

Welcome to a Special Edition of our newsletter.
We hope everyone is keeping safe and well and complying with the rules.

OUR NEW AGCARD PROJECT OFFICER

We are delighted to announce that Clare Peltzer has joined the Primary Employers Tasmania team as the AgCard Project Officer! We welcome Clare to the team and look forward to working with her on the AgCard roll-out.

“Having grown up on our family farm, Logan, I was always baffled when non-farming friends would accidentally lean on the electric wires, unknowingly stand in the gateway of the sheep yards or jump on the motorbike without acknowledging its power. I thought common sense would make others aware of the hazards on farms, however, I learned quickly that it needed to be explicitly taught.

Nowadays as the livestock manager, I fully understand the importance of the health and wellbeing of every farm worker and the processes that need to be in place to ensure everyone is safe.

Teamed with my career as a part-time secondary teacher of agriculture, I am

beginning to understand how best to communicate these hazards with your future employee/s. As the recipient of a 2019 Nuffield Farm Scholarship, I found that attracting and retaining staff into our primary industry businesses is an international concern. We can aim to retain staff by implementing the correct procedures so workplace injuries can be minimised, or at best, eliminated. The practical and theoretical skills I have acquired from these jobs will help me roll-out the Primary Employers Tasmania’s AgCard as an online pre-employment induction tool for primary industries.

I am looking forward to connecting and sharing information with farmers, new employees, school students and industry advocates around the state.

Please be in contact with me directly to begin/continue the process of making your farm a safer place for everyone. “

Clare Peltzer
0439 908 214
clare@primaryemployers.com.au



SCHOLARSHIP

Applications for the second Primary Employers Tasmania scholarship close on 31 July.

The scholarship presents a fantastic opportunity for a young Tasmanian farmer to access funding for upskilling and personal and professional development. Valued at \$2,500 the scholarship is open to Primary Employers Tasmania members and their family and staff aged 18 - 35 and can be utilised for further education, training or attending a conference or event. Application forms are available at www.primaryemployers.com.au

SHEARER SHEDHAND TRAINING UPDATE

Following the resignation of our shearer-trainer, Jack Monks, Primary Employers Tasmania is exploring new projects which will utilise the funds held by Skills Tasmania for the benefit of Tasmania’s wool industry.

If you have suggestions about how these funds should be spent, please email Andrew

andrew@primaryemployers.com.au, or call the office, as we would love your input.

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

As indicated in our last newsletter the Fair Work Commission has announced the wage increase but has deferred the commencement date for the increases to apply for a number of awards.

The Horticulture Award and Pastoral Award increases will not apply until the first full pay period commencing on or after 1 November, 2020. For the Wine Industry Award the increase will not take effect until the first full pay period commencing on or after 1 February, 2021.

We will forward all the relevant wage schedules closer to the implementation date but they will be on our website shortly.

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LUNCHTIME WEBINARS

Our first webinar went live on 9 July and the audio is now available on our website.

We will continue with these information sessions every second Thursday of every second month on an important and relevant topic with an expert presenter.

This will give you an opportunity to hear the latest information and ask questions to ensure you and your business remain compliant and always achieving best practice.

Any person interested in attending this webinar should email pet@primaryemployers.com.au and we will send you the link.

Please mark in your diaries the following dates for 2020:

- **10 September at 12.30pm:**
Making the Most of AgCard with Clare Peltzer and Andrew Cameron
- **12 November at 12.30pm:**
Farm Safety Update – Are You Compliant? – with Safe Farming Tasmania’s Phil Johns
- **11 February at 12.30pm:**
Social Media Made Easy

TAX TIME

The Australian Taxation Office has created helpful tips for agricultural workers and employers.

These are attached and provide useful information to help you and your employees.

EMPLOYMENT MATTERS

Notice Periods

The end of an employment relationship requires the terminating party to give notice to the other party that the contract of employment will come to an end.

The Awards were changed to now provide that the employee is to give the same period of notice to the employer as the employer is required to give to the employee and is based upon the length of service of the employee. This simple table sets out the notice required to be given by both parties.

| Employee’s period of continuous service with the employer at the end of the day the notice is given | Period of notice |
|---|------------------|
| Not more than 1 year | 1 week |
| More than 1 year but not more than 3 years | 2 weeks |
| More than 3 years but not more than 5 years | 3 weeks |
| More than 5 years | 4 weeks |

If an employee does not give the required period of notice to an employee, then the employer is entitled to deduct from any wages owing to the employee an amount equal to one week’s pay. Obviously, as with any contract of employment, the parties can agree to shorten the period of notice required.

However, as an employer there are two main exceptions of which to be aware. Firstly, if the employer is giving notice to an employee who is over the age of 45 years and the employee has at least 2 years of service, then an additional week of notice is required. Secondly, if the employee is under the age of 18 years the employer cannot deduct the weeks wages from any payment at the time of termination.

In almost all cases where an employee is leaving, it is usually best to pay out the notice period and have the employee leave so that there is no risk of problems arising. This might be the employee injuring themselves and ending up with a worker’s compensation claim that continues well past their employment ending, or the employee harassing or discriminating against another employee, or even damaging property.

It is important that the contract of employment covers the requirements surrounding the termination of employment and we can assist you in that regard.

Andrew Cameron
Workplace Relations Director



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 new 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