

Welcome to the latest edition of *Member News!*

NOTICE OF ANNUAL GENERAL MEETING

Date: Thursday 18 July 2019

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

Time: 10:30am – 12:30 am followed by light refreshments.

STRATEGIC PLAN

Your Committee has finalised its Strategic Plan for 2019 – 2021. Our emphasis will continue to be on delivering excellent services to members, including workplace relations advice, advocacy, and training. A summary of the strategic plan is attached.

We will also be revamping our resources to make sure they are up to date and available in the most useful form for members. Our website is going to be overhauled as part of this process, and we would love to hear from members what information they would like made available on the new site. Please feel free to email suggestions to pet@primaryemployers.com.au

QUAD BIKES

The ACCC have published their full report into quad-bike safety. The Federal Minister is taking further submissions before issuing a decision as to how the Government will react.

In conjunction with the Tasmanian Government, the National Farmers Federation, and SafeFarming Tasmania we are emphasising the need for a safety standard that features mandatory installation of crush protection devices and the introduction of a 5-Star Safety Rating.

ANIMAL RIGHTS ACTIVISTS

Members will have seen, and may have experienced some of the recent activities of animal rights activists, including the protest in Melbourne and numerous acts of trespass onto agricultural property. These people continue to pursue an ill-informed agenda against agricultural industries.

Such actions are not only disturbing to farmers but also their staff and families.

Primary Employers Tasmania has prepared the information set out below to assist members to find the resources they need to care for themselves and their staff and families, while maintaining animal welfare standards and addressing situations in which those standards are not met. We'll be putting more information on our website in due course.

We congratulate the Tasmanian Government for their budget initiative introducing a rebate system for the fitting of approved rollover or crush protection devices to quad bikes from 1 July, 2019. Primary Employers Tasmania also supports the Government's push to enforce helmet use by all riders, banning children from riding adult-sized bikes, and banning children under the age of six using any quad bike.

We urge all members to mandate the wearing of appropriate helmets for your staff on motor bikes, quad bikes and side-by-sides.

Where to find support for yourself, your employees and your family:

[Rural Alive and Well](#) Phone: (03) 6254 1092

[Lifeline](#) Phone: 13 11 14

What standards of animal welfare apply?

[Animal Welfare Guidelines](#)

How to respond to trespass, breaches of privacy or other unlawful behaviour

Notify the Police on **131 444**
Notify the website host or ISP

Where to report animal welfare concerns:

In the first instance, we suggest trying to notify the owner or person responsible for the animal or animals in question, if it is safe to do so.

[Reporting Animal Cruelty or Neglect](#)
[RSPCA](#)

NATIONAL FARMERS FEDERATION COUNCIL MEETING

As well as being an opportunity to hear about the state of agriculture across Australia, and to share the concerns of our members, NFF council meetings are a chance to hear from industry experts.

One of the many interesting presentations at the recent NFF Council meeting was about glyphosate, particularly following recent multi-million-dollar lawsuits in the USA.

Glyphosate-based herbicides are among the most widely used crop protection products in modern agriculture, so it's understandable that people have questions about their safety and the impact they have on our health.

There is an extensive body of research on glyphosate and glyphosate-based herbicides, including more than 800 rigorous studies, which confirm these products can be used safely and that glyphosate is not carcinogenic.

The Australian Pesticides and Veterinary Medicines Authority, the Australian government statutory authority, maintains that glyphosate does not pose a cancer risk to humans.

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>



EMPLOYMENT ISSUES *Andrew Cameron, Executive Officer and Workplace Relations Director*

The Fair Work Regulations 2009 now provide a definition of what constitutes serious misconduct as far as the summary termination of employment is concerned. Previously, an employer had to prove that particular conduct was serious enough to justify terminating the employment contract.

Under the regulations it is clearly expressed that such matters as theft, fraud, assault and refusing to carry out a lawful and reasonable work instruction are deemed serious misconduct and can justify the summary dismissal of an employee.

Other factors which constitute serious misconduct include any conduct by an employee that causes a serious and imminent risk to the health and safety of a person, or that causes serious and imminent risk to the reputation, viability or profitability of the employer's business.

It should be noted that before terminating any employee you should conduct a proper investigation to ensure you have the facts correct, and still follow procedural fairness. That is, provide an opportunity for the employee to defend themselves and provide natural justice.

Notwithstanding, it is always best to obtain professional advice before any termination of employment. Our Workplace Relations Director, Andrew Cameron, can also assist in this regard.



I look forward to seeing you at the Annual General Meeting.

Felicity Richards, President.



Associate Degree in AgriBusiness

The Associate Degree in Agribusiness (Z2A) has been developed in consultation with Tasmanian industry and blends business studies in management, finance, marketing and planning with technical skills in agriculture. Contact the University today for further details [here](#).



Contact your Regional Manager to find out how:

Visit primesuper.com.au
Call 1800 675 839

Call 1800 675 839 for a Product Disclosure Statement.



Prime Super (ABN 60 562 335 823, RN 1000276) is issued by Prime Super Pty Ltd (ABN 81 067 241 016, AFSL 219723, RSE L0000277).



STRATEGIC PLAN 2019-2021

Our Purpose

To support primary industry employers in all workplace relations matters

Our Mission

To be the first point of call for all primary industries employment concerns and issues

Our Goals

Excellent service delivery

Strong market presence

Sustainable governance and operating systems

Our 2019-2021
Priorities

- Expert workplace relations advice and resources for members
- Strong advocacy for employer interests
- Investment in training and employment-related opportunities for members
- Extend shearer/shed hand training to a recognised training course

- New interactive website with up-to-date employer resources and training calendar
- Collaboration with Tasmanian and national peak bodies to present a united voice for primary industry employers on workplace relations issues

- Sound investment of member funds
- Best practice governance structures
- Succession plan for staff and Board
- Comprehensive risk management strategy