

# Driver Induction and Training in Agriculture

As agricultural vehicles and machinery continue to grow in size and power, effective vehicle operation and practical driver training is essential for maintaining a safe working environment on farms.

# Driver Induction & Training in Agriculture

## Introduction

Employers and operators should make sure that people working with vehicles and agricultural equipment are aware of the dangers when driving, fully understand the safe operating practices for each type of equipment that is in use and should effectively monitor the correct use of vehicles and machinery.



Driver training is essential for agricultural fleet operators as it reduces accident and incident risks, lowers fuel and repair costs, and supports compliance with health and safety requirements.

A robust driver induction programme should provide the information, instruction, training and supervision needed to safely operate agricultural vehicles and machinery in challenging terrain, on public roads, and in adverse weather conditions. Training should cover safe operating procedures, vehicle maintenance, and effective driving techniques to minimise equipment damage, reduce downtime, and improve overall safety performance.

Effective induction and training on specialist agricultural vehicles and equipment play a critical role in reducing road traffic collisions and workplace vehicle incidents. Well-trained, competent operators are better equipped to safely and efficiently operate tractors, harvesters, and other agricultural machinery, creating a safer working environment for all.

## Driver Induction

Driver induction provides an important opportunity to establish responsible driving behaviours and safe working practices from day one. It equips drivers with the knowledge, skills and understanding needed to operate vehicles safely and in accordance with organisational procedures.

A well structured induction should:

- Raise awareness of role specific hazards and risks.
- Explain emergency and collision reporting procedures.
- Communicate driving for work policies, responsibilities and expected standards of behaviour.
- Familiarise drivers with vehicles, safety features and safe operating practices, including the use of Safe Stop when exiting a vehicle.

Drivers should complete a comprehensive induction before being authorised to drive any vehicle or use agricultural machinery. This should cover:

- Drivers' responsibilities.
- Driving for Work Policy, including mobile phone use, fatigue awareness, vulnerable road users and people within the site.
- Vehicle familiarisation, ancillary equipment and safety features.
- Daily vehicle checks, defect reporting and maintenance requirements.
- Safe site operations.
- Vehicle security and Safe Stop procedures.
- Collision, breakdown and emergency reporting procedures.
- Drug and Alcohol Policy.

Additional training may be required for specific agricultural activities, including load distribution and restraint, vehicle height and width awareness, managing mud on roads, trailer inspections and defect reporting, and the effective use of GPS technology.

A robust driver induction process helps reduce road traffic collisions, workplace vehicle incidents and equipment damage, while promoting a strong safety culture across the organisation.

The induction process should be documented and signed by the worker to confirm that they have read, understood, and completed the required training. Accurate records provide evidence that essential safety information and procedures have been communicated and understood, helping to ensure compliance and support a safer working environment.

### **Driver Training and Supervision**

Driver training is essential in agriculture, providing workers with the knowledge and skills to recognise hazards, assess risks, and operate vehicles and machinery safely. Training should ensure that drivers are competent to use the equipment required for their role and understand the risks associated with farm, road and field operations. Certain activities, such as operating telehandlers or applying pesticides, require specific training and certification.

Refresher training is equally important to maintain competence, address skill fade, reduce complacency, and keep pace with changes in vehicle technology, legislation, and working practices. Regular supervision should complement training to ensure vehicles and machinery are being used correctly and in accordance with safe operating procedures.

Training can be delivered through a range of methods, including classroom sessions, e-learning, practical on the job instruction, and toolbox talks. The most effective programmes use a combination of approaches tailored to the needs of the workforce.

Employers should maintain accurate training records, such as a training matrix, to track required training, completed courses, competencies, and refresher dates. This helps demonstrate compliance, identify training needs, and ensure workers remain competent and up to date.

## **Driver Management**

Regular driver monitoring helps ensure that drivers continue to maintain a high standard of driving and follow the safe working procedures. Where concerns are identified, appropriate corrective action should be taken, such as coaching, refresher training, or mentoring by an experienced driver.

Any actions taken should be documented to demonstrate effective management, support driver development, and promote continuous improvement in safety performance.

When good driving behaviour is observed positive feedback can go a long way to maintaining positive driving behaviour.

## **Checklist**

A generic Driver Training in Agriculture Checklist is presented in Appendix 1 which can be tailored to your own organisation.

## Specialist Partner Solutions

Aviva Risk Management Solutions can offer access to a wide range of risk management products and services at preferential rates via our network of Specialist Partners.

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[Aviva Risk Management Solutions – Specialist Partners](#)

## Sources and Useful Links

- [HSE: Information about health and safety at work](#)
- <https://www.brake.org.uk/>
- [WWW.GOV.UK](http://WWW.GOV.UK)

## Additional Information

Relevant Loss Prevention Standards include:

- [Essential Inspections - Agriculture](#)
- [Health and Safety Essentials for Farm Workers](#)
- [Work at Height - Harvest Time](#)
- [Induction Training](#)
- [Lone Working](#)
- [Accident Recording and RIDDOR Reporting](#)
- [Driver Licence Checking](#)
- [All Terrain Vehicles ATVs Sit Astride Quad Bikes](#)
- [Side by Side All Terrain Vehicles RTVs UTV's](#)

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**Email us at [riskadvice@aviva.com](mailto:riskadvice@aviva.com) or call 0345 366 6666.\***

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# Appendix 1 – Driver Induction & Training in Agriculture Checklist

|                                   |  |
|-----------------------------------|--|
| Location                          |  |
| Date                              |  |
| Completed by (name and signature) |  |

|    | Driver Induction & Training in Agriculture                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Y/N | Comments |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----------|
| 1. | <p>Have you considered the following as part of your driver induction programme?</p> <ul style="list-style-type: none"> <li>• Drivers' responsibilities.</li> <li>• Driving for Work Policy, including mobile phone use, fatigue awareness, vulnerable road users and people within the site.</li> <li>• Vehicle familiarisation, ancillary equipment and safety features.</li> <li>• Daily vehicle checks, defect reporting and maintenance requirements.</li> <li>• Safe site operations.</li> <li>• Vehicle security and Safe Stop procedures.</li> <li>• Collision, breakdown and emergency reporting procedures.</li> <li>• Drug and Alcohol Policy.</li> </ul> <p>Additional training may be required for specific agricultural activities, including load distribution and restraint, vehicle height and width awareness, managing mud on roads, trailer inspections and defect reporting, and the effective use of GPS technology.</p> <p>The above is not exhaustive and should be adapted to reflect the business requirements.</p> |     |          |
| 2. | Is there a training matrix in place to clearly identify training provided on relevant vehicles, equipment and ancillary's and when refresher training is due?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |     |          |
| 3. | Has statutory training requirements been addressed for machinery such as telehandlers or sprayers?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |     |          |

|    | Driver Induction & Training in Agriculture                                              | Y/N | Comments |
|----|-----------------------------------------------------------------------------------------|-----|----------|
| 4. | Is there a process in place for monitoring driver behaviour and safe working practices? |     |          |
| 5. | Additional comments:                                                                    |     |          |

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