



The unique status of worker

Lately, the media have extensively reported on the new "unique status of worker" regarding the equal treatment of white collar and blue collar workers. What is actually changing concerning the notice period? Being the recruitment partner for customers in Transport, Logistics and Automotive, we gladly follow this up for you.

At dismissal by the employer, the length of the notice period for white collar workers considerably shortens for contracts since 1 January 2014. During the first year of service, the employee has a notice period between two and seven weeks, during the second year of service, between eight and eleven weeks, depending on the number of months in service. From three till five years seniority, the employee acquires one extra week per year of service. From five years of service onwards, the period of notice increases by seniority with 3 additional weeks for each year of seniority. Also when the employee gives notice, these periods shorten considerably.

The notice period to be respected in respect of an employment contract concluded prior to 1 January 2014 is determined by adding up the notice period based on uninterrupted seniority on 31 December 2013 determined on the basis of the then existing legal rules, with the notice period based on uninterrupted seniority as of 1 January 2014 on the basis of the new legal rules.

www.deputter.co

John Martin is committed to the optimisation of logistics processes



John Martin has existed for more than 100 years on the Belgian beer market. Since years, the company is known as a renowned distributor of Belgian and foreign special beers, at home and abroad.

As quality is very important to the company John Martin, they decided to thoroughly audit the logistics operations and the organisation of transport. For this audit, they appealed to the experienced consultants of De Putter & Co.

During the logistics audit, the existing procedures and methods, the internal communication between different departments, the planning and the warehouse lay-out were analysed and tested out with "Best Practices". All this, based on the experiences and know-how of our consultants. Afterwards, these findings with corresponding quick wins and structural improvement potential were presented to the management of the organisation.

In the mean time, De Putter & Co has started the implementation of the proposed quick wins in the form of an intensive and profound logistics optimisation project.

Customer: John Martin
www.anthonymartin.be

Competence management in Automotive



In our last issue, we already talked about the growing importance of After-Sales in Automotive. This trend continues unabated but the request for a professional framework often remains unanswered.

The after-sales employees are almost per definition the most important "capital" of the dealership organization. That's why more and more garages invest in their employees: formation and training, assessment of their functioning, realization of personal development programs, and much more. For this, a well thought-out competence management is essential. This way, investments in employees will be more profitable.

The choice for a well thought-out management of competences means a great change in the existing dealership organization. You start from an "AS IS" situation in order to draw up a plan that will bring the concerned employees of the dealership to a higher level, always with the ideal profile in mind.

On demand of D'leteren, the consultants of De Putter & Co drew up an extensive list of competences, which was tested out with several partners. Results are often confronting but at the same time inspiring. It has shown, that these small initiatives get a dynamic going, which is focused on positive thinking and continuous improvement... always with one goal in mind: satisfaction of the driver.

Customer: D'leteren
www.dieteren.be

Broekman strengthens its position in the Belgian market

Broekman Logistics, with offices in Antwerp, Brucargo and Zeebrugge, is part of the Dutch Broekman Group.

The company was founded in 1960. Broekman Group now employs more than 800 employees and is divided in several divisions, such as logistics, shipping, automotive and special products. The Belgian offices focus on international forwarding (air / sea) and automotive.

In order to continue the growth of the company, Broekman decided to work together with the consultants of De Putter & Co for the recruitment of a new General Manager Belgium. Diederik Declercq started as General Manager International Forwarding Belgium in April. He will closely work together with Peter Renders, Deputy General Manager.

Customer: Broekman Logistics
www.broekman-group.com



Vantieghem Bus & Coach obtains ISO 9001 certificate



A few years ago, De Putter & Co developed and implemented for MAN Truck & Bus, the importer of trucks and busses in Belgium, a MAN Quality Management System for its entire truck dealer network.

Vantieghem Bus & Coach, autobus dealer in Courtray, West-Flanders, decided to implement this quality management system and to obtain the ISO 9001 certificate, just like its MAN truck colleagues. This MAN QMS pays special attention to uniform processes and the accompanying KPI dashboard, which carefully manages the performances of sales, workshop, warehouse and administration. A fitting monitoring system for testing and calibration, and for the competences of its employees, is an essential part of the management system. After a close cooperation with De Putter & Co, Vantieghem Bus & Coach successfully obtained the ISO 9001 certificate. This has recently been confirmed by a follow-up audit.

Customer: Vantieghem Bus & Coach
www.buscoach.be

inMotiv reinforces its Sales force



inMotiv Belgium is a computerization company which provides solutions

for customers in the automotive and insurance sector. The web-based solutions of inMotiv create an added value for the core processes of their customers, such as sales and marketing, order and delivery process and after-sales.

To ensure the growth of the company, inMotiv asked De Putter & Co to look for a Sales Executive, focused on automotive retail. Bart Vanderveide will take on this position, based in the Antwerp HQ. He has a broad experience in sales and an extensive knowledge of dealerships.

Customer: inMotiv Belgium
www.inmotiv.be

Agenda

- De Putter & Co invites you to discover the leaders in transport at "Best of Transport" on Wednesday 25 June, 5 pm at the Ghelamco Arena in Ghent.

For this 12th edition, TransportMedia worked together with Transport & Logistiek Vlaanderen (TLV).

