

Business Update – Risk Assessment: People



Information correct as at 14:00pm on 03.07.2020

- There are 6 months to go until we leave the EU
- Ensure that current employees are aware of the EU settlement scheme
- Review your recruitment and training policies

This week marks the six-month count down for our departure from the EU (provided there is not a last-minute extension) and with it a raft of legislative changes applying from 1 January 2021. Therefore, it is timely to prepare and assess business risk.

With a new points-based immigration system starting in January 2021 that is set to hinder dairy recruitment from the continent. It is important to mitigate the business risk, if European labour is used, as soon as possible.

Will it affect current members of staff from the EU?

No – however, they must be living in the UK by 31 December 2020 and apply to the EU Settlement Scheme by 30 June 2021.

Encourage and support employees to apply: <https://www.gov.uk/settled-status-eu-citizens-families>

How can I approach my recruitment differently?

Advertise in the right places

- Advertise locally for milkers and general farm workers
- Broader recruitment campaigns are best for more specialised roles
- Utilise social media to show case your farm and the role – it is free!

Be open-minded

- Do not be afraid to recruit outside agriculture – the right attitude is often more important than experience
- Apprenticeships can be a cost-effective way of managing team succession
- Appreciate that most employees do not want to work 60+ hours a week so be prepared to re-think your staff planning

Provide training

- Training is essential for all staff whether experienced or not – start from day one
- Provide training regarding the role but also share the business' goals and manager's expectations
- Establish a robust training programme including 'refresher' training after the first year ensuring that the employee is aware of the process

What next steps should I take?

- Assess the potential risk for individual employees - age, performance, family, etc
- Review staff turnover from the previous three years to see if staff retention is an issue
- Review roles and responsibilities to ensure that staffing levels are correct