



PRO PAIE CONSULTING



SUSPENSION OR WITHDRAWAL OF THE EMPLOYEE'S DRIVING LICENCE

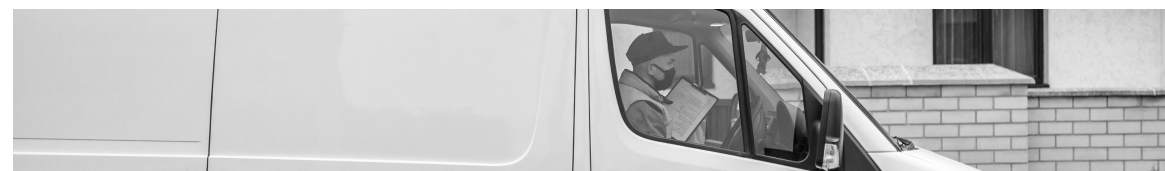
One of your employees using a vehicle to perform his duties has his driver's license suspended or revoked?

Have the right reflexes!!

 **Your employee is suspended or revoked?**

 **HE MUST WARN YOU.** This information must be provided without delay.


 **Otherwise, the employee commits a fault.**



 **Does suspension or withdrawal prevent the employee from performing his duties?**

 **YOU CAN INTERVENE.**

- If the employee can continue to perform his duties without driving :
 - He can continue his work.
- If the employee can no longer perform his duties, you can:
 - Adjust your position or working conditions;
 - Organize his reclassification;
 - Organise, in conjunction with the employee, the suspension of the employment contract (taking of paid holidays, etc.);
 - Fire him.


 **For what reason dismiss the employee who can no longer perform his duties?**

- If the offence was committed in the performance of duties: the employee committed professional misconduct authorizing dismissal for fault.
- If the offence was committed in the context of private life: dismissal is only possible if the employee's inability to conduct disturbs the proper functioning of the company. The dismissal will be pronounced for disturbing the proper functioning of the company and not for fault.

In all cases, the notice, which cannot be executed by the employee deprived of license, is not remunerated.

 **Collective agreements may provide for guarantees specific jobs or procedures.**

 **In practice, what precautions should be taken?**

- When hiring: verify the possession of the driver's license required for the activity, asking to see the original and keeping a copy.
-  **It is forbidden to ask for the remaining number of points.**
- During the contract: regularly ask the employee to produce the original of his permit.
- Include clauses in the employment contract, in the internal regulations and/or the charter of use of the vehicles, relating to the periodic production of the permit and the obligation to provide information in the event of suspension or withdrawal.

Our legal department remains at your disposal to study the management of your staff. Do not hesitate to contact us.

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Contact : www.propaieconsulting.com



CONTACT