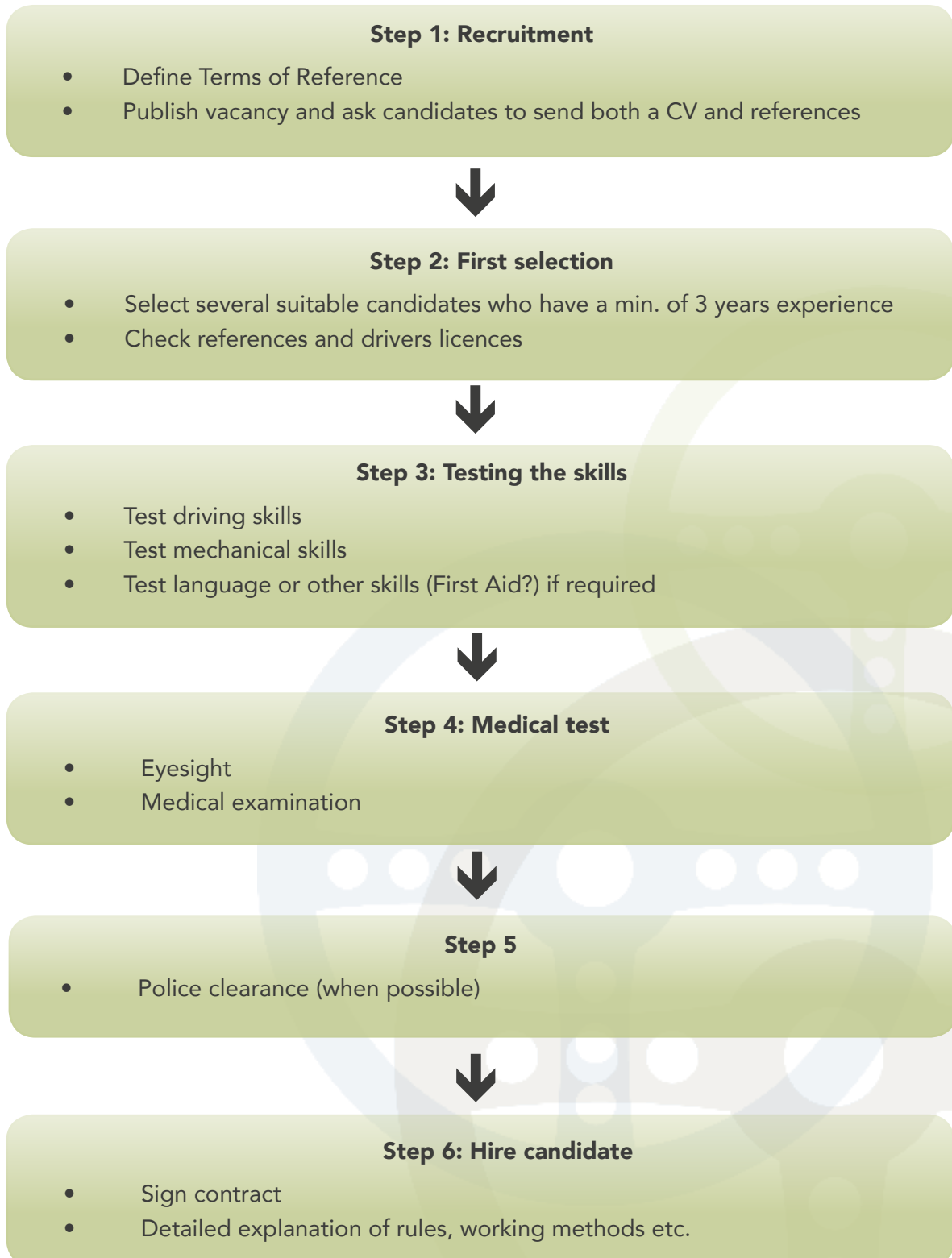


It is of extreme importance to properly select and test the drivers that are being hired. It is recommended to take the following steps during the selection and hiring process:



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 and 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.

Add. Step 4

It is of importance that drivers are medically checked. A medical check needs to be performed by a recognised doctor. It is recommended that the hiring organisation pays for the medical check. In addition to that, drivers need to be able to read a numberplate from a pre-defined distance. If professional eye testing is available this is an option worth considering and getting a certificate issued.