

LEARNING AND DEVELOPMENT

Training and Development at Heckerbella Limited is paramount and as such all staff are mandated to get involved. This document covers the guidelines for trainings and certifications.

Eligibility

S/N	DURATION	POLICY
1	Staff that have worked in Heckerbella for 18 months and above	Heckerbella pays 100% of the Certification cost
2	Staff that have worked in Heckerbella for 12-17 months	Heckerbella pays 80% of the Certification cost
3	Staff that have worked in Heckerbella for 9-11 months	Heckerbella pays 50% of the Certification cost
4	Staff that have worked in Heckerbella for less than 6 months	Are not eligible for this

BUDGET

S/N	Cadre/Role	Budget
1	Management Staff	500,000
2	Supervisors/Senior Developers	400,000
3	Officers/Intermediate Developers	300,000
4	Interns	100,000



KINDLY NOTE:

- 1. Employees are required to obtain one recognized professional certification once every two years.**
- 2. It is mandatory for staff to obtain a recognized professional certification within six months after employment confirmation.**
- 3. Heckerbella Limited will only pay for your certification exam and not courses, however, staff have access to Heckerbella's paid LinkedIn learning platform and others.**