

Strive

For Excellence in Agricultural Workplaces



April 2023

Workplace Relations

Do you comply with new legislation?

Employee Engagement

Recruiting and retaining workers

Electrical Safety

Look up to save lives

Farm Footwear

A Nasty Lesson in the Yard



Contents

Farm Footwear	3
President's Perspective	4
Workplace Relations	6
Engaging Employees	8
Safety Spotlight	11
Partner Profile — Frost Batten	12
Corey's Corner	13
Committee Conversation	14
Partner Profile — Telstra	15
Scholarship Success	16
PET Successes	18
PET Membership	19
Contact Details	20


Primary Employers Tasmania's Strive newsletter is published three times a year to inform, inspire and encourage innovation and best practice in Tasmania's agricultural workplaces


Front cover: Will McConnon, Oatlands



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Rowan Clark
Rupertswood Farm, Hagley

Dropping 35kgs of steel on his toe while wearing thongs has given Hagley farmer Rowan Clark a serious safety wake up.

While frantically contract harvesting shallots and onions, preparing his Hagley property for its annual crop maze and looking after their three children with his wife Anna, Rowan admits he was the “usual level of January busy and tired”.

“I wasn’t focused. I wasn’t thinking. An opportunity came up to save an hour the next day so I took it—without putting my boots on,” Rowan said.

Unfortunately he misjudged the effort required to release an A-frame used to hitch a front-mounted three-point linkage roller and it dropped onto his big toe.

“It’s a job I had done one hundred times before but it’s always the way when you are busy, trying to save time and rushing.

“The steel frame hit my toe, ripped the nail straight off, busted the end of the bone and split the toe down the front and the side.

“I looked down and it was like a delayed reaction. I remember thinking ‘that’s going to hurt’.”

After a trip to emergency, five stitches to sew up the toe, endless bandages and instructions to take it easy, Rowan returned home.

He admits that if the implement was any sharper, it could have easily amputated the toe.

“You always think you have everything under control, but that’s never the case on a farm,” Rowan said.

“We are so busy working seven days a week, we rush jobs and then accidents happen.

“Normally I would never handle an implement in my thongs so a key learning for me is to not take short cuts and always have my steel capped boots on in the yard.

“I am just lucky that there is no long-term damage and I was able to continue working during such a busy time.”

Anna and Rowan have since reached out to Safe Farming Tasmania to update their policies and procedures and reaffirm their on-farm safety commitments.

“When we have thousands of visitors coming onto the property, as well as young children, employees and contractors, safety has to be our number one priority.”



Main pic: ABC Online



President's Perspective...

Ben Grubb

Primary Employers Tasmania
President

Ben Grubb was appointed President of Primary Employers Tasmania in late 2021 and is the manager of his family's business Strathroy Pastoral, a mixed farming operation at Breadalbane and Nile. Ben has a Commerce Degree from Melbourne University and worked for 13 years in senior management roles for Elders in North East Victoria, Southern Riverina NSW and Tasmania.

Nearly every member I talk to discusses the current challenges around recruiting and retaining workers, whether that be on-farm or in the sheds (myself included.... I am currently seeking two on-farm positions).

The process is time consuming and frustrating. The agricultural industry is not on its own navigating its way through the current labour shortage. However, it would be fair to say the impact is more acute when the health and wellbeing of livestock is disrupted or delays to time critical cropping.

In this issue, there are three articles highlighting some of the challenges being felt by our members. One from a dairy farmer, a mixed farming and seed cleaning business and the third from the manager of a large grazing and cropping operation south-east of Oatlands.

As a reminder, our Workplace Relations Director Andrew Cameron is ready to assist. You may require general advice on recruitment strategies, or need guidance on

remuneration and incentives to offer an incumbent employee prior to issuing employment contracts.

Primary Employers Tasmania has been working hard behind the scenes advocating on your behalf at both a State and Federal level. At the end of 2022, I raised the following matters with our Federal Agricultural Minister, Senator Murray Watt:

- Australia's current workplace relations system is too complex;
- There is a lack of support for ag skills development (desperately need a refocus of vocational education and training VET towards careers in agriculture);
- Labour migration policy needs to be streamlined;
- There is a shortage of affordable housing in rural, regional and remote areas; and
- Revisit eligibility for the pension. Australia's population is living longer and some are wanting to continue working for longer. Australia's current system creates a "fear of missing out" situation. Consider incentivising those who reach retirement age but wish to keep working beyond 67, similar to the model in USA where for every year a person works beyond pension eligibility age they receive an 8 per cent per annum increase to their pension when they do elect to retire (capped at 32 per cent increase on base pension).

President's Perspective Continued...

We pitched this changing pension model to NFF's Workforce Committee and they have agreed to fund a research project by ANU to look at budgetary implications for the government and wider economy.

In January we wrote (jointly with TFGA and Fruit Growers Tasmania) to our State Agriculture Minister Jo Palmer MLC to raise two issues of concern falling under State jurisdiction:

1. Rising workers compensation premiums; and
2. Houses on farms falling under the *Residential Tenancies Act* in Tasmania, giving rise to problems moving occupants on in a timely manner following cessation of their employment hence holding up the recruitment process. In Victoria and NSW, farm houses are exempt from such legislation.

While we have received written responses from the Minister for Workplace Safety and Consumer Affairs, the Hon. Elise Archer MP, no immediate solutions were put forward.

However, for both matters an invitation has been extended to discuss further with both the Minister and relevant Executive Directors. If any member would like to see copies of correspondence from Minister Archer, please contact Andrew Cameron via email andrew@primaryemployers.com.au

Unfortunately (and frustratingly), we have not gained any traction with Skills Tasmania regarding State Government funding for on-going shearer and wool handler training. This seems to be a hot-potato topic, with each department wanting to pass to someone else.

Skills Tasmania has tried to place our funding request with the federally-funded trainee and apprentice program, yet due to the casual classification of shearers and shedhands under Part 9 of the *Pastoral Award*, it does not meet the eligibility criteria.

This lack of support now needs to be shifted to a political issue.

We request our impacted members write to their local representative and reiterate the importance of training to support Tasmania's sheep and Wool industry*.

“We need to attract and train more local shearers and shedhands into the industry.”

We hope you enjoy this edition of Strive.

If you have any feedback regarding this publication, which is printed and posted to our members and other rural stakeholders three times a year, please contact Andrew Cameron.

Thank you for your ongoing support of Primary Employers Tasmania and please reach out to us if you require assistance with any workplace matters.

Tasmania has approximately 2.4 million sheep which requires a strong and well-trained workforce of shearers and shedhands. The wool industry contributes \$277 million to the Tasmanian economy. Data from Department of Natural Resources puts the 2019-20 farm gate value of wool at \$87m and lamb and mutton at \$190m. Working with wool industry stakeholders, Primary Employers Tasmania has determined that there is a need for 20 new shearers and 15 shedhands to be recruited **each year to meet current industry demand.*



Workplace Relations...

Andrew Cameron

Primary Employers Tasmania
Workplace Relations Director

Andrew has more than 37 years' experience advising people and business in law, industrial relations and human resource management. He has a Bachelor of Commerce (Industrial Relations), Bachelor of Laws, Graduate Diploma in Business Administration, Certificate IV Assessment and Workplace Training, Diploma in Human Resource Management and is a Qualified Small Groups Trainer.

As we advised in our last edition of *Strive*, the new Federal Government had a number of policies to vary the *Fair Work Act 2009*.

The first suite of changes went through the parliament on 6 December 2022. Some of these changes have already taken effect, while others will take effect throughout this year. It is imperative employers are across these amendments and ensure they are compliant.

Prohibiting Pay Secrecy

Often employers have put in a contract of employment a confidentiality clause, which not only covered business activities but also restricted the employee's ability to discuss their actual pay rate with others. The new provisions allow an employee to disclose or not disclose (as they elect) their remuneration and, importantly, any terms and conditions of the employee's employment, such as required hours.

There is also now a right for an employee to

ask another employee about their remuneration and any terms and conditions of their employment.

Limitation on Fixed Term Contracts

Sometimes an employer will put a time-frame on a contract, for example, 12 months, then renew the 12-month contract time and time again. However, from 7 December 2023 fixed term contracts will be prohibited if:

1. The contract is for two or more years;
2. The term of the contract and the period of any option for renewal and extension in the contract exceeds two years; or
3. The contract provides an option or right to extend or renew the contract more than once.

This also applies to maximum term contracts, that is where the contract can be terminated during the term by the giving of notice. If you are looking to have a fixed term contract, for example during harvest, then employers will also need to give a Fixed Term Contract Information Statement to the employees.

Paid Family and Domestic Violence Leave

From 1 February 2023 for larger businesses, and from 1 August 2023 for small businesses, employees will be able to access 10 days of paid family and domestic violence leave per year. This includes part-time and casual employees.

Workplace Relations Continued...

Job Advertisements

A new provision has been added to the Act which prohibits employers from advertising roles at a rate of pay which would be in contravention of the Act or the award.

Prohibiting Sexual Harassment

Since 6 March, 2023 there is a prohibition on sexual harassment of workers, persons seeking to become workers and anyone conducting a business or undertaking.

An employer may also be vicariously liable for sexual harassment committed by an employee. There is now an expectation that the employer is proactive in setting up procedures and working arrangements to avoid the possibility of sexual harassment.

Sexual harassment in the workplace is already defined as serious misconduct and can lead to summary dismissal.

Flexible Working Arrangements

From 6 June 2023, the amount of eligible employees who can request flexible working arrangements will include employees who are pregnant, caring for a family member over 55 or are experiencing, or a member of their family is experiencing family or domestic violence.

Enterprise Agreements

Not many agricultural businesses have enterprise agreements.

A number of amendments relating to enterprise agreements have been, or will be, implemented.

However, of note is that any enterprise agreement made before 1 January 2010 (called a "zombie agreement") will automatically terminate on 7 December 2023.

If you have such an agreement, you should contact Primary Employers Tasmania to determine what you wish to do.

If any employees in your workplace are covered by a 'zombie' agreement, you must provide affected employees with written notice on or before **6 June 2023** informing them that they are covered by a 'zombie' agreement and it will terminate on 7 December, 2023.

If there are any questions in relation to the above matters please contact Andrew Cameron at Primary Employers Tasmania on 0407 200 909.

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Worker Worries

Recruiting and Retaining Farm Workers

One Tasmanian dairy farmer is considering selling his multi-generation farm due to ongoing frustrations with workers and the industrial relations system.

Peter (not his real name) is at his wits end.

“We employed a worker from overseas and he was fantastic,” Peter shared.

“He then recommended two other people from his country to come and work for us. For the first 12 months, they were really good.

“Then they told us the system had changed and they needed to be on a full-time wage to get a new visa, as student visas now only allow them to do 20 hours a week.

“I was paying them \$32 per hour on a casual basis, but now I have to find two salaries of at least \$62,000 per year — and neither of them can drive a tractor.

“They have joined a large online network with other overseas workers and things are changing. One said he was injured but he can’t recall how it happened. He had three months off on compo and now can only lift 5kg. The other is still off on compo.

“If they left, I can’t find anyone else to do the work. We are calving so we are at the mercy of the system.

“I am working 15-hour days seven days a week, my health is at risk and I never see my child.

“To be honest, I am questioning why I keep farming.”

One of Peter’s chief frustrations is the constant changes to rules, regulations, pay rates, visas and worker conditions. He said seeking advice from Primary Employers Tasmania had been a crucial step in ensuring his business remained compliant with the myriad of state and federal workplace legislation.

“At the end of the day, we want to do the right thing and look after our workers. But when we employ people under one system, and expect that to remain in place, it is very hard to be told the system has changed again less than 12 months later.

“There is a critical shortage of agricultural workers and governments should be working with us, not against us. It’s a constant battle to get workers and to keep them.”

Peter has also provided jobs to locals — with little luck. One caused excessive damage to a farm house and others have been plagued with reliability issues. He said overseas workers were a great solution to the current agricultural worker crisis, with many keen to work hard to stay in Australia.

“We just have to set up the system so that they don’t only work for 12 months in agriculture after we have spent our time training them up. We are finding that some can use their qualifications earned in their birth country after 12 months, so they leave rural areas to head to the city for bigger dollars.

“It shouldn’t be so hard to create jobs.”



Engaging Employees Recruiting and Retaining Farm Workers

Whitemore farmer Mathew Dent is keen to employ additional workers — but like many is finding it difficult.

“We have an existing team of four full-time employees across our mixed cropping, livestock and grass seed cleaning enterprises, and we are very happy with our current workers,” Mathew said.

“However, over the past 18 months we have tried to add another employee to our team to enable my Dad to reduce his hours and to assist with the increased workload.

“We have had three people start, but unfortunately they haven’t worked out.

“We are looking for someone to work with us here at Mount View with great experience across stock work, machinery operation and day-to-day tasks, with the potential to step up into a management role.

“There is an ongoing shortage of skilled labourers, especially with experience in multi-enterprise businesses.

“It takes a great deal of time to advertise, train new employees and induct them into our safety systems, so it’s always disappointing when employees don’t work out.”

Many farmers across Tasmania are reporting similar problems.

Some are struggling to find workers with skills in both livestock and machinery.

Others only want to work 9am — 5pm and have every weekend off.

And some are looking for a 12-month job to save money before they head overseas or to the mainland or start their own contracting business.

Mathew said they have spent time listening to what the next generation of agricultural workers are seeking, and offered a house, work ute and other benefits for the right employee in a bid to attract employees.

He praised the Tasmanian school system for offering agricultural subject options in earlier years to encourage more students to consider careers in our rural industries.

“As an industry, we have to promote agriculture as a career of choice so we can attract skilled and passionate workers throughout the supply chain — from on-farm workers and machinery specialists to agronomists, vets and researchers,” Mathew said.

“In the last few years we have flown potential employees to the State so they can experience Tasmania before committing to the job and have changed the wording in our ads to appeal to a wider target market so we can engage and attract the best possible candidates.”

“We have had employees work with us for decades, and apprentices train and stay with us for 16 years.

“We offer an amazing opportunity to work outdoors and be part of a proud Tasmanian industry focused on producing some of the world’s best food and fibre.”



Education Empowerment

Recruiting and Retaining Farm Workers

Oatlands grazier Will McConnon is leading the charge to attract the next generation into careers in agriculture.

Will grew up on a family farm and is currently managing a grazing and cropping operation of about 6,000 acres south east of Oatlands.

He has spent the past 20 years working across Tasmanian farms, and fears that if the industry doesn't start to proactively address the shortage of agricultural workers, there will be dire consequences.

Will says the promotion of jobs in the rural sector needs to start across all schools.

He recalls a teacher telling him to consider another career as "he would never own his own farm".

"That spurred me on to prove them wrong," Will laughed.

"We need all Tasmanian schools to promote opportunities in ag — from grass roots jobs on the land through to vets, stock agents, rural merchandise and more.

"Some of the schools with existing farms aren't taking advantage of this asset so let's as an industry encourage schools to offer practical on-farm experiences and talk up careers in agriculture."

Word of mouth has been the most important marketing platform to attract additional workers onto their property.

They now employ four workers, as well as Will, and up to a dozen contractors during summer, mostly from the local community.

"We had one young guy who was going to leave, but we convinced him to stay and now his brother is also working with us," Will said.

"Another guy started part time and he has progressed to a full time position.

"Farm owners and managers have to do a lot more to keep people in these jobs, such as providing on-the-job training and upskilling opportunities, flexibility and exposure to a full range of day-to-day operations.

"If you are a plumber, builder or electrician, you are able to work and train on the job to get a certificate. We need a similar qualification in agriculture so that school leavers can see a career path and progression opportunities.

"One of our biggest challenges is that young people are looking for a 9am — 5pm job Monday to Friday. They don't want to commit to 12 to 15 hours a day seven days a week over summer during the busiest times. But this is part of the job and we need people to understand it better."

Will also encouraged farmers to take the time to go to schools to speak to primary and secondary students about pursuing careers in agriculture.

"Young people need to understand that you don't have to grow up on a farm to be a farmer, or a vet or an agronomist.

"There are endless rewarding, challenging and fulfilling careers in agriculture. I wouldn't change it for anything."



Safety Spotlight

By Stuart Beams — Safe Farming Tasmania

Safe Farming Tasmania recently spent time on beautiful King Island to catch up with farmers and continue to cultivate the positive safe farming conversation.

A series of recent near miss incidents involving overhead electrical infrastructure was at the forefront of my mind as I attended this year's King Island Show.

Electrical incidents in the rural sector usually occur when machinery, such as harvesters, aircraft, irrigation pipes, tip trucks or loaders, contact overhead power lines. These incidents often result in death, electric shock and significant property damage.

Working near powerlines and underground cables can be dangerous at any time and it is important that safe working distances are maintained. If you are undertaking any work in the vicinity of electrical infrastructure, you need to know the relevant guidelines to ensure your safety and the safety of those around you.

It is the responsibility of the employer to determine if a worker has the appropriate workplace competence, experience and training to work in the vicinity of electrical infrastructure. Workers, farm machinery and other plant must be kept at a safe distance from overhead and underground power lines at all times.

If working on farm in close proximity of electrical infrastructure, safe work procedures should be completed to identify the risks associated with the hazard and the controls to mitigate the risk.

A safety observer should be used and must be able to communicate effectively at all times with the workers to warn them about encroaching into a no-go zone — if working near powerlines cannot be avoided.

For more information, please visit:

<https://www.tasnetworks.com.au/safety/Working-near-powerlines/Working-near-overhead-powerlines>



The Safe Farming Tasmania program aims to reduce farm-work related death, injury and disease and improve the health and safety of workers in the farming industry.



Department of Natural Resources and Environment Tasmania



For more information, please contact:

Phill John
0407 015 400
phillip.john@safefarming.tas.gov.au

Stuart Beams
0400 140 146
stuart.beams@safefarming.tas.gov.au



Partner Profile

FrostBatten Accountants

Seeking tailored financial and taxation advice after selling a vineyard and starting a new business crafting traditional English style gates was essential for Mark Hirst.

Mark has been a long-term client of Frost Batten and relies on their expertise for both compliance and proactive financial advice.

“When we sold Leaning Church Vineyard, Michael Batten played an instrumental role in ensuring we had all our ducks lined up to achieve the best possible outcome from a taxation perspective,” Mark said.

“As well as preparing our annual tax returns, Michael also assists us with strategic business advice and planning.

“When I decided to launch Hugill Designs, a boutique business focused on building wooden gates, Michael again provided outstanding advice regarding the utilisation of existing legal entities and setting up a new online accounting package.

“There is no doubt that our partnership with Frost Batten has saved our business a great deal of time and money.”



Hugill Designs is now hand-crafting gates out of Tasmanian timbers for farms and homes around the State. Mark prides himself on using traditional carpentry methods, such as mortise and tenon joints, as well as quality gate hardware, to set off each design.

Mark said relying on Michael Batten and Dallas Frost for taxation and financial matters enabled him to spend more time in the workshop.

“One of Michael’s great strengths is his ability to listen, gain a deep understanding of our needs and the proposed direction of the business, and then to tailor advice to best suit the agreed business plan,” he said.

“Michael is always the first one we reach out to when we consider any investment, a restructure or sale of an asset. He provides practical, knowledgeable and trusted advice so that we move forward with confidence.

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Corey's Corner

Safe Farming Tasmania Reference Group Chairman

While rushing and juggling multiple tasks, it's often too easy for farmers to overlook safety priorities.

As Chair of the Safe Farming Tasmania Reference Group, a farmer, a husband and a Dad of three girls, I urge you to always take a moment to assess each job to ensure it is completed as safely as possible.

Reading Rowan Clark's story in this edition of Strive reminded me how important it is to wear appropriate footwear and PPE while at work.

We must eliminate thoughts like "I'm only driving the motorbike up to the yard so I won't need a helmet" or "I only have one limb to cut up out of that tree so I won't need to put on my chaps" or "I can't find my safety glasses so I'll look the other way while I use the angle grinder to cut a piece of metal".

It only takes a minute to put on your boots, glasses, chaps, earmuffs, hi-viz and other protective gear.

But it could save you weeks in avoidable time off work from serious injury. Or it could save your life.

Reach out to Safe Farming Tasmania for a free and confidential consultation. Safe Farming are not workplace inspectors.

They are safety advisors and would be delighted to visit you on your farm to cultivate the positive farm safety conversation.



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Smithton	03 6452 8000
King Island	03 6462 1566

elders.com.au



Toolbox Talks

If you are looking for material for positive and proactive safety conversations with your family and employees, there are a number of Toolbox Talk fact sheets available from farmsafe.org.au (under resources).

A safety share is a great way to start your on-farm team meetings, ensuring safety is everyone's responsibility.



Committee Conversation...

Monique Lubiana

Primary Employers Tasmania
Committee Member

What three words would you use to describe yourself: Happy, fair and grateful.

Please share a few facts about your childhood and study: I grew up in a happy family of 10 children, six brothers and three sisters. I spent a lot of time outdoors playing lots of sports. I went to the local catholic school and then graduated to the local secondary school in Mildura, Victoria. I moved to Melbourne when I was 18 to attend Swinburne College where I received my diploma for Executive Secretarial Studies.

Where do you currently work and what does your role involve: Director of Stefano Lubiana Wines since 1987. Originally based in the Riverland of South Australia and then relocated to Granton, 20km north of Hobart in 1990. My husband, Steve and I established a winery and vineyard on our property at 60 Rowbottoms Road.

How do you achieve a work / life balance: Discipline creates success. I strive to put my family before my work. I am lucky, in a way, that I have been able to walk into my home and leave my work at my office as each is housed in different buildings.

Why did you apply to be a member of the Primary Employers Tasmania Committee: I hope to offer my experience as an employer in the viticulture wine sector. I work hard to obey the law, but I am not perfect. Industrial laws are very complicated as is evidenced by large businesses making mistakes.

What gives you the most satisfaction from being part of the organisation: Hopefully helping small agricultural businesses understand and applying industrial laws as accurately as is possible.

What is the greatest challenge facing Tasmania's agricultural industries: Increased costs make it harder for us to compete given our location. Red tape is another issue facing farmers, as well as competing for labour and training.

What are the greatest opportunities ahead for Tasmanian farmers: We are in a good position to increase production as we have a lot of natural resources. We can possibly weather climate change better than other regions. We have the capacity to grow our housing sector more than other cities. Tasmanians are lovely people, we are a great community.

The best film you ever watched: Emma.

The best concert you've ever been to: Bruce Springsteen 1985 Melbourne concert.

The person who has inspired you most and why: My husband Steve. He's kind, hardworking, humble and creative.

The non-negotiable item on your bucket list: Happiness.

Your best advice for the next generation: Work hard, it builds resilience, it's an exciting ride and pays off in the long run.

If you were Prime Minister for a day, you would: Implement Warren Buffett's five-minute plan to fix the deficit. Administer the WET tax to tax only the ferment grape element of the wine good, rather than the whole wine good, by 29 per cent. Ban any plastics that can be replaced by paper. Allow an option for people to work for the community for their social benefits. Prevent social media carriers from broadcasting information that destroys people's lives.



Partner Profile

Telstra

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For more information about the Blue Tick, please visit:

www.telstra.com.au/mobile-phones/blue-tick

Look out for this Blue Tick logo on mobile phone specifications.



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Caitlin Radford
Agri Development
Scholarship Winner

Moriarty farmer Caitlin Radford was the proud recipient of an Agri Development Scholarship, sponsored by Primary Employers Tasmania. Here is Caitlin's report regarding her attendance at RaboBank's Farm Managers Program...

Why did you select this program as part of your scholarship application:

The Rabobank Farm Managers Program was held in Hawkesbury, NSW last year from the 5 – 10 June. We selected this program as we have a close relationship to Rabobank through our farm banking and our great bank manager Leigh Baker, who strongly recommended it to us. He could see that the next generation were starting to come through and wanted to get more involved within the business.

After Owen and I started CO Agriculture in 2020, we thought the more training we could get the better. At the completion of the program, we also were able to take part in a Project. My project focused on the WHS side of the farm, especially when setting up a new farm and also while bringing in non family member employees. I loved the networking side of the program. There were people from all across the country.

Penny Hooper from Vacluse was the other Tasmanian on the program. It is always fun explaining what we do here and listening to what others are up to.

Most other participants came from a broadacre cereal background or large sheep and cattle stations. Very different from what we do on the north west coast of Tasmania! Normally this is both an Aussie and Kiwi event, but due to the pandemic it was Aussies only.

The next program: Course 18 will be held from 18 - 23 June 2023 in Christchurch New Zealand.

What were your key learnings: This course was aimed at budding farm managers wanting to take over the family farm or manage a commercial farm in the future. The Farm Managers Program helped me to focus on my management skills. It was a week-long program that gave me greater confidence in my leadership skills. It also equipped me with the ability to influence business decisions, and build my own network of young, progressive and passionate farmers. We had a brilliant line up of guest speakers across the week focusing on many subjects from time management, business plans, succession planning and much more.

A highlight for me was the field trips, in particular to Family Fresh Farms where we were able to see the two 2.5ha greenhouses where Qukes® Baby Cucumbers are grown. I came home with many ideas, some aren't always practical or achievable but it is great to have goals and aspirations. It pushed us to think outside the box.

Agri Development Scholarship Report Continued...

We had team projects where we had to work together and individual sessions on public speaking and physical and mental health as well.

We came out of the program motivated and ready to take on whatever came our way. I gained the most from sessions regarding financials and around the global markets as this wasn't something I had dived into too much before. Our Graduation Dinner, which was held in Sydney, where we were able to network with some of Rabobank's key people was another highlight.

How will you apply the learnings to your workplace: These learnings came at an invaluable time as during the program Owen and I were in the process of purchasing our first farm. The project has been the greatest influence since coming home. We put on a part-time apprentice to help at the end of 2022.

Having been an apprentice myself a few years ago I know how important communication and safety is, as my father Shane showed me. I had to learn how to be more organised and plan another person's day too.



Trying to find the most efficient way to do things and how to actively involve them so they learn too. It can be a fine line sometimes trying to get this right.

Everything that I took away from the course has helped me to do this. Learning about how others learn best, their capabilities and personality types helped me to understand how to be the best leader that I can be.

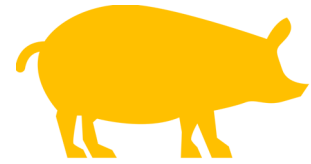
How important is continuous learning to drive success in Tasmania's agricultural industries: Continuous learning is critical to the growth of agriculture in Tasmania. We pack a big punch for our small size and have the ability to keep growing this further. I hope for everyone here to experience and learn as much as we can to help the future generations thrive, not just survive. It is more important than ever to keep finding ways to improve the efficiency, productivity and the overall structure of our businesses. We have access to more opportunities than people think. It is just a matter of putting our hands up for every opportunity that we can.

Why you would encourage others to apply for this scholarship? Any experience or education that helps you and your business is a worthy investment, so why not!

Primary Employers Tasmania and the Tasmanian pork industry offer two \$5,000 Agri Development Scholarships each year, closing on 31 March and 31 October.

You can apply to attend a conference or event, participate in training, facilitate the attendance of a guest speaker at a primary industries function in Tasmania, or organise an agricultural event in the State.

Application forms can be downloaded from www.primaryemployers.com.au



Primary Employers Tasmania Successes

Primary Employers Tasmania continues to assist its members on all workplace relations matters, tailoring advice and assistance to each inquiry. Activity from 1 January to 31 March 2023 includes:

32	Number of contracts prepared
5	Number of Individual Flexibility Agreements prepared for members
9	Licence to occupy agreements
8	Assisted terminations
2	Unfair dismissal matters in Fair Work Commission
238	Incoming phone calls from members
2,450	Total number of AgCard farm safety course enrolments

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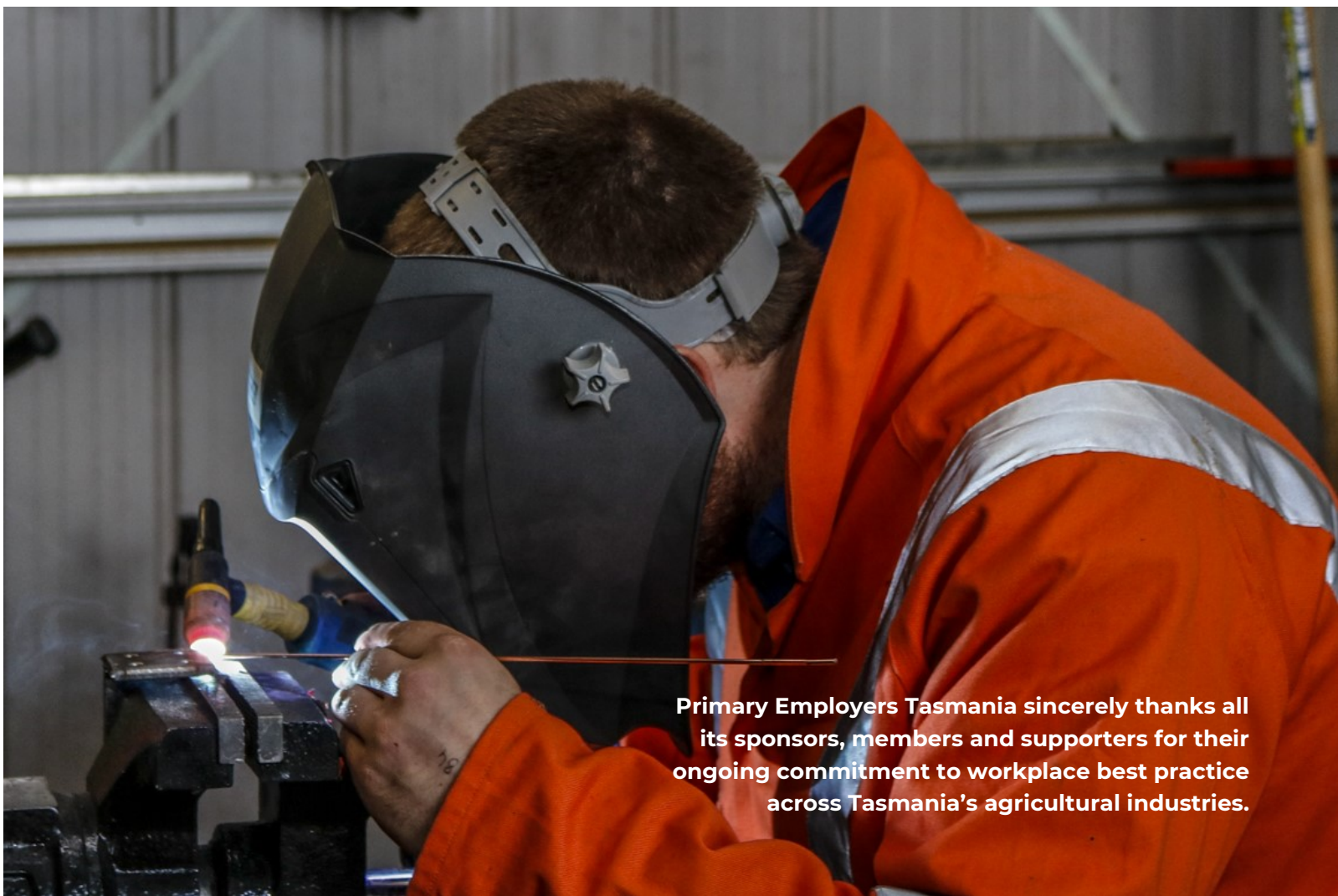
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Primary Employers Tasmania

Membership benefits

- ✓ Professional, personalised, practical and prompt advice
- ✓ Expert team of industrial relations and workplace health and safety advisors
- ✓ Online member-only access to Workplace Health and Safety manual valued at \$500
- ✓ Industry specific advocacy provided on behalf of members at Local, State and Federal Government levels
- ✓ Access to online members-only portal with the latest award information, contract templates and policy and procedures
- ✓ Invitations to industry specific on-farm events focused on global best practice
- ✓ Opportunity to apply for two \$5,000 scholarships each year to access training or attend industry conferences / events
- ✓ Regular News Bulletins ensuring all members have access to the latest relevant workplace information
- ✓ Exceptional value for money



Primary Employers Tasmania sincerely thanks all its sponsors, members and supporters for their ongoing commitment to workplace best practice across Tasmania's agricultural industries.



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