

Socio-economic
Resilience

Society friendly

**Background**

Recruitment and managing the workforce (or human resource management) is becoming more important in agriculture since an increasing number of farms have employees. Creating an attractive workplace is important for attracting and retaining staff.

How does the strategy work?

The aim should be to create a good working relationship between the employee and the employer. Good people management and communication is key.

Good work package

- Competitive salary
- Regular and defined working hours
- Holiday allowance and flexibility

Create an attractive workplace

- Training plans in place and regularly reviewed (in-house training or through external courses) – invest in staffs personal development
- Give staff areas of responsibility
- Good facilities (good layout and cow flow, reduced time/make job easier)
- Create defined roles so each employee clearly understands what is expected of them

**Positive features**

- Creating an attractive workplace helps with recruiting good staff
- Retain valuable employees
- Improve the work-life balance for employees
- Upskill employees
- Improved communication across the farm

**Be careful, especially on these points**

Ensure you know your budget for providing training. Consider novel initiatives such as joint training and courses across multiple farms.

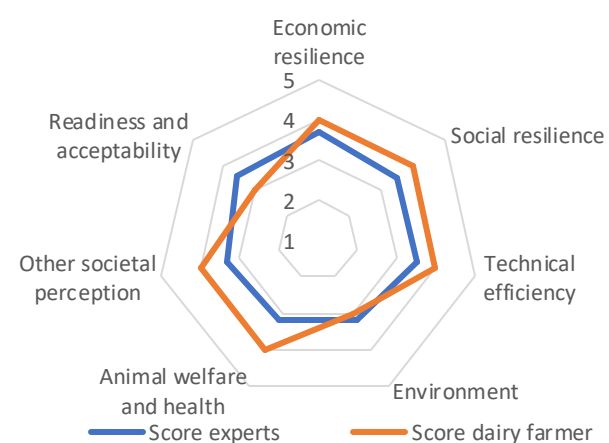
Specific advises

Meet with staff regularly (schedule management meetings)– allow employees to communicate and make suggestions on ways to improve their working environment and on how they can progress in their career

Investment?

Invest in:

- Training for staff
- Improved facilities
- Training for employer to improve skills in people management
- Time (meetings with staff, training, planning rotas)

Assessment of method**Quote of the farmer:**

“Attracting good staff is important but retaining good staff is even more important”