

# AIGA 2008 MEETING

## Product Vehicle Safety & Accident Prevention



Asia Industrial  
Gases Association



FMM MIGMA

Co-organiser:

FMM Malaysian Industrial Gases Manufacturers Group

# **Best practices in hiring and recruitment of drivers - contract and own employees**

**Nozari Nordin**  
**Air Products Asia**

# Hiring & Recruitment

- Drivers play a key role in the safety of fleet operations, as they are directly responsible for carrying out the day to day activities associated with the product delivery process.
- Specific requirements and procedures are developed to ensure only qualified personnel with desired personal attributes and characteristics are selected to drive for either our company or our contractor fleets.
- Regulations and the level of enforcement vary from country-to-country.

# Hiring & Recruitment

- Air Products requires that applicant have prior truck driving experience with a bias for those with 4 to 5 years of professional driving and a clean driving record.
- Candidates must possess ample language skills to allow them to communicate with customers, authorities and the general public. They must be able to read road signs and complete all trip documentation.

# Hiring & Recruitment

- Experience and trained to safely operate the type of motor vehicle he/she is intended to drive.
- Applicants must be legally qualified and able to drive the motor vehicle with the legitimate driving license issued by the local authorities based on the categories stipulated in the each countries regulations.
- Those who drive for Air Products will be treated equally – employees and contractors needs to follow all the procedures for hiring, training and safe operation of the vehicle.
- Standards in some countries require, require applicants to undergo Psychometric Test (ability assessment).

# Hiring & Recruitment

- Once short listed candidates must pass a medical examination that meets the standards established by the Company Medical Group. Company appointed medical practitioners perform these examinations which includes a rigorous physical exam, eye examination as well as drugs and alcohol testing.
- The candidates should undergo a test drive by a qualified driver trainer which should take approximately 45 minutes; over a route with a wide variety of driving conditions so that an accurate assessment of driving ability can be made.

# Hiring & Recruitment

- The standard On Road Test checklist will be use for this assessment.
- The road test must cover the following five areas: vehicle inspection, coupling & uncoupling (for combination vehicles), backing, driving, and parking.
- Re-qualification and Refresher Training interval - every 12 to 18 months depending on individual performance.

# Module Based Training Syllabus

The minimum training period for a new hire prior to receiving qualification to operate unsupervised will be based on the products transported;

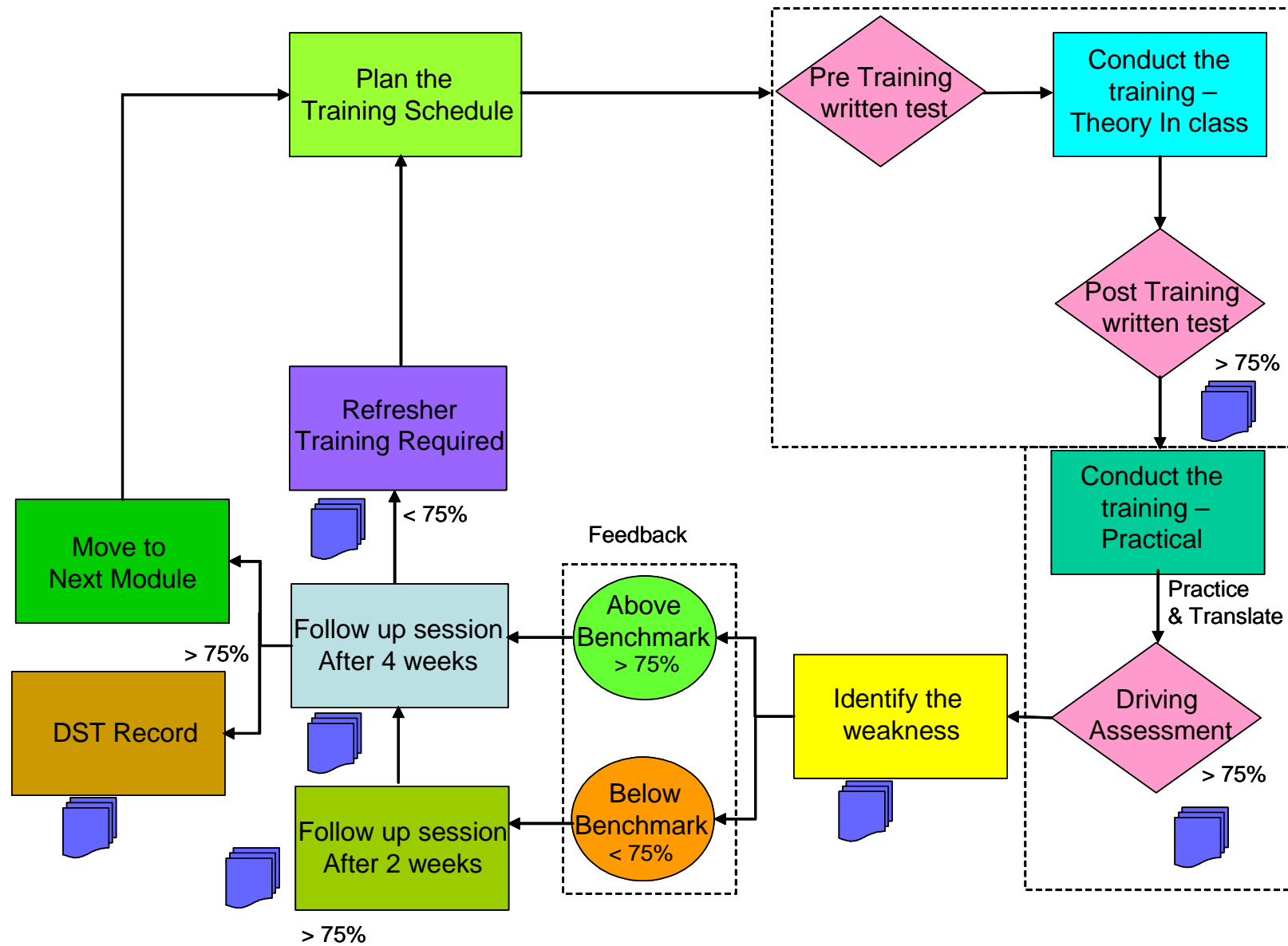
- Theory: In Class training 7 days, equivalent to 50hrs (11 Modules)
- Practical Training as outlined below.
  - Liq. Oxygen Liq. Nitrogen, Liq. Argon - ten days or loads (minimum).
  - Liquid CO2 - ten days or loads (minimum).
  - Package Gases ten days or loads (minimum).



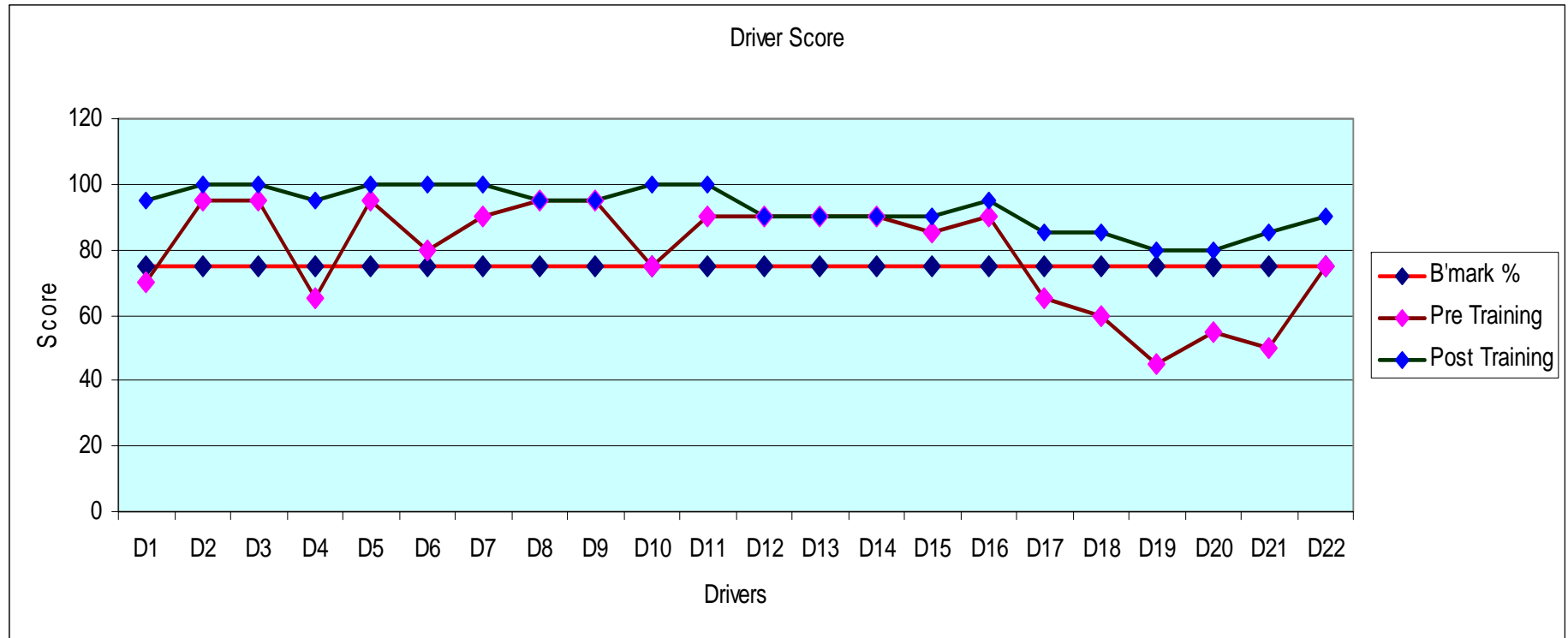
# Our DST Training Modules

Training Modules
Module 1 & 2 - Vehicle Inspection / Air Products Defensive Driving
Module 3 - Smith Systems (Licensed)
Module 4 – Vehicle Mass Motion & Stability
Module 5 - System of Vehicle Control
Module 6 - Extreme Weather Driving
Module 7 - Fatigue
Module 8 - Mindset Change
Module 9 – Driver Hour of Service
Module 10 – Coupling and Uncoupling
Module 11- Loading and Unloading Training (Liq Bulk Ops) & Cylinder Handling (P Gases)

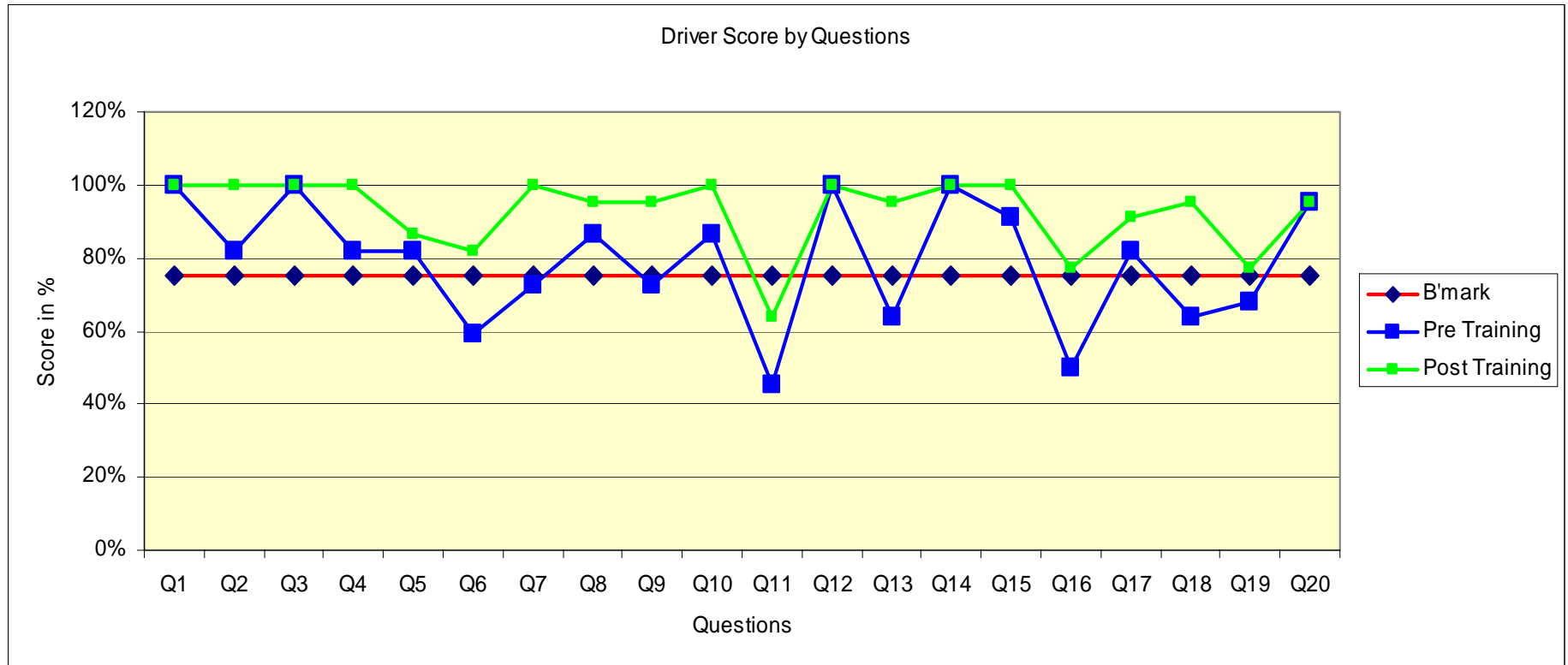
## DST Flow Chart



# Training Analysis



# Training Analysis



## Ride with Driver - On Road Assessment



# In classroom Training



## Measures the knowledge; Re-explained





# Training Aids – Bird's Eye View Simulations





# Training Aids – Demonstration & Simulations



# Hands-on Demonstration & Explanations



# Real Scenario On the Road Exposure – Space Management



# Pre-employment Road Test & Skills identifications





# Pre-employment Road Test & Skills identifications



## Observation on driver activities -Vehicle Inspection



# Loading Observation





# On Road – Observation





## On Road – Observation



# Observation on driver activities-Vehicle Inspection



## On Road – Observation





## On Road – Observation



## Skills Enhancement – ER Drill



## Skills Enhancement – ER Drill





# Skills Enhancement – Vehicle Recovery



## Skills Enhancement – Basic Fire Fighting





# Q & A

# Thank You