

100

BEST SMALL COMPANIES TO WORK FOR

2008

Guy Newman/KOR



John Varley, Estates Director for Clinton Devon Estates celebrates their success at being named amongst the top 100 companies to work for in the UK. Celebrating with John are a cross-section of the team who helped with the award.

Where satisfaction comes naturally

21	Clinton Devon Estates Rural estate management
⌚	+
Annual sales	<i>Not disclosed</i>
Staff numbers	58
Male/Female ratio	81:19
Average age	46
Staff Turnover	11%
Earning £35,000+	9%
Typical job	<i>Property manager</i>

Clinton Devon Estates doesn't do things by halves. The company maintains 25,000 acres of countryside, sustains the habitats of thousands of different species, houses 1,500 people, produces 10m pints of milk a year and supplies 20,000 tons of timber. It does this without neglecting its 58 staff, who feel they have their dream job, giving a positive score of 74% for this question, ranking the company third in our survey for it.

The Clinton barony dates back to 1299 and, although employees respect its history, it is the estate's future that they are excited about (83%). They feel they can make a real contribution to its success (82%). "The chap I took over from did this job for about 35 years," says Tom Garner, an estate ranger. "I was lucky because the vacancy doesn't come up very often." Seventeen employees have worked for the company for 15 years or more and staff

feel their job is secure, giving a positive score of 80%. Garner is one of those given a house on the estate and a vehicle with his job. The company set up a full office with broadband for him to work from home. His colleagues say they don't feel work interferes with responsibilities at home (81%). "Traditionally it's not a well-paid job," says Garner. "But a four-bedroom farmhouse is certainly a help. I could never afford to live there otherwise."

Employees say they get a good deal with benefits and pay (75%) and know that they are paid fairly compared to similar roles in similar companies (73%).

Environmental issues were central in designing and constructing the recently completed head office at East Budleigh in east Devon. Sustainable materials were widely used, as were materials from renewable sources. Staff give a 92% score for the estate's efforts to protect the environment, the highest score in our survey. They also feel it puts a lot back into the community – 70% of the housing is deemed affordable by the government – and give an 82% score, ranking it third.

Staff know they can make a difference in the organisation (80%) and feel their managers talk openly and honestly with them (86%). They also know they have the support of their manager (85%) and say their manager helps them to fulfil their potential (82%).

How green is your company?

	% score for helping to protect the environment	Page
1 Clinton Devon Estates	92.3	17
2 Innocent	91.1	38
3 Solarcentury	86.4	28
4 Tandberg	86.3	27
5 Brita Water Filter Systems	85.2	38
6 Triodos Bank	83.6	38
7 The Eirth Group	83.2	19
8 HLM Architects	82.6	30
9= PFJ	81.8	19
9= P3	81.8	9



Top marks for protecting the environment: Clinton Devon ranger Tom Garner at work



CLINTON DEVON ESTATES



THE QUEEN'S AWARDS
FOR ENTERPRISE
2005



INVESTOR IN PEOPLE

