

CASE STUDY

Company: Kinnerton (Confectionery) Company Limited

Industry: Food Manufacture

Location: Sherburn in Elmet

Perm Employees: 38

Staffing issue: Kinnerton confectionery are a large manufacturer of confectionery products based in Norfolk. They recently took over a small independent company based in Sherburn in Elmet. Kinnerton specialise in high volume contract manufacturing projects for some of Europe's largest chocolate manufacturers. After taking over the smaller business, Kinnerton started to run one of it's newer contracts from the site. The contract was for the UK's largest chocolate manufacturer.

The initial forecasts meant that 28 additional staff were required to man the project, Abbey Personnel successfully recruited these people and integrated them into the existing workforce.

As the contract developed the volume of product required by the client company increased hugely, this had a massive impact on the staffing requirements. Overnight, the staffing levels started to increase, Abbey Personnel were asked to provide additional staff systematically into all areas of production, taking the numbers of temporary staff to 130 people at its peak.

The solution: Abbey Personnel needed to recruit people quickly and efficiently to allow Kinnerton to keep producing at the rate their client required. Due to the fact that some roles were entirely new, on occasion, staff were recruited with less than 8 hours notice.

The original company had never had so many people on site and the infrastructure and facilities of the business were put under pressure , Abbey Personnel took control of all PPE.

Specialist food production footwear, ear defenders and dust-masks were purchased by APS. Abbey Personnel also provided specialist storage racking and appointed supervisors to manage the issue of all PPE.

To fulfill the volume required at such short notice, Abbey Personnel needed to recruit from larger conurbations. Transport was provided to those people who required it.

Abbey Personnel introduced a timesheet system which integrated into Kinnerton's own systems, they introduced further checking procedures to ensure that the correct number of hours were being billed weekly.

Certain tasks arose, which required additional people for fixed periods. i.e 24 hours, Abbey Personnel managed these requirements by stipulating shifts and numbers, ensuring jobs were done efficiently whilst adhering to the Working Time Directive.

Summary:

Abbey Personnel were able to react extremely quickly to their client's unexpected need by providing effective and flexible labour as the contract developed.

As experts in managing large temporary workforces, Abbey Personnel introduced their own systems to log hours worked etc.

Specialist food production PPE was provided and managed by APS, at no additional cost to the client.

In short, Kinnerton Confectionery was able to take on a contract which more than tripled its workforce at short notice with limited facilities whilst maintaining quality and efficiency standards.