

Staff management in practice

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Overview

- ▶ 2200 integrated sow herd
- ▶ Managed by my wife Veronica and myself
- ▶ Selling 58,000 pigs/yr
- ▶ Mill and mix all feed on farm
- ▶ 11 full time employees
- ▶ 3 part time
- ▶ Contractors; pig sales, slurry, feed,
- ▶ On average 15 years per employee



Time management

▶ Working day:

- Mon– Fri 7am–4pm
- Weekends; 6am–10am

▶ Rostering

- Every 2nd weekend
- Including bank holidays

▶ Delegation

- Dry sow 2 staff
- Gilt yard 1
- Farrowing house 3
- Weaners 1
- Fatteners 1
- Mill 1
- Maintenance 1
- Office 1



Holidays

- ▶ 21 days
- ▶ Holiday periods vary e.g. 2days–2weeks
- ▶ Flexibility
 - Very important
 - Personal circumstances



Communication

- ▶ Key to staff management
 - Open & honest
 - Progressive & positive
 - Supportive & caring
 - Personal circumstances
 - “*Criticise in private, praise in public*”



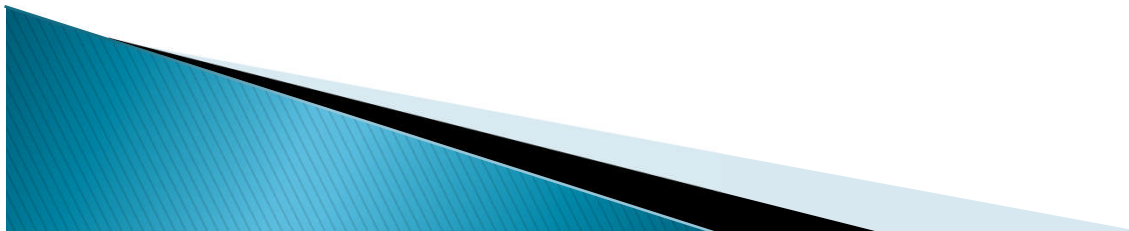
Communication

▶ How often?

- Every day
- Weekly report
- Every quarter KPIs (Teagasc, nutritionist, vet)

▶ How you communicate

- One-on-one, staff meetings
- Go through each section of unit, ID issues
- Listen & Acknowledge viewpoints



Staff facilities

- Large modern canteen
- 4 showers, changing facilities (men & women)
- 3 toilets
- 2 offices
- Clothing & footwear
- Protective gear (dust masks, ear muffs, goggles)



Staff retention

- ▶ On average 15 years per employee
- ▶ Acknowledge age profile
- ▶ Wage
- ▶ Facility
- ▶ Flexibility
- ▶ Communication, valued employee
- ▶ Good working hours, flexible when needed
- ▶ Christmas bonus



Training

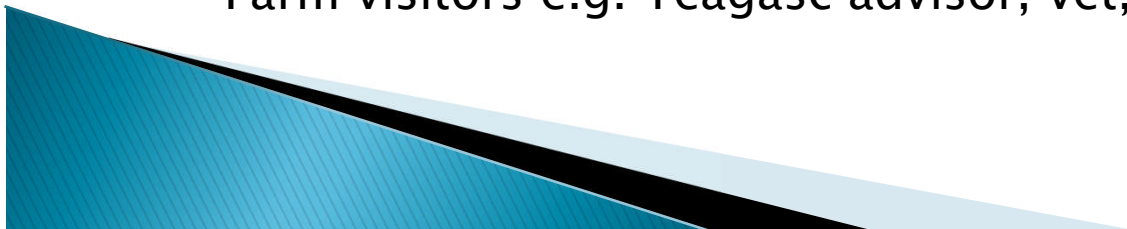
► Myself

- Teagasc workshops
- Variety of events & conferences
- Trade shows
- Foreign study trips
- Learn from other sectors
- Discussion groups



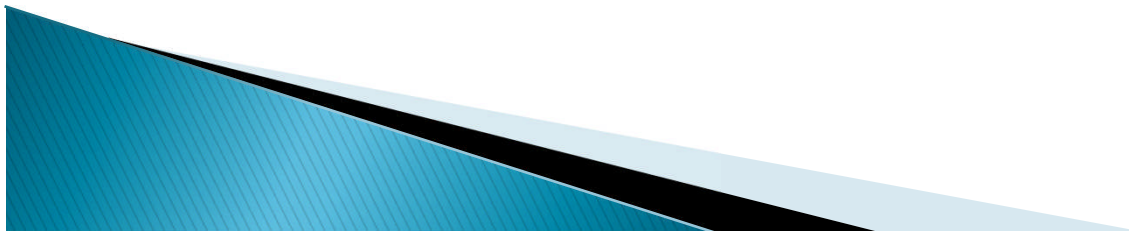
► Staff

- Teagasc FETAC pig course
- Teagasc workshops
- Events & conferences
- Teagasc newsletters
- Farm visitors e.g. Teagasc advisor, vet, nutritionist



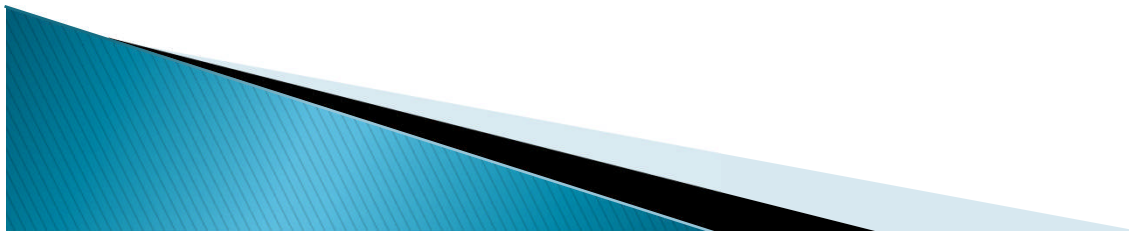
Insurance

- ▶ Good cover essential
- ▶ Good communication with insurance company
- ▶ Provide them with health and safety statement
- ▶ Inspection every 2 years
- ▶ Fully compliant with health and safety



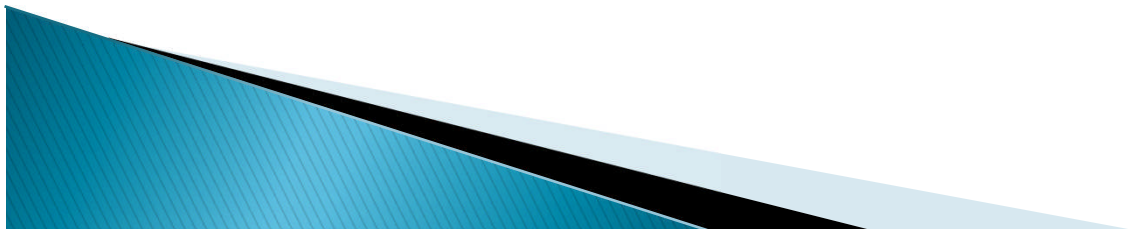
Health and safety

- ▶ Unit is maintained to high health & safety standards
- ▶ Issues reported & addressed ASAP
- ▶ Farm safety statement
 - Staff understand unit safety statement, the requirements & obligations
 - Updated yearly
- ▶ All contractors must have their own H&S in order



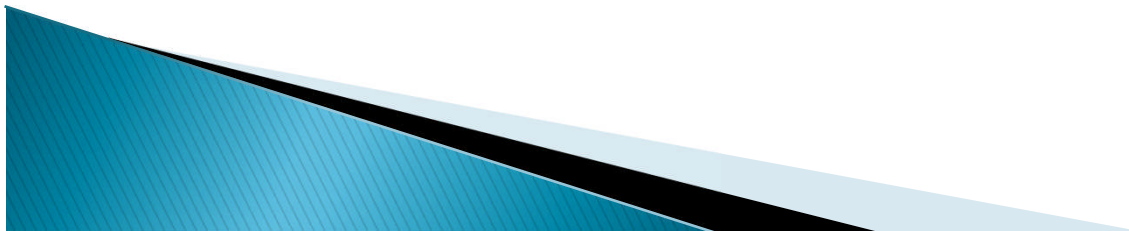
Money management

- ▶ Pay staff
 - Weekly
 - Bank transfer
- ▶ Managing tax
 - Employer covers all taxes



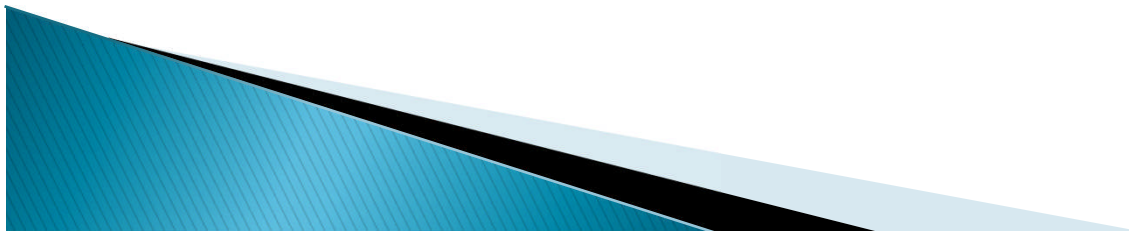
Difficulties

- Implementing change
 - New technologies
 - Job description
- Short notice for time off
- Personal hygiene
- Unit hygiene standards
- Care of equipment & facilities
- Personal differences between staff



What has worked?

- Good wages and bonus
- Good working environment
- Regular communication
- Flexible employer
- Providing training





Thank you!
Any Questions?