

## **Training and Development**

The Russell Group recognise the vital role that all employees must play in achieving its Visions and Missions. Training and Personal development are therefore viewed as crucial to the attainment of those goals and objectives.

The Group companies will ensure all employees are trained in the requirements of their job and in the standards expected. The need for training will be identified by line managers, usually during the appraisal/personal development review process.

Training will be used to address identified skill shortages and may take various forms; such as on the job, off the job and shadowing (i.e. being with another operator for a period of time).

There will be a mix of internal and external training providers delivering high quality training to further develop the existing skills of our employees in an ever changing operational environment.

The Russell Group wish to retain a highly skilled and motivated workforce to consistently deliver value added logistics.

A fully qualified Driver Trainer is employed with the sole purpose of developing the existing skills of our driving workforce. His role is to deliver all related training activities such as, economical and defensive driving technique, accident prevention, ADR, Manual handling, tachograph and drivers' hours training to name but the core functions.