

MANAGING AND EMPLOYING LABOUR ON DAIRY FARMS

Dairygold Dairy Conference

Nollaig Heffernan

12th January 2018

EMPLOYER-EMPLOYEE ALIGNMENT

1. Business
Awareness

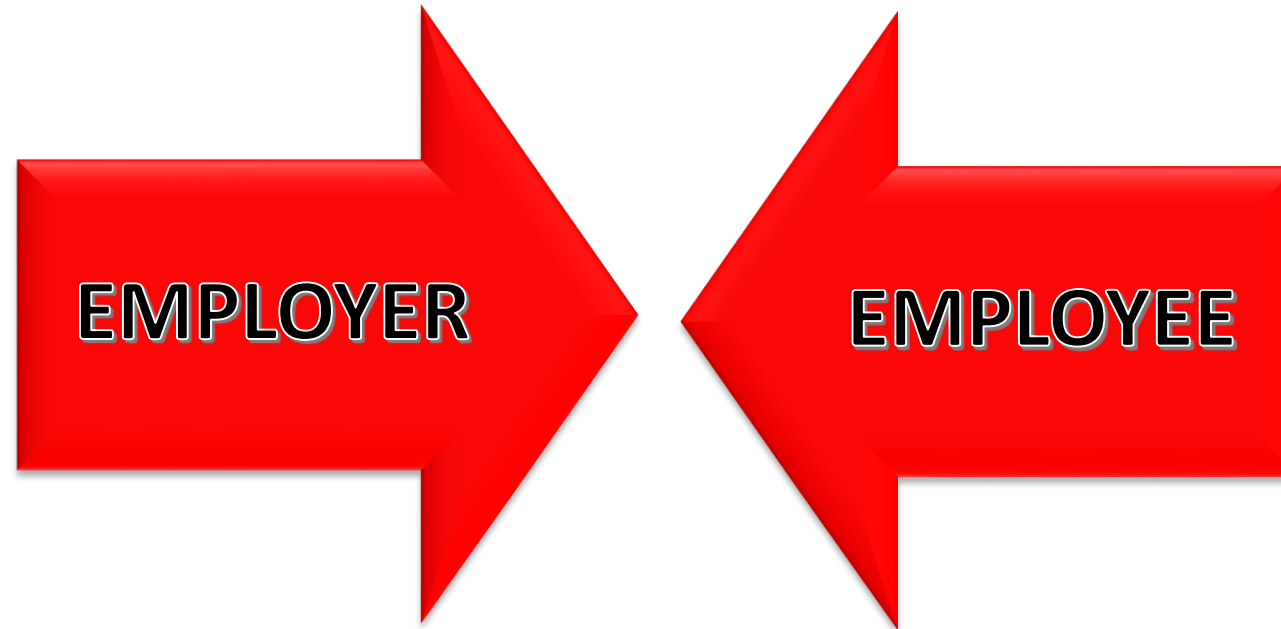
2. Self
awareness

3. Employee
profile

EMPLOYER

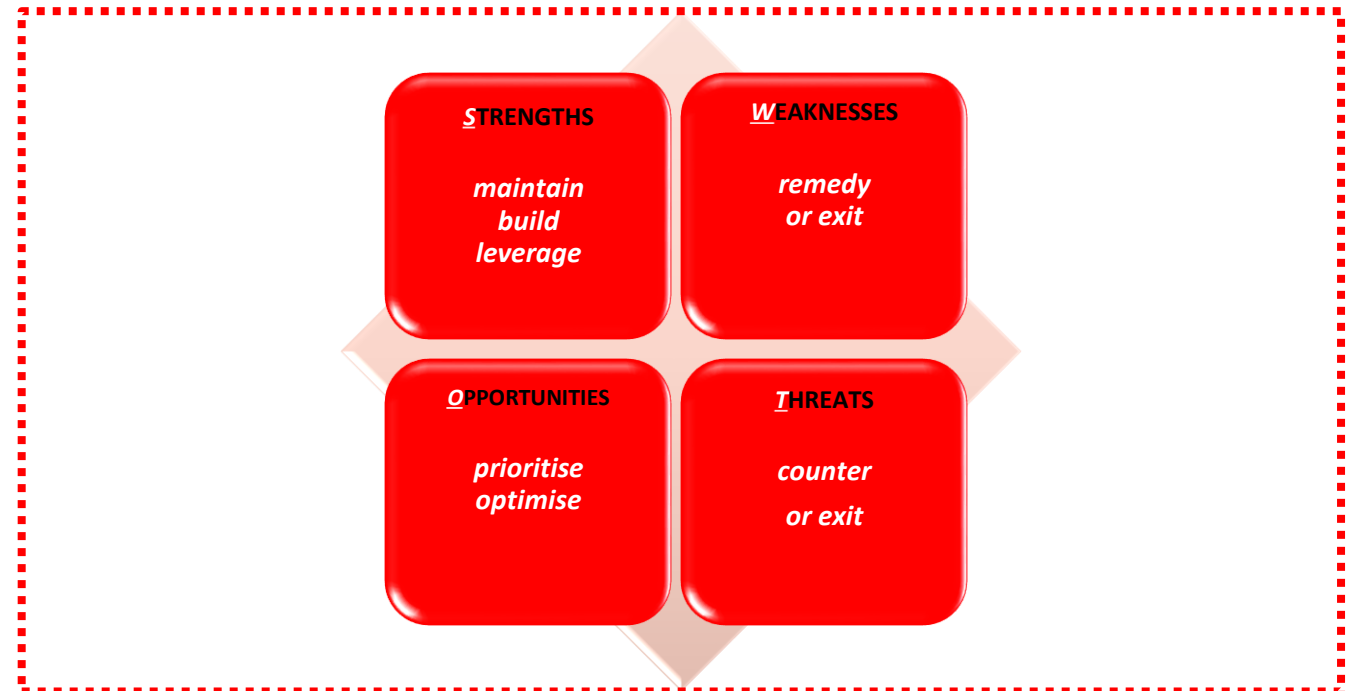
EMPLOYEE

4. On-going working
relationship



1. BUSINESS AWARENESS

- Is it right for my business?/Do I have a role for the employee?
- Can I absorb the cost if my business is hit?
- *Legal requirements (WRC)
- Implications
- Alternatives



2. SELF-AWARENESS

- Become an employer → learn!
- Do I actually know what I do?
- Do I really need to do what I do?
- Can I articulate what needs to be done?
- Do I know my strengths and weaknesses?
- Exit interview



3. EMPLOYEE PROFILE

- Know your employee before you know your employee
 - Job Description
 - What the job entails
 - Job Specification
 - What is required to do the job
- Check references
- Communicate, communicate, communicate...



4. ONGOING WORKING RELATIONSHIP

- Ongoing evolving relationship
- Dynamic workplace
- Changing motivations
- Retention → investment
- Communication, communication, communication...
- Escape clause



SQUARE OF COMMUNICATION

RIGHT TIME



RIGHT PLACE



**RIGHT
PERSON**



RIGHT AGENDA



RIGHT WAY



COMMUNICATION: RIGHT AGENDA & RIGHT TIME

The Farming Year

2018	January	February	March	April	May	June	July	August	September	October	November	December
Monday	1				1					1		
Tuesday	2				2					2		
Wednesday	3				3					3		
Thursday	4	1	1		4					4	1	1
Friday	5	2	2		5	1				5	2	2
Saturday	6	3	3		6	2				6	3	3
Sunday	7	4	4		7	3				7	4	4
Monday	8	5	5		8	4				8	5	5
Tuesday	9	6	6		9	5				9	6	6
Wednesday	10	7	7		10	6				10	7	7
Thursday	11	8	8		11	7				11	8	8
Friday	12	9	9		12	8				12	9	9
Saturday	13	10	10		13	9				13	10	10
Sunday	14	11	11		14	10				14	11	11
Monday	15	12	12		15	11				15	12	12
Tuesday	16	13	13		16	12				16	13	13
Wednesday	17	14	14		17	13				17	14	14
Thursday	18	15	15		18	14				18	15	15
Friday	19	16	16		19	15				19	16	16
Saturday	20	17	17		20	16				20	17	17
Sunday	21	18	18		21	17				21	18	18
Monday	22	19	19		22	18				22	19	19
Tuesday	23	20	20		23	19				23	20	20
Wednesday	24	21	21		24	20				24	21	21
Thursday	25	22	22		25	21				25	22	22
Friday	26	23	23		26	22				26	23	23
Saturday	27	24	24		27	23				27	24	24
Sunday	28	25	25		28	24				28	25	25
Monday	29	26	26		29	25				29	26	26
Tuesday	30	27	27		30	26				30	27	27
Wednesday	31	28	28		31	27					28	28
Thursday		29	29			28					29	29
Friday		30	30			29					30	30
Saturday		31				30						31
Sunday						31						
Monday												
Tuesday												

The Year Ahead

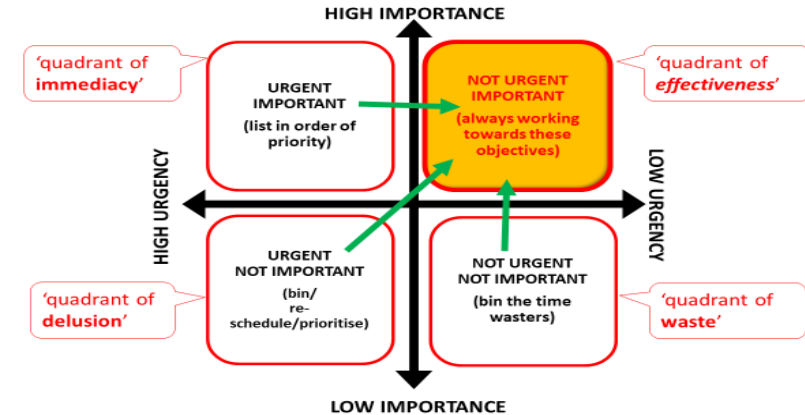
January	February	March	April	May	June	July	August	September	October	November	December
1				1		1	1	1	1	1	1
2				2		2	2	2	2	2	2
3				3		3	3	3	3	3	3
4				4		4	4	4	4	4	4
5				5		5	5	5	5	5	5
6				6		6	6	6	6	6	6
7				7		7	7	7	7	7	7
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26				26		26	26	26	26	26	26
27				27		27	27	27	27	27	27
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29				29		29	29	29	29	29	29
30				30		30	30	30	30	30	30
31				31							31

The Coming Months

	September	October	November	December	January
1					
2					
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The Daily Approach

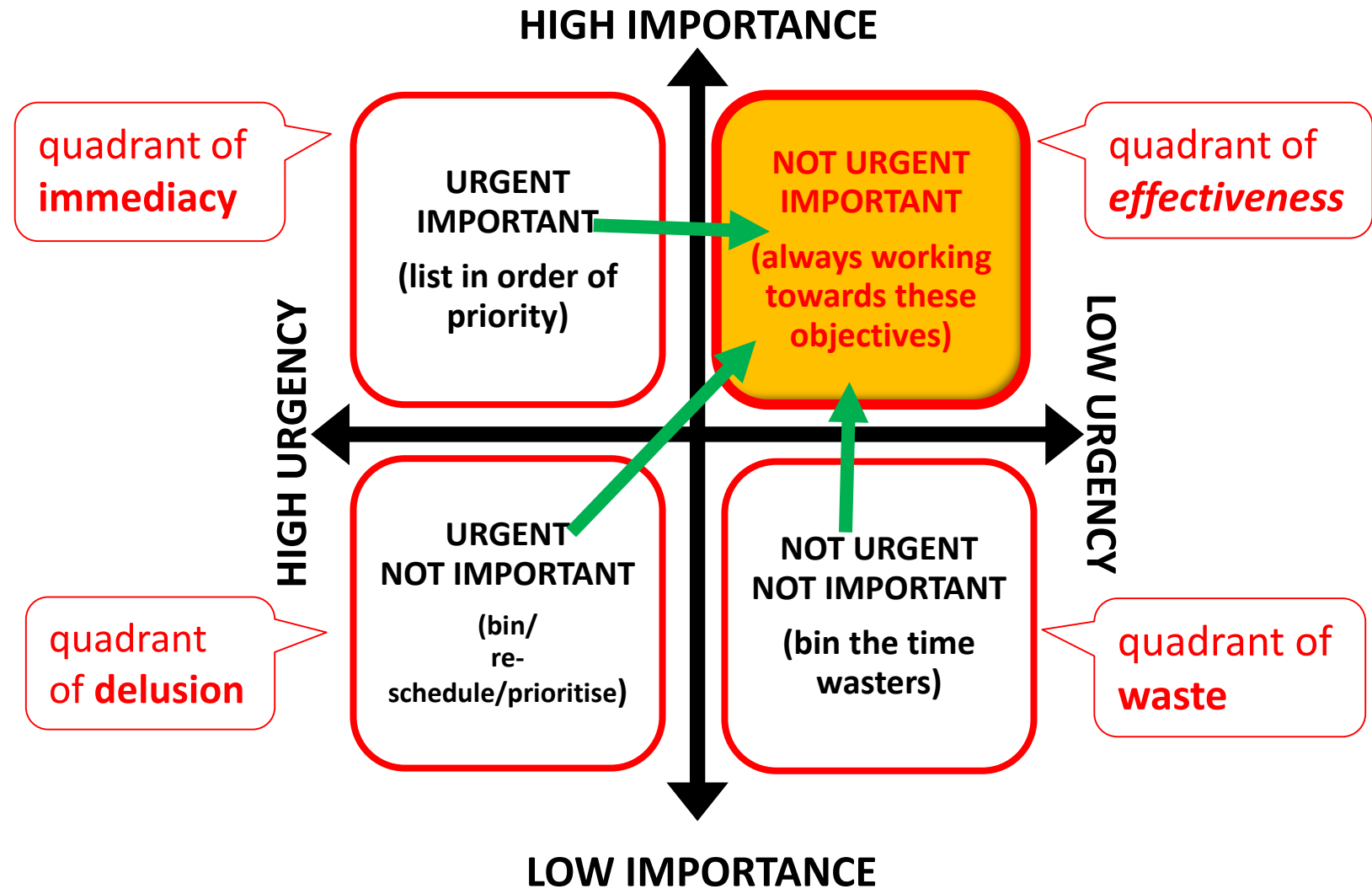
TASK PRIORITISATION



DAILY PLANNING

06.00	
07.00	
08.00	
09.00	
10.00	
11.00	
12.00	
13.00	
14.00	
15.00	
16.00	
17.00	
18.00	
19.00	
20.00	
21.00	
22.00	

1. Start and finish time.
2. Discount time not available to work.
3. Allot time to 'must be done' tasks e.g. milking feeding, serving, etc.
4. Make good use of the remaining time by assigning it to specific tasks.



EMPLOYER-EMPLOYEE ALIGNMENT*

✓ Business Awareness

✓ Self-Awareness

✓ Employee profile

EMPLOYER

EMPLOYEE

***CONSTANTLY REVIEW**

✓ On-going working relationship

ON REFLECTION...

- Can I **clearly articulate my expectations** for my business/myself/my employee?
- Can I **clearly define** what I need my employee to achieve daily/weekly/monthly/yearly?
- Can I define **performance standards**?
(unacceptable/tolerable/good/outstanding)
- Am I **approachable**?
- **Today:**
 1. **What might I need to do/do differently to get the best out of my employee?**
 2. **What can I do to make Spring Calving 2018 successful?**



THANK YOU!