

Welcome to the March 2019 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.

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.)

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

MEMBERSHIP

All members should have received their renewal notice for the 2019 year. Members are reminded that fees are payable by 30 March. Access to the members only page of the website is restricted to those members who have paid. Your new login details will be provided with your membership receipt.

SHEARER SHEDHAND TRAINING

Our training programme goes from strength to strength, due in no small part to our excellent trainer, Anthony 'Jack' Monks. A big thank you also to our shed providers, Connorville, Beaufront and Malahide, who provide the facilities to allow the hands-on shearing experience.

We have guaranteed funding from the State Government through to June, 2022, and yearly funding from Australian Wool Industry (AWI). With the increased wool clip, we need to ensure that both the Government and AWI are aware of the benefits to Tasmania and the industry of this ongoing training. Members are encouraged to contact the AWI and their local members to support this training, indicate its value, and highlight the necessity of the training being properly funded.



Jack Monks surrounded by attentive shearing trainees at Beaufront.

DELORAINÉ MEETING

Thank you to those members who turned up to meet the PET Committee in Delorainé last month. Your committee is always keen to hear from its members.

STRATEGIC PLAN

Last year the Committee held a strategic planning meeting to review the organisation and plan its future direction. I am pleased to advise that the Committee has approved the Strategic Plan 2019-2021 with a focus on delivering excellent service to members.

As part of the strategic plan a new, interactive website will be developed to give members access to more resources online including policies, contracts, newsletters and award updates. If there is other information you would like to be able to access from the Primary Employers' website, we'd love to hear from you.

A summary of Primary Employers' strategic direction will be published on the website shortly.

EMPLOYMENT ISSUES

Many employers know that they have work for a set period of time and only want to employ someone for that particular period.

This is fine, but you need to be careful as to how you put this into a contract of employment, be it a verbal agreement or in writing (see our December, 2018 Newsletter re contracts).

By stating that an employee will be employed until a specific date the employer will be obliged to continue to employ them, that is, pay wages, until that date whether there is work available or not.

The better means of employing someone for a particular time frame is to use what is often referred to as an "outer-limit" contract. This shows an expected finish date that is not binding and allows for the employment relationship to end prior to that time.

Problems also arise where an employer puts an employee on consecutive contracts, the Commission often deciding that the employee is actually permanent unless the employer can show a good reason for the number of separate contracts.

Drafting an appropriate contract of employment is very important, not just in terms of the time frame, but other aspects as well. Our Workplace Relations Director, Andrew Cameron, has over 30 years' experience in drafting contracts of employment and can help you with your next agreement.

AWARD UPDATE

The Fair Work Commission is still finalising the Awards as part of the first 4-Year Review and has decided not to commence the second 4 Year Review, which was due to commence in 2018.

The Commission has now approved annualised salary arrangement across all awards, hopefully making it easier to pay a salary to your employees without the need for an individual flexibility agreement. The commencement date has not been announced but we will keep you advised.

Changes to the casual employment provisions in the Horticulture Award have been decided but as yet the Commission has not set a date for them to commence.

Primary Employers Tasmania has supported the National Farmers Federation submission that the introduction be delayed, to give employers time to prepare for the substantial change.

CUP DAY

Members should note that Launceston Cup Day was not a public holiday and is just another working day. Thus, employees are not entitled to a day off work, and if they do work are not entitled to any penalty payments.

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.



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