

## ***BENEFITING*** from a better qualified workforce

Dudley Metropolitan Borough Council



**In 2005, Dudley Metropolitan Borough Council identified that HERS was becoming the recognised industry standard for measuring and monitoring competence levels of those workers who carry out highway electrical works.**

The Council signed up to HERS in 2005 and now have 18 employees registered. They have enjoyed many benefits from being part of the scheme, one of the most significant being a stronger training and professional development programme for their employees. With a better-qualified workforce the council

knows that the quality of the work being produced is of a higher standard.

Mel Harwood, Team Manager – Street Lighting for Dudley MBC, said: “Being part of HERS has made us more proactive in managing our training needs and requirements. The systems make it easy to keep detailed records and we are able to pay greater attention to both initial training needs and any refresher or development needs that our employees require.

“In addition, the scheme has helped us with the Comprehensive Area Assessments, which are compulsory

for the Audit Commission. It is also beneficial for our Investors in People programme and clearly demonstrates to our people that we do value them and the work they deliver.”

**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.