

RAISING *the bar of professionalism*

May Gurney Cartledge



Keen to be regarded as market leaders in setting high standards, in 2003 May Gurney Cartledge was one of the first organisations to adopt HERS. The company has always positioned Health & Safety as one of their priorities and through HERS they were able to measure the competency levels of their employees against the industry benchmark.

Although much of their work has been on local roads and therefore only a small proportion of their work has HERS specified in the contract, May Gurney Cartledge has embraced HERS across the board.

In recognition of the importance they place on having a well-trained and competent workforce, and in response to the opportunities HERS opened up, they have set up their own in-house Training and NVQ Centre. As a result,

May Gurney Cartledge's workforce has developed in its professionalism and their operative employees appreciate the opportunities of personal development through the scheme. Linked to the Training and NVQ Centre and HERS, they also now have an 'Operative of the Year' award, which is hotly contended for each year.

Graham Smith, Training & Development Manager of May Gurney Cartledge, stated: "Management within May Gurney Cartledge has seen the business benefits resulting from a better trained and competent workforce, and fully appreciate what can be gained from the holistic on-site assessments. The implementation of HERS has provided a large contribution to the development of May Gurney Cartledge's training programmes and aided the training team in providing a valuable contribution to the business.

"If the specification of HERS were to be included in all highways contracts, strategic and local roads, it would strengthen the industry through ensuring consistent high standards being employed and continuous improvement of the health and safety culture which has been developed."

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.