

# HANZON SOLUTION TO SEASONAL LABOUR SHORTAGES

Every contractor needs seasonal staff. You need their undivided attention for a few months...and then what do you do with them? Each year it's an issue to lure back good staff from wherever they have amused themselves over winter.

Hanzon Jobs has the solution – it sources good staff from the UK.

Richard Houston runs Hanzon jobs from his base in South Canterbury. Contractors register on the Hanzon website and Richard can then discuss staffing options.

Richard says there are a number of advantages in hiring overseas staff. One is that new machines are often released in Europe before they are here, and often he can find UK staff who are already familiar with the latest models.

"As soon as the new piece of gear rolls into the paddock, they will get the most out of it from day one. The driver knows how to drive it, maintain it, and how to talk about breakdowns to the dealers' mechanic. This allows the boss to work on growing the business instead of spending time helping an unfamiliar driver."

Brian Hughes is a farmer and contractor based in Waimatua, Invercargill. He does silage, baleage, direct drilling and full cultivation. He has six permanent staff but needs 15 during the season. He employed four Englishmen this season. Three were through Hanzon Jobs and the other arrived independently. They arrived in October and left at the end of March.

"They've been brilliant. I've been 100 per cent happy with them. They all had experience in machinery and just hopped straight into it; no training was needed. They all knew what they were doing."



Brian set up a four-bedroom furnished flat in Invercargill for them and provided a car.

"They got on well with everyone and I've offered them all jobs next year. If Richard guarantees six guys of the same calibre next year we'll employ them."

Richard says he tries to meet every worker during his annual trip to the UK.

"It's very important to get the correct match between employer and employee. Someone who's been driving a forage harvester and

**SOUTHLAND CONTRACTOR BRIAN HUGHES' IMPORTED LABOUR FORCE. FROM LEFT: ADAM PIKE, DONALD TOLLEY, AND JAMES SALTER.**

had six tractor and trailer operators underneath him is looking for a similar pace of work out here; so placing him in a small baleage crew won't necessarily work for him.

"His expectations will be too high and he might get bored; someone more low-key off a large family farm might be a better match. You have to match the person to the job and this is where meeting them and having a chat helps."

It's very important to Hanzon Jobs that every worker is treated well.

"There are certain criteria a contractor has to fit before they're able to take on staff. I've worked all over the world and it's not much fun when people take advantage of the fact you are only seasonal.

"It works better when you are respected. The guys come a long way and it's important. Some people will use and abuse them, and that's not what I'm about."

This season Hanzon Jobs placed about 35



**KIWI CHRIS HAVEMAN GOT A JOB WITH A BRITISH CONTRACTOR, WHERE HE LEARNED TO DRIVE THE LATEST CLAAS 950 FORAGE CHOPPER.**



workers. He says they're all in for the season with only a few having to head home early for personal reasons.

Hanzon Jobs also finds work for Kiwi drivers in the UK. Richard spent three summers working in the UK. He says one of the attractions is the gear they use.

"The modern gear is unbelievable. I worked for one contractor who bought 12 new Fendt tractors and a forage harvester every year. They also love the Kiwi work ethic of just getting stuck in and getting on with the job."

Richard helped find a place for Chris Haveman, a chopper driver for Gavin Grain, based in the Waikato. Chris spent six months working around Somerset.

"I worked for a contractor named Martin Haskett," Chris says. "They treated me really well. I lived in a seven-bedroom villa and Martin's girlfriend did a lot of the cooking and cleaning. I was the only foreigner – all the rest were English and they were very welcoming."

Most of the time Chris drove a new Claas Jaguar 950 forage harvester.

He says it was exciting to learn about it, and now Gavin Grain has acquired one. There were differences from working in the Waikato.

"The roads are bizarre – they're so small and narrow and rough, with lots of hedges and stone walls; so you have to be cautious. Yet the paddocks are much bigger than here, even though the farms are smaller," Chris says.

"The cows are kept in sheds and the farm-



ers hit the grass really hard. One farmer foraged the same paddock four times. Maize is only a break crop to turn the ground over."

Chris plans to return to the UK. And he says to anyone thinking about it: "Just do it. You'll never regret it."

Richard says to get in touch with Hanzon Jobs via the website. Through it he can provide help for the Kiwi drivers to get their visas.

#### CHRIS HAVEMAN ON THE JOB IN THE UK.

It's on a first come first serve basis but once you have your visa he can place you in a job. Holiday/working visas are available for two years for Kiwis aged 18 to 28.

For more information visit [www.hanzon-jobs.co.nz](http://www.hanzon-jobs.co.nz). **RC**

**VISIT OUR WEBSITE**  
[www.agattachments.co.nz](http://www.agattachments.co.nz)  
**TO SEE OUR FULL RANGE OF PRODUCTS**

**AG**  
**ATTACHMENTS**  
LIMITED

## DROMONE

intelligent:innovation

### HYDRAULIC PUSH BACK HITCH

- The dropdown and pick up function eliminates the need for manually lifting implements onto drawbars
- Hook and drawbar can be exchanged in minutes giving increased flexibility and productivity from your investment
- The tow hook can dig below ground level where implements have sunk into soft earth
- Patented latching and locking system for maximum safety
- Use of tow hook can increase static load capacity by up to 300%
- Increased load and speed capability gives you confidence when towing on the road



### "Harvesting Better Products"

49 Ruffell Road, Te Rapa, Hamilton, Ph: 07 850 1990 [www.agattachments.co.nz](http://www.agattachments.co.nz)

**Available from your local dealer or service provider**