

# Training

## **What this policy covers**

This policy applies to employees and workers.

The Company recognises that it is its people who play a crucial role in ensuring the success of the business and is therefore committed to providing training and development to improve your skills and competence.

The Company will provide you with appropriate training to develop the knowledge and skills necessary for you to perform your duties effectively. Wherever possible, the Company will ensure you have every opportunity for career development.

This policy covers the different types of training and development you might expect and how the Company may recover the costs of training from you in particular cases.

## **Your entitlements**

The types of training that the Company provides falls into four broad categories: induction, occupational, internal and external.

### Induction training

As a new starter, you will be given a comprehensive introduction to the workplace, your colleagues, catering facilities, duties, health and safety and other procedures.

Your manager or supervisor will assess your training requirements and arrange for that training to be provided. As far as possible, the Company will meet your training needs by a combination of occupational, internal and external training.

### Occupational training

Throughout your time with the Company, there may be a need to acquire new skills and these can be gained through occupational training delivered by colleagues.

### Internal training

Occasionally, the Company may arrange for external training providers to deliver training courses in the workplace. This form of training might be triggered by the introduction of new equipment or working methods and will be arranged when the Company feels the training cannot adequately be provided in-house.

### External training

External training may be provided in a variety of forms, ranging from short courses of a few hours' duration through to lengthy courses leading to the award of qualifications.

Where necessary, the Company will arrange for you to undertake external training if this cannot be provided internally.

## **Procedure**

### Paying back your training costs

When you undertake external training courses with significant cost implications, you will be required, prior to commencing the course, to sign an agreement to repay all or a proportion of the costs of the course if you leave the Company's employment within a certain time period. Full details will be set out in your training cost agreement.