

## INSIDE THIS ISSUE

Annual General Meeting	1
Agfest in the Cloud	1
2020 Membership	1
Photo Competition	1
Our New Website	1
Employment Issues	2
Keep Up to Date	2
Membership form attached	
Proxy Form attached	

### Welcome to our regular newsletter. We hope everyone is keeping safe and well!

**Our Covid19-specific newsletters are available on our website.**

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

#### ANNUAL GENERAL MEETING

Our Annual General Meeting will be held on 21 May, 2020.

Due to restrictions imposed as a result of the COVID-19 pandemic, the meeting will be held via video conference. All members can attend using a mobile phone, tablet, or computer, from the comfort of the lounge room or the tractor.

If you wish to attend, please rsvp to [pet@primaryemployers.com.au](mailto:pet@primaryemployers.com.au) and we will send you the necessary link and instructions on how to join the video conference.

If you cannot attend but would like someone to do so on your behalf, please complete and return the attached proxy form at least 24 hours before the scheduled meeting.

All the papers for the AGM will be put on the Members Only section of the website.

The Auditor's Report and Financial Statements for 2019 are already available on the website for members to view under the "Committee News" area.

#### AGFEST IN THE CLOUD

We are delighted to be supporting Agfest in the Cloud this year from 7 May. We will have an online presence at the event, and will be encouraging new members to sign up. All members who join during Agfest will go in the draw to win a case of wine from the celebrated Tasmanian winery, *Stefano Lubiana Wines*.

#### 2020 MEMBERSHIP

If you haven't yet renewed your membership you can do so by accessing the online portal (payment by Visa or MasterCard), or if you wish to pay by direct debit or cheque, please complete the attached membership form and return it and proof of payment to the office, either by email or post:

**Email:** [pet@primaryemployers.com.au](mailto:pet@primaryemployers.com.au)

**Post:** PO Box 3014 Launceston, 7250

#### PHOTO COMPETITION

##### 'KEEPING POSITIVE & CONNECTED'

We have launched a photo competition on our Facebook page: we are looking for photos from our primary industries that put a smile on your face.

Email submissions to Andrew at [andrew@primaryemployers.com.au](mailto:andrew@primaryemployers.com.au). The one to put the biggest smile on his face wins a fabulous prize!

#### OUR WEBSITE

Have you visited our new website yet?

There is lots of new information and links to help you in your business. We will continue to add to the site to make it a one-stop spot to meet your needs as a member. To access the new website, click here [www.primaryemployers.com.au](http://www.primaryemployers.com.au)

## EMPLOYMENT ISSUES

### Vaccinations and Employment

As winter approaches many employers seek to have their employees vaccinated against the flu (note, we are talking about the regular winter flu here, not COVID-19). Similarly, employers sometimes seek to have their employees receive tetanus and Q-Fever vaccinations.

However, can an employer insist that their staff have the vaccinations?

Vaccinations involving needles are an invasive measure that an employee can refuse. Unless it is clearly spelt out before the employee commences with you that these vaccinations are compulsory and a requirement of employment, you cannot insist upon the employee having the vaccination.

If your employee refuses a vaccination, it is important that you do not discriminate against that employee in how they are treated at work and what work they can do. Where an employee refuses a vaccination, the following information from health advisory services may assist.

Health departments advise that if workers have a significant occupational risk of acquiring a vaccine-preventable disease, the employer should implement a comprehensive occupational vaccination program. This program starts with a vaccination policy that sets out the aims of the program, the organisation's position on managing vaccine refusal, keeping current staff vaccination records, giving staff information about

relevant vaccine-preventable diseases, and encouraging non-immune workers to receive the recommended vaccines.

Employers should take all reasonable steps to encourage non-immune workers to receive the recommended vaccines.

If an employee's refusal to participate in a vaccination program is believed on reasonable grounds to raise a serious health risk to anyone, employers should assess the risk according to the particular circumstances of the work situation, taking into account how diseases are spread. Decisions regarding risk control should be based on such risk assessments. All relevant options for risk control should be considered, in addition to vaccination.

Strategies that may help reduce the risk where an employee refuses vaccination (or cannot be vaccinated for medical reasons) include reviewing work practices to ensure systems of work are best practice in terms of infection control, providing extra information, instruction, training and supervision, and using personal protective equipment.

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

**Andrew Cameron**  
*Executive Officer and  
Workplace Relations Director*



### KEEP UP TO DATE

Don't forget to Follow us on Facebook  
<https://www.facebook.com/primaryemployerstas>

**Felicity Richards, President**



We make super  
**surprisingly  
straightforward**



Contact your Regional Manager to find out how.  
Rod Stewart mobile 0428 558 158  
Visit [primesuper.com.au](http://primesuper.com.au) call 1800 675 839



Call 1800 675 839 for a Product Disclosure Statement. Prime Super (ABN 60 962 335 823, RN 1000276) is issued by Prime Super Pty Ltd (ABN 91 067 241 016, AFSL 219723, RSE L0000277).