Driving tests Each applicant should undergo an actual driving test or a motor ability test as part of selection procedure. Some firms rely on a motor ability test for prediction of driving ability and on an extensive driver training course following employment

Driving tests are of two kinds, the driving range type and the in-traffic type The requirements of a good driving test in traffic can be listed as follows

1 The road test should be as long as time will permit in order that a fair sampling of driving situations may be included, 20 minutes should be considered minimum
2 The test should include difficult maneuvers which really test the driver's ability Almost any person can "drive around the block" successfully
3 A standard scoring procedure and predetermined test route should be used so that the test will be the same for all drivers examined
4 The examiner should check definite items concerning the driver's performance in order to reduce subjective judgment and point out driving faults that may be corrected by proper training

What stress to place on the applicant's performance during the test will depend on *the scope of the driver training course* given new drivers If an extensive course is planned, the driving test can be useful as *an indicator of* the applicant's potential ability or of weaknesses which should be corrected during the training period

Physical examination Applicants should be examined by a qualified physician before being hired For firms engaged in interstate commerce, physical examination of all new drivers is mandatory The regulations* prescribed by the Interstate Commerce Commission for bus and truck operators coming under its jurisdiction require physical examinations for all new drivers and provide that motor carriers must have on file for each new driver a certificate showing him to be physically qualified

Driver training

Individual training by a skilled instructor for all employees assigned to drive company motor vehicles is a highly desirable objective To realize it, a training course must be planned to fit each job, training materials assembled, and classroom facilities provided (see Chapter 6, "Safety Training") (Fig 44-6) The objective, however, is well worth the investment The driver training course should cover the following points

1 *State and municipal driving rules and regulations* Most state motor vehicle departments publish rule books for those

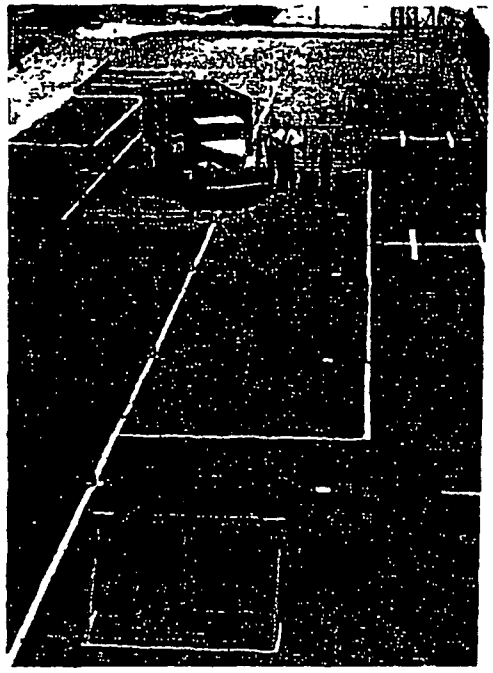


Fig 44-7 A driving range on company property is used by many firms in developing driving skill Without interfering with traffic, student drivers may practice turning and backing, learn to judge clearances accurately, and develop other operating skills

Courtesy Pacific Motor Trucking Company

*Interstate Commerce Commission, Washington, D C *Motor Carrier Safety Regulations*