

Welcome to the July edition of Member News.

YOUR NEW COMMITTEE

At our AGM on 18 July, we welcomed the new Executive Committee members and farewelled our outgoing members.

Your Committee members are:

- Marcus Dornauf – Hillwood Berries
- Rick Ertler – Premium Fresh
- Melissa Fergusson – Grindstone Bay Pastoral
- Ferdie Foster - Rosedale Rural
- Ben Grubb - Strathroy Pastoral
- Michele Lawrence - Janefield Dairy
- Warwick O'Connor, Windfall Pastoral
- Felicity Richards – Furneaux Agriculture
- Emma Sutherland – Burlington Berries
- Stephanie Terry – Tasmanian Berries

The new Committee is an excellent mix of new and experienced Board members and I look forward to working alongside them.

On behalf of all members, I would like to thank our outgoing Executive Committee members, Gerald Archer, David Byard and Sam Riggall. Their contribution to the running of the organisation has been much appreciated and we wish them all the very best.

The new Executive Committee has appointed the following office bearers for the 2019-20 year. They are:

President:	Felicity Richards
Vice-President:	Ben Grubb
Treasurer:	Melissa Fergusson

Thank you to all those members who attended the AGM or sent a proxy or apology. A copy of the President's Report and Treasurer's Report are available in the Member's area of the website, www.primaryemployers.com.au

SAFE FARMING WEEK

This week is Safe Farming Week. Safe Work Australia identified agriculture as having the highest overall number of fatalities in any industry over a five-year period, and the second-highest number of deaths per 100,000 workers.

In addition to this, agriculture ranked third highest over the same period for frequency of serious injury claims per hours worked.

Ten people a year are dying on farms from quad bike related incidents.

Around 12 children under 15 years of age die on farms each year.

These worrying figures do not take into account the myriad ways that people are hurt and killed on farms in non-work-related incidents each year.

Whether you're dealing with animals, heavy machinery, chemicals, quad bikes, tractors or firearms, it's important to remember that there is always an element of risk involved.

Being aware of the ways things can go pear-shaped and having strategies in place to mitigate the danger to yourself and others is *always* the smarter way to farm.

Primary Employers Tasmania is a member of the Safe Farming Reference Group and with its other members have resources available to assist you in providing and working in a safe environment.

You can also get assistance through www.farmsafe.org.au and www.worksafe.tas.gov.au

NEW WEBSITE

As part of our continuing services to members we are preparing to update our webpage. Hopefully, this will make it easier to find the information you are after as well as provide more resources to help you manage your farm and employees.

A copy of the Employer's Handbook will be available to view or download, as well the awards and wages schedules. There will be plenty of links to other resources that may be useful.

We will keep you informed of developments and the launch date.

KEEP UP TO DATE

Primary Employers Tasmania has a Facebook page where we often post matters of interest to our members. You can follow us on Facebook at <https://www.facebook.com/primaryemployerstas>

Felicity Richards
President



EMPLOYMENT MATTERS...

Paying the Correct Wage

It is not only restaurants that don't pay their staff correctly and the Fair Work Ombudsman is constantly pursuing employers across all industries that do not pay the appropriate wage or do not pay the correct penalty rates.

All awards are different in terms of the ordinary hours of work, overtime, penalty rates, and classification structures. It is important to know your award and what your employees are entitled to.

The first step is to assign the correct classification to your employee. Some classifications are based on years of experience, but many are based on skills, duties and responsibilities. Therefore, as an employer you need to work out the duties and responsibilities they have, compare them to the award definitions, and determine the appropriate level.

In terms of penalty rates, you need to work out the hours of work that are deemed ordinary hours under the award, then determine what is paid if your

employee works beyond those hours. If it is overtime, it is then required to work out if the overtime is paid at time and one-half or double time. Some awards provide that if you work on a weekend penalty rates will automatically apply.

A recent high profile case had the employer not only paying back wages but also suffered an penalty of \$200,000 as well as being publicly shamed.

As a member of Primary Employers Tasmania, we can assist you to determine the appropriate classification level for all of your staff, and set out the correct wages and penalty payments that may arise.

Contact the office if you have any queries on (03) 6343 2244.

Andrew Cameron
*Executive Officer and
Workplace Relations Director*



Associate Degree in AgriBusiness

The Associate Degree in Agribusiness (Z2A) has been developed in consultation with Tasmanian industry and blends business studies in management, finance, marketing and planning with technical skills in agriculture. Contact the University today for further details [here](#).



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