

*Welcome to the September edition of our newsletter.
We hope everyone is keeping safe and well !*

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**THANK YOU TO COMMITTEE MEMBER
MICHELE LAWRENCE**

This month the Executive Committee farewelled Michele Lawrence, who has stepped down from her role as Committee Member.



Michele made a huge contribution to Primary Employers Tasmania and represented the interests of members, particularly dairy farm members, in her time on the Committee. The **AgCard** was Michele's initiative, and it was her hard work that turned that vision into the great workplace pre-induction tool that is now available to all members. We thank Michele on behalf of all the members of Primary Employers Tasmania and wish her the best.

Michele's departure has created a casual vacancy on the Executive Committee.

Information about the role of Executive Committee member, and an invitation to submit an expression of interest to fill the vacancy, will be emailed to all members. We encourage any member with an interest in contributing to the governance of Primary Employers Tasmania to submit an expression of interest!

Contact Us

Primary Employers Tasmania
PO Box 3014 Launceston Tas 7250

0407 200 909

Email:
pet@primaryemployers.com.au

www.primaryemployers.com.au
[http://www.facebook.com/
primaryemployerstas](http://www.facebook.com/primaryemployerstas)

SCHOLARSHIP WINNER

North West poultry farm manager Harry Gilligan will advance his leadership and management skills after being awarded Primary Employers Tasmania's second Empower the Employer scholarship.

Mr Gilligan, the Farm and Maintenance Manager at Redbank Poultry at Sisters Creek, has worked in Tasmania's primary industries for 12 years and has a life-long commitment to learning, management and farm safety.

Harry will use the scholarship to assist him in completing a CERT IV in Leadership and Management, and utilising his new skills to attract young, motivated people with a great work ethic into agricultural careers. The course will focus on building team effectiveness and communication, promoting innovation, mentoring and building effective workplace relationships, implementing operational plans and models of continuous improvement, and developing personal effectiveness.

Submissions for the next Primary Employers Tasmania \$2,500 Empower the Employer scholarship closes on 30 November.

Application forms can be downloaded from www.primaryemployers.com.au or by contacting Primary Employers Tasmania on (03) 6343 2244 or at pet@primaryemployers.com.au.

SHEARER SHEDHAND TRAINING UPDATE

With support from stakeholders across the industry, we are pleased to report that a submission for funding for a workforce development project has been lodged with Skills Tasmania. The project's purpose is to facilitate recruitment, training and retention of shearers and shed hands across the State.

Australian Wool Innovation continues to offer shearing schools in the State and we encourage anyone interested in participating in a school to contact AWI directly.

AWARD UPDATE

The Fair Work Commission is finalising updates to all the modern awards. The special annexures dealing with the COVID-19 pandemic are being extended. Other minor changes are being made and we will provide links to the updated awards on our website.

New wages schedules are also available on our website. Please note the timing of the wage increases has been staggered with the **Pastoral Award and Horticulture Award increases taking effect from the first full pay period commencing on or after 1 November, 2020.**

Wine Industry Award increases will apply from the first full pay period commencing on or after 1 February, 2021.

The dates for the other award increases to apply are set out in the relevant schedules.

EMPLOYMENT MATTERS

Employees Living on Farm

Many properties have additional housing that employers are willing to provide to their employees as part of an employment package. This is a great benefit for your employees, but you must ensure that you put in place the appropriate documentation to avoid disputes down the track.

Firstly, it should be noted that this is not a standard landlord and tenant or lease arrangement. The occupation of the house is tied to the employment and the employee has a right to reside in the property only whilst so employed. Once the employment comes to an end, for whatever reason, they have a strict time limit in which to vacate the house.

A lease, on the other hand, is usually for a fixed period, and if the employment ends you may end up with an ex-employee living in the house for several months until the actual lease expires. We have had examples of this, one where the employee was entitled to stay on the property for three months after being dismissed for assaulting the employer.

Sometimes the house is provided to the employee without charge. If so, it is important that the employee is aware that the value of the accommodation forms part of his or her employment package, and can be used to offset other entitlements.

If you do charge an employee a fee for living in the premises it is important to indicate if it is full market value, and again, if there is some benefit to the employee that the benefit forms part of the package.

It is also important to set out who is responsible for such things as insurance, electricity, telephone, repairs etc.

Primary Employers Tasmania can prepare the necessary documentation to ensure that you and your property are protected.

Andrew Cameron

Workplace Relations Director



LUNCHTIME WEBINARS

Thank you to those members that have logged on to watch our lunch time webinars. Our next webinars are as follows:

- **Wednesday 18 November at 12.30pm:**
Farm Safety Update – Are You Compliant? – with Safe Farming Tasmania’s Phil John
- **Thursday 11 February at 12.30pm:**
Social Media Made Easy

We will send a reminder to all members the week prior to each webinar to remind you to book your spot!

HELP US GROW

Don't forget our competition for members. Whoever refers the most new members by 30 November 2020 will win a dozen bottles of premium Tasmanian Wines. Details are set out below.

OFFICE HOURS

Though the office is currently unattended we are still available to assist with all your workplace relations enquiries. Andrew can be contacted on **0407 200 909**.

PRIMARY EMPLOYERS TASMANIA WEBSITE

Visit our website here: www.primaryemployers.com.au

KEEP UP TO DATE

Don't forget to Follow us on Facebook at:

<https://www.facebook.com/primaryemployerstas>

Felicity Richards

President





HELP US GROW!

REFER A FRIEND COMPETITION

Primary Employers Tasmania is keen to help more farming businesses improve, protect and maintain their workplaces while ensuring they remain safe, compliant and across the latest workplace relations systems. Member benefits include:



Workplace Solutions

We provide professional and practical workplace relations solutions to employers in the agriculture, horticulture and viticulture industries so members can focus on their core business and let us handle the rest



HR & Training

We offer human resources management support from dispute resolution, to recruiting, onboarding and specialised training services so members are protected and continually developing their staff



Member-only Benefits

Members enjoy special deals and discounts from leading Tasmanian providers. Regular industry updates ensure members remain informed of the latest industrial relations changes

TELL YOUR FRIENDS!

Refer the most members by 30 November and you will win **A DOZEN BOTTLES** of premium Tasmanian wine

Signing up is easy - just visit www.primaryemployers.com.au/membership and follow the prompts