

# **OPERATOR MAINTAINERS**

**HEINZ WATTIES**

# Heinz Watties Background

- J.Wattie Canned Goods started business in Hastings in 1934 set up by James Wattie.
- By the late 1960s J.Wattie Canned Goods had factories in Hastings, Gisborne, Fielding, Timaru and Christchurch.
- In 1990 Watties launched into Australia with the strategic intent to beat Heinz. In the first year Watties had gained 15% of the spaghetti and 12% of the baked bean market.
- Late 1992 the Wattie group of companies sold to HJ Heinz.
- Early 1998 Heinz Australia and Heinz Wattie NZ merge to become Heinz Wattie Australasia.
- July 2000 Heinz Wattie closed the factory in Dandenong Melbourne and the Heinz factory in Japan moving the production to Hastings lifting the output up by 70,000 ton to 230,000 ton per annum from the Hastings sites.

# Heinz Wattie Today

- 4 sites                    3 in Hastings and 1 in Christchurch
- Main 2 sites are the King street site and the Tomoana site, both in Hastings.
- Between them they employ 1,200 permanent staff and 600 to 800 casual/seasonal staff throughout the year.
- Trade staff total is 75, 22 electrical and the rest are mechanical.
- 7 apprentices

# Operator Maintainers

- Initially set up on the Tomoana site in mid 1996.
- First operator maintainers were employed on the PCU machines.
- An Operator maintainer band was set up on the Tomoana skills matrix in 1997
- By 2000 Petfood had 18 operator maintainers, Pouch and Burger line had 24, jam and mayo lines had 10.
- All performance standards for operator maintainers were based around NZQA unit standards.

# Operator Maintainers Today

Operator Maintainers are still operating today on the Tomoana and King Street sites, centralised around the skill matrix banding, pay levels based around skills gained and all this associated with the NZQA unit standards but there is a move to a decentralised system.

## **Tomoana**

- Still have some operator maintainers but no new staff can get on this band.
- Focus has moved to “ **Key Operators** ”

## **King Street**

- Some areas have moved towards operator maintainers.
- In the labeling they have “ **Maintainer/operators** ” where the focus is maintaining with a small bit of their time doing operating on a relieving basis.
- In the seaming department we are about to employ 4 “**Setter/Maintainers**”