**Prohibiting Future HSE Course Discounting**

PDO has an array of HSE courses that it requires its staff and contractors to attend to improve or maintain their competency. These courses are carefully costed to provide the best available price whilst still retaining the necessary quality of delivery, competency and experience of the trainers.

The course prices are provided to all tenderers to price their contracts with PDO as required in the tender documentation and forms part of the contract terms.

A small number of PDO contractors have historically demanded the PDO Approved Training Providers (ATPs) award them substantial discount rates for them to choose them for their HSE training. This has resulted in a downward price spiral, adversely affecting the ATPs ability to maintain and deliver PDO courses to the required minimum quality for everyone else.

As a result, PDO and the ATPs have reached agreement to prohibit the discounting of all future newly introduced HSE courses, effective immediately. The ATPs have agreed to secure the quality of their training provision, including the installation of CCTV cameras in classrooms which will be used for monitoring performance and complaint investigations. Video records of the training will be kept digitally for a month to support investigations into any complaints.

The ATP management has also signed a Code of Conduct as have their trainers and assessors. Any breach of these conditions will result in suspension or removal of their approval.

As part of this agreement any evidence of discounting for new courses by an ATP will henceforth be treated as a breach of the Code of Conduct.

Additionally the ATPs have all agreed to a reduced price for the new HSE Orientation course which launches August 1st for all PDO contractors and PDO employees. The reductions in rates will need to be taken into account within Variation to Contract (VTCs) to allow PDO to achieve the savings.

For any questions or queries please contact PCL8.

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