

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

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### MEMBER SURVEY

You should have received the member survey. The survey only takes a minute or two to complete and will be used to ensure we have your correct information. If you haven't received the survey in the next few days please contact the office.

The survey asks you to check your contact details and to advise on the number of employees you have, or have through the year including casual employees and seasonal workers.

### EMPOWER THE EMPLOYER SCHOLARSHIP

Applications for the next Scholarship close on 30 November 2020. If you know anyone aged between 18 and 35 who would like to develop their career, then [the scholarship application form can be found on our website](#). The funding may be used towards participation in an education or training activity or event of the applicant's choice.

### UPDATE ON SHEARER SHEDHAND TRAINING

We have been successful in obtaining a grant through Skills Tasmania to proceed with the Wool Industry Workforce Development Project. We will be calling for expressions of interest to fill the Steering Committee positions and advertising for a Project Officer shortly.

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 of the modern awards. The new Pastoral Award 2020 commences on 9 November 2020 and the Horticulture Award 2020 commences on 13 November 2020.

There are few significant changes to the awards and most are just restructuring and tidying of provisions.

### WAGE INCREASES

Wage increases apply in the following awards from the first full pay period commencing on or after 1 November 2020.

- Pastoral Award
- Horticulture Award
- Clerical – Private Sector Award
- Food Beverage and Tobacco Manufacturing Award
- Silviculture Award
- Poultry Processing Award
- Road Transport and Distribution Award

The wage increases will apply from the first full pay period commencing on or after 1 February 2021 in the following awards:

- Wine Industry Award
- General Retail Industry Award
- Hospitality Industry (General) Award
- Nursery Award
- Restaurant Industry Award
- Racing Industry Awards

New wages schedules are available on our website.

If you have a query about any of the award wage increases, please contact Andrew.



### 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!

### SMALL BUSINESS ADVICE FOR RECOVERY GRANT PROGRAM OPEN

The purpose of this grant program is to assist Tasmanian small businesses recover from the economic impact of COVID-19.

Small businesses can receive a grant of \$750 toward the cost of engaging an appropriate consultant to provide advice or a service that will assist the business in its recovery from the COVID-19 pandemic.

The Grant program closes on Monday 22 February 2021 at 12:00 pm, or when the funding has been fully allocated, whichever occurs first.

Total funds available for this program for eligible Tasmanian businesses is \$1.538 million. A maximum of 2,050 grants will be awarded.

In the application, people must outline the advice required for business recovery, why it is required, and justify why their nominated consultant is appropriately qualified to provide that advice.

Details can be found at [www.business.tas.gov.au](http://www.business.tas.gov.au).

### EMPLOYMENT MATTERS

#### What happens when an employee says, “I quit”?

Often the situation arises that an employee just tells the employer that they are quitting. Under the terms of the awards, an employee must give notice of their intention to quit, and that notice period now corresponds with the period of notice an employer has to give an employee, based upon the length of service.

If an employee does resign they do not have the right to make an unfair dismissal claim unless it is what is called a ‘constructive dismissal’, i.e. when an employee considers there is no other option but to resign due to the actions of the employer. Unfair dismissal claims are only applicable to a termination at the initiative of the employer.

Sometimes an employee will say they quit in the ‘heat of the moment’. In these cases, the circumstances of the resignation are said to require the employer to make further inquiry as to whether the resignation was really intended.

An employer is entitled to rely on a verbal resignation, but it is always prudent to get the employee to confirm the resignation in writing.

If there are circumstances to suggest that the resignation was not intended, for example it is given in the heat of the moment, you should wait a short time and then confirm with the employee directly if it is their intention to resign and then you should confirm acceptance of the resignation in writing.

If an employee does not give the requisite period of notice, then the employer is entitled to deduct one week’s pay from the employee’s final wages payment.

In any situation where you are in doubt as to the resignation of an employee it is best to get advice.

It is also important to make a record of the reasons for termination, e.g. resignation, performance, misconduct, in the employee’s personnel file or payroll. This is a legal requirement.

**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 website here: [www.primaryemployers.com.au](http://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](http://www.primaryemployers.com.au/membership) and follow the prompts