



What work do we offer?

Initially, order-picking work in a large warehouse. The contract is for a minimum 6 months but most people stay for 12 months or more. People wishing to permanently relocate can apply for permanent positions.

Job Description:

Receiving, handling, storing, and loading stock in line with Nisa Today's specified conditions and quality standards. Responsible for good housekeeping standards in the warehouse.

The main duties involve:

- Complying with all health and safety policy requirements. Those set by the business, by ISO9002, the Health and Safety Executive, by trainers and operational manuals, and by common-sense.
- Contributing to, and maintaining, a happy and conflict-free team.
- Storing, picking and moving stock in compliance with instructions and customer needs.
- Consistently performing to key standards and pre-agreed performance goals.
- Working well with internal and external customers.
- Developing individual and team capacities through training and coaching.
- Safely operating mechanical handling equipment once trained.
- Actively participating in effective team briefs.

Health and safety responsibilities:

- Observing all specified safe working practices.
- Carrying out pre-shift mechanical handling equipment checks.
- Reporting all defects.
- Reporting all accidents and incidents.
- Taking part in any accident investigation.
- Effectively using all personal protective equipment.
- Maintaining clean and safe working conditions.
- Reporting any non-compliance with regulations.
- Not smoking except in a designated smoking area (from 2007 all smoking at work is illegal).

Training:

Day 1 is an induction day. Then there is a 4-week intensive training plan. This will train you in health and safety, procedural awareness, manual handling and quality standards. Each stage will be accompanied by a qualification test. You will be individually coached by a qualified Bibby trainer who will help you so that, hopefully, you pass all tests.

Performance targets:

- Performance is measured by a computer system which tracks each worker's productivity and efficiency. An order completed in 10 minutes which should take 10 minutes is classed as 100%.
- Month 1's target is an average pick percentage of 55%.
- Month 2's target is an average pick percentage of 85%.
- Month 3's target is an average pick percentage of 85%+.

Opportunities and career development:

Once your training is over, you've passed your probation period, and you can work to a high standard, you will be considered for further training (e.g. as a reach truck driver). Once you have completed 12 months with Meridian at Bibby, you may be offered a permanent contract with Bibby. Accepting this allows further promotion within Bibby.

Disciplinary issues and reviews:

Failure to follow the correct procedures onsite, or failure to follow any health and safety directives, could result in Meridian terminating your contract.

Hours of work:

Hours of work vary and depend on which shift pattern you are working. Staff are notified of their shift pattern before the end of their first week.

Shift 1 – 6am-2pm/2pm-10pm Mon to Fri (rotating weekly)

Shift 2 – 2pm-10pm/6am-2pm Mon to Fri (rotating weekly)

Shift 3a – 10pm-6am Mon to Fri (fixed)

Shift 3b – 10pm-6am Sun to Thurs (fixed)

Shift 4a – Sat & Sun (12 hr days, 6am-6pm) plus Mon and Tues as shift 1

Shift 4b – Sat & Sun (12 hr days, 6am-6pm) plus Mon and Tues as shift 2

Shift 4c – Sat & Sun (12 hr days, 6am-6pm) plus Thurs and Fri as shift 1

Shift 4d – Sat & Sun (12 hr days, 6am-6pm) plus Thurs and Fri as shift 2

Shift 4e – Sat & Sun (12 hr days, 6am-6pm) plus Wed 12 hr days, 6-6pm

Shift 4g – Sat & Sun (12 hr days, 6am-6pm) plus Wed and Thurs as shift 1

Shift 4h – Sat & Sun (12 hr days, 6am-6pm) plus Wed and Thurs as shift 2