

Training Policy

Kitcher Risk Solutions will provide all training and skills development required by employees to ensure their safety and the control of risk within the business.

We encourage the continuous learning and professional development of employees and will support such development through training, mentoring, shadowing, networking and conference attendance.

Responsibilities

The Director will:

- Identify the knowledge and skills required for roles within the organisation including safety, technical and leadership competencies. This will be done with the input of relevant employees.
- Communicate the required competencies to employees and applicants through position descriptions, job adverts and other means.
- Recruit employees with the necessary competencies or the capacity to acquire those competencies within a reasonable period of time.
- Provide sufficient induction training in order to enable a new employee or contractor to carry out their duties in a safe and effective manner. This will include, at a minimum, workplace hazards, hazard controls, company health and safety procedures and reporting arrangements.
- Assess individual competence and identify training needs of employees and regularly agree a personal development plan.
- Provide training in accordance with employee development plans. Delivery may be through internal resources, an accredited Registered Training Organisation (RTO) or another provider.
- Identify opportunities for individuals to attend conferences, meetings or training sessions that will deliver improved knowledge and skills applicable to their current roles and personal career development.