



Staff Representatives

Candidate Information



Works Council Members (Staff)

Joanne Earl – Works Council

Ronnie Johnson – Works Council

Plus two, to be elected by ballot of Staff colleagues:

Candidates:

Imran Akhter

Gaz Cossins

Alan Crompton

Kasper Czarnocki

Chris Denial

Laura Dunn

Stuart Edwardson

James Harrington

Matt Hedley

Paul Metcalfe

Candidate Information:

Nifco website

www.nifcoeu.com/colleague-message-board

password: **WOWingtheworld2020**

- I would like to put myself forward to be a staff representative as;
- I feel this is a very difficult time for everyone and I would like to put my efforts in to making the overall outcome have as little as possible impact on all the staff at Nifco UK.
- I feel I am approachable to all levels of staff.
- I am able communicate well in a small and large groups to receive and give out relevant information.
- I have represented Nifco UK previously at Honda SQCC.
- To receive any ideas to avoid a redundancy situation - Cost Saving, is a part of my role as a Production Engineer and always looking for different ways to spend less, save more and still maintain the best quality.
- Problem solving is also a large part of my role as a Production Engineer - we have a problem currently with possible redundancies and feel my efforts and energy would contribute towards the best possible outcome.
- If you require any further information, please do not hesitate to contact me.

- I would like to be a candidate in the ballot box for Staff colleagues.
- My reasons for doing this, is because I myself have been through the process here at Nifco UK and also at a previous company.
- I am a friendly face within Nifco UK as I have been here for over 18 years.
- I also want to be given the chance to develop my skills with dealing with difficult situations as it will help me within my job role.
- I want to be able to help as much as I can in these difficult times ahead.

Dear Colleagues,

- I would like to be considered for the role of 'staff representative' to support and advise our staff colleagues regarding the potential redundancies ahead.
- My intention is to minimise the amount of redundancies through strategies and negotiation. My 13 years of working within the automotive industry (6 years with Nifco) has provided me with the knowledge, skills and insight required to take on this addition challenge for the good of the company and its staff.
- Since the start of my employment at Nifco in 2014, I have worked on a diverse range of projects which have helped to; retain money, sustain and improve the business, support colleagues, support customer requirements and work with suppliers to improve the service to Nifco.
- In my current role as Warehouse Manager, on a daily basis, I am required to work with a complex team, bringing different departments together, towards a shared aim. I have gained the skills required to support the consultation process as additionally I possess the awareness for sensitivity and confidentiality as well as excellent having communication and problem-solving skills.
- Due to my varied set of skills I believe I am the ideal candidate to assist in reducing the job losses within the company.

Kindest Regards

Alan Crompton

- I wish to be a candidate for Staff representative. My short biography below:
- I have experience in redundancy process from previous employer. I was a rep for management team during a consultation period as well as Union representative in past. I can assure confidentiality and great communication skills where required.
- I am also fully flexible to participate in any meetings either on site or offsite.

Thank you.
Kasper

- I'm Chris Denial, I have worked at Nifco for 8 years as a Project Engineer and I have worked in both Factory 1 and Factory 2.
- I have been married for 32 years and I have 2 sons, my youngest James works in moulding in Factory 1.
- I have been made redundant twice in the past and I know that it is not a nice thing to happen, that is why I would like to stand as a Staff Representative so I can work with the company management to try to avoid the redundancies.
- As I have worked in both Factory 1 and Factory 2 a lot of the staff already know me, so might find it easier speaking to me about idea's or concerns that they have, which I then can pass on to the management team for discussion and feedback to the staff.

- My Name is Laura Dunn, I am a Project Engineer working in Factory 2 Office. On 26th August 2020, I will have worked at Nifco for 6 years! Where on Earth does time go!
- Anyway, prior to working at Nifco I studied at Teesside University where I achieved a Degree in Business and Management. I started Nifco as Project Admin before moving onto Trainee Project Engineer then progressing on to my current job role.
- I would like to be considered for the Staff Representative role. I like to think of myself as a confident, hardworking and ambitious person. For those of you who know me, I'd hope you also agree that I am an approachable colleague which is an important trait for this particular role.
- In the uncertain times that we are facing, I would like to be given the opportunity to work closely with my staff colleagues. To offer support where I can, advice where possible and hopefully help the company to move forward.
- Thank you for taking the time to read this brief biography about myself. Take care and I hope to see you all again soon!

Laura Dunn

- The COVID-19 pandemic has hit everyone, globally, creating unprecedented challenges both at economic, business and personal levels.
- It is imperative, wherever possible to minimise upheaval, disruption and economic downfall, to safeguard the future of Nifco Plastics, and its workforce.
- As a long serving staff member of 15 years at Nifco, I feel compelled to apply to act as a staff representative, in order to support the redundancy consultation process. This will be very challenging, for all involved, therefore the most effective, informed, diplomatic liaison between staff and the management team is key.
- In my years working for Nifco, I have grown and developed with the business. I understand how the 'engine' works from having experience in different roles, as I have progressed within the company.
- I feel that the following details of my experience, demonstrates my suitability to act as a Redundancy Representative:
- I joined Nifco in 2005 as a Production Supervisor in Ford Assemble, in charge of 30 staff members.
- My duties involved: prioritising deliveries, handling any staffing issues, daily team briefings, staff appraisals, any disciplinary matters.
- In 2008 I was promoted to Bench Assembly Section Leader, in charge of some 70 production operatives, 6 team lead operators, 1 supervisor and an improvement co-ordinator. This covered all 3 shift working patterns.
- My duties included: all of the above as in my role of Production Supervisor, supporting and managing team leaders, supervisor and giving monthly presentations to senior management.
- In 2018 I was promoted further, taking on a new role in the company of New Product Launch Manager.
- I work between factories 1 and 2, liaising with the production and quality engineers to the ensure the smooth running of new business implementations.
- I also have regular meetings and give monthly presentations to advise senior management of business progression.
- I successfully launched the New Nissan Juke and JLR & Fox Engine.
- In June 2019 I headed a team presenting the Honda SQC the Honda Quality Circle, presenting to senior Honda management and other suppliers. This showcased Nifco as world class supplier.
- As I have worked in different roles within the company I feel that I have the necessary skills to fulfil this role most effectively; my varied experience, communication and problem solving skills, confidentiality, sensitivity and discreteness in dealing with stressful issues, innovation, and my ability to promote development.
- I think these qualities are what are needed to assist wherever possible, at this most important and testing and demanding time.

- I have been an employee for NUK for just over 7 and a half years, working my way up from being an apprentice polymer technician, to filling in as a senior technician on moulding and providing nightshift supervision in recent months.
- During my time at Nifco, I have learned about all the systems used on site, have gained valuable skills for communication and team work and I am dedicated to any role I have been given. I have a very good relationship with both production and shift work employees, as well as staff members throughout the company. In recent years, I have grown a lot as a person and more recently I have grown as a figure people can rely on with issues both at work and in personal life.
- I feel I am a great choice for the role because of this and I can help to make whoever wants a consultancy meeting (hopefully with myself) feel at ease with the unprecedented times brought upon us by the COVID-19 Pandemic.

- I would like to be considered for a role as a staff representative.
- I believe that because I joined the company only 3 months ago I have a fresh set of eyes into Nifco. Coupled with that I didn't know any employees before hand all decisions and input would be based on fairness and fact.
- I also believe that my background of decision making under extreme pressure with huge implications, everything I do would be for the good and benefit of Nifco and its employees.
- I still live my life by the Armed Forces code of conduct with is SOLIDC.
- Selfless commitment
- respect for Others
- Loyalty
- Integrity
- Discipline and
- Courage.
- Something we all need to apply at these testing times and will definitely be useful if appointed in the role as a staff representative.

- Hello everyone, my name is Paul Metcalfe, I am an Engineer in R&D, and I have worked for Nifco for six years, largely on development work, handling the Mechanical Engineering side of R&D, to turn our concepts into a reality.
- These are incredibly difficult, even unprecedented times which we all face, and difficult decisions are ahead of us. However it is important, more than anything else, that no decision on changes to our staffing is made that is anything less than absolutely necessary, and to that end, we need to be represented in an innovative, creative way so that all of our potential avenues to ensure not only the survival of the company are explored, but also that everything that can be done to keep this family together, is done so.
- I am an excellent problem solver, my career has been built on it, and I will dedicate myself to helping this family and this company, to survive the road that lies ahead.



Staff/Month-Paid Representatives

Ballot Information



SAFER TOGETHER – STAFF REPRESENTATIVES

Applications

2 x Staff Members to support the redundancy consultation process (to be elected by Staff colleagues)
(plus 2 x Works Council Staff colleagues – not for ballot process)

Role

- To receive any ideas to avoid a redundancy situation and related ideas and questions from the Staff colleagues, and to communicate these to Management at regular meetings. Thereafter, to support the communication of the responses and outcomes to the Staff colleagues
- Work closely with the Management team regarding the redundancy process
- To support groups and individual consultation process(es), as required

Term of Appointment

The term of appointment is solely to support the consultation process regarding the potential redundancy situation, year 2020.

Selection Process Timescale

27 May – List of candidate names and how to vote, posted to all Staff colleagues

28 May – Each candidate's short biography and reasons to support election are posted on [Nifco website: www.nifcoeu.com/colleague-message-board](http://www.nifcoeu.com/colleague-message-board) password: **WOWingtheworld2020**

“Candidate Information - Ballot for Staff/Monthly Paid Representative”

(Also available at the voting station)

03-05 June – ballot/voting process – on Site – conducted by the Works Council Staff Members, candidates may attend – colleagues who are unable to attend the Site to vote due to medical reasons, other arrangements are available

05 June – ballot count by Works Council Staff Members and candidates may attend the count. Elected representatives advised/appointed

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How to Vote

On Site, you will be directed to the Kaizen Room, please indicate your preferred arrival time, below:

NAME: **DEPARTMENT:** **TELEPHONE NUMBER:**

You will be **expected to vote only** and to leave the Site immediately – no visits to your work area will be allowed, thank you.

Wednesday 03 June	8am-8.30am	<input type="checkbox"/>	9am-9.30am	<input type="checkbox"/>	10am-10.30am	<input type="checkbox"/>
Thursday 04 June	8am-8.30am	<input type="checkbox"/>	9am-9.30am	<input type="checkbox"/>	10am-10.30am	<input type="checkbox"/>
Friday 05 June	8am-8.30am	<input type="checkbox"/>	9am-9.30am	<input type="checkbox"/>	10am-10.30am	<input type="checkbox"/>

I wish to vote but I am unable to attend Site due to medical reasons (you will be contacted with further information on how to vote)

PLEASE RETURN THIS FORM TO THE HR DEPARTMENT – **BY TUESDAY 02 JUNE**

- IN THE FRANKED ENVELOPE
- OR BY EMAIL TO: hr@nifcoeu.com