

How Royal Mail staff found a new post

Opting for voluntary redundancy is a major and brave decision. Whether you've been in a job for two years or twenty years, facing the unknown can be daunting.

Fortunately there's a great deal companies can do to help their redundant staff, which is why Royal Mail worked with Manpower to develop a Work Guarantee Scheme. This scheme is open to all Royal Mail employees who have opted for redundancy.

Using its links to many different client companies, its skill assessments and training packages, Manpower offers scheme members a range of temporary assignments over a twelve month period.

The result is a chance to develop new skills and experience different work environments. Most importantly, it's financial peace of mind and a smooth transition into the external marketplace during such a challenging time.

Four former Royal Mail employees explain how the scheme helped them.

I CAN

...and I have

Meeting the challenge

Steve's story

Having worked for Royal Mail for thirty-two years, Steve Hill wasn't looking forward to beginning a major job search. As he admits, he wouldn't even have known where to begin.

Manpower's Work Guarantee Scheme offered him the helping hand he needed. "After that many years in a job, you think, 'what will I do now?'" explains Steve. "I thought the scheme sounded like a good idea and I had faith that Manpower would find me work. Ideally I wanted something part-time before I fully retire."

Steve's expectations were soon met with temporary assignments and he's been kept busy since. He says: "Even after the scheme finishes, I hope to continue doing temporary work for Manpower as their jobs really suit me."

Carol's story

When Carol Acton left her job as a purchase ledger at Royal Mail, she had no hesitation that Manpower's scheme was her best option.

"I wanted to find work quickly," she says. "As I'd been with Royal Mail for eight years I had very little experience but Manpower helped me to look at

how my skills could be transferred to other jobs and other companies."

Carol now has a new permanent job, but she can rest assured Manpower are there if she needs them. "If I'm ever out of work again, I'll go straight to Manpower. You can really rely on them to help you."

Robert's story

The offer of early retirement was a little too premature for Robert Rooker. He had been with Royal Mail for thirty-four years but he didn't want to hang up his hat for another eighteen months.

Joining the scheme seemed an ideal solution. "It's a very good way of tiding me over until I retire," says Robert. "After working so long in one company, you get a bit institutionalised, so here was the opportunity for expert advice."

Robert said he'd do anything, but his expectations were soon exceeded. "I'm now doing a data entry job which is great," he comments. "If I hadn't joined the scheme, I wouldn't have been doing anything at all."

I think the scheme is excellent and I'd certainly advise others to join it."

Veronica's story

Veronica felt her age could hinder her career prospects when she left Royal Mail. She'd worked for the company for thirteen years, and was concerned that finding other work could prove very difficult – if not impossible.

Veronica already had great trust in Manpower – while at Royal Mail, she'd often called on their services when she needed temporary staff. Joining the scheme looked promising, particularly as she didn't want to go back into permanent work. Her goal was to get some extra income to boost her pension.

"Manpower work with some very exciting organisations. Almost immediately after joining the scheme I began a long-term assignment. I couldn't have asked for a better job," she says. "I've never been in such a friendly environment. It's fantastic to have found something so perfect."

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