

# DRIVING INSTRUCTORS SCOTTISH COUNCIL

Sunday, 07 August 2011  
Lovat Hotel, Perth

## **Present**

<b>Association</b>	<b>Delegate</b>
DISC	John Miller (Chair)
DISC	John Lamarra
Inverurie	Bob Gray
Aberdeen	George Harper
Edinburgh	Gavin Brownlie
	Ian Scoular
West Lothian	Ray Lynch
Lanarkshire	Aeneas MacRitchie
	Brian Smith
East Kilbride	Bryan Harper
Stirling	Ken Horne
	Gareth Marchant

## **Minutes**

### **1. Chairman**

John welcomed Ray Lynch and Brian Smith as new attendees to the DISC meeting, and introduced the DISC office bearers.

It was noted that some delegates had not received the previous meeting minutes.

**Action: JL to provide David Thomson with updated list**

Meetings with Mike Penning and Michael MacDonald are still to be arranged due to holiday commitments.

DISC was unable to attend a meeting with the DSA on 26<sup>th</sup> July 2011, as notification of it was not received in time. AM has notes from meeting.

**Action: AM to distribute meeting notes via email**

### **2. Apologies**

Bob Guthrie                      Ken McLean                      Sandra Boomer  
David Thomson                  Ron Farmer

### **3. Minutes of Last Meeting**

The minutes of the last meeting were adopted, with no matters arising.

### **4. Secretary's Report**

JM updated Council on David Thomson's behalf. Grants are available to driving instructors under both ILA Scotland and Flexible Training Opportunities. Ian Edwards has advised that eDriving Solutions courses should attain grant approval in due course.

### **5. Treasurers Report**

Not reported. JL provided conference tickets. To obtain more tickets, please contact JL.

### **6. CPD Facilitator's Report**

(i) The first topic to be raised concerned the proposals by Mike Penning that Pass Plus should be replaced by some form of "Driver Assessment", and in the absence of greater detail what the content or format of implementation should be.

A concern was raised related to this on what, if any, involvement that the advanced driving organisations (IAM and RoSPA) would be and how this fitted with the role of the ADI in delivering post test training. Particular worry was expressed if there is potentially a move away from driver "training" to driver

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“assessment”, and whether this would negatively influence the ability of ADIs to deliver training post test. This had greatest significance in the fleet sector.

Considerable discussion ensued, with extracts from the DSA meeting notes of 26/07 referenced, with the following action points raised and conclusions drawn:

- ADI Industry should be leading post test training
- Greater clarification is required from the Minister regarding the format and content of the Pass Plus Scheme replacement
- Any post test training should be delivered by trainers who are academically accredited and quality assured by a recognised body, i.e. Edexcel and SQA. This could be a positive step with the CPD framework, with the possibility of the creation of an A1 Assessors / Verifier's Course.
- The majority Council view was that advanced driving organisations such as IAM and RoSPA should be included in any discussions regarding the future strategy of Post Test Training. Any differences in approach could then be directly addressed.
- Council opinion was that training should take place in the first 6 months of driving, as this window is statistically recognised as carrying a significant crash risk for new drivers

**Action: GM to draft a proposal for a post test training structure, based on the above, for Council to take to Ministers / DSA / Industry meetings**

**Action: KH to approach Keith Brown MSP to request a meeting with JM, JL, KH and GM, to submit proposal and discuss issued raised**

(ii) Forthcoming Course – Psychological Approaches to Driver Education

Fees for the above course are due by 8<sup>th</sup> September. As at 7<sup>th</sup> August, the numbers of reserved places for each Association were noted as:

Wishaw	5	Edinburgh	15	Stirling	11	West Lothian	4
Aberdeen	6	East Kilbride	6				

Aberdeen has paid in full; two delegates from Stirling have paid. Individual Associations are responsible for collecting the money and then forwarding this to DISC.

To enable the efficient collection of monies and preparation of CPD certificates, the following timetable was implemented:

- **All monies to be paid to DISC by Thursday, 8th September 2011. All monies to be sent to Gavin Brownlie.**
- **GB to provide Ray Lynch with blank CPD certificates via email**
- **Names of paid up delegates to provided to GB to be forwarded to RL**
- **RL to complete and print certificates to be available for Course on 22<sup>nd</sup> September**
- **Ron to provide payment for eDriving Solutions**

It was asked if it would be possible to video part of the course for publicity purposes. Video facilities are available at the venue, but in the first instance this idea needs to be approved by eDriving Solutions.

**Action: GB to seek Ian Edwards' views**

Guests

The following guests have been invited to attend the course:

John Miller - DISC

John Lamarra - DISC

Bill Harkiss + 1 – DSA

**Action: KH to invite Keith Brown MSP**

**Action: GB to discuss RoSPA Scotland invite with IE**

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### (iii) Expressive Driving Presentation – Feedback

The feedback document issued by LDTA was reviewed by council and debated at length. Key points:

- The Expressive Driving presentation primary function is to raise ADI's awareness of the subject matter
- It is not a training course
- The understanding, preparation and delivery of the presenter is fundamental to how the presentation will be received
- Council was opposed to paying individuals to deliver DISC CD ROM presentations
- Those presenting from individual Associations may need some additional help to develop the skills required to present effectively
- How negative or positive a specific point comes across is strongly determined by how the information is presented to the audience
- The presentation should remain unlocked

### Presentation Skills Workshop

To address the issue of any presenter skills deficits, it was proposed and accepted that a workshop should be organised to aid presenters to both practice and improve their skills, and also to provide a forum to audit, feed back and develop the DISC CD ROM presentations' content and materials. The costs of running the workshop could be funded from any surplus from the CPD courses.

**Action: GB to organise workshop location and date, and co-ordinate attendees**

### (iv) The plan for further development of the CPD programme is summarised below:

GB received a clear mandate to continue with the CPD programme currently under implementation.

The GDE Matrix presentation will be pursued. The suggestion was made that this could be split out into separate presentations on the lower and upper levels of the matrix. General opinion was that the first presentation should be an overview of the whole GDE Matrix, but there was merit in a follow up which could be split.

Delivering Messages presentation will be pursued.

It was decided that the Developing Your Business should not be pursued with eDriving Solutions at this time.

**Action: GB to inform Ian Edwards accordingly**

Brian Smith proposed that a register of DISC endorsed CPD availability should be available on the DISC website.

**Action: BS to look at website with RL development to include this functionality. See also Other Competent Business**

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## 7. Conference Secretary's Report

Conference date is confirmed as 2<sup>nd</sup> October 2011. Ticket price £26.00

- Breakout rooms will not be utilised due to cost implications, so Conference format will remain the same as in previous years
- There is currently no Opening Guest Speaker

**Action: KH to approach Keith Brown MSP**

- Trevor Wedge, Ian Edwards, Bill Harkiss, Paul Appleby and Jackie Turland have been invited to attend
- There was still an outstanding speaker's slot for conference:

**Action: KH to seek permission from Ray Webb to allow Tyre Presentation to given at Conference by GB**

## 8. Consultative Secretary's Report

AM read out the report of the MDT meeting held on June 9<sup>th</sup> 2011, and conclusions drawn from a review of the Find Your Nearest Driving Instructor and ADI numbers. Copies have been circulated and are included as addendums 1 & 2 at the end of these Minutes.

## 9. Other Competent Business

What did the term Optimising mean (Expressive Driving presentation)?

In this context, optimising was the situation such as where someone takes an action aimed at improving their kudos with their peers, or to make themselves feel a "rush of adrenaline", e.g. showing off, speeding.

Go Skills and People First – two government bodies that have been amalgamated into one

### Web Development

Ray Lynch questioned the current status of the DISC website in terms of content and how up to date it is with current DISC affairs

**Action RL to review website and contact Frank Denholm regarding web development**

### Constitution

Brian Smith proposed that the Constitution be changed to have charitable aims. This would allow DISC to seek grant funding for initiatives.

**Action: BS to propose appropriate changes. These would need to be ratified at the AGM or an EGM.**

### Register Anomalies

Aeneas MacRitchie reported that there seems to be a disparity between instructors listed on the official lists and those operating in some areas. He wishes to contact Bill Brown at the DSA Fraud and Integrity Team regarding the apparent high levels of illegal instruction.

**Action: AM to raise with Bill Brown**

## 10. Programme of Meetings 2011

The next meeting (AGM) will be on Sunday November 6<sup>th</sup>

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## **Addendum 1**

**Report from Modernising Driver Training Meeting held on 9<sup>th</sup> June 2011  
at Department of Transport Great Minster House Marsham Street London**

**The following 12 MDT Steering Group members attended:**

**Lynne Barrie (ADINJC)**

**Robin Cummings (Unattached)**

**Steve Garrod (DIA)**

**Peter Harvey (MSA)**

**JohnLepine (Go-Skills Board)**

**Aeneas MacRitchie (DISC)**

**Mark Peacock (AA & BSM)**

**Tony Pearson (UNITE)**

**Peter Rodger (IAM)**

**Cameron Smith (DIDU)**

**Stuart Walker (RED)**

**Rick Wood (ROSPA)**

**along with:**

**Malcolm Bingham (Freight Transport Association)**

**Elizabeth Box (RAC Foundation)**

**Philip-Hamilton Hastings (ADI Federation)**

**Andrew Howard (AA)**

**Martin-Christian Kent (People1<sup>st</sup>)**

**Bernie Rooney (DOENI)**

**Nick Starling (Association of British Insurers)**

**and with**

**Trica Hayes (Dft)**

**Paul Sullivan (Dft)**

**Andrew Colski (Dft)**

**Rosemary Thew (DSA)**

**Trevor Wedge (DSA)**

**Mark Magee (DSA)**

**Mike Penning (Under Secretary of State for Transport)**

The Minister's aim was to use the event to:

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- Review the improvements that have been made over the last 18 months to improve the way that people learn to drive and are tested;
- Consider the potential for further improvement, in particular in the value that learner drivers receive from the significant investment in time and money that they make;
- Review the proposals that DSA has developed, in conjunction with stakeholders, to modernise and raise the standards of training across the profession;
- Consider priorities and next steps.

Mike Penning made the following opening remarks;

**“To all of you here to-day, this must seem like Groundhog Day, and went on to state that he did not want to be sitting here this time next year talking about the same things, and that the time for talking was over and action needs to be taken now - even at the risk of upsetting a few people.”**

The Minister remained open-minded about possible Government intervention to improve standards of training and ensure that young people are taught the skills and attitudes to become safe and responsible drivers. However, he was also the Minister with responsibility for regulation, and the Government has made a commitment to reduce the regulatory burden.

Due to the initial absence of Patricia Hayes Dft, who later chaired the meeting, Rosemary Thew DSA asked for those assembled to give a round the table introduction, for the benefit of the Minister, who then left the meeting after 5 minutes.

On the Departure of the Minister, other than the 6 Dft and DSA officials attending, the remainder of those attending were split into two discussion groups, with the same brief being given to both groups, to consider three specific points:

- **What three key changes would you make to driver training and testing?**
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- **What are the barriers to implementing these changes?**
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- **What existing regulation might be removed or modified?**

### **GROUP A**

**Lynne Barrie (ADINJC)**

**Elizabeth Box (RAC Foundation)**

**Robin Cummings (Unattached)**

**Peter Harvey (MSA)**

**Andrew Howard (AA)**

**Tony Pearson (UNITE)**

**Bernie Rooney (DOENI)**

**Nick Starling (Association of British Insurers)**

**Rick Wood (ROSPA)**

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Group A was facilitated by Paul O’Sullivan (Dft)

and observed by Rosemary Thew (DSA) and Patricia Hayes (Dft) neither of which participated in any way in the discussions which took place.

## **GROUP B**

**Malcolm Bingham (Freight Transport Association)**

**Steve Garrod (DIA)**

**Philip-Hamilton Hastings (ADI Federation)**

**Martin-Christian Kent (People1<sup>st</sup>)**

**JohnLepine (Go-Skills Board)**

**Aeneas MacRitchie (DISC)**

**Mark Peacock (AA & BSM)**

**Peter Rodger (IAM)**

**Cameron Smith (DIDU)**

**Stuart Walker (RED)**

Group B was facilitated by Mark Magee (DSA)

and observed by Trevor Wedge (DSA) who took notes but did not participate in any way in the discussions which took place.

The results of these discussions are shown in **Annex A** (attached)

## **Annex A**

### **Group A**

#### **Top 3 Priorities**

##### **Structured Learning for Pupils**

- **Compulsory logbook**
- **Minimum learning period**
- **Graduated licensing**
- **Learner centred teaching**
- **Motorway experience (supervised by ADI’s)**
- **Distraction and peer pressure**

##### **Reform of Instructor Industry**

- **Compulsory CPD**
  - **Consumer information**
  - **Learner centred instruction**
  - **Future of PDI’s (end or amend the scheme?)**
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- **Compulsory ORDIT register**
- **Other vehicle registers to be compulsory**
- **Structured learning and /or qualification for trainee instructors**
- **Logbooks for AdI's**
- **Industry self-regulation**

### **Life long learning**

- **Post test training**
- **Remedial education /education for new drivers**
- **Telematics**

### **Barriers and Regulation**

#### **Compulsory Logbook for Learners**

- **Need to be properly structured, with pupil self-evaluation**
- **Will the Logbook be presented to DSA at test?**
- **How will it be verified to prevent fraud?**
- **What if the candidate comes to test without Logbook?**
- **How does Logbook ensure that trainer delivers attitudinal and behavioural training?**
- **Does the Logbook have to be on paper? Can it be on line? What if no internet access?**
- **What if pupil changes instructor, how will the logbook transfer?**

#### **Compulsory CPD for Instructors**

- **Voluntary approach has NOT worked - Very Low take up because no incentive for ADI's**
- **Giving up a day off work for CPD means business lost - disincentive to CPD**
- **Compulsory CPD would require new regulation, which may NOT clear approvals process**
- **Can incentives to voluntary take up be improved or strengthened?**
- **Will a system of self regulation work without a professional body to manage compliance?**
- **Can consumer information help the market drive greater take up of CPD?**

### **Post Test Training**

- **Current Pass Plus training is not enough**
- **Elements of Pass Plus (motorways, distraction, peer pressure) should be pre-test training**
- **Should focus more on behaviour and attitudes**
- **Should form part of life long learning, including school and parental influence**
- **Business community should take a leading role with vocational training for professional drivers**

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## Group B

### Top 3 Priorities

#### Instill Correct Attitudes Earlier

- Road safety education in schools
- Consistent messages throughout
- Discussion groups (exchange of experience / fears with peers and others in same situation)
- Discourage intensive driving courses

#### Compulsory syllabus / log book for learners

- Ensures broader range of experience prior to test
- Provides evidence of test readiness
- Must be based on outcomes
- ADI's need to know how to use it

#### Mandate post test training

- Gives the message that a licence does not provide the right to do everything, but requires you to continue to learn
- Provides broader experience of wider range of roads
- What about content and delivery?

#### Barriers

- Completing priorities in the school curriculum
- Culture change? Many learners want to pass ASAP and at at least cost
- Learners are not currently allowed on Motorways
- Many ADI's do not seek to work with parents
- ADIs have not qualified to deliver post test training
- Accountability - ADI's must accept greater responsibility in return
- The current regulatory environment and moratorium
- ADI Standards
- **Initial qualification is too test centric - does NOT ensure they understand how to teach**
- **No formal syllabus / logbook**
- **NOT competence based**
- **Most ADI's do not undertake CPD**

#### Regulation

- End Trainee licence scheme
  - **Core competencies to achieve qualification**
  - **Supervision as part of probation period post-qualification**
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- **More practical to provide “live” pupils at this stage?**
- **Remove complexity of regulations**
- **Remove all test regulations - learn all but test anything**

At around 11:45 Mike Penning (Transport Minister) returned to the Meeting, to listen to the feedback results of the discussions.

He welcomed the general consensus between the two groups. In responding to the feedback, the Minister stressed the need for any changes to be evidence based and have a robust impact assessment demonstrating that all options had been considered.

He also saw improvement as being an evolutionary process.

The Minister re-iterated the intention to extend the scope and availability of remedial training. He wondered whether elements of this might potentially be made available to all drivers, or included in the initial learning process.

The Minister commented on how impressed he was by the positivity in the room and the determination from all parties to drive forward improvements in the industry.

Finally Mike Penning asked for a show of hands from the meeting, for those in favour of introducing compulsory CPD and those against, he was shown 12 in favour with none against.

In conclusion, apart from Steve Garrod DIA, nobody else attending including DSA officials, expects CPD to become Compulsory.

**Aeneas MacRitchie**

**DISC Consultative Secretary**

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## Addendum 2

### Official Launch of “Find your nearest driving instructor” website

Despatch: Road Safety Minister Mike Penning said:

“This new service will make life easier for learner drivers and parents looking for qualified instructors in their area. I hope that this will allow people to make more informed choices about who they want to teach them to drive.”

#### ADI Figures as at 1<sup>st</sup> August 2011

	DSA	Nearest	Not Listed	CPD	Advertised	Difference
AB	262	192	70	64	264	2
DD	146	99	47	17	183	37
DG	76	52	24	12	93	17
EH	496	327	169	57	594	98
FK	184	120	64	18	243	59
G	880	656	224	83	953	73
HS	14	12	2	0	16	2
IV	136	96	40	22	178	42
KA	258	168	90	42	295	37
KW	27	18	9	2	29	2
KY	244	165	79	34	336	92
ML	297	205	92	28	328	31
PA	253	182	71	39	286	33
PH	78	49	29	13	93	15
TD	52	37	15	8	68	16
ZE	8	5	3	0	9	1
2010	2011					
3247	3411	2383	1028	439	3968	557
	(+5%)	(70.5%)	(29.5%)	(12.3%)		(+ 16.3%)

#### 345 DIA / 383 DISC Members in Scotland

	DIA	DSA	DISC	*CPD	
AB	40	262	96	*35	Aberdeen (66/26) Inverurie (30/9)
DD	19	146	25	*0	Dundee
DG	19	76	0		
EH	47	496	98	*15	Edinburgh (26/3) West Lothian (72/12)
FK	21	184	30	*5	Stirling
G	67	880	14	*3	East Kilbride
HS	1	14	0		

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IV	17	136	26	*2	Moray
KA	24	258	0		
KW	1	27	0		
KY	20	244	25	*3	ADIOS
ML	22	297	62	*10	LTDA (40/8) Lanark (22/2)
PA	16	253	7	*0	Oban
PH	15	78	0		
TD	15	52	0		
ZE	1	8	0		
	345	3411	383	*73	
	(10%)		(11.2%)	(16.6%)	(2.1% of Total)

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