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 2\textsuperscript{nd} 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. 2 days–2 weeks
- 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?