

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

Navigating Employee Termination

Terminating a long-term employee after taking over management of the family farm was one of the toughest tasks imaginable for young Tasmanian siblings.

With their minds and hearts full of excitement and enthusiasm for further building on their families' success, siblings Abby and Alan (not their real names) were ready to implement their shared vision and objectives.

They were clear on their individual and combined responsibilities, and were highly motivated to involve their many employees on a well-planned journey of change.

"We have up to 20 employees working on our farm, some of whom have been with our family for more than 20 years," Abby said.

"As our parents stepped back as part of our succession plan, some of our long-term employees didn't take too kindly to young people taking on roles of responsibility and making decisions that were different to how things had previously been done.

"One of our employees in particular didn't cope with the change and became quite awful and abusive, especially toward my brother who was his direct report.

"This employee wouldn't take directions from us, only from our parents. It made it very difficult when he would only deal with our father."

Abby said simple instructions, such as which direction to plough a paddock, were ignored.

"We engaged an agronomist to give us advice on our farming operations and when we asked this employee to work the paddock in a different direction than had previously been done, he blatantly ignored the instructions and did it his way."

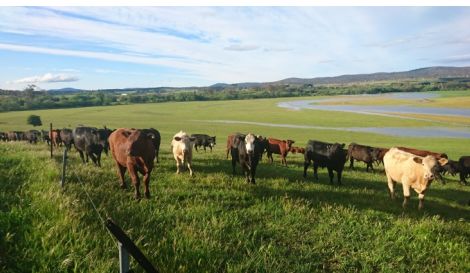
While accomplishing major advances in implementing new policies, procedures, safety rules and workplace culture with the majority of their team, Abby and Alan endured this behaviour from one employee for two to three years. They tried to manage the change process with him and engage on different levels – to no avail.

"When we took over, there was a lot of change," Abby said. "There were no contracts in place with our employees so we engaged Primary Employers Tasmania to help us with contract development and to put policies and procedures in place to ensure we complied with all legislation and to improve our on-farm safety.

"In many old farming businesses, there was a pretty relaxed approach to this compliance and we knew that we couldn't run our farm like this.

"We had to reduce our liability risk."

Continued on page two...



Abby and Alan called Andrew Cameron, Primary Employers Tasmania’s Workplace Relations Director, to seek assistance in managing the situation.

“We needed to know that it was OK to not accept this behaviour in our business,” Abby said. “Human resources is not an easy side of the business and it was becoming very stressful for my brother to manage this employee.

“He was losing confidence in his ability to manage people so we had to make a big decision and ensure that we did it correctly.”

Andrew assisted Abby and Alan throughout the mediation and termination process, attending on site, running the mediation and termination process and

negotiating the settlement with the lawyer acting for the employee.

“The termination wasn’t a surprise to our staff. Once the process was complete and the employee departed, it actually brought everyone closer together. They clearly understood that we won’t tolerate anyone treating other people like that.

“We have a very strong culture of having each others’ backs.

“There is no doubt that Primary Employers Tasmania was our ‘life saver’. We couldn’t have done this without Andrew.

“Having someone to lean on when running a farm business is so important so we are extremely thankful to Andrew and Primary Employers Tasmania.”

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President's Perspective...



Primary Employers Tasmania President — Ben Grubb

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.

Workplace relations is a dynamic area of the law and there are changes constantly taking place, both in the awards and legislation.

With the election of a new Federal Government, it is useful to examine proposed changes to the *Fair Work Act 2009* and how these may impact Tasmanian farming businesses.

There is talk of a complete review of the Act itself, but of particular note are the policies the new government took to the last election.

The biggest change that will affect all employers will be the introduction of paid family and domestic violence leave provisions to the National Employment Standards.

This will provide all employees, including casual employees, the right to take up to 10 days paid leave if they are subject to family or domestic violence.

However, unlike other leave entitlements, it will not accumulate from year to year but be limited to 10 days in each year.

The government is also looking to require greater effort by employers to ensure employees are safe in the workplace from bullying and harassment.

An employer will not be able to rely upon just having a policy and / or training, but will have to show that they have been proactive in recognising where risks of bullying and harassment may occur and take positive steps to address and minimise the risks.

After several years of confusion following various court proceedings, the High Court recently decided that in determining the nature of an employment relationship, that is whether the employment was permanent or casual, the written contract will be determinative, no matter if the pattern or regularity of the employment changed.

We understand the Federal Government is looking to amend the Act to give a definition of casual employment.

As yet, no draft provisions are available.

As well, the Government will be

legislating to prevent 'wage theft', imposing severe penalties when an employee has been underpaid.

Employers should therefore ensure that they have correctly classified their staff and are paying all appropriate loadings and penalty rates.

Also, if you have an annualised salary arrangement in place you need to ensure that the employee records all their hours of work and you regularly check to see how the salary compares to what the employee would have received under the relevant award.

There are other provisions anticipated but the details are not yet available.

"Primary Employers Tasmania will continue to provide regular updates to all members to ensure you continue to manage safe and compliant workplaces."

If you require any assistance in addressing these issues, please contact Andrew Cameron on 0407 200 909 or andrew@primaryemployers.com.au



Workplace Relations...



Primary Employers Tasmania Workplace Relations Director — Andrew Cameron

Andrew has more than 36 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.

Primary Employers Tasmania receives many phone calls and emails each year with many different questions about employee and entitlements.

This month, I have decided to share information about these key topics so you are aware of the latest information and can continue to work toward ensuring your business is compliant:

Public Holidays

Over the course of the year there are 11 public holidays — some are determined by the *Fair Work Act 2009* (being the common holidays around Australia), and some purely Tasmanian (being provided for in the *Statutory Holidays Act*).

With some of the local holidays, such as Show Day, whether a holiday applies or not will be based upon the council area in which your farm is located.

If your employee actually works on a public holiday, they are paid at a penalty rate of pay which varies from award to award.

This rate can be up to 250 per cent.

Alternatively, most awards also provide that an employee who works on a public holiday can be paid at ordinary time for the work on the public holiday and take an alternative paid day as the holiday.

Permanent workers get paid their normal wage if they do not work on a public holiday, but casual employees are not paid unless they actually work.

It is important to note that Cup Day, Easter Saturday and Easter Sunday are not public holidays. A full calendar of public holidays is published on Primary Employers Tasmania's website.

Classification Level

All awards provide for different pay rates for different classifications, the classification level being dependent upon such things as experience, qualifications or skills. It is important to ensure that your employees are correctly classified to ensure that they get the correct rate of pay.

Sometimes employers want to pay their employees more than the relevant classification level rate of pay and suggest that the employee be classified at a higher level.

This can cause problems.

It is always best to employ your staff at the correct classification level.

You can always pay above the award rate of pay, and by indicating you are paying more than the actual classification level rate of pay you can show your employees that you think they are worth more.

Annualised salary

Paying a salary does not mean the employee is not covered by the award as the terms and conditions always apply.

Most awards now provide that there can be an annualised salary, but certain requirements exist.

You must set out the comparison as to what the employee would receive if paid strictly under the award for working the same hours, and also set out what the salary covers, be it penalty rates, overtime, allowances, leave loading, weekend work, etc.

If the agreement is looking to cover overtime, then it is important to set out what the maximum overtime hours will be.

Workplace Best Practice Continued...

It is also a requirement that the employer keeps an accurate record of the hours actually worked so that at the end of the relevant period you can prove that the employee has been paid more than they would have for the equivalent hours under the award. *TIP: Make sure you receive your employee's timesheets every pay period.*

Misconduct

If you believe misconduct has occurred, it is often tempting to just give an employee a warning or even fire them. Without following correct procedures, the employer could end up with big problems.

The *Fair Work Act* sets out the steps that must be followed to be deemed fair.

It is always best to get advice before dealing with a troublesome employee to ascertain whether a warning or termination is appropriate. We have had instances where the employee was given a warning when they could have had their employment terminated, and other instances where the employee was terminated but the conduct, and employee history, only warranted a warning.

In all matters relating to employment, Primary Employers Tasmania can assist to make sure you get it right.

If a member has any questions in relation to the above or the employment of their staff, please call Andrew on 0407 200 909 or email andrew@primaryemployers.com.au



**WELCOME
Ailsa Hooper
to the PET
Committee**

Ailsa and her husband Charlie own and operate a farm contracting company, Springland Ag Contracting. Springland Ag Contracting has been operating for more than 20 years performing seeding, ground preparation, spraying, freight, hay and silage and windrowing. It employs in excess of 25 people including local, international and seasonal employees.

Ailsa has studied at both the University of Tasmania and The University of Sydney, graduating with a Bachelor of Nursing and post grad in Marketing and Management. Ailsa also owns and runs an events and styling business, Flocked Events and Styling, with her business partner and works part time as a Registered Nurse at the Launceston General Hospital. Prior to these roles, Ailsa has worked in marketing, sponsorship and event planning roles both in Australia and the UK.

Ailsa is passionate about attracting and retaining good people in our industry and hopes through her role on the PET Committee she can help raise awareness of the services available to primary employers in Tasmania to ensure their employees have a safe fulfilling workplace.

Education Excellence...



Scholarship Winner — Penny Hooper

Vaucluse Livestock Manager Penny Hooper was the proud recipient of a \$5,000 Agri Development Scholarship, sponsored by Primary Employers Tasmania and the Tasmanian Pork Industry. Here is Penny's report regarding her attendance at the Australian Institute of Management's course titled **Manage People Effectively**, and Rabobank's Farm Manager Program.

Please share why you chose this course as part of your scholarship application:

The course was a three-day, on-campus workshop focused on how to manage people effectively using emotional intelligence skills, by developing trust and confidence while managing, using communication with influence and by effectively managing a diverse workforce.

I chose this course to further my leadership skills for day-to-day use in my current role and to make working in agriculture a positive and enjoyable experience for those I work with.

I aim to encourage those I work with to pursue a career in the primary industries. I also wanted to develop my mentoring skills to enable me to support my team to achieve their goals.

What were your key learnings:

All industries face the same challenges when it comes to managing people, so don't be afraid to look outside of agriculture for support and solutions. Being aware of your team's communication style can greatly affect how you communicate with them and how they feel after everyday interactions with you.

Make a concerted effort to provide positive feedback. It is easy to provide negative feedback, and this is often the focus. Providing positive feedback alongside negative feedback, as well as on its own, is vital.

There are strategies to use when providing negative feedback is necessary which greatly affect the impact. Attitude – if you think you can, or think you can't, you are right!

How you will apply the learnings to your workplace: Be more self aware and more aware of other's communication styles to adapt my communication style to suit my team. I will also provide regular and positive feedback, and use proven strategies when providing negative feedback.

To optimise the full \$5,000 scholarship funds, you also attended a Rabobank farm management course. How did this experience further grow your skills? I was able to put surplus scholarship funds from the AIM course towards attending the Rabobank Farm Manager Program in June. This course was an invaluable experience, providing all round farm management training, as well as a national network of like-minded farmers who I continue to keep in touch with regularly. I am very grateful that Primary Employers Tasmania was flexible with the scholarship and allowed me to contribute to this second course.



Education Excellence Continued...

Why is it important for young people in agriculture to continue to learn, challenge themselves, network and grow:

To grow and develop, people of any age need to push themselves. For young people, attending training and networking events can be a daunting prospect.

However, the more you attend, the easier they become and the more you get out of them.

Continuing to learn and network provides motivation and inspiration to push yourself and keep doing better.

I believe the recruitment and retention of people is the greatest challenge facing primary industries in Tasmania. Being able to employ and retain good people underpins the future of the industry.

'Good people' doesn't just mean those with relevant qualifications and experience, but also those who are eager to learn and possess the right attitude and work ethic required to succeed in primary industries.

"I sincerely thank Primary Employers Tasmania and the Tasmanian pork industry for awarding me the scholarship and providing me with the opportunity to attend these courses. I highly encourage and recommend anyone thinking about applying for the next round to give it a go."

All About Penny

I have 14 years' experience working full time in agriculture and was actively involved in the family beef and sheep farm growing up. I have worked on sheep and beef farms, in a beef feedlot, in rural banking, and agricultural consulting in Tasmania, Western Australia, Victoria and New Zealand.

I obtained a Bachelor of Business (Agribusiness) from Marcus Oldham College in 2009.

I am currently the Livestock Manager at Vaucluse Agricultural Company. Vaucluse is an integrated cropping and livestock property at Conara, Tasmania. I will have been with Vaucluse for four years in January 2023.

While my work has often leaned towards the red meat industry, I am very keen to continue learning about cropping and mixed farming, and leadership in this area.

Outside of work I am active in the community. I am the Treasurer and Media and Publicity Officer for the Midlands Agricultural Association, whose major event is the Campbell Town Show.

I am also the treasurer for the Midlands Spurs Polocrosse Club, a local sporting club consisting of members mostly working directly in primary industries or associated supporting industries.

Interested in applying for an Agri Development Scholarship?

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

Tasmanians passionate about agriculture are encouraged to apply for a scholarship, which 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 organise an agricultural event in the State.

Applications close on 31 October and 31 March each year. Application forms can be downloaded from: www.primaryemployers.com.au/news#new-primary-employers-tasmania-scholarships

Opportunities Open...



Rural Business Tasmania

Rural Business Tasmania is a not for profit organisation that aims to support and build business capabilities in rural and regional Tasmania.

Established in 1986, Rural Business Tasmania has assisted many hundreds of Tasmanians across financial counselling and business support expertise to find pathways to sustainable futures.

The organisation's key objective is to help rural families, businesses and the community manage the ever-evolving demands and challenges facing the primary industry sector.

Through designing and running programs, such as the Cadetship and Mentorship programs, Rural Business Tasmania intends to proactively set up existing businesses and new entrants in the agricultural and primary production industries for success and thereby increasing financial resilience.

The Mentorship Program is designed to pair new entrants to the agricultural industry with existing leaders within the industry.

These leaders possess varied skillsets achieved through specialities such as agronomy, cropping or policy, all the way through to business management and financial skills.

Mentees are paired with mentors based on what enterprise they operate and what skills they would like to develop to support their operations or future goals.

The Cadetship Program is designed to support the primary production sector by increasing the number of traineeships and apprenticeships undertaken.

This program pairs students in years 11 and 12 with an employer that matches their areas of interest to ensure the best outcomes for both employer and student.

Students and the employer then take part in a 17 week program with 12 days of work experience and five workshops.

This program aims to educate and build understanding about the process of hiring or becoming a trainee.

The Cultivating Rural Excellence Program focuses on empowering farmers and those working in the agricultural sector to be the best they can be.

Primary Employers Tasmania encourages its members to reach out to Rural Business Tasmania for a confidential chat about these services, programs and opportunities.

MEET THE TEAM



Rhett McKenzie-Edwards
Business Development Officer



Lovisa Stagoll
Programs Delivery Officer

For more information on these FREE programs email admin@ruralbusinesstasmania.org.au, visit RBT's website www.ruralbusinesstasmania.org.au or call 1300 88 3276.

Social Media Skills...



Tips to avoid online reputational and brand damage...

A farming couple recently introduced a social media policy to their business to articulate their expectations and ensure their employees understood right from wrong when using social media.

The couple was confident that this important step forward would help protect their business and brand from online damage.

Only a week later, one of their employees posted a photo online of an alcoholic beverage on the roof of one of their farm vehicles. While this post may have generated a few laughs amongst friends, it had the potential to undermine the employer's great work to establish a zero tolerance workplace safety culture, as well as damage their brand.

And if an accident had occurred— even down the track — this photo could have been used as evidence against the farming family.

The lesson? Every comment and image that we post online has consequences. And always remember that your personal posts can also impact your business / place of employment.

Social media and marketing expert KingThing Marketing has compiled a few expert tips for Primary Employers Tasmania to help us navigate the complex world of social media:

1. Always get permission from the people you are capturing in the images, particularly if they are backpackers as they may not like to be featured on your social channels.

2. Always ensure all workplace safety procedures are being followed correctly in the images taken. You would hate for Workplace Safety to see these on social media and receive a warning or fine.

3. Make sure the background isn't too messy and distracts from the image you are taking.

4. What you put on social media is in the world permanently (even if you delete it, others may have screenshot it). If it doesn't reflect good brand values, don't post it!

5. Be mindful of how you take images with animals, you don't want to be trolled by activists for animal cruelty. What is acceptable on your farm, may not be to your audience.

Free Digital Coaching

Here is your chance to get a four-hour coaching session with an expert digital coach for FREE. The Digital Ready program has recently been boosted as a part of the State Government's emergency response to the COVID-19 pandemic.

Coaching sessions can be delivered in person or remotely via Zoom or phone. If you need help accessing Zoom your friendly coach will guide you through the process.

Topics can include anything regarding getting your business online, such as websites, e-commerce, booking systems, social media, SEO, content, advertising, online tools, Google My Business, strategy and much more.

If you are a Tasmanian business owner, manager, marketer or representative you are welcome to participate.

All you need to be is a registered Tasmanian business with an ABN.

The confidential coaching sessions are tailor-made to your business by our skilled coaches.

They run for up to four hours and are free of charge.

Call 1800 955 660 or visit www.kingthingmarketing.com/digital-ready-2022 to book your Digital Coaching session today!

Workplace Worries...

A Member's Memories

I will never forget our son's first day of school – for two reasons.

The first: we were so excited about our first-born child starting his schooling years, meeting his first teacher and hoping he would quickly find a wonderful group of friends.

The second: as we drove out of the farm, I realised no one had collected the mail the previous day so stopped at the letterbox.

All my excitement and anticipation for our son was quickly wiped as I opened an envelope from FairWork Australia to find one of our former employees had launched an investigation through the employment watchdog for underpayment of wages.

She hadn't discussed this with us and we had no inkling that she was unhappy with her rate of pay, which we believed was above the award rate, or with us or her place of employment. We had taken as many steps as possible to create a safe, positive and engaging workplace culture for all our team.

At this stage, we weren't members of Primary Employers Tasmania so I was at a complete loss regarding how we dealt with the matter. I remember trying to put this out of my mind as I drove into town for our first school drop off.

That was the start of months of work to fight the claim, trawling through old records, pay slips,

emails and other communication to prove that we had done the right thing.

Each time FairWork Australia found that we had done the right thing, our former employee launched another action on another level. We had since learned that she had done the same thing with her previous three employers.

It took three failed attempts by this worker to attract a payout before she finally gave up. FairWork Australia found that we had paid her above the award and that she had no case.

However, the whole experience left a very nasty taste in our mouths. We had spent so much time gathering information to defend our business and our wage payments to this former staff member, as well as months waiting to find out if we had inadvertently done the wrong thing.

Even when we were cleared, I knew that I never wanted to go through that experience again. I also knew that we had to tighten up our contracts, policies and procedures, and induction process.

We joined Primary Employers Tasmania soon after and will always be thankful to Andrew Cameron for his assistance in ensuring our business is compliant and that we always pay our staff at or above the Award.

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Partner Profile... Telstra



Your Regional Mobile Coverage Questions Answered – Telstra

You expect that when you pull your phone out of your pocket it will just work and can send a text, place the call or you can use the internet.

And so long as you're in a suitable coverage area, that's how it works, right?

As it turns out, there's a lot that happens behind the scenes to make that possible, especially in rural and regional areas. Here are few questions and answers about how your coverage works:

Do more coverage bars mean better service?

Here's the skinny on that. 4G is a more advance technology than 3G, so fewer 4G bars than 3G bars may not necessarily mean poor coverage. The best indicator of network performance is the ability to make, receive and maintain calls and utilise high speed data.

When will 5G be rolled out in Regional areas?

Telstra is the only 5G operator in

Tasmania. 5G is available in more than 100 regional towns across Australia. Check our coverage map to see where 5G is available now (telstra.com/coverage)

How can I make my phone work better in my house?

Connecting your smartphone to a Wi-Fi network and enabling SMS and Voice Over Wi-Fi you'll still be able to receive SMS messages or calls even if your phone can't connect to our mobile network.

How far will my phone work from a base station?

It depends on lots of things and there's really no fixed answer. The type of device you're using and the geography between you and the mobile network are big contributors to your network experience.

For more support and resources visit telstra.com/regionalaustralia



Telstra Regional Engagement Manager Sarah Ebbelaar shares mobile network tips with Primary Employers Tasmania President Ben Grubb



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Safety Spotlight...

By Phill John and Stu Beams — Safe Farming Tasmania

Cattle Handling Safety Awareness Sessions

A new series of Cattle Handling Safety Awareness Sessions to increase awareness and education are rolling out around Tasmania.

Safe Farming Tasmania, along with Primary Employers Tasmania, TFGA, Elders and Nutrien, is facilitating a series of practical information sessions to boost levels of understanding around livestock handling, and the many other issues currently affecting beef growers and their workers.

Two sessions have already been successfully staged — at Markarna Park on Flinders Island and at Powranna Saleyards.

A further two events are planned as follows:

- 10 November: Western Plains Beef, 488 Greenhills Road, Stanley; and
- 25 November: Waverley Station on King Island.

The sessions have been developed in consultation with our key stakeholders, including beef growers, rural sector leaders, and industry experts.

Each event focuses on:

- Stock yard safety for livestock stock handlers;
- Minimum safety standards and obligations;
- Training and worker retention;
- Employing farm workers;
- Workers compensation and general insurance;
- Electrical safety;
- Mental health;
- Biosecurity issues including FMD;
- Red Hot Tips, protective burning assistance (Powranna and Stanley only); and
- National Emergency Management Agency.

The aim of the sessions is to provide practical guidance and education, encourage positive conversations and networking opportunities, and to:

- Positively influence worker safety, including mental health;
- Recognise stockyard and livestock handling hazards and improve stockyard safety and design;
- Retain skilled workers and attract new workers to the industry;
- Recognise the importance of training;
- Reduce injuries and associated insurance costs, and promote safe and healthy workplaces; and
- Raise awareness around biosecurity issues, burning safely and emergency assistance.

Any person wishing to attend these events should register online via <https://www.eventbrite.com/d/australia--launceston/cattle-handling/?page=1>



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

AgCard Additions Launched at Agfest...



Thank you to Primary Industries and Water Minister Jo Palmer for joining us at Agfest to launch the new AgCard modules to improve farm safety.

Primary Employers Tasmania President Ben Grubb, AgCard Project Officer Clare Peltzer, Minister Jo Palmer and TFGA CEO Hugh Christie celebrated the two new units — Biosecurity and Managing Livestock for Red Meat Production — being added to the online training platform, which can be accessed from: www.agcard.com.au



Corey's Corner...

Safe Farming Tasmania Reference Group Chairman — Corey Spencer

It always amazes me that some Tasmanian farmers are not aware of the free, confidential and expert services provided by Safe Farming Tasmania.

As a farmer, we are always looking for opportunities to improve our business, profitability, policies and procedures to ensure we are as productive as possible, while remaining safe and compliant.

It's not very often that you can access a service to make this happen free of charge.

But that's what Safe Farming Tasmania offers.

The program aims to reduce farm-work related death, injury and disease and improve the health and safety of workers in the farming industry by:

- Raising awareness of farm safety issues, including packing and processing; and
- Working with industry stakeholders to provide training and education on farm safety issues.

This Tasmanian Government initiative enables farmers to invite Safe Farming Tasmania gurus Phill

John and / or Stuart Beams to their property for a confidential conversation, to facilitate a discussion or information session with employees on safety topics specific to your farm, to work with you to identify safety issues and to provide practical resources so you can farm safely.

Phill and Stu will provide induction and hazard checklists, safe work procedures and safety awareness videos (many of which feature me and my family)!

The Safe Farming manual is an invaluable tool to assist you to develop safe working practices and embed a safety first culture into your workplace.

And if you do end up in court in relation to a safety issue on your property, the fact that you have engaged with Phill and Stu can assist with your defence.

So, please take a moment out of your busy schedules to book an appointment with Phill (0407 015 400) or Stu (0400 140 146).

Oh...and did I mention it is free!!!!



Committee Conversation...

Primary Employers Tasmania Voluntary Committee Member — Marcus James

Name: Marcus James.

What three words would you use to describe yourself: Thinking, passionate and opinionated.

Please share a few facts about your childhood and study: I was born a beach and city boy in Western Australia, before moving to Tasmania to finish my year 11 and 12, without my parents. I met my future wife and was introduced to the farm life that same year, spending time on their family farm on Flinders Island. My post school study has been eclectic and I have traversed Arts, Science and Law. I concluded my university education with BioMedical Science Degree, from UTas.

Where do you currently work and what does your role involve: Full time on Junction Farm, spread across all areas, from sheep and cattle operations, to our horse agistment, riding academy and horse tourism business and everything in-between. Currently focused on the start of our riding tours season, getting ready for lamb marking and planning a massive revegetation project across the whole farm.

How do you achieve a work / life balance: I haven't managed that yet, but am working on it! We are investing in great staff that share our vision and an enterprise they aspire and are inspired to be a part of, I am hoping that it gets us there.

Why did you apply to be a member of the Primary Employers Tasmania Committee: Having been introduced to the activities of the organisation by my sister-in-law and past president, Felicity, I thought I could use my experience in government relations, communications and policy to support their activities.

What gives you the most satisfaction from being part of the organisation: I love looking forward, thinking about future challenges and opportunities, so it is the ability to play apart in evolving the impact and influence that PET can have as we strive to continue to support members, not only in their immediate needs, but also in ensuring their future success.

What is the greatest challenge facing Tasmania's agricultural industries: For me, agriculture is central to the sustainable future we all want. Ensuring it is the industry of first choice for people (particularly young people), as well as policy development, investment and innovation, are the biggest challenges.

What are the greatest opportunities ahead for Tasmanian farmers: The fact that we are in such a privileged position to continue to lead the way.

The best film you ever watched: Is it wrong to say Top Gun? Maverick? I know it doesn't align with all those values I have been sprouting, but in the end, movies are meant to be fun, not to judge people by. Right?

The best concert you've ever been to: This is even worse, my daughter and I travelled to London to see Taylor Swift, with my sister, who lives thereit was just so much fun and special....oh, and I managed to take her to Parliament House, and she got to see Boris, before he was PM....and then not again.

The person who has inspired you most and why: My wife, Elly. She has put up with me for longer than anyone else in my life. I think it would be another challenge altogether to be inspired, without the strength and resilience that such unconditional love provides.

The non-negotiable item on your bucket list: More and More Travel, to places I haven't been, but I will take anything right now.

Your best advice for the next generation: Think of the next.

If you were Prime Minister for a day, you would: Difficult question for someone who has worked for one and knows just how hard it is to get anything done, or for it to last. If it was really only for a day, I would probably just raid The Lodge Cellar. Or can I shut down all social media with a regulation? I'll have to take advice on that.

Partner Profile ...



Elders – Partnering with Tasmanian farmers

From humble beginnings in Adelaide in 1839, Elders has grown to become one of the largest Australian agribusinesses.

Today Elders has more than 400 locations across rural and regional Australia. From Albany to Bothwell, you can be sure when you're talking to an Elders' rep, you're talking to a local, someone who understands the local conditions and is passionate about the land, animals and the community.

Recent years have seen significant growth across Tasmania with Elders re investing in rural communities, opening four new branches and employing more local Tasmanians.

With full-service locations in Launceston, Bothwell, Scottsdale, Winnaleah, Deloraine, Devonport, Smithton and King Island, as well as stand alone livestock and real estate offices, Elders has all corners of Tasmania covered. The size of Elders' network and access to established markets, both here and overseas, means they will help producers

get the maximum return for their livestock and wool. From traditional private sales and auctions to Auctions Plus online selling, Elders can offer a marketing tool to suit all producers.

Elders Tasmania has invested heavily in tech services, and Elders agronomists and livestock production advisors draw on knowledge gained from unrivalled experience in Australian agriculture to give clients the best advice when they need it.

Along with traditional livestock and cropping enterprises, Elders offers expert advice to the rapidly growing horticulture industries. Elders is a significant supplier of inputs into Tasmania's expanding berry producers, including Richard Winspear from Berried in Tas at Carrick (*pictured above with Jason Allan of Elders*).

“Elders is our trusted go to partner for all our agricultural supplies. The team is very knowledgeable and always has our best interests at heart,”
Mr Winspear said.

Life in rural and regional Australia can be tough, and Elders is there for rural communities. Community partnerships range from the national RFDS and key industry groups down to local school, sporting and community groups.

Elders also offers Livestock and Rural Products Early Careers and Graduate Agronomy Programs. Elders Tasmania has six exciting new people entering these programs in January 2023.

Whether looking for a career in agribusiness, expert advice or a speciality service, for over 180 years Elders has been a leader in Australian agriculture that you can rely on.

**FOR
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for Australian agriculture



David Squibb — 0408 935 145

After a number of years working as an agronomist and Southern Regional Manager for PGG Wrightson Seeds, David Squibb has joined the Elders team in Tasmania. David will work closely with the Elders agronomy team and field sales staff, to assist growers with their farming practices, ensuring they are up-to-date with the latest developments in agronomy, ag chem, fertiliser and seed.

Nathan Saunders — 0448 699 507

Supporting Elders clients state wide in aspects of livestock production with advice to enhance farm profitability, especially with the use of cutting edge ways of monitoring, feeding, measuring and handling whilst building strong client relationships.



Industry Insight ...

OPENING THE GATE

A Spotlight on Agritourism

Tasmanian farmers are well on the way to helping the State realise the vision of being the best place in the nation for artisanal and small-batch products and agritourism experiences.

There are a number of resources available to assist farmers to open and expand agritourism operations that connect Tasmanian produce and producers to visitors on farm.

One is Opening the Gate, an initiative to help farmers, food producers and existing agritourism businesses to explore and embrace new agritourism opportunities to diversify, amplify, value add, and connect with visitors.

The program aims to facilitate possibilities to diversify and innovate existing farm businesses, enabling an alternative or additional income stream and allow producers to plan new opportunities for other family members on the land.

Opening the Gate is coordinated in Tasmania by Allison Clark, from Optimum Standard. It includes Regionality's Agritourism Business Development Program, Australia's longest-running and most successful capacity-building and business development program. Focused on accelerating and diversifying the number and quality of agritourism experiences across regional Tasmania, the program

also includes one-on-one mentoring so that participants can understand more about the visitor economy and how to engage. The program's point of difference is its ability to identify and develop the agritourism idea that will work for each local producer.

It will enhance existing agritourism products and develop new clusters across Tasmania's regions to strengthen destination-based visitor experiences.

The Opening the Gate project team works with local producers to help them to open their farm gate, develop new market opportunities for their business and realise the potential of agritourism. Consideration is also given to identifying, managing and minimising risks, such as biosecurity. If any Primary Employers Tasmania member is interested in agritourism, please reach out to Opening the Gate via their website: www.agritourismtasmania.com.au



*Josef Chromy Wines
Osborne Images*

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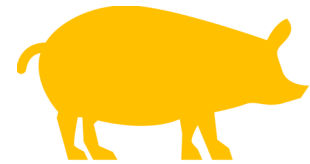


“With our businesses stretching across multiple industries and awards, Primary Employers Tasmania’s assistance with contract preparation and meeting legislative requirements has not only relieved some of the stress of employing new employees, it has ensured we can create attractive employment opportunities that also meet our business’ needs. In today’s complex and competitive employment environment, it is a no brainer for Tasmanian farmers to be a member of Primary Employers Tasmania.”

-Elly James, Junction Farm, Carrick

Primary Employers Tasmania Successes...

Primary Employers Tasmania continues to assist its members on all workplace relations matters, tailoring advice and assistance for each inquiry. Activity in 2022 to 31 October includes:



88	Number of contracts prepared
10	Number of Individual Flexibility Agreements prepared for members
25	Licence to occupy agreements
17	Assisted terminations
3	Unfair dismissal matters in Fair Work Commission
396	Incoming phone calls from members
2,419	Total number of AgCard farm safety course enrolments

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Primary Employers Tasmania Membership

Primary Employers Tasmania Membership Provides the Following Benefits for Tasmanian Farmers:

- ✓ 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

Call Andrew today to discuss the wide range of Primary Employers Tasmania membership benefits

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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