

Learning and Development

Rentokil Initial is committed to ensuring that colleagues have the support, tools and training to do their job well. The company will do this by:

- Understanding the training needs of colleagues and committing to a training plan to meet those needs
- Providing training to equip colleagues with the necessary knowledge, skills and experience to deliver great results
- Provide development, support and career progression for colleagues who demonstrate potential
- Ensuring equality of opportunity for all colleagues

The company may, at the discretion of the line manager and HR function, support colleagues who need to take professional qualifications that directly add value to their current job or to support career development within the business. A condition of this support is that the colleague remains in employment for a period of not less than two years following the completion of any such external course or training paid for by the company. An agreement will need to be signed by the colleague prior to the commencement of the external course. In the event that the colleague leaves employment or is dismissed for any reason (apart from redundancy) before the completion of such period, they must repay in full the cost of the course or training if they leave in the first year and pro rata for the second year.

The company reserves the right in these circumstances, and where local legislation permits, to deduct a sum of money equivalent to that owed from the colleague's final salary payment. In these circumstances, if the final salary payment is not sufficient to meet the amount, the colleague will be required to repay the outstanding balance within one month of the date of termination of employment.

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