

REASSURINGLY *high competency levels*

Amey

Amey is involved in numerous street lighting works, both on strategic road networks (motorways and trunk roads) and also local roads. They recognise the importance of ensuring the right training is provided and undertaken by their employees which will enable them to deliver a high quality service, mitigate risk and reduce inefficiencies.

Amey signed up to HERS, not only because it is a requirement of the Highways Agency, but also because it instils best practice of managing the Health & Safety training for their employees. As a result, Amey have implemented the requirements of HERS across all their street lighting operations.

Across the industry, HERS is increasingly being specified in highways maintenance contracts and currently Amey has around 60-70% of their contracts specifying HERS.

HERS has introduced a structural portfolio of training and experience to Amey's internal training programmes. The portfolios have become part of their contract requirements and all training is provided by either a training company that is approved through HERS or delivered to a national recognised standard. It has also brought a focus which ensures the level of employee competency is maintained at a high



standard and has raised the standard of safety overall in how their operations are carried out.

Barry Hale, Service Director (Street Lighting) of Amey, commented: "One of the main benefits of HERS is that it has encouraged us to adopt robust health and safety standards and it ensures the correct training is implemented and refresher training is kept up to date."

He continued: "We can also demonstrate to clients through HERS that Amey meets nationally recognised standards with respect to Highway Electrical equipment for quality and health and safety."

Support from the management team in Amey has been very evident as they appreciate the benefits HERS has brought to the business. The scheme brings them reassurance that the company is continually meeting industry requirements and that reassurance is passed onto the clients.

Operative employees have equally seen benefits coming from HERS being implemented. They know they are receiving industry-recognised and appropriate training, and have a training and experience portfolio that will aid them in developing and enhancing their careers.

Amey has chosen to adopt HERS across all their relevant operations and as a major player in the industry, Amey would encourage the same specification which are mandatory in strategic road contracts to be included in contracts for local roads.

The Highways Electrical Registration Scheme (HERS) is the Competency Scheme for highway electrical works.

It requires that employees working in the highway electrical industry be assessed for competence by their employers and be issued with a certificate that identifies the employee as an Authorised Person allowed to carry out work appropriate to the level of competence against which they have been assessed. In addition, the Scheme requires that a Technical Audit be carried out at intervals no greater than every two years to ensure the validity of the assessment process.