

Strive

For Excellence in Agricultural Workplaces



July 2023

Second Hand Machinery

What are your legal obligations when selling?

1 July Award Changes

Are you up to date with new pay rates?

Bushfire Planning

Did you know you can access free assistance to manage fire risk?

Overcoming Adversity

An orchard family's innovation



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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: *Chloe McFarlane, Elders*





Partners


 **SAFE FARMING** Safe Farming Tasmania is a Tasmanian Government initiative providing free health and safety advice regarding how we talk, think and act about safety on farms.
www.nre.tas.gov.au/agriculture/safe-farming-tasmania


 **frostbatten** ACCOUNTANTS The FrostBatten team utilise honest conversations and shared knowledge to deliver successful outcomes. Services include accountancy, business advice, tax, estate and succession planning, and financial analysis.
www.frostbatten.com.au

 **RED HOT TIPS** The Red Hot Tips program educates, engages and supports farmers and landholders in rural Tasmania to actively manage their bushfire risk.
www.sfmc.tas.gov.au/RedHotTips

 **RURAL BANK** Farmer focused. Future driven. Rural Bank offers lending products specifically designed to help primary producers manage and grow their farm business. www.ruralbank.com.au/

 **Bendigo Bank** Bendigo Bank has everything you need. We deliver the products and technology you'd expect from a big bank, plus the personal service you wouldn't. Feel good about who you bank with. Try Bendigo. www.bendigobank.com.au

 **Elders** Since 1839, Elders has been an integral part of Australia's rural business landscape, offering 180 years of knowledge, experience and advice to Tasmanian agricultural producers. www.elders.com.au

 **BOK PRINT** creative design & printing BokPrint offers a full creative design and printing service — from corporate stationery, brochures, annual reports or even a book. www.bokprint.com.au

Determination, innovation and commitment have enabled the Harvey family to conquer unfathomable challenges on their Glenburn Orchard at Cygnet.

Whether it's hand picking, grading, packing and delivering premium cherries from Tasmania to China within 72 hours, organising up to 150 pickers to harvest their cherries and apples each year or conducting genomic testing on Tamaroo Angus cattle to breed the best possible stud bulls or developing a new employee system to monitor and motivate productivity – Maree and her sons James and Adam are determined to carry on the legacy of Richard Harvey.

Maree was working as a midwife and a nurse when her husband Richard unexpectedly passed away in 2013.

While it may have been easier to walk away from the Huon Valley property, Maree rolled up her sleeves and buckled into a massive learning curve across the sixth-generation farming business.

The Harvey family is now managing up to 450 head of cattle, 20 hectares of apples, 20 hectares of cherries and packing sheds for both the cherry and apple businesses. The apples are sold across the domestic market and the cherries both within Australia and overseas to export markets, such as Taiwan, China, Hong Kong and Vietnam.

And, if time permits, they open their doors for farmgate sales and attend farmers' markets.

Key to their business success are employees – including up to 30 apple pickers from March to May each year and up to 120 cherry pickers each January and February, as well



Maree with her sons James and Adam

Glenburn Orchards Continued...

as about 50 in the cherry and apple packing sheds and a further seven staff members that work on the farm all year round.

They engage about 50 per cent of their employees directly and the remaining 50 per cent through a local labour hire firm.

“You can’t depend on backpackers coming and having enough pickers because if they don’t turn up or they are still working on other farms, then we need a safety net of labour hire,” Maree said.

“It costs us a lot more money, but we need to know that we have a percentage of pickers that will definitely turn up.”

The Harveys have investigated overseas labour programs, but said the limited flexibility with the duration of employment had prevented them from engaging international workers.

“We understand that government programs have looked at trying to link farms so workers can move from one property to another to meet minimum working periods,” Maree said.

“People who are coming up with these rules need to understand that a cherry season doesn’t wait for anyone – it’s a cherry frenzy.

“We need staff when the cherries are ready to pick and there are no guarantees that other farms can transfer workers to us when we need them. And at the other end, when cherry season finishes, other farms may not have work for them at that time.”

Maree, James and Adam are committed to employing locals first, especially for their core team.

Following the introduction of a floor rate for casual pieceworkers under the *Horticulture*

Award, one of their “very clever employees” developed a new QR Code based system to ensure the business was not impacted by this change in payment requirements for pickers.

“We received a lot of help from Primary Employers Tasmania to understand this change and to work out a new system that would work for our business,” Maree said.

“We needed to abide by the new legislation for wages and to protect our business from workers not capable of picking to an hourly rate.”

All employees at Glenburn Orchards are assigned a QR Code. As part of their training and safety induction, they are given an overview of the system and a full understanding of the business’ expectations regarding how much they need to pick in a certain time frame.

When they empty a lug of cherries or apples into a bin, they scan their QR Code and a program calculates how long it took them to pick the fruit.



The next generation of Harveys on the farm

Glenburn Orchards Continued...

The system enables the results to be shared with supervisors across their mobile phones.

“We had to develop a system where we could identify under performers, and then encourage them and motivate them within the next hour. This helps us to work out any person not achieving the hourly rate by the amount they are picking and be able to protect the business by communicating this to the picker.

“We look at the size of the fruit and the quality of the crop, what time they started and how long their breaks were, as well as the average of what others are picking. If the picking conditions were good and they were still unable to meet an hourly picking rate, then we can send them home after the correct number of hours rather than absorbing this unproductivity over eight hours.

“If it’s tough picking, then we have to wear a bit of that cost.

“This has made our pickers more motivated as they know we are monitoring them, ensures our employees are working the legal number of hours and enables us to know if someone is underperforming in the first few hours.”

“We are also able to pay a bonus to those who pick more than the hourly rate, giving our workers further incentive to up their productivity.”

Maree said her membership of Primary Employers Tasmania has been a saving grace.

She has utilised the organisation for a wide range of tailored advice – from support for payroll, superannuation and conflict



Matthew Hammond with James and Adam Harvey

management to contract preparation and drafting policies and procedures.

“When changes occur that impact our business, we can rely on PET to provide updates and one-on-one conversations to verify that what we are doing in our business meets the award and all relevant legislation.”

“We have had PET visit the farm in difficult situations and we have been able to negotiate a successful outcome for both the employer and employee. The counsel provided in a non-threatening manner to manage the situation has been invaluable.

“I absolutely would not do without my membership of Primary Employers Tasmania. They are experts, you deal with the same person in Andrew Cameron and he knows our business.

“We do our best but at the end of the day, there are so many technicalities regarding when pay rates increase on what levels, and we just need to know that we are comply across the board.

“For our family, we are committed to running what Richard Harvey created and continuing his legacy. Our staff are such an important part of the business so we need to make sure that we are doing the right thing by them, as well as Glenburn Orchards.”



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.

Welcome to our second edition of Strive for 2023.

The Federal Government continues with its industrial relations reform agenda, with the third tranche of changes expected to be tabled before parliament in early August.

These include same job same pay, criminalising wage theft and employee-like forms of work, which is about the gig economy and use of so-called independent contractors.

This reform is aimed at allowing the Fair Work Commission to set minimum standards. It is during these unsettling industrial relations times that we rely on organisations like Primary Employers Tasmania to lobby on your behalf via the National Farmers Federation and to keep us fully up to speed with any changes so we don't inadvertently breach the *Fair Work Act*.

The Primary Employers Tasmania Committee works hard to create good working relationships with other peak agricultural bodies across Tasmania, with the ultimate goal

of providing a more powerful and unified voice.

Thank you to everyone who has sent me messages of support for our efforts to form a collaborative alliance with TFGA, which was announced at the Campbell Town Show and took affect from 1 June 2023.

I might be a bit biased, but I think agriculture is the best industry in Tasmania.

We are an industry that grows things. We grow the food people eat, and sometimes we grow the clothes people wear.

But we can be a scattered lot, with photocopiers, offices and ideas dispersed across multiple organisations. We need to stop duplicating resources, churning through volunteers' time, or talking about the same topics across multiple meetings.

We need to lobby together, because our industry deserves a united voice on one of the largest issues facing our sector — employment and workplace relations.

A new AgCard module is due for launch in early July. I am thrilled to advise that AgCard is about to expand and be rolled out nationally ... stay tuned. Led by our incredible Project Officer Clare Peltzer, we are very proud of the strong foundation we have created in AgCard, a successful initiative of Primary Employers Tasmania.

We are always seeking members to join the Primary Employers Tasmania Executive Committee.

President's Perspective Continued...

If you are thinking about it ... just do it!

It's a great opportunity to meet like-minded people, have an influence over the direction of your organisation, get a feel for the workings of NFF in Canberra and, importantly, keep abreast of changes in industrial relations laws.

The Committee meets five times a year for four hours with an hour sub-committee meeting via zoom during the month prior. Please contact our Workplace Relations Director Andrew Cameron if you are interested or would like to know more.

To illustrate some of the opportunities the Primary Employers Tasmania Committee can expose you to, I would like to congratulate two of our Committee members who both recently won national leadership scholarships.

Stephanie Terry from Exton was accepted into this year's NFF Diversity in Agriculture Leadership Program. The program offers unique experiences to increase women's leadership knowledge and capability, and opportunities to build networks within industry.

The program is a mentoring opportunity, open to women with a connection to the sector and are passionate about being a part of the future of agriculture.

The main components of this five-month program are a three-day leadership retreat in Canberra, a mentoring program and speaker webinar series.

Steph has been partnered with Caroline Rhodes, CEO of Primary Producers South Australia, as her mentor.

Kate Gofton from Tonganah recently commenced her scholarship sponsored by Dairy Australia to complete the 15-month Australian Rural Leadership Program (ARLP).

The program includes four face-to-face sessions at domestic and international locations of five to 10 days, on-line sessions and independent project work.

The scholarship is worth more than \$60,000 and is a fantastic opportunity for Kate to build knowledge, connections and have a positive influence on her own community and industry.

This is my last Strive article as President of Primary Employers Tasmania.

I have enjoyed my time in the Chair and feel satisfied knowing I have achieved many of the goals I set myself almost two years ago.

I have a lot going on in my business at the moment and with two young boys about to enter their formative years, I need to free up a bit of time. I plan on staying on the Committee with two years of my term remaining.

As I write, the election process for executive positions is underway. Unfortunately, since the Covid pandemic the AEC (Australian Electoral Commission) has stopped attending our Committee meetings in person to conduct ballots.

The process now involves a nomination period and election process via email. Your new President, Vice President and Treasurer should be known by mid July and we will let you know the outcome of this election very soon.

Thank you again for your support of Primary Employers Tasmania and of me in my time as President.

I am extremely heartened by the efforts and improvements we continue to see in agricultural workplaces around Tasmania.

Cheers,

Ben



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 set out in our last two editions of *Strive*, the Federal Government has made significant changes to the *Fair Work Act 2009*.

Members are advised to keep up to date with these changes which have various starting dates.

National Wage Case

The Fair Work Commission has recently announced increases to the award rates of pay for all the modern awards.

The increase is a consistent 5.75 per cent across all classification levels. This means that the lowest rate of pay in the awards is now \$22.61 per hour for permanent workers, including part-time employees and \$28.26 per hour for casual employees.

The increase commenced from the first full pay on or after 1 July 2023. If you had a pay period that commenced before 1 July that

finished after 1 July, that pay period should have been paid at the old award rates of pay.

It is only a full pay period that commences on or after 1 July that has the increase as the Fair Work Commission never expects an employer to have two different pay rates for the same pay period, i.e. one rate up to 1 July and a different pay rate after 1 July.

If you are paying over the award rate of pay, you can absorb the increase provided that you are still paying at least the minimum award rate.

An issue that may arise for employers that are using an annualised salary for their employees is to ensure that the annualised salary that you have calculated will cover this increase in the rates of pay. If not, you may owe your employee wages at the end of the 12-month period.

It is important to also note that the allowances paid to employees under the award were also increased.

Updated wages schedules have been placed on the Primary Employers Tasmania website under the members only tab.

Superannuation

The employer contributions to superannuation also increased on 1 July 2023 and now sits at 11 per cent of wages. This applies to any wages or salary paid to an employee on or after 1 July, whether at the

Workplace Relations Continued...

old rate of pay or the new increased wages rate.

It is worth remembering that superannuation is only paid on ordinary time earnings and not on overtime. And that there is no threshold anymore and superannuation is paid on every dollar earned. The \$450 threshold no longer applies.

Payslips

It is important to remember that it is a legal requirement to issue payslips to all your employees each pay period.

The Fair Work regulations set out the details that should be on payslips and if you have any queries then please contact Andrew for more information.

It is still surprising the number of businesses that do not provide payslips to their employees, which can cause issues if ever there is an audit of your payroll or an employee claims that they have not been paid correctly.

Timesheets

It is also important that each employee completes a time sheet to every pay period to ensure that they are paid correctly including the correct overtime.

“Again, it is difficult to defend a claim for underpayment of wages if there are no records of the hours and overtime worked.”

Long Service Leave

Another important reason to have timesheets and proper pay records arises when a claim for long service leave is made.

This is particularly the case for part-time and casual employees who must work a certain number of hours in each four-week period for that four-week period to count towards the accrual of long service leave.

Many businesses do not have the records to show whether the employee has done the requisite service to entitle them to long service leave.

Please contact Andrew Cameron at Primary Employers Tasmania on 0407 200 909 or andrew@primaryemployers.com.au for additional information and / or a confidential conversation about your workplace matters.





Partner Profile

Red Hot Tips



Practical bushfire management

Are you a farmer or landowner managing 40 or more hectares of land?

Are you keen to grow your knowledge of planned burning? Want to reduce bushfire risk on your land? Want to work collaboratively with nearby landholders for coordinated efficiency?

Red Hot Tips is for you.

Red Hot Tips is an initiative of the State Fire Management Council (SFMC) and supports farmers and landholders to actively manage their bushfire risk.

The program is free and focuses on collaboration, education and engagement. Our program facilitators work with communities, individuals or groups of farmers and landholders with the objective of helping program participants take informed action on bushfire risk.

Our facilitators visit you on your property and can provide:

- Practical advice on effective bushfire management planning;
- Guidance on developing burn plans;
- Opportunities for private and public landholders to work together via workshops and networking;
- Training and mentoring including help with navigating legislative requirements (such as permits);
- Assistance identifying resources needed for planned burning;
- Advice on alternative options to planned burning to reduce bushfire risk; and
- Access to helpful resources and ongoing support.

Since its inception in 2020, the program has registered more than 260 properties, completed over 400 burn activities covering more than 9,000ha and has conducted numerous workshops throughout Tasmania.

The Program also offers and attends workshops to enable us to work with groups of neighbouring landowners and our stakeholders. Workshops can provide targeted training in areas our participants are interested in, this includes:

- Burn plan writing workshops – learn to write simple burn plans for areas identified on your property;
- Demonstration burns – facilitators work with landowners to demonstrate a real-life planned burn in a safe and controlled manner, and to help facilitate neighbouring landowners be proactive and work together; and
- Information events – a great way to connect with facilitators and landholders in your area and learn more. Facilitators and other stakeholders are also keen to meet property owners who are interested in fire management and answer specific questions about their management areas.

If the Red Hot Tips Program sounds beneficial for your property, reach out to us at any time.

Please call 0459 908 539 (South), 0417 153 620 (North) or 0417 635 164 (North West).

Or email us at redhottips@fire.tas.gov.au.

Read more at – www.sfmc.tas.gov.au



Corey's Corner
Safe Farming Tasmania
Reference Group Chairman

Did you know the Tasmanian Government's Primary Producer Safety Rebate Scheme injected \$3.5 million into improving safety on our farms?

There was an overwhelming response from farmers applying for \$5,000 rebates for safety measures to help reduce work-related injuries in the agricultural sector.

Eligible items addressed the top five hazards in the agricultural sector, including:

- Being hit by moving objects;
- Body stressing;
- Slips, trips and falls;
- Hitting objects with a part of the body; and
- Vehicle incidents.

Rebates were awarded for new shearing stands, cattle crushes, motorbike helmets, PPE, improved lighting and much more.

The number one item was the purchase of side-by-sides.

It's great that farmers are replacing quad bikes with the safer side-by-side options.

However, it is vital that all side-by-side drivers remember to wear a helmet, do up their seat belt and close the doors / door buckles at all times.

"Based on the exceptional uptake and the expected improvements in farm safety, it would be fantastic if the Tasmanian Government would consider running this program again."

A \$5,000 rebate goes a long way to helping our farmers focus on safety and ensure their workers, family and farm visitors remain safe, as well as themselves.

Do you manage a large property in Tasmania? Do you want to reduce your bushfire risk?

Red Hot Tips offers **FREE** practical advice and support:

- ✓ Farm visits to discuss your fuel reduction options.
- ✓ Developing burn plans.
- ✓ Identifying equipment needs.
- ✓ Planned burn training and on-ground mentoring.
- ✓ Advice on alternative fuel reduction treatments.
- ✓ Practical materials and resources.



RED HOT TIPS
Practical bushfire management

CONTACT US:

South 0459 908 539

North 0417 153 620

NW 0417 635 164

redhottips@fire.tas.gov.au

www.sfmc.tas.gov.au/redhottips



Tasmanian
Government



Safety Spotlight

By Stuart Beams —
Safe Farming Tasmania

Did you know that owners of second-hand farm equipment are legally required to identify any faults before selling it?

Recent conversations have revealed that many Tasmanian farmers are unaware of their obligations when selling second-hand farm equipment.

Under current Work Health and Safety laws, a supplier's duties apply whether the equipment is new, second-hand or hired out.

There are also some additional duties that apply when the equipment is second-hand. Examples of suppliers of second-hand equipment include individuals or businesses that:

- Sell second-hand equipment at a retail outlet or **directly sell their own second-hand equipment;**
- Import second-hand equipment for on-sale; and
- Auction second-hand equipment (except certain clearing sales).

A supplier of equipment must:

- Take all reasonable steps to obtain the safety manufacturer's safety information about the equipment; and
- Ensure the person buying the equipment gets this manufacturer's safety information.

A supplier of second-hand equipment must ensure, so far as is reasonably practicable, that any faults in the equipment are identified. Before equipment is supplied, the supplier of second-hand equipment must ensure the person buying the equipment is given written notice:

- Of the condition of the equipment;
- Of any faults identified; and
- That the equipment should not be used until the faults are rectified, if appropriate.

Duty to supply safe equipment

Suppliers of second-hand farm equipment must ensure, so far as is reasonably practicable, that it is without risks to the health and safety of people who are at or near



Working with Tasmanian farmers to reduce
farm-work related death, injury and disease

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



Department of Natural Resources and Environment Tasmania

Department of Justice



Safety Spotlight Continued...

a workplace. This includes identifying faults in the equipment.

Suppliers of second-hand equipment, other than scrap or spare parts, must give written notice to a person buying the equipment stating:

- The condition of the equipment, including identified faults; and
- That the equipment should not be used until the faults are rectified, if appropriate.

Suppliers of second-hand equipment must also take all reasonable steps to obtain information about how to use the equipment correctly and safely from the manufacturer or original supplier.

Suppliers of second-hand equipment must give the buyer this information, and all available records kept by the previous owner. The information may include data sheets, test certificates, operations and service manuals, reports and a safety manual.

Out-dated or non-existent safety features of second-hand equipment

Second-hand equipment is more likely to have outdated or missing safety features. In these circumstances, suppliers of second-hand equipment must do what is reasonably practicable to supply equipment safe for use at work.

The degree of risk posed by the equipment must be weighed up against the cost of implementing measures to minimise it.

Suppliers of second-hand equipment should consider:

- If it is reasonably practicable to retrofit or modify the equipment to improve its safety, taking into account improvements to that type of equipment since its manufacture;
- What information needs to be given to the buyer about relevant matters, including the purpose for which the equipment was designed or manufactured for, and conditions needed to ensure the equipment is without risks to health and safety when properly used; and
- Their duty to ensure the equipment is safe and has all the required safety features before it is used.

Adequate information to be provided by the seller to the buyer

Adequate information must be given to the buyer about the purpose for which the equipment was designed or manufactured for and conditions needed to ensure its safe use.

Information about using second-hand equipment safely, including its condition, may be obtained from the previous owner, or a 'competent person' engaged to assess the equipment and develop this information.

Without this kind of information, suppliers of second-hand equipment have no way of knowing whether they have met their duties under the Work Health and Safety laws.

For more information about the sale of second-hand farm equipment or any other safety matter, please reach out to Safe Farming Tasmania.



Agri Development Scholarship

Alex Ferguson — Landfall

One conversation with Alex Ferguson and you quickly realise she is destined for agricultural greatness.

Alex grew up on her family's farm in Murrungee in North East Victoria, running a self-replacing commercial Angus herd targeting the feeder steer market.

She worked with sheep and cattle, and spent many hours fencing, harvest contract mowing, raking, baling hay and wrapping silage.

When deciding what to do when she left school in 2017, Alex was weighing up between vet science and agricultural science.

Ag science won and Alex moved to Wagga Wagga in New South Wales to Charles Sturt University.

COVID threw a spanner in her education delivery so the second half of her degree was completed via an online platform.

Alex had previously completed two stints of work experience at Landfall Angus near Launceston. She was then offered full-time work as Overseer of Landfall East, managing the dryland side of the farm business.

"My first year of employment at Landfall was pretty chaotic, trying to keep on top of full-time work during the day and university commitments at night, before work and on weekends," Alex said.

"But it was all worth it as I have learned so much about pasture and animal management."

This thirst for learning prompted Alex to apply for a \$5,000 Agri Development Scholarship from Primary Employers Tasmania and the Tasmanian pork industry.

Alex's application was successful and she has just returned from a week in Christchurch, New Zealand at the Rabobank Farm Manager's Program.



Agri Development Scholarship Continued...

“Inspiring,” is the first word Alex uses to describe the experience.

“I was most interested in the business and financial strategies, as well as people management, but there were so many other learnings that I can apply now and later when I return to our family farm.

“A key learning for me was that a lot of us think we can do it all ourselves and that we will be fine. “But we quickly realised that saving money and doing it yourself is not always the best way.

“We can’t be expected to be experts at everything, so we need to outsource and bring in other people’s knowledge and expertise, especially with succession planning and business planning.”

Alex also took on board many tips about communication and how to work alongside others, as well as manage people.

She said the networking, skill sharing and new opportunities had further inspired her to make a difference in agriculture.

“I am so thankful to Primary Employers Tasmania and the Tasmanian pork industry for this very generous scholarship, as well as Frank Archer and everyone at Landfall for allowing me to participate in the program.

“I encourage all people passionate about ag to apply for this Agri Development Scholarship to increase knowledge, skills, innovation and technology uptake as it’s a pretty exciting time to be involved in agriculture.”



Caitlin Radford and Alex Ferguson

Apply Now!

Primary Employers Tasmania and the Tasmanian pork industry offer two \$5,000 scholarships each year.

Now is the time to apply for the second 2023 scholarship, which closes on 31 October.

This opportunity is open to any Tasmanian passionate about agriculture. The funds can be utilised to attend a conference or event, participate in training, facilitate the attendance of a guest speaker at a primary industries function in Tasmania or to organise an agricultural event in the State.

Successful scholarship recipients so far include:

- Penny Hooper, Livestock Manager at the Vaucluse Agricultural Company (attended the Australian Institute of Management’s Faculty of Leadership and Strategy course, titled Manage People Effectively, in Brisbane);
- Harry Gilligan, from Redbank Poultry (completed a Certificate IV in Leadership and Management);
- Tasmanian Agricultural Productivity Group (brought renowned speaker Michael McQueen to talk about the New Now);
- Caitlin Radford, Moriarty farmer (attended RaboBank’s Farm Managers Program in Hawkesbury, NSW); and
- Tasmanian Agriculture Education Network (three members attended the Creators and Innovators 2023 National Association of Agricultural Educators Conference in Toowoomba).

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



Partner Profile

Bendigo Bank / Rural Bank

Creating a community space at the Whitemore Tennis Club, installing dog arena seating at the Westbury Showgrounds and purchasing books for a children’s charity in Deloraine — these are just a sample of Bendigo Bank’s commitment to returning profits to communities.

The Bank opened its doors more than 160 years ago and created the Community Banking model 25 years ago. Since then, more than \$300 million has been returned to communities by their Community Banks.

Bendigo Bank has 18 branches in Tasmania – from Smithton to Burnie, Devonport, Launceston and Kings Meadows, St Helens, Bicheno, Swansea, Sorell and Nubeena, Hobart, Rosny, Huonville, Cygnet, Geeveston,

Dover, Deloraine and Queenstown. Eleven of these are Community Banks – with local Boards and Shareholders providing a banking service to local communities.

These locally owned and operated Community Banks continue to return revenue earned from customers’ banking to the local community. Here in Tasmania, some examples include:

- o Huon Valley Community Bank community return is over \$3 million;
- o Deloraine Community Bank community return has just reached \$2.5 million; and
- o Swansea and Bicheno Community Bank community return has exceeded \$400,000.

This table shows examples of Deloraine’s Community Projects from last Community Grant Round April to June (locals applying for funding for local projects) and the pic above illustrates works in progress at the Whitemore Tennis Club.

Westbury Preservation Association	Replacing aging fork lift truck	\$14,960.00
Deloraine Community Band	Baritone saxophone, wireless mic and marquee	\$13,904.00
Westbury Agricultural Society Inc	Dog arena seating	\$4,500.00
Parkham Community Inc	Restoration of Parkham Community Centre timber floor	\$4,901.00
Chudleigh Memorial Hall	2 new community marquees	\$10,614.00
Whitemore Tennis Club	Creating a community space	\$43,867.00
Dymocks Children’s Charities	Books for Deloraine and Districts	\$6,000.00
TOTAL		\$98,746.00

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As one of Australia’s biggest banks, and most trusted brands[^], Bendigo Bank has everything you need.

We combine the service and technology you’d expect from a big bank, with the personal attention and genuine commitment you expect from us.

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Search Bendigo Bank.

bendigobank.com.au

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RURAL BANK

[^]Roy Morgan Risk Monitor 2020. Bendigo and Adelaide Bank Limited ABN 11 068 049 178 Australian Credit Licence 237879. A1623434-1626154 (06/21)



Andrew Cameron

Primary Employers Tasmania
Workplace Relations Director

What three words would you use to describe yourself: Patient, logical and analytical.

Please share a few facts about your childhood and study: I grew up in an inner Sydney suburb and went to local public schools. Unfortunately the high school was all boys! I attended the University of New South Wales.

How do you achieve a work / life balance: I am able to switch off pretty well and usually escape every weekend to our shack at Greens Beach, which immediately clears the mind. Working from home means I have my dogs sleeping under my desk all day, which is great.

What gives you the most satisfaction from being part of Primary Employers Tasmania: I enjoy helping our members and learning more about agriculture. I particularly enjoy going onsite and seeing things for myself.

What is the greatest challenge facing Tasmania's agricultural industries: At the moment the biggest issue is a labour shortage and that will extend for some time. Unfortunately, the lack of the Ag Visa, which we have pushed together with the National Farmers Federation, and the proposed changes to the Pacific Australia Labour Mobility (PALM) scheme, will not help get the workforce required. Climate change will also affect food production across Australia including Tasmania.

What are the greatest opportunities ahead for Tasmanian farmers: The irrigation schemes, increasing use of technology and clean / green branding.

The best film you ever watched: Planes, Trains and Automobiles as it is uplifting, but can always make me laugh.

The best concert you've ever been to: This shows my age, but the Beach Boys in Sydney many years ago. So good I didn't even notice the rain!

Something most people don't know about you: I worked my way through university as a DJ in clubs, harbour cruises and parties around Sydney.

The person who has inspired you most and why: My Grade 5 / 6 primary school teacher, Des Crawley, who made learning fun but encouraged us to be curious and questioning.

The non-negotiable item on your bucket list: Visiting Paris and the rest of France.

Your best advice for the next generation: Make the most of every opportunity and don't be afraid to try something new.

If you were Prime Minister for a day, you would: Make education for young people fair, affordable and meaningful. A well-educated society is a prosperous society.



Partner Profile Elders Tasmania

Elders is helping breed the next generation of agricultural workers and leaders through its national Early Careers Program.

This initiative enables successful candidates to receive hands-on training, apply learnings to real jobs, make contributions, receive mentoring support and develop skills both in the office and field.

Elders Tasmania is reaping the benefits of Elders' Early Careers Program, with outstanding young people joining our business in 2023. Chloe McFarlane and Makaylah Lester both joined the livestock career development program.

Chloe and Makaylah have a passion for providing clients with expert livestock market insights and supporting their livestock sales and are gaining hands-on experience working with our experienced team.

Chloe, pictured on the front of this edition of *Strive*, grew up on a farm at Hagley and is thrilled to be working in Tasmania's agricultural industries with Elders.

"One day I could be in the saleyards at Powranna, the next visiting farmers on their properties and helping them with livestock marketing and sales, as well as production and animal health," Chloe said.

"I strongly encourage other school leavers and people interested in careers in agriculture to consider applying for Elders' Early Careers Program."

Elders also had Reece Anderson and Jennah Horton join the graduate agronomy program. Both Reece and Jennah aspire to make a real impact on the future of agriculture, and are gaining an in-depth knowledge of crop production, soil management, and innovative agricultural practices that shape our industry.

Elders is committed to nurturing and developing emerging talent.

As part of the Early Careers Cohort, successful candidates receive comprehensive training, mentorship from industry experts, and the chance to shape the future of agriculture.

For more information, please visit www.elders.com.au/about-us/careers/current-vacancies/



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National Farmers Federation Fast Food Facts

51 per cent of Australians say they “only know a little” about Australian farming and agriculture, according to a new report just released by the National Farmers Federation.

Research commissioned by the NFF found that while almost two thirds of Australians support the industry, 34 per cent do not feel connected to farmers, agriculture and rural Australia.

And more than 50 per cent of Australians are “extremely” or “very concerned” about meeting fresh food and grocery costs in the next year.

The NFF has just launched a new campaign, bringing together Australian farmers and their produce with Sydney-based self-confessed food nerds Alex Elliott-Howery and Jaimee Edwards from Cornersmith.

The focus is showcasing how Australians can make the most out of living in a country that grows nutritious, delicious food with inventive recipes and resourceful food hacks.

“Recognising the value of food starts with learning just how much work our farmers put into growing it,” NFF President Fiona Simpson said.

“How often do we grab a lettuce from the shelf for a few dollars without even thinking it has spent 12 weeks being nurtured on a farm.

“Australian farmers are some of the most efficient growers in the world, producing food and fibre sustainably and this campaign is going to open the gate to paddocks so everyone can see that for themselves.”

Check out the adventure on the Australian Farmers social media accounts (Instagram, TikTok, Twitter and Facebook).

Tips, tricks, recipes and farmer profiles can be found at www.farmers.org.au.

Did you know?

- Almost 690 million people worldwide had insufficient access to food in 2019;
- Agriculture is a source of income and employment for approximately 65 per cent of the world’s working poor;
- Agriculture is the second largest provider of jobs in the world, behind services;
- 80 per cent of people living in poverty live in rural areas, with many relying on agriculture as their primary source of food and income;
- The world’s population is predicted to grow to 9.7 billion people by 2050;
- Agricultural production will need to increase by 50 per cent globally in order to feed the world’s population;
- More than 40 per cent of the world’s population is affected by water scarcity.

Sources: Caritas Australia; World Bank; UN Food and Agriculture Organisation; and United Nations.

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Legal Learnings ... By Andrew Cameron

What can happen in workplaces

Every day we read more stories about farmers being prosecuted for breaches of workplace and health and safety legislation.

I have no doubt that the majority of Australian farmers are committed to doing the right thing—by their families, their workers and others who visit their properties.

But with legislation constantly changing, the shortage of agricultural workers and constant pricing pressures, many farmers are telling me that it's never been more difficult to operate compliant workplaces.

The reality is that we all have to take time out of day-to-day operations to ensure we are providing safe workplaces.

Otherwise, the cost to your business — in lost time and dollars — is too steep.

Here are a few cases that illustrate how easy it can be for incidents to occur:

Declan Pastoral, NSW, 2020

A 22-year-old employee was shovelling and sweeping grain inside a silo. Floor guards from access points to an inground grain auger had been removed.

The worker stepped backwards into one of the grain auger's unguarded access points, severing his left leg above the knee.,

It was found that the business offered no formal training for workers and had no documented work system at the time of the incident.

One of the family members, part of a family partnership, was sentenced for a breach of section 19/32 of the *Work Health and Safety Act 2011* for failing to ensure as far as reasonably practicable the health and safety of workers.

He was convicted and fined \$50,000.

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Legal Learnings Continued...

Guilfoyle v Wicks, Queensland, 2020

A farmer and his employee were operating an auger which came into contact with a high voltage powerline that ran overhead between two grain silos.

Both the farmer and his employee were electrocuted. They suffered serious and permanent injuries.

The farmer was found to have breached the electrical safety duty owed to his employee, and had exposed the worker to risk of death or serious injury.

The maximum applicable penalty was \$300,000, but after considering mitigating factors, the farmer was ordered to pay \$16,000.

Wangaratta, 2014

The owner of a labour hire company took his 15-year-old son and two friends aged 16 and 17 to help pick snow peas on a farm. He left the property and soon after the boys started driving an unattended forklift that had keys left in the ignition.

The boys were skidding, drifting, speeding and not wearing a seat belt.

The owner's son was killed when the forklift tipped over.

The farming company was prosecuted for failing to ensure a safe workplace and were fined \$450,000 as the boys had been left unsupervised, had not been provided with a safety induction or instructions, none of the boys were licensed to drive a forklift and two of them had no prior experience working on a farm.

All of these cases are shocking.

All of these incidents have changed lives for ever. We do hope that these cases make you think.

Are your policies and procedures up to date?

Do you have a comprehensive farm induction process in place?

Are your employees and family members trained across all aspects of your business operations?

Have you and your staff completed the online induction programs through AgCard?

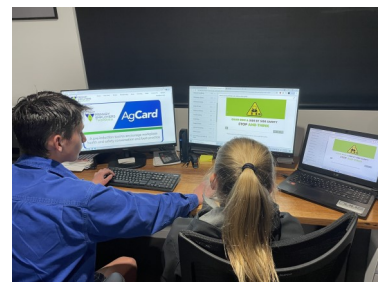
Do you have regular safety meetings?

Are safety risks identified, documented, minimised and managed?

None of us should be too busy to make safe workplaces our number one priority.

Contact Primary Employers Tasmania for helpful advice to minimise your WH&S risks.





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 30 June 2023 includes:

66	Number of contracts prepared
8	Number of Individual Flexibility Agreements prepared for members
13	Licence to occupy agreements
11	Assisted terminations
2	Unfair dismissal matters in Fair Work Commission
376	Incoming phone calls from members
3,528	Total number of AgCard farm safety course enrolments

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- ✓ 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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