



R J Holmes Electrical Contractors Ltd

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The Company is committed to providing an environment for personal achievement, growth and continuous personal development for ALL its staff and to influence others to ensure that their own staff are trained and motivated to the same high standards

TRAINING POLICY

Our policy is aimed at achieving the preservation and development of human resources, creating and sustaining a positive learning culture that secures involvement at all levels within the organization. It will be sustained by effective communication and promotion of competence, which will enable all personnel to contribute even more effectively to the business performance of the organizations that employ their skills, whilst meeting their responsibilities to people with whom they work and the environment in which they live.

The Company recognizes the critical importance of developing and investing in its supply of labour. As a service orientated organization the Company's vision, values and policies will be implemented through the performance of its staff. In order to deliver a high quality service to our customers, all staff will have the opportunity to acquire and enhance the skills, knowledge and abilities they need to perform their job effectively, developing their own potential to respond to any future changes.

The directors of the Company are committed to investing in the continuous development of staff to achieve the aims, objectives and aspirations of the organization. This investment, in planned staff development and training, is subject to regular appraisal by the Managing Director. These appraisals identify where training, benefiting both the individual and the organization could enhance performance or scope of activities.

The whole ethos of the Company is to develop and utilize local people in order to meet the business challenges of organizations. To this effect, the company uses a simplistic concept embracing the underlining principles of the employment and training of local people to meet local labour market needs.

R J Holmes

Director

6th August 2009