

CASE STUDY

Company: M H Poskitt Ltd

Industry: Farmer and Packhouse

Location: Kellington, North Yorkshire

Perm Employees: 150

Staffing issue: M H Poskitt Ltd are a leading supplier of carrots to one of the UK's major supermarket chains. They regularly process up to 3000 tonnes of carrots and parsnips per week, grading and packing own grown and imported produce.

M H Poskitt's labour requirement fluctuates daily, dependant on their customer orders and the quality of the crop. They work seven days per week and their staffing need can swell to 100 people at busy times such as Christmas.

Due to the nature of the work and being a licensed industry under the Gangmaster Licensing Authority laws, M H Poskitt have extremely high standards regarding corporate responsibility and ethical employment practices.

Due to some roles being deemed agricultural, a system needed to be introduced to differentiate between Agricultural Wages Order and National Minimum Wages legislation.

Flexibility toward working hours was required based on the nature of the product and orders.

The rural site of the packhouse meant that transport would need to be provided.

The solution: Abbey Personnel's transparent, ethical recruitment practices mirrored those of M H Poskitt and their clients. Being one of the first Labour Providers in the UK to be issued a GLA licence and passing an additional GLA audit with flying colours gave M H Poskitt confidence in the knowledge that Abbey Personnel worked to the highest standards.

Abbey Personnel recruited candidates who were prepared to work at short notice, who could be flexible regarding hours.

The GLA and DEFRA were consulted and a system was developed to ensure people received the enhanced benefits of the Agricultural Wages Order. This system was implemented and managed by Abbey Personnel Services Ltd.

All staff were issued with an induction pack, created by Abbey Personnel. The pack contains information such as Pre-Employment Health Questionnaire, Hygiene Regulations, Fire Regulations Quality Statements and Next of Kin Details.

Abbey Personnel met the standards required to operate minibuses with a full Operators Licence, ensuring people could get to work on time and to get home safely.

Supervisors were appointed by Abbey Personnel from their staff. The supervisors were paid an enhanced rate for managing the issue of PPE, logging hours, checking attendance and liaising with the minibus drivers for pick-ups etc. This facility was offered with no extra charge to M H Poskitt.

Summary:

Abbey Personnel were able to recruit a pool of candidates who were prepared to work with less than 24 hours notice.

All staff were fully aware of the type of role and the need for flexibility.

Abbey Personnel working to the highest ethical standards, gave M H Poskitt confidence and met their own Corporate Responsibility Policies.

Serviced minibuses operated under licence with PSV drivers ensured staff were at work on time and were not reliant on public transport.

On site supervisors took responsibility for tasks which released management time for M H Poskitt supervisors.

Abbey Personnel have consistently achieved 100% attendance for 2 years of provision of service.