

Major benefits to business



LESS SUPERVISION COST

In 2001, the ratio of supervisor to workers was 1:24-30 people. In 2011, 1:10-16 people because the high daily and weekly turnover of workers necessitating training and close supervision - *"every day there are six new workers to train"* - this grower anticipates that in the long term, the use of seasonal workers would enable the ratios to extend out again.



LESS DOWNTIME

One grower revealed that the absenteeism figures for his workforce over most months averaged at 2.6%. He believed it was actually very good being better than industry norms. However, among the Tongans for the month that he had measures, the absenteeism rate was zero.



FORWARD PLANNING

Seasonal workers - through their reliability and consistency - provided capacity for management to forecast and forward plan the entire process from picking to delivery to buyers. Predictions about progress through the supply line could then be made with a high degree of accuracy...this impacted the cost of other parts of the business allowing for better direct cost management and streamlined operations.



Source: [Final evaluation of the Pacific seasonal worker pilot scheme](#)