

Welcome to the latest edition of *Member News!*

NOTICE OF SPECIAL GENERAL MEETING

Date: Thursday 11 April 2019

(Please Note Change of Date)

Venue: Launceston Conference Centre, 50 Glen Dhu Street, South Launceston.

Time: 10:30am – 11:00 am followed by morning tea.

Proxy:

If you are unable to attend the meeting a Proxy Form is attached whereby you can have someone represent you at the meeting. Your signed proxy must be with the office at least 24 hours prior to the meeting. This can be sent to PO Box 3014 Launceston 7250 or emailed to andrew@primaryemployers.com.au

The meeting has been called by the Committee in accordance with Rule 42.0 to amend the Rules of the Association as follows:

- a. To amend Rule 1.0 - Name to read
The name of the Association is Primary Employers Tasmania (hereinafter referred to as "the Association").
(NOTE: this change is proposed to avoid confusion with other organisations. The Association has been trading under the name Primary Employers Tasmania for many years, and is how the Association is generally recognised.)
- b. To add the following words to Rule 27.2 – Executive Committee - Election:
"If the candidates are subject to election the Association shall place on its webpage a statement and photograph supplied by the candidate complying with the following: (i) The Statement shall give the name and the address at which the nominee mainly carries on their particular industry and indicate in not more than one hundred words the candidate's: (a) Service to that industry (b) Service to the community (c) Special interests and qualifications of any type."
(Note: This amendment was proposed and approved at the Annual General Meeting in June, 2018 but due to a technicality was not approved by the Registered Organisations Commission. This proposed amendment will allow members to know more about those standing for the Committee.)

QUAD BIKES (ATVS)

The safety of quad bikes and an employer's obligations in relation to the provision of quad bikes for employee use has again been raised in a recent decision of the District Court of Queensland.

In this particular case an employee was injured whilst mustering cattle at low speed. The judge decided that "the quad bike was inadequate for use in mustering on the property, there was a foreseeable risk of injury which the {employer} did nothing to adequately control. It did not exercise reasonable care to make the quad bike safe to ensure [the employee] was able to undertake the task of safely mustering the cattle."

The judge expressly stated that the failure to provide rollover protection, seatbelts, an alternative vehicle (i.e. a side-by-side), or to conduct a safety audit were all important components of the breach. The employer was ordered to pay \$400,000 compensation to the employee.

Members are reminded of the need to properly monitor the use of quad bikes and ensure all safety steps are undertaken including, appropriate training, crush protection, checking brakes, lights, tyres etc, and insisting that employees wear an appropriate helmet at all times.

PET has been pushing for a State Government rebate scheme similar to NSW and Victoria to enable the retro-fitting of crush protection devices on existing quad bikes, and is still awaiting the State Government's "Quad Bike Safety in Tasmania Issues Paper" for which submissions were made in March, 2017.

EMPLOYMENT ISSUES

Employers are required to keep employee records of 7 years. This is the legal requirement set out in the Fair Work legislation.

However, keeping records longer than this is recommended as claims for annual leave can go back longer than this, and long service leave calculations are based on a minimum period of 7 years but generally 10 years of service. If you don't have the records how can you properly calculate the long service leave entitlements for an employee who may have started as a casual or part-time employee and become permanent full-time, or has remained as a casual or part-time employee for the whole period of their employment. Has such an employee worked the requisite hours to entitle them to long service leave.

A lesson from the recent bushfires is that having a paper record may no longer be the best means of keeping your employee records. How can anyone possibly remember the hours per week that an employee worked in a month 2 years ago, let alone 10 years ago. Electronic (computer) versions may be the way to go, particularly if the records are backed up and stored off-site, or even kept in the "cloud".

Your accountant can probably assist in determining which method suits your particular business.

Our Workplace Relations Director, Andrew Cameron, can also assist in this regard.

HARASSMENT IN THE WORKPLACE

Harassment in the workplace is not only unlawful but also bad for business. A recent survey in Tasmania indicated that over 70% of women working in agriculture have experienced some form of harassment, particularly sexual harassment. PET can assist you with both providing a full policy document and appropriate training for your staff.

As an employer you are obliged to provide a safe workplace for all staff free from harassment and bullying. It is essential that you have a written policy and that your staff are trained in relation to the policy and their obligations.

VISAS

Earlier this month the Minister for Immigration, Citizenship and Multicultural Affairs announced changes to the temporary skills shortage (subclass 482) visas, moving most of the agricultural occupations from the short-term list to the regional occupations list. These changes mean, visa holders in the roles will be eligible for a 4 — rather than a 2 — year visa with pathways to permanent residency.

The specific occupations effected are:

- fruit or nut grower
- grain, oilseed or pasture grower
- mixed crop farmer
- crop farmers
- beef cattle farmer
- dairy cattle farmer

- mixed livestock farmer
- pig farmer
- sheep farmer
- livestock farmers
- mixed crop and livestock farmer

This is a fairly significant change. Whilst not providing the benefits of a dedicated Agriculture Visa it is a significant step in the right direction.

CENTRELINK ADVICE

Centrelink is continuing to provide accessible advice to regional areas around Tasmania.

Their Mobile Service Centre enables you find out about Australian Government payments and services for rural families, older Australians, students, job seekers, people with disability, carers, farmers and self-employed people.

Information about Department of Veterans' Affairs programs and support services for veterans and their families will also be available. The venues and dates are in the table [below](#).

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>

I look forward to seeing you at the General Meeting.

Felicity Richards,
President

Tues 9 April 2019	Sheffield	9 am to 4 pm	Sheffield Bowls Club car park, Main Street, Sheffield
Wed 10 April 2019	Mole Creek	9 am to 4 pm	Mole Creek Memorial Hall car park, Caveside Road, Mole Creek
Thurs 11 April 2019	Deloraine	9 am to 4 pm	Woolworths car park, Off Emu Bay Road, Deloraine
Fri 12 April 2019	Cressy	9:30 am to 4:00 pm	Adjacent to the Big Trout park, Church Street, Cressy
Mon 15 April 2019	Westbury	9 am to 4 pm	Westbury Sports Centre car park, Franklin Street, Westbury
Tues 16 April 2019	Bracknell	9 am to 1 pm	Bracknell Hall car park, Amelia Street, Bracknell



Associate Degree in AgriBusiness

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