

Personnel Policy

Learning & Development



Fairbrother is committed to building a high-performance culture where our people can learn and grow to their highest potential. We aim to bring together a team of highly capable and qualified people to encourage the continual development of our people by providing training, learning and development opportunities. We believe in investing in our people for the long term and growing a culture of continuous learning and development.

Our aim is to build capability, enhance our competitive advantage and create an engaging, challenging and rewarding workplace for all staff and employees.

We will achieve this by:

- Identifying learning and development needs and opportunities
- Providing essential operational training
- Supporting employees to learn and grow to their highest potential
- Facilitating individualised employee development plans
- Facilitating a dynamic training plan for staff and employees and leadership development for emerging and existing leaders
- Developing mutually beneficial relationships with training service providers and other educational bodies
- Promoting Fairbrother as a “quality company”.

We will facilitate this through formal and informal ways including relevant:

- Trade apprenticeships
- Vocational education
- Knowledge, skill and competency based training
- Industry accreditation
- Coaching, mentoring and knowledge sharing
- On the job experiences and projects

Training which provides staff and employees with the skills necessary to undertake work safely is defined as essential workplace training. Staff and employees must attend all essential workplace training courses.

A handwritten signature in black ink that reads 'Craig Edmunds'.

Chief Executive Officer
Fairbrother Group
30th January 2017