

RECRUITMENT ON WHEELS

About a year ago we were thinking of how to update and improve our driver recruitment process when, lo and behold, “The Big Red Bus” came on the telly. We had been talking for some time about using driving assessments and the programme showed us what could be achieved by using a van. As we know only too well a good car driver doesn’t necessarily make a good bus driver and we needed some indication of whether successful job applicants would have the ability to drive a larger vehicle.

So we tested the theory by borrowing the Stores van and even the MDs car. The pilot scheme was so successful that the MD agreed to purchase a minibus for the purpose, and it’s not true that he was just relieved that his car was no longer being used. You would be amazed at the near misses!

Since May 2006 we have done 317 assessments, and the minibus has clocked up 6579 miles. 83 applicants have failed to reach the required standard, which is interesting as they are already out there driving cars. Spare a thought for the Instructor who has to direct the driver around the assessment route, while writing notes on what he sees, and sometimes hanging on for dear life!

Thanks to Citybus Sylv and Paintshop Barry the vehicle now looks really great, and is due to appear in a video about driver recruitment to be shown to MPs and government agencies later this year.

