



Business mentoring

t: 02891 610661 www.employersforchildcare.org

Company Profile

Name:

Copeland Ltd

Description:

World leader in Scroll Compressor Appliances, Air Conditioning, & Refrigeration
Began production In 1997

Location:

Cookstown

Sector:

Private - Manufacturing

Employees:

270
(Rising to 330 in busy season)

Gender Balance:

40% Female
60% Male

Employer-supported Childcare Personalised Hours

Background

An employee, Karen, was having difficulty working night shifts, which normally finished at 7.30am.

Karen needed to leave by 6.30am to look after the interests of her 2 year old daughter and let her husband have the car to go to work.

Objective

Copeland recognised that Karen had over 5 years valuable experience in the factory, and did not want to lose her skills and expertise.

Management therefore sought to find a solution which enabled Karen to balance work and parental responsibilities.

Solution

Copeland agreed to let Karen work a personalised hours arrangement, whereby she works 1 hour less than the normal

night shift, enabling her to finish work at 6.30am.

Outcome

The personalised hours arrangement has been operating over 2 years, and has proved successful from both the employers and employees perspective.

Benefits to Employers

- * Retention of employee with valuable knowledge, skills, and expertise
- * Increased staff loyalty and motivation
- * Improved Employee Relations

Benefits to Employees

- * Able to remain in employment and care for daughter
- * Happier at work

“ This has worked really well for me, and I believe Copeland have benefited as well in keeping an experienced employee who is much happier, as I can now better manage my work and caring for my daughter. ”

Karen, Copeland Employee & Working Mum



Breaking the Childcare Barrier

