

Recruiting safe drivers

Effective recruitment leads to good hiring decisions, reducing turnover and the risk of hiring drivers with a poor driving attitude and history. Ultimately, good hiring decisions positively impact productivity, efficiency, competitiveness and the bottom line.

Attracting new drivers to your company

Driving schools

- Commercial driving schools are a source of certified drivers.
- Establish a relationship with local schools in your area.

Advertisements

- Industry publications can be an effective mechanism for sourcing experienced drivers.
- Ensure the benefits of your company are clearly articulated.

Internet

- A cost-effective way to market your company.
- Online recruitment services may assist in seeking qualified candidates.

Employee referrals

- Your employees are often your best recruiters.
- Encourage them to refer other qualified drivers to work for your company.

Reference checks

- Telephone — contact driver's previous immediate supervisor. Make sure you:
 - keep written record of the conversation
 - include person's name, title and job location
 - date and time of the call.
- Get it in writing — email or write to the previous employer. Enclose consent from applicant for claims history.



Crash and violation record

- Require applicant to supply current driver's abstract.
- Request their ICBC claims history.
- New to B.C.? Request out-of-province claims history.

Substance Abuse

- Have the prospective employee consent to a urine analysis.

Statement of Limitation

The information in this publication is intended to provide general information only and is not intended to provide legal or professional advice. We have used plain language to summarize some of the terms of the policy that is the topic of the publication or help readers understand some of the laws affecting the topic of this publication at the date it was written. You should follow the more detailed wording and requirements of current applicable statutes and regulations or policy, even if they contradict the wording and requirements set out in this publication.



Written tests

- ICBC Driving Commercial Vehicle manual has practise tests.
- Download a copy: http://www.icbc.com/driver-licensing/Documents/drive_commercial_veh_full.pdf

Road tests

- Take a new applicant on a road test.
- Independent contractors should be tested as well; they act on your behalf.
- You're strongly encouraged to do this for all new applicants.
- Ensure prospective employees are tested in all vehicles they'll be operating.

Measuring competencies

- A vehicle and air brake pre-trip inspection.
- A trailer hookup, if applicable.
- A check en route:
 - have applicant reverse vehicle and trailer
 - replicate a routine scenario for your company.
- A post-trip inspection
- Unhooking and securing the trailer if applicable.
- Ensure person conducting test is qualified to operate vehicle(s) being used.

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