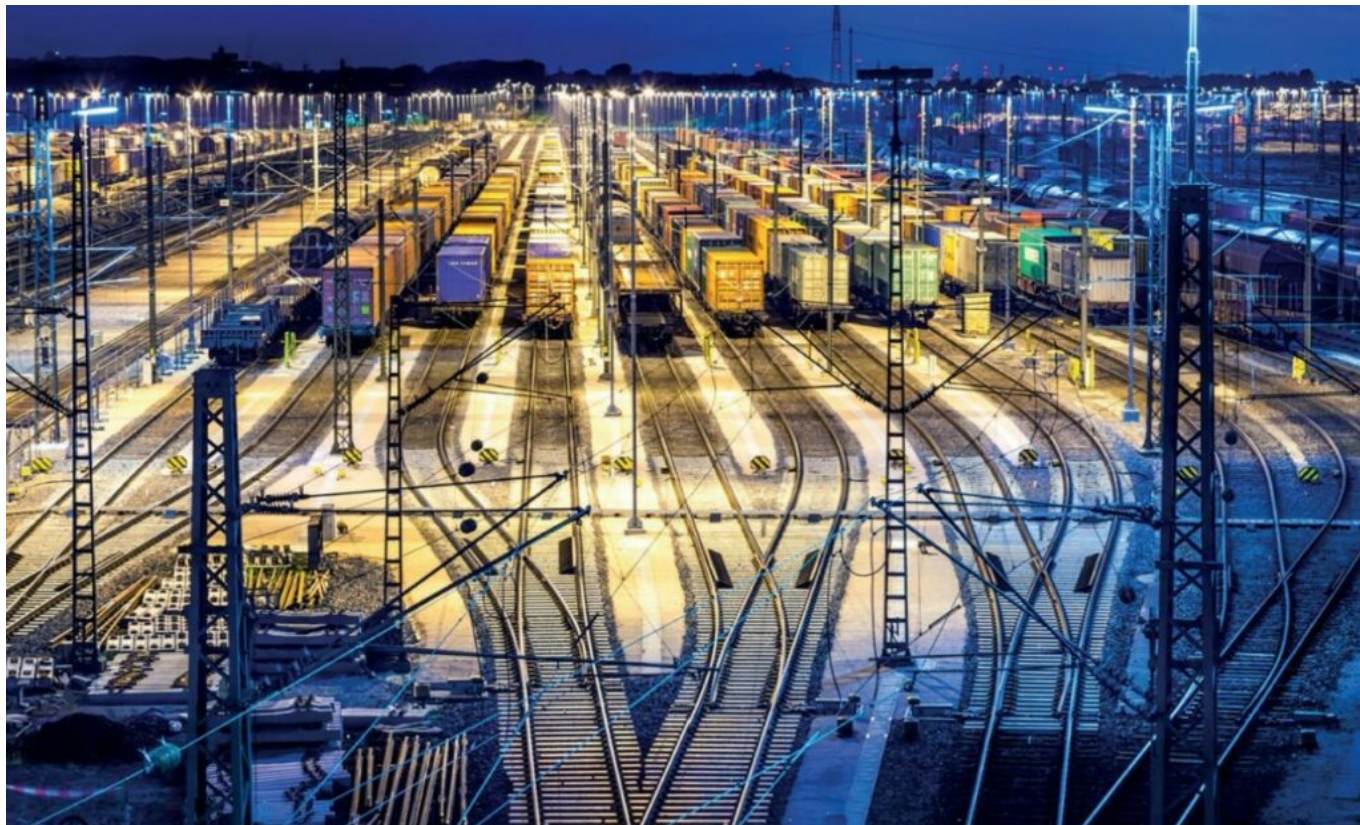


Streamlining depot driver recruitment

August 22, 2023



Earlier this year, the OPC completed a project reviewing and redesigning a rail company's depot drivers' recruitment process.

The review aimed to provide a standardised, better fit-for-purpose process; and help to improve safety competence.

The swift, but thorough review had specific focused priorities to:

- Ensure existing assessment tools were correctly assessing for the safety-critical competencies required of a safe and effective depot driver;
- Recommend additional tools to help identify key behaviours and attitudes required for a good team fit in new recruits;
- Modernise the recruitment process using technology; and,
- Enhance the candidate experience.

Some Key Non-Technical Skills (NTS) identified

Depot driving is very different to mainline driving. There are different hazards, more people and traction

movements close by, and differing activities – all adding to the accumulation of risk. Therefore, it's important to identify the specific skill set required for a safe and effective depot driver.

Key NTS identified for safe and effective depot driving	Concentration, checking and adhering to rules; Effective communication; Risk anticipation, effective decision making; and, Multi-tasking.
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A Redesigned Assessment Tool Matrix and Modernised Process

The OPC's review streamlined the client's recruitment process, redesigning the **assessment tools** matrix to help identify the key NTS, as well as introducing an online, in-depot, pre-screening stage. A Face-to-Face (F2F) assessment centre, now includes the **TRFS (Trainability for Safety Test)** that evaluates a candidates' aptitude for learning and trainability. The final step is a new structured interview exploring candidate's attitudes, values and relevant characteristics for safe depot driving and a good team fit.

The article shares how the OPC team prepared new local norms for a better like-for-like candidate performance comparison on some of the existing assessment tools. New bespoke practice materials were also provided to help candidates from diverse backgrounds, and differing neurodiverse experiences, to give their best in the assessment process.

Jo Lawrence, Business Development Director at the OPC said "Redesigning and refreshing a recruitment process is an opportunity to reinforce the best of what you have."

If you'd like to read the full article in August's edition of Rail Director magazine, [click here](#).

If you think the friendly OPC team can help you streamline your safety-critical roles' recruitment processes, then get in touch.

E: admin@theopc.co.uk

T: +44 (0)1923234646

W: www.theopc.co.uk



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