

Training & Development Statement



Hampshire Engineered Timber Solutions Ltd (HETS) is committed to the development of employees through structured training and learning processes, which incorporates ICE student programme, CSCS, Performance Appraisals, and Statute together with Best Practice within the Construction Industry.

The Human Resources Advisor together with the Directors have been assigned responsibility for ensuring the implementation of the Training and Development Policy and Procedure (Details are contained in the Business Management System) and for implementing and maintaining such systems as are necessary to ensure its effectiveness and development, in particular:

- The provision of a systematic procedure for assessment of training needs and for the approval and planning of such training.
- Monitoring, updating and evaluating the effectiveness of graduate and apprentice training schemes.
- To provide further training to equip employees who demonstrate potential for future development for promotion to the next suitable position.
- To give current employees the opportunity to undertake re-training or cross training in any skill required to carry out other tasks at their particular grade or new tasks introduced to the workplace by new technology.
- Training and instruction necessary to ensure compliance with the Company's Health & Safety and Environmental Policies.
- Ensuring Equal Opportunity for all personnel regardless of age, sex, race, colour or marital status to undertake training and development.

Where an employee is selected or accepted for training and development, he or she will suffer no loss of earnings as a direct result of participation in such training, be that on or off the job training, provided that the training undertaken, and associated costs have the prior approval of the Regional Director/Head of Department with delegated responsibility for the implementation of this policy.



Luke Kierman Managing Director
01st January 2025