

## **CASE STUDY: BSW Timber's Boat of Garten Mill Recognised for Staff Excellence**

BSW Timber's Boat of Garten mill has gained Investors in People (IIP) bronze accreditation, recognising the business's long-term commitment to staff, training and team development.

The mill exceeded the standard set by Investors in People, earning a bronze award for a series of staff investments. Key achievements over the past 12 months include: maintaining an absence rate of less than three per cent; increasing the commitment to training resulting in company-wide promotions; creation of graduate employment positions, creation of two maintenance apprentice positions and improving staff relations.

Dave Mills, Boat of Garten Mill Manager, said: "In the face of so much change to our workforce over the last 12 months and the move towards a two shift operation at the site, we are extremely proud that, as a team, we have not only retained the IIP standard, but have managed to exceed it, demonstrating our commitment to training and development."

Dave Mills also completed a top level training programme, recently completing a 15 month high level leadership course supported by Highland and Islands Enterprise and run by the Institute of Directors.

Nigel Scott, programme leader, said "I am delighted that Dave and the staff at the mill have been awarded IIP status. This demonstrates a significant achievement. It also reflects the good practices that the IoD promotes in our training of directors and senior managers."

Boat of Garten is the most northerly sawmill in the BSW group. The 5 ha site is located in the Cairngorm National Park, five miles north east of Aviemore. The mill employs 81 people and produces 50,000 cubic metres of sawn timber each year.