



Case Study

Co-operative Food Logistics

Project: Response to Redundancy
Business Sector: Logistics and retail
Location: Cambridge

“*The project has definitely benefited our organisation and the staff who is being made redundant. The TCHC team was brilliant in assisting us.*”

Joanne Pearson, Human Resources,
The Co-operative

The Co-operative Group is owned, not by a small group of shareholders, but by more than five million consumers, with core interests in food, financial services, travel, pharmacy, funerals and farms.

The Co-operative Group has announced plans for a new regional distribution centre in the North Midlands, which will complete the overhaul of its food logistics network following its acquisition of Somerfield in 2009. This overhaul meant that the organisation will have to close down their existing depot in Peterborough. Even though they pledged to redeploy staff to the new depot, the relocation has unfortunately led to several redundancies.

The announcement of the closure was made around 10 months before the redundancies were to take place, which ensured that the staff had sufficient time and received ample support to help them find new employment.

HR Manager, Joanne Pearson, contacted TCHC as she wanted the staff to receive the best redundancy support available.

After the initial contact with Joanne, TCHC visited the company, where they delivered a presentation to the staff that were at risk. During the presentation they spoke about the support available to them and the best ways to go about planning for the future.

Joanne feels that the Response to Redundancy programme and the training provided has given the staff something positive to look forward to. She also commented that she has definitely seen benefits in participating in the project and she feels more at ease now that she knows the employees can up-skill in order to prepare for the current job market.

“TCHC was very helpful and cooperative even though some of the staff worked shifts, the team was available until 1am in the morning in order to accommodate shift workers”, says Joanne.

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Response to Redundancy is a programme supported by the European Social Fund and the East of England Development Agency.