

Understanding your Driver Evaluation Reports

All drivers who participate in a Driving for Work course or other on-road assessment will receive a Driver Evaluation Report (DER) which provides a documented assessment of their capabilities, carried out by one of our fully qualified trainers, who are DVSA-Approved Driving Instructors (ADI).

Health and Safety law (Health & Safety Executive, 2025) requires organisations to risk-assess workers who drive on company business. Our DER offers a comprehensive record of that assessment for your employee records, satisfying this legal requirement.




Assessment Standards

Our trainers assess drivers using the UK Government's National Standards for Driving Cars and Light Vans CAT-B framework (Driver and Vehicle Standards Agency, 2010). This framework underpins official guidance and driving legislation in the UK, specifically:

- Section 3ZA RTA 1988 (House of Lords, 1988) - which defines what would be "expected of a competent and careful driver."
- Health & Safety Executive. (2025). Employers - driving and riding safely for work.

With reference to this framework, our trainers award drivers a rating based on the driver's individual performance in each of the assessed competencies, using a Red, Amber, Green (RAG) risk rating system, which broadly defines performance levels as follows:

Key to Competence Colour Code

RED

A performance standard which requires immediate development as there were areas in which the safety of the vehicle, the driver or other road users was affected.

AMBER

A performance standard which would benefit from further development in areas highlighted.

GREEN

A performance standard which currently does not require any additional development.



RAG Ratings Explained

RED

A red RAG rating is awarded when a driver has made one or more serious faults, indicating that their driving falls significantly below the minimum National Standards required to drive on UK roads without supervision.

During their drive, the driver demonstrated an actual or potential safety risk to the vehicle, themselves, other road users or property. Examples include but are not limited to:

- Any situation in which the trainer had to intervene physically or verbally to prevent a collision.
- Inappropriate speed on approach to a hazard resulting in evasive action being taken.
- Contravening traffic laws to a high-level, e.g. driving at 43mph in a 30mph limit
- Failure in any observation that resulted in a potential impact
- Any act of aggressive behaviour e.g. tailgating or close passes
- Any action requiring another road user to take evasive action

Red is the highest risk rating that IAM RoadSmart trainers can issue and should be considered an indication of an urgent need for training. IAM RoadSmart cannot endorse the candidate until they have completed remedial development to meet the minimum National Standards. Knowingly using a driver who has been independently assessed as high risk is considered a disregard for the law and exposes the public to unnecessary road risk. We strongly advise any company with a red-rated driver to take immediate action, including preventing them from driving for the company in any capacity until appropriate training interventions have been undertaken.

Drivers in the red category should be considered high-risk. They may pose a range of serious threats, including:

- Risk of causing death or injury
- Risk of litigation
- Loss of assets
- Negative reputational impact

Red RAG recommendation

- Remove driver from all work-related driving tasks and enact any other relevant management policies.
- Immediately begin remedial and or corrective driver training, only returning them to driving once they have been successfully retrained and demonstrated a Green rating in an independent reassessment.

AMBER

Amber denotes a medium-risk driver who has a performance standard that requires some development. During their drive, the driver committed driving faults but did not compromise road safety on this occasion. Such faults indicate a drop below the minimum National Standards and a reduction in care or competency. Examples of amber faults include but are not limited to:

- Insufficient observations e.g. mirror checks
- Minor speed limit infringements
- Not signalling or late signalling
- Poor clutch control or improper use of the handbrake
- Not driving in an ecologically sound manner

Amber drivers are medium-risk and pose a potential threat in a variety of ways, including:

- Enforcement action
- Damage to assets
- Reduction to operational capacity
- Increased overheads: maintenance, insurance, residual lease value

Amber RAG recommendation

We recommend that an amber risk driver be allowed to continue driving for work purposes, only under the following conditions:

- All driving tasks, and particularly journeys and routes, undertaken by this driver to be re-risk assessed; any unsuitable or challenging routes should be removed from this driver's itinerary.
- Driver should receive additional development and be reassessed at the earliest opportunity to reduce organisational risk.

While these faults may not pose a high risk of incident individually, if repeated more than three times during the session they demonstrate a regular pattern of behaviour and should be monitored closely, as they represent the potential for increased risk.

GREEN

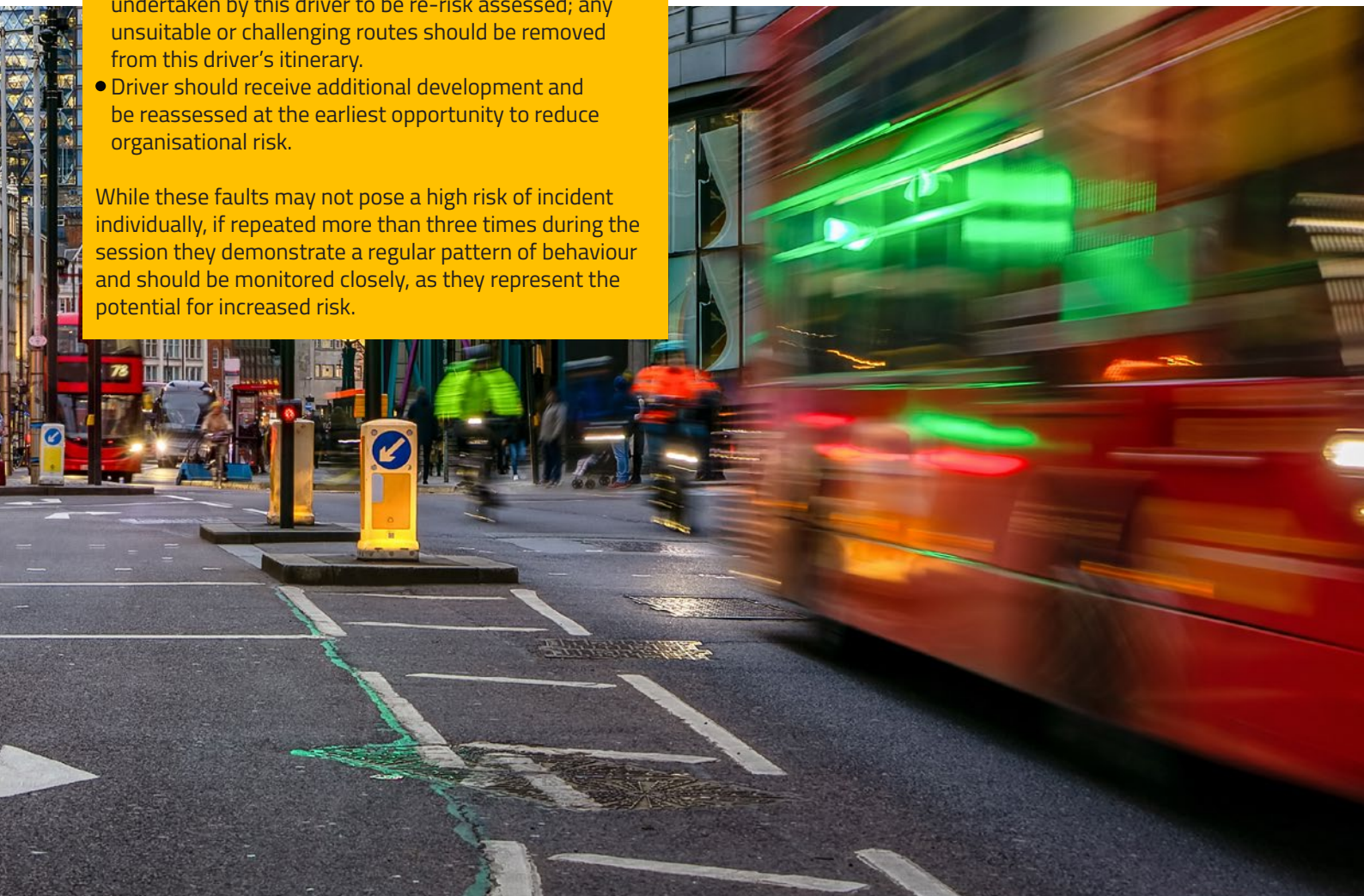
The green RAG rating is essentially a 'pass'. The driver has demonstrated to the trainer that they can drive a motor vehicle in a careful and competent manner.

Drivers rated Green would be considered by IAM RoadSmart as low risk and we can recommend them for work-related driving tasks, provided they maintain the standards demonstrated in their assessment.

The HSE recommends that drivers be reassessed regularly, to ensure that even competent, low-risk drivers maintain an acceptable standard. This recommendation is supported by academic research showing that employees who undergo regular assessments and refresher training significantly outperform those who do not. The benefits of regular training include maintaining a low-risk profile for employers, reducing the likelihood of collisions and enhancing overall safety and performance, and the organisation's reputation.

Green RAG recommendation

- Driver to be allowed to drive vehicles for work-related driving tasks
- If an additional vehicle type is to be used, the driver should undergo an assessment for it
- Regular observation and monitoring of telematics and other data streams
- Regular refresher training to be undertaken



Recommended Training Solutions

IAM RoadSmart provides a range of driver training courses that you can use to address drivers' development needs in the event that they do not meet the required standard, or as a way to continually reassess and develop their driving periodically in accordance with your business policies.

ON-ROAD COURSES

Driving for Work

Our most comprehensive course involves a 3-hour in-vehicle session with a professional trainer, who will assess the driver's approach to a broad range of driving scenarios, and provide coaching in systematic techniques for dealing with hazards. These techniques can also have a profound effect on improving fuel efficiency. Delegates are provided with introductory online learning to prepare for the course, as well as post-course video content to reinforce the techniques covered on the course. Driving for Work can be used as a periodic reassessment and training solution, or as an intervention for drivers with a range of development needs.

Vehicle Familiarisation

For drivers making a switch to driving a new or unfamiliar type of vehicle, or who have demonstrated a need for skills development in handling or manoeuvring a larger vehicle such as a van, a Vehicle Familiarisation course offers a targeted solution.

Familiarisation with UK Driving

This course is ideal for drivers who lack knowledge or experience of driving on UK roads, having obtained their licence overseas. We recommend providing this course to any employees who are new to the UK, before they are permitted to drive on company business; it can also be used to address specific areas of concern following a risk assessment.

WORKSHOPS

Van Manoeuvring Workshop – on-site

This on-site course can be offered to a group of up to 10 drivers at a time and focuses specifically on low-speed driving skills and manoeuvring a van in confined spaces, addressing some of the most common sources of collisions amongst van drivers.

Toolbox Talks – online/classroom

Where you have a number of drivers in need of additional knowledge on certain key areas, either to address concerns highlighted in their Evaluations or simply as a routine refresher session, Toolbox Talks offer a convenient solution. Their workshop format, available online or in-person and for small or large groups, provides drivers with insights into a choice of topics, including speed management, fitness to drive, defensive driving techniques and adhering to company driving policies.

Get in touch for more information

For more detail on understanding your Driver Evaluation Reports, or for advice on choosing the right training solutions, speak to your IAM RoadSmart Account Manager, or contact our customer care team

Tel: 020 8996 9700

Email: business@iam.org.uk

Visit: iamroadsmart.com/business



iam
RoadSmart