



Manitoba Agriculture, Food and Rural Development

GROWING Opportunities

Building a Human Resource Strategy For Your Farm

Manitoba Potato Production Days
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Manitoba 

Challenges -Agricultural labour market

Recruitment

- labour shortage
- lack of trained labour
- competition for labour

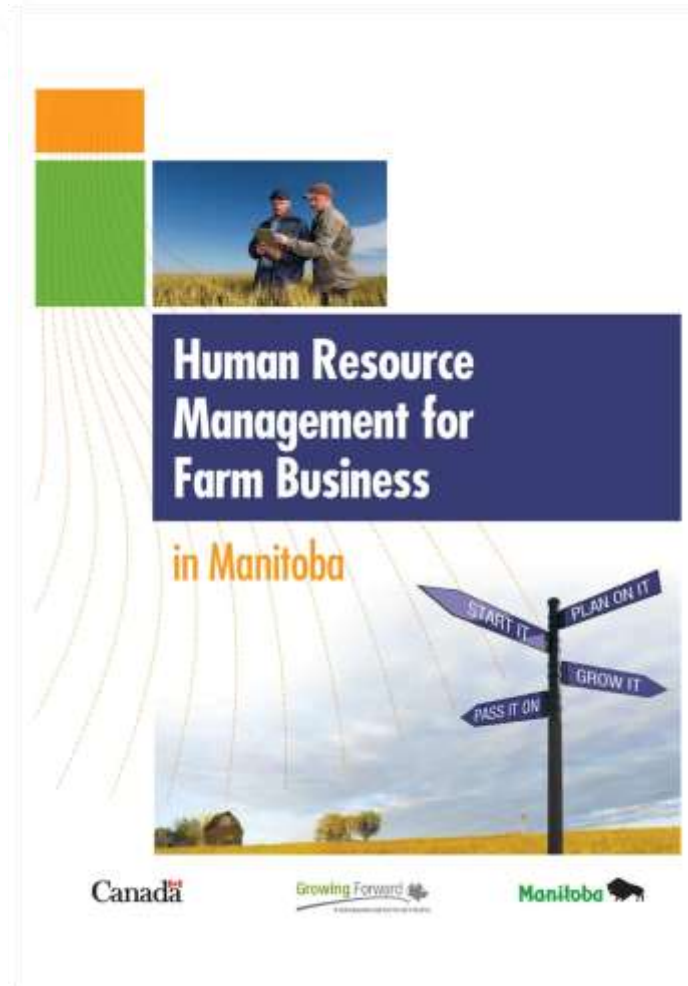
Retention

- Seasonality
- Hours of work

Legislation

- Revised Federal legislation (TFW)
- Provincial farm safety legislation

Building the HR plan



Attracting Employees

- **Advertising & promotion.**
- **Required skill set.**
- **Matching candidates values with that of your farm business.**
- **What value does your farm offer?**

First day on the job

WORKING IT OUT

BY CHARLOS GARY



New Employee Orientation

Purpose is for new employees to understand:

- **Know the job purpose & what to do.**
- **Understand job steps & expectations.**
- **Know where to go or who to ask for assistance.**
- **Know how to do the job safely & correctly.**

Motivate Employees

- **Tips for developing a motivated employee.**
- **Common “motivators” & “de-motivators”.**
- **Providing feedback.**
- **Performance review & management.**

Retaining Employees

- **Purposeful work.**
- **Resolving employee conflict.**
- **2 way communication.**
- **Training – present & future.**

Employees appreciate...

- **Recognition for their contributions in a sincere and appropriate manner.**
- **Work in a healthy and safe environment.**
- **Understanding the farm's culture, values and vision.**
- **Specific, achievable goals to work toward.**
- **Using their skills and strengths to maximize their proficiency & contributions to the farm.**

Resolving Conflict - tips

- Don't take negative emotion or anger personally.
- Listen to the words, tone and body language.
- Reduce arguing by not reacting defensively.
- Choose "What" over "Why" type of questions.
- Remove the word "but".
- Hire an outside mediator if required.

Customize Your Own Employee Manual

- **Family vs. non-family employees – is there a difference?**
- **Where can I find.....?**
- **Available online templates and resources.**

Federal Resources

Service Canada

www.servicecanada.gc.ca/eng/audiences/employers/index.html

www.cra-arc.gc.ca/tx/bsnss/tpcs/kprc/pyrll-eng.html

www.cra-arc.gc.ca/payroll

Farm Management Canada

www.fmc-gac.com/home

Canadian Agricultural Human Resource Council

www.cahrc-ccrha.ca

Provincial Resources

- **Employment standards**
- **Standard Operating Procedures**
- **SAFE Work Manitoba**
- **Workers Compensation Board**
- **Employment Manitoba**
- **Apprenticeship Manitoba**
- **Employment programs**
- **Housing**

Conclusion

Planning for HR needs on your farm will:

- **Reduce turnover.**
- **Improve the quality of the people you hire.**
- **Execute an HR plan with a positive and direct impact on your business.**

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