

RECOGNISING the value of competence registration

Lancashire County Commercial Group

Lancashire County Commercial Group first signed up to HERS four years ago when they recognised the important benefits from quality management systems and the National Highways Sector Scheme to which HERS is attached. They have approximately 98 per cent of their electrical highways workforce registered. The remaining two per cent is attributed to general employee movement and to new starters still undergoing the internal assessments, who will in time become registered.

The Commercial Group recognise the value of HERS and demonstrate their belief in the scheme by specifying that all sub-contractors must be registered to HERS.

The benefits which Lancashire County Commercial Group values include being confident that all employees are competent in their job due to the regular monitoring of skills levels. The employees who have the correct level of training and qualifications for a job are quickly identified, so they have the right people doing the right jobs.

They can also easily identify if specific training needs so resources can be targeted properly which helps with achieving greater efficiencies and getting the best value out of the



budgets. As a result the Commercial Group can provide a better quality of training for their employees and ensure they are making best use of their funding.

Nick Day, Centre Co-ordinator and Lead Verifier for Lancashire County Commercial Group, stated: "As a result of signing up to HERS, Health & Safety issues have improved as our workforce is fully trained and competent and is assessed on a regular basis. The more organisations we can get to sign up to schemes, such as HERS, and monitor

them properly the better our industry standards will improve. This is no doubt what everyone is keen to see happen.

"We can see that in the future, being registered with HERS will be a benefit when it comes to tendering for new work as we will be able to easily demonstrate that we consistently adhere to industry standards for our highways electrical work."

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.

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