



Enterprise
WASTE MANAGEMENT

Enterprise Waste Management Ltd

TRAINING AND DEVELOPMENT POLICY

This policy is fully supported by the Management of Enterprise Waste Management Ltd. We are committed to developing everyone in the organisation so that they may reach their full potential.

We will provide relevant and appropriate training and development for our staff to ensure that we establish and maintain the skills and knowledge that are required to achieve our current and future business objectives.

We will ensure:

- We train and develop our staff to be competent in their current role
- All new staff receive induction training as mandatory.
- That all staff are given opportunities for career development and to encourage staff to achieve their potential beyond the needs of their current work role.
- To ensure that Self Development is the responsibility of each individual.

Health and Safety

All staff undergo basic Health and Safety Training. Specific training is then available where relevant to the job.

Identification of Training Needs

Meetings take place which identify an individual's training and development needs and how these will be achieved. These are then discussed and agreed between the individual and the General Manager, formally on an annual basis with a bi-annual review.

Training Evaluation

All Training and Development will normally include criteria by which the performance of individuals can be evaluated. The success of all Training and Development is then assessed against these standards.

Training Plans and Records

Each year an Organisation training plan is produced linked to the Enterprise Waste Management Strategy.

Nathan Darbyshire

Company Director

11th June 2018