to identify, correct and control risks. The CNESST's risk identification tool offers a process that is both simple and practical. This approach makes it possible to identify the risks and determine the corrective and control measures to be put in place and included in the prevention program. This program is the main prevention tool provided for by the Act respecting occupational health and safety.

Identify

- Identify road hazards by:
 - conducting periodic inspections
 - based on the company's accident and incident register
 - investigating motor vehicle accidents at work, if applicable
 - performing an analysis of tasks, schedules, routes and workstations
 - involving workers in the prevention process
 - listening to comments, complaints and suggestions from workers or the health and safety committee

Correct

- Prepare and organize trips to limit distances traveled or to reduce driving time. For example, planning travel time, road conditions, rest areas, etc.
- Check weather conditions when planning travel and postpone as needed.
- Raise awareness among workers about unsafe behaviour on the road. For example, texting while driving, using a cell phone, using alcohol, drugs or medication, etc.
- Provide a vehicle in good condition, suitable for both the trip and the task at hand.
- Ensure that a procedure for reporting discrepancies is followed. Record these discrepancies in a logbook.
- Set up a communication protocol.
- Train workers who need to travel on the road to promote the acquisition of new skills and the adoption of good practices. For example, winter driving training can help keep the worker safe.
- Implement a road risk management policy that specifies the roles and responsibilities of all stakeholders, the preventive measures required and the expectations.
- Have a training plan and determine what training is needed.

Control

- Have a preventative vehicle inspection program.
- Supervise workers in the application of good safe driving practices.
- Have a preventative vehicle maintenance program.
- Implement monitoring mechanisms to ensure compliance with the prevention measures and programs put in place.

Possible consequences of a road accident

The possible consequences of a road accident are many and varied. They can be material, organizational, physical or psychological, such as:



- Property loss (damaged vehicles)
- An impact on the performance of the organization
- Various physical injuries
- Post-traumatic stress disorder
- A death

