

Training Policy

The overall Policy of the Company is to develop and expand its construction activities throughout the Midlands and surrounding area.

The importance and benefits of appropriate training and development of all levels of staff is recognised and forms an essential part of this Policy.

Training opportunities are made available to all employees and this Policy is transmitted throughout the business. The Company achieved recognition as an Investor in People organisation in 1997 and fully support the motives of this standard. Every employee is encouraged to attend a Personal Development Review with their Line Manager to determine their individual training needs and that of their department/division.

An adequate budget will be made available to meet identified training requirements and is reviewed monthly. Higher Education and Further Education courses will be provided to support the development of individuals and the Company. Wherever possible all training will be designed to provide a formally recognised qualification. Where 'off the job' training cannot be provided, or is unavailable, qualifications will be obtained via the OSAT (On Site Assessment and Training) route.

Training course fees are paid by the Company and examination fees can be claimed upon successful completion. Assistance towards travel costs may also be given.

The Company is an active member of:

1. Worcestershire Health and Safety Group
2. Birmingham Environmental Health and Safety Association
3. UK Construction Group
4. Mercian Construction Training Group
5. Midlands Civil Engineering Training Group
6. Constructing Excellence Club

All of whom provide advice and support with training.

Local Training and Employment

We recognise our responsibility to train and employ locally and will support our clients in developing the training and employment needs of the communities within which we work.

Approved by SA Hyde, Managing Director (April 2009)

