

New Training Drive Gets Into Gear

ANM is about to undertake one of its single biggest training exercises ever that will involve 110-staff from across the entire group.

A new training package has been drawn up to help ensure staff safety while driving on company business and will be launched early in the New Year.

While we are confident that our employees are safe and considerate drivers, it is good practice to ensure they are kept up to date with the latest legislation and safe driving techniques.

A specialist driving training organisation, Fast Trak, will carry out on-site training at ANM locations. All staff who drive more than 2000-miles on company business will be involved in a theory session and a short practical exercise on the road.

Those who drive less than 2000-miles will be given a driving pack containing information and advice. They will also be given the chance to take part in the training session if they feel they would benefit from it.

This initiative highlights our determination to improve all aspects of health and safety training for all ANM Group staff, which in turn will enable us to continue our top quality service and professionalism to customers.

It comes after a busy six-months of staff development which is continuing at a steady pace with employees involved in a number of projects designed to suit their jobs and premises alike.

Congratulations

Congratulations go to Jennifer Graham, our SHE (Safety, Health & Environmental) Manager, who gained a Merit pass in the National Examination Board in Occupational Safety and Health examination – the only candidate from the summer Evolve Training session who obtained this result. Jennifer then went on to carry out in-house workshops for managers and supervisors following on from company health and safety meetings.

A new direct dial telephone system has been installed at the Thainstone Centre in Inverurie and all staff completed training from the Comms World team plus refresher sessions delivered by our own experienced staff.

In September a number of Head Office staff attended training on Sharepoint which is an intranet system for sharing information via our IT network and this will be rolled out across the group next year.

That month also saw the induction of two new senior group managers, Keith McCall, Finance Director and Bob Dow, Communications Manager.

Sixteen of our mart driving staff at Thainstone gained their Modern Apprentice awards in Livestock Driving Skills under the instruction of Polaris Learning assessors, with another seven staff from the Caithness Livestock Centre at Quoybrae also successfully completing the course - well done to them all.

As a result Aberdeen & Northern Marts now has a total of fifty three staff, full and part-time, who have achieved the recognised qualification for their industry.

Inductions

The induction of new mart staff continues on an on going basis with specific emphasis on our foreign staff with material being provided either in their own language or in pictorial form.

Thirty-five Eastern European staff at Scotch Premier Meat in Inverurie, took part in several in-house training sessions during July, with most of the material being provided in a variety of languages.

As a matter of interest, the group now has



Thainstone mart staff with their driving certificates.

Group Training Manager, Marilyn Paterson



training DVDs in 22-different languages to cater for the wide variety of personnel in our companies.

Three of our mart and TSA staff completed CPC training for drivers in July and this will now continue with our driver training consultants, Fast Trak under the supervision of Dave Palmer.

Tractor training

Three staff from our Maverston golf course near Elgin in Moray, greenkeeper Richard Sharp, Calum Barclay and Dale Steven, successfully completed Lantra tractor training in July and are undergoing a three day First Aid training. Richard Sharp will be continuing to upgrade his machinery skills in 2011.

Twenty one staff at Yorkshire Premier Meat in Sheffield successfully completed in-house

refresher training in hygiene and health and safety.

Catherine Collis, Darren Dennison and Gary Lomas from YPM attended an ACAS seminar on the Fit Note return to work legislation in August, with Catherine also completing a three day health and safety course in November. She and Darren Slack also completed RSI training in July.

The newly appointed General Manager at Charcuterie, Malcolm Morrison recently completed a development week at the Danish Meat Trade College at Roskilde, Copenhagen and this was followed up by a visit from his tutor Henrik Neumann to the plant at Twechar near Glasgow to observe current practices and procedures.

Six staff at Charcuterie are hopefully about to commence SVQ training in meat and poultry

processing early in the New Year with the help of Polaris Learning staff who will also be visiting the site to assess candidates at their work and who have already secured funding in order to deliver this for the company.

George Burns, Bernie Conn and Paul McGuire all completed refresher forklift training in August.

Critical areas

Plans are being made to provide staff with short hygiene knowledge based sessions through January and February in order to keep focused in this critical area of the production process.

Health and safety, further First Aid training and animal welfare training is currently under review.



Farmers of the future: Pupils from Alford Academy's Alford Countryside & Environmental Society visited Thainstone and were shown round by John Gregor, general manager of Aberdeen & Northern Marts.



Highland Cuisine increase number of Licence holders

Our catering arm Highland Cuisine have recently focused their efforts on licence training with three new personal licence holders on-site at Thainstone: Graham Fryers, Allan Pack and Stacey Smith .

This gives the company a total of five staff who are now licence holders, therefore allowing us to comply with legislation at events, such as summer shows, both on and off site.

Recently pupils from Inverurie and Meldrum Academies completed five days work experience under the head chef, Kevin Souter and supervisor, Linda Fyfe.

Our Barn & Bushel restaurant supervisor, Mhairi McGuire is about to complete Level 3 Supervisory Training with Hospitality Training. She has also been training our waiting staff in the service of alcohol and we now have twenty two staff compliant to date.

Fire Warden training at Thainstone has been under the spotlight recently with a total of sixteen staff completing a programme using the CD-Rom method in the E-Access centre under the watchful eye of myself!

On the left is a photograph of some of them hard at work in a training session – there is a bottle of wine for the person who can identify them all...and correctly guess their scores! Answers please to the Journal editor.