

INVESTING IN OUR PEOPLE

“The heart of our business is very much our people and we intend to formally recognise this by achieving IIP accreditation in 2008” explained Judy Forster, Forster’s Human Resources Director.



Investor in People is a business improvement tool and a national quality standard which provides a framework for improving organisational performance and competitiveness through a planned approach to setting, communicating and delivering business objectives through developing people.

INVESTORS IN PEOPLE

Over a decade has been spent at Forster’s investing in the training, development and appropriate certification of all our people, from our 7½ Tonne Drivers through to our Skilled Trades and Office staff. Through our bespoke job chat system, everyone has the opportunity to learn and make a difference. In 2007 we completed the equivalent of 400 training days, and this is demonstrated in the chart below.

We recognise that the development of our people not only improves skills, job satisfaction and autonomy but also brings with it career development, ownership and staff retention. In a labour market which is tight coupled with a national construction skills shortage, the investment made now will bode Forster well for the future.

“Winning the work is the easy part, although Steve Scott our Commercial Director may disagree! Getting the job completed with the right people to the Forster standard will become increasingly more difficult if we do not take steps now to ensure we have the Skilled Trades and Professional staff to support our operations. I have no doubt that IIP will provide the foundations for our continued success” Maureen Douglas, Forster’s Human Resources Manager.

