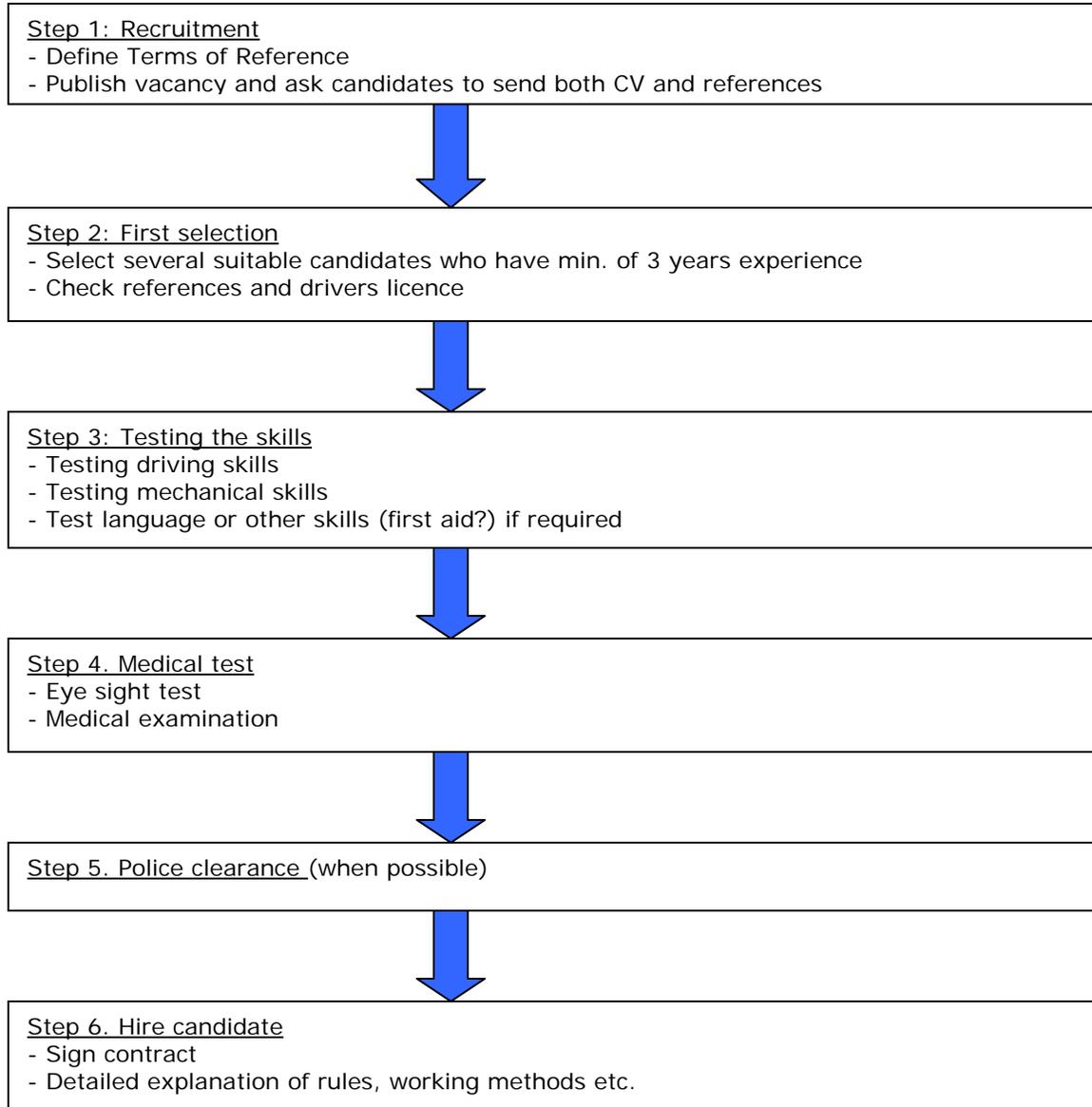


Tool Driver selection and testing

It is of extreme importance to properly select and test the WFP drivers hired. Recommended is to have the selection and testing process consist of various steps.



Add. Step 2

Probably more than any other position it is vital that references are checked and are very good before a job is offered. This also enables you to verify the length of driving experience.

Add. Step 3

It is extremely important that drivers are tested on both their driving and their mechanical skills. It is important to keep the following in mind:

- It is important that the driver is able to drive defensive without losing his assertiveness.

- It is important that the driver is able to perform basic mechanics like changing tyres and performing daily/monthly checks without any problem.
- When testing use the type of vehicle the driver is going to drive, and drive on the terrain of the proposed workstation.
- Part of the Road Safety training material can be used for testing drivers (see tool E.3)

Add. Step 4

It is of importance that drivers are medically checked.

A medical check needs to be performed by a recognised WFP doctor which in principle WFP will pay for. In addition to that drivers need to be able to read a number plate from a pre-defined distance. If professional eye testing is available this is an option worth considering and getting a certificate issued.