



# STRIVE...

## For Excellence in Agricultural Workplaces

**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 industries**

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### Quad Bike Roll Over Lessons

Matt Ryan knows from experience how easy farm accidents can occur.

He is also living proof that investing money and time into proactive farm safety measures can save lives.

Matt and his wife Trish run a 450cow dairy, produce 3,500 tonnes of potatoes and grow out 800,000 chickens each year on their 630hectare farms at Thirlstane and Harford in Tasmania's North West. They also own a transport and contracting business, including local harvesting and agricultural associated transport activities, as well as interstate operations across shipping and delivering predominantly agricultural produce to Melbourne and Sydney markets.

They employ about 30 staff across their businesses.

The Ryans have recorded three quad bike roll overs on their farms in recent years – but no one was injured and no bikes were damaged, thanks to roll over protection devices and an ongoing commitment to embedding a strong safety culture amongst their team.



The first incident occurred when a then 19-year-old female regular casual milker was bringing in the cows at 4.30am.

“She was in a section of paddock where we had removed fences to put in a pivot, it was dark, the ground was rough and steep, she hit a rock and rolled the bike,” Matt said.

“We had only just fitted the operator protection

“Everyone is busy but it’s so important that we take time out to identify, manage and minimise risks around our farms. You can’t let something go when you walk past and see something occurring that is unacceptable or could cause injury. There must be systems in place to report these potential incidents and ensure they are followed up.”

Matt is also passionate about ensuring a balance between legislated requirements on farm machinery versus farmers taking responsibility for their actions and businesses.

“The pendulum swung too far in the quad bike debate and some of the recreational issues, such as people camping, drinking, riding on sand dunes and having

device about six weeks before and we have no doubt that this proactive step helped to prevent serious injury or even death.

“She was shocked, but otherwise not injured, and did all the rights things by contacting our dairy manager and seeking assistance.”

The second incident occurred when Matt returned home from a social event and decided to ride through his farm to start an irrigator. He admits that he had consumed a couple of beers and was very fortunate to avoid injury when the bike rolled.

The third incident occurred only two weeks ago when another worker hit a ditch and tipped a quad bike while spot spraying.

“We have six quad bikes in service on the farm, almost all have roll over devices and we have very strict policies and procedures in place regarding the wearing of helmets, training and operation, including no mobile phones to be used while riding,” Matt said.

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accidents, has impacted our ability to use quad bikes in our farm business.

“We need a common-sense approach to imposing legislative requirements on farmers.

“We don’t want anyone hurting themselves at work and we don’t want to go to jail, so that’s why we set a standard. We don’t bring in a sledgehammer, we just keep chipping away and lead by example.

“Being a member of Primary Employers Tasmania and bringing in Stu and Phill from Safe Farming Tasmania is all part of this continually evolving safety journey.”



## Celebrating our Partners

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.worksafe.tas.gov.au/topics/services-and-events/](http://www.worksafe.tas.gov.au/topics/services-and-events/) [www.frostbatten.com.au](http://www.frostbatten.com.au) and financial analysis.

The FrostBatten team utilises

honest conversations and shared knowledge to deliver successful outcomes. Services include accountancy, business advice, tax, estate and succession planning, [safe-farming-tasmania](http://www.frostbatten.com.au)

Together with Primary Employers Tasmania,

Telstra is committed to playing a part in the regional, rural and remote Australia, we have always done. [telstra.com/regionalaustralia](http://telstra.com/regionalaustralia)

Rural Bank offers lending products

specifically designed to help primary future of producers manage and grow their farm just as business. [www.ruralbank.com.au/](http://www.ruralbank.com.au/)

Bendigo Bank has everything you need. We deliver the products and technology you'd expect from a big bank, service you wouldn't. Feel good years of knowledge, experience and advice to Tasmanian agricultural producers. [www.bendigobank.com.au](http://www.bendigobank.com.au)

Since 1839, Elders has been an you integral part of Australia's rural business landscape, offering 180 plus the personal and [www.elders.com.au](http://www.elders.com.au)

BokPrint offers a full creative design and printing service — from corporate stationery, brochures, annual reports or even a book. [www.bokprint.com.au](http://www.bokprint.com.au)

# PET Priorities...



Primary Employers Tasmania is committed to lobbying politicians from all levels of government for the best possible outcomes for Tasmanian farmers.

We continue to represent your interests on a national level through our membership of the National Farmers' Federation, on a state level through regular interactions with State Members of Parliament and senior bureaucrats, and on a local level with council Mayors and General Managers.

We very much appreciate the feedback provided regularly by our members to ensure we represent your views and achieve the fairest legislative framework for you and your business to operate safely and fairly.

Some of our recent lobbying efforts have focused on:

## Workers Compensation

Workers compensation premiums continue to rise and Primary Employers Tasmania is always seeking ways and means of ensuring that these costs do not cripple the agriculture sector.

During last year's Shearing Shed Safety Days, an experienced insurance broker presented to attendees, explaining how talking to your insurer and advising of the steps you have taken to improve safety can lead to a reduction in your premiums.

Even simple steps that improve safety and minimise risk can assist.

We have also raised the question as to the impact on employers when a deliberate action by an employee, contrary to training and instructions, causes an injury to the employee, but the employer pays through increased premiums. We will continue to update our members on these important discussions.

## Safe Farming Tasmania

With the Government's aim to increase the farmgate value of Tasmania's agricultural sector to \$10 billion a year by 2050, it is essential that safety on farms remains a top priority.

Currently there are two senior advisers working for Safe Farming Tasmania, travelling the State and helping farmers with safety management and training.

The funding for one of these roles ceases in June 2022. As a founding member of the Safe Farming Tasmania Reference Group, we have assisted in preparing submissions to the Government for the next budget. These include ongoing funding to Safe Farming Tasmania to ensure there continues to be two officers employed to face the expected increase in production and therefore the number of people working on farms.



# Meet the Member...



## Sarah and Lauchie Cole — Cressy

Sarah and Lauchie Cole personify the next generation of forward-thinking farmers.

While conversation around the kitchen bench swings from onfarm bull sales to Breedplan figures to weighing lambs, there are also in-depth discussions about the mental health of their workers, embracing new technology platforms to improve operational and communication practices, and embedding a proactive safety culture to prevent injuries.

The Cressy-based farmers do not shy from tough conversations, taking advice or implementing change.

Between running 220 cows, a Murray Grey stud, trading 12,000 lambs and growing grass seed, vegetables, poppies, carrot and beet seed, clover and cereals on their 1,100 hectare properties, Sarah and Lauchie, their children Tom and Zara, and Sarah's parents Charles and Janet Wallace, are committed to setting new benchmarks of excellence in agriculture.

Recently, they engaged the free services of Phill John and Stuart Beams from Safe Farming Tasmania to review their workplace safety policies and procedures, tour the farm to identify any safety improvements, and assist them to engage their two full-time workers in a renewed safety focus.

“Touch wood, we have never had a serious safety incident on Woodbourn,” Lauchie said. “And we are very focused on



ensuring this remains the case.

“We always make sure we have well serviced and new equipment, we have installed a shut off switch in the shearing shed, added extra signage and our workers have completed all certificates and training across chemicals, chainsaws, motorbikes and other.

“But we wanted to step up our focus and put more structure around our commitment to safety across our staff, family, contractors and visitors to the farm,” Sarah added.

“A lot of people are threatened by Work Safe and inspectors coming onto their property. But Phill and Stu are all about working confidentially with farmers in a non-threatening and non-regulatory manner, helping us and our industry to identify and mitigate risks so we all operate our businesses more safely.

**“Membership of Primary Employers Tasmania is also one of our vital commitments to ensure we comply with the latest workplace health, safety and industrial relations legislation. It’s a small investment for a very big return.”**



Lauchie and Sarah said they are mindful every day of the risks associated with running a farm business.

“I worry every day as we genuinely care for our staff and we want to look after their health,” Lauchie said.

“If one of them is not quite right, then we ask them if they are OK.

“If they are tired or just feeling a bit out of sorts, then we send them home for a rest because if they are mentally fatigued, accidents can happen.”



The organisational app Trello is an instrumental tool in the Coles’ day-to-day management and safety planning.

A task is created, such as screw down tin on the hay shed, they can add photographs, deadlines, responsible team member and any notes, to ensure the job is completed as expected.

Once done, a completion notice is sent to all staff.

“All staff have phones and they have an up-to-date record of what has to be done, what needs to be done and how it should be done,” Sarah said.

“This is a massive step forward from a folder sitting in a drawer in an office that is checked once in a blue moon.

“Staff are encouraged to make notes in Trello about anything they need or any safety issues they may have noticed, and we aim to have weekly staff meetings so there are multiple platforms and opportunities to highlight and fix any problems.”

Sarah and Lauchie encourage all Tasmanian farmers to reach out to Safe Farming Tasmania to book an appointment with Phill and Stu, saying “it’s a really easy process”.

“Whether you need to simplify your farm safety management plan, improve your induction processes or get advice about how tasks can be carried out more safely, this is a small investment of time that can literally save lives.

“We should never be too busy to replace, repair or remove – a simple motto to keep everyone safe and well.”

## 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.

It has been a very busy start to 2022 for Primary Employers Tasmania.

Members have required a wide range of assistance on issues, from COVID plans to unfair dismissals to terminations to onfarm safety plans and employee inductions.

I sincerely thank all our members for your ongoing support of the organisation.

It is also a great pleasure to welcome Monique Lubiana from Stefano Lubiana Wines to

Primary Employers Tasmania’s Executive Committee.

Monique and her husband Steve are very passionate and proactive about engaging their workforce, embracing a safe workplace culture and farming for the future, as well as biodynamic principles.

With the ongoing steep rises in fertiliser prices, more and more farmers are investigating and experimenting with regenerative farming practices.

Never before has it been more important to have a loud and proud voice to promote agriculture, ensure all legislative changes reflect the best interests of farmers and that the compliance burden does not increase.

We are very fortunate to have a diverse, highly-skilled and

## Welcome Monique Lubiana



Monique Lubiana, from Stefano Lubiana Wines, has just joined Primary Employers Tasmania's volunteer Executive Committee.

Monique and her husband Steve grow 36 hectares of grapes over two sites near Granton, and are planning to plant a further 28 hectares within three years.

They currently produce 15,000 cases of premium still and sparkling wines, which is distributed to all Australian states, as well as the UK, Taiwan, Japan and Singapore.

They employ 10 full-time and 10 casual employees. Monique's motivation to contribute to Primary Employers Tasmania is the opportunity to share experience in employment and contribute to positive outcomes for both employers and employees in agriculture.

organisation remains at the forefront of providing the best possible workplace advice to our members.

We also have strong representation across industries, including dairy, viticulture, wool, mixed farming, soft berries, cropping and equine.

Some employ less than five workers. Others have more than 400 employees on their books.

On average, our Committee members commit about four hours per month to Primary Employers Tasmania business, or a little extra if they choose to sit on one of our subcommittees.

Vacancies do arise at times so if any member is interested in putting up their hand to join our Committee, please give me a call any time to chat on 0407 973 905.

This could be your chance to meet new people, share your experience, learn and make a difference!

committed group of volunteers on the Primary Employers Tasmania Executive Committee.

They bring years of experience, knowledge and vision to the Committee, ensuring our

## From the IR Desk...

Primary Employers Tasmania Executive Officer — 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.

### New Staff, New Equipment – Your Obligations

Having new plant and equipment for your property can be an exciting time for both owner and staff.

Everyone is keen to try it out, but there are obvious problems that can arise.

So, when you take delivery of new plant, equipment or materials what should you do?

Firstly, it is important that everyone is trained in the safe use of the new equipment.

Just because it is similar to what you have used previously, even the same brand, doesn't mean that there haven't been changes to the equipment that have to be shown to your staff.

Everyone must read the operating instructions.

You should also update any safe operating procedures you have in place to reflect the requirements of the new equipment.

With new chemicals, everyone should have the opportunity to

read the Material Safety Data Sheets.

Basically, as an employer, you must ensure workers are competent before they start operating any equipment, particularly new equipment.

There are a number of options to assess competency, including:

- A previous assessment of competency;
- A statement of attainment or other nationally recognised qualification;
- Evidence of completed training at an industry training school or competency card from that industry; and
- Evidence of on-the-job training by another experienced and competent person, along with logbooks.

Regardless of how you choose to assess a worker's competency, you will still want to observe a worker perform the job for you when they start.

It is also a good idea to constantly review your

employee's use of all plant and equipment to ensure that they are continuing to use it in a safe and appropriate manner.

For one thing, you do not want it damaged and you do not want to invalidate any warranty.

When a new employee starts, it is imperative that there is a proper induction. That is, the new employee is introduced to the workplace to understand the culture, the risks, the people and processes.

A proper induction does not occur over one day, but over a period of time when the new employee is constantly asked if they have any questions, understand what is required, and know how everything works.

It is essential that employees are fully trained in what they have to do, are properly instructed in the risks, and are aware of all safety requirements.

In a recent case before the courts, an employer was fined as a new employee was injured doing something he had been specifically told not to do.

The court held that even though that instruction had been provided, there had not been sufficient training for the employee to ensure that they did work safely in that task they were required to do.

Put simply, employers have a responsibility to train their staff so that they can operate safely, and this is for all staff, both existing and new, and that they are fully and properly trained to operate plant and equipment and use all materials to which they have exposure.

engaged by Primary Employers Tasmania and Australian Wool Innovation as a Wool Handling Trainer, focused on delivering practical training in Tasmanian shearing sheds.

The first course was held at Malahide in July last year, the second at Glenelg in November and the most recent at Beaufront near Ross. About 14 students participated in the learners' five-day course on the von Bibra's property, and due to high demand, an additional learners' school will be scheduled in 2022.



## Time with the Trainer...

Petrisse Leckie — Wool Handling Trainer

### Shearing Shed Training to Inspire Next Generation

It's impossible to hide Petrisse Leckie's smile every time she walks into a shearing shed.

"You would think after 11 years working in shearing sheds, the novelty would wear off," Petrisse laughed. "But that feeling of anticipation and excitement still hits me every single time."

That's one of many reasons that Petrisse was recently

"The response has been overwhelming," Petrisse said.



“We’ve had experienced farm hands signing up that want to

you on your toes, is physically rewarding, has great

focusing on practical tips on how to avoid injury when picking up



learn more about wool and shearing, as well as people who have never been in a shearing shed before.

“One of the most exciting outcomes is that many are now looking to progress careers in the wool industry.

“We aim to connect them to these jobs through practical, fun and inspiring training.

“What other job allows you to travel, meet new people, keeps

camaraderie and provides opportunities to travel, even overseas?

“We work hard, we have fun and every day is different.”

The training covers everything from fleece identification, paddle work, shearing shed safety, body positioning for shearing, animal handling, handpiece operation and much more.

The safety focus commences from day one of the training,

fleeces, skirting fleeces and oddments, to caring for your back while shearing and how to safely move a sheep from the pens before engaging the handpiece.

Petrisse, who started as a wool handler about 10 years ago, achieved an Australian Wool Classer stencil in 2017 and started competing in wool handling shows, where she won

## Shearing and Wool Handling Training

a senior national wool handling award.

She said training courses like this were essential to address the increased demand for shearers, to retain existing workers and to ensure school leavers considered a career in shearing sheds.

“There has never been a more important time for farmers and contractors to offer new training opportunities to their workers to ensure they remain committed, challenged and engaged in continuous learning,” Petrisse said.

“We are delighted that so many farmers are contacting us to offer their shearing sheds for training, as well as putting forward their workers to participate in the schools.”

The next learner and improver courses are planned for March and July. For more information, please contact 1800 SHEARS (1800 743277).



Emily Spencer attended the Malahide Shearing School last July and recently achieved her first 100 sheep shorn in a day.

She also crutched more than 400 heavy composite ewes in a day, surpassing the efforts of two blokes!

Both her father and grandfather were shearers, and Emily loves her new career in the shed.

Locky West is Primary Employers Tasmania’s Wool Industry Workforce Development Project Manager.

He is keen to talk to all people involved in the wool industry to identify opportunities to attract, retain and train shearers and shed hands. Please contact Locky on lachlan@primaryemployers.com.au or 0400 865 631.



The Tasmanian Government urges Tasmanian farmers to apply for the \$2 million Primary Producer Safety Rebate Scheme, which is now open. As part of your application, you will need to identify the safety hazards you want to improve and how the rebate will help you do this. For more information, please contact: Phillip John

0407 015 400  
Phillip.john@justice.tas.gov.au



Department of Primary Industries, Parks, Water and Environment

Stuart Beams

0400 140 146  
stuart.beams@justice.tas.gov.au

# Government Grants...

## Helping to Grow You and Your Business

Did you know that there are many local, State and Federal Government grants available to assist you comply, expand, improve, upskill and connect?

It's worth taking the time to scroll through relevant web sites to see if any current grants are applicable for you and / or your business.

Web sites to regularly check include Austrade, Department of State Growth and [www.grants.gov.au](http://www.grants.gov.au).

Do you want to fence off a creek? Do you want to offer a leadership and management course to your employee?

Are you looking to diversify into tourism?

Do you want to start exporting or access additional international markets?

Has your turnover been impacted by COVID border closures?

Do you need additional assistance from your accountant to develop a new strategic plan or budget?

If you answered yes to any of the questions above, then there is likely to be a government

grant available to cover or offset some of the cost.

Here are some examples:

### Export Market Development Grants

There are three different grants available:

#### Tier One—Ready to Export

- For first time exporters
- Two years and a maximum \$40,000 per financial year

#### Tier Two—Exporting and Expanding

- For businesses who are exporting and expanding export promotion activities
- Three years and a maximum \$80,000 per financial year

#### Tier Three—Exporting, expanding and strategic shift

- For business who are exporting and expanding export promotion activities and making a strategic shift, such as targeting a new market or a new type of customer
- Three years and a maximum \$150,000 per financial year

For more information:

[www.austrade.gov.au/australian/export/exportgrants](http://www.austrade.gov.au/australian/export/exportgrants)

### AgriGrowth Loans

Tasmania's Department of State Growth offers low interest loans to Tasmanian farm businesses and agri-food businesses. The loans range from \$100,000 to \$3 million to fund projects that otherwise could not be brought forward and / or financed under normal banking arrangements.

A Young Farmer Support Package is also available.

For more information:

[www.stategrowth.tas.gov.au/grants\\_and\\_funding\\_opportunities/loans/agrigrowth](http://www.stategrowth.tas.gov.au/grants_and_funding_opportunities/loans/agrigrowth)

### COVID-19 Small Business Advice and Financial Guidance Program

Grants of between \$750 to \$1,500 can be secured to assist small business with access to specialist financial services and / or business support to assist in business recovery, transition, growth or strategic

planning to address the impacts of COVID-19.

grants for businesses with reduced turnovers.

For more information:

[www.business.tas.gov.au/covid-19\\_business\\_support\\_packages](http://www.business.tas.gov.au/covid-19_business_support_packages)

There are a range of other support packages that provide

## Something for Everyone...

### Cows Don't Give Milk

"The secret of life is this: the cow does not give milk."  
"What are you saying?" asked the boy incredulously.

**FOR EXPERT ADVICE YOU CAN COUNT ON**

*Elders*  
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.

A father used to say to his children when they were young: "When you reach the age of 12, I will tell you the secret of life."

One day, when the oldest turned 12, he anxiously asked his father what was the secret of life. The father replied that he was going to tell him, but that he should not reveal it to his brothers.

"As you hear it, son. The cow does not give milk, you have to milk it. You have to get up at 4 in the morning, go to the field, walk through the corral full of manure, tie the tail, hobble the legs of the cow, sit on the stool, place the bucket and do the work yourself.

"That is the secret of life, the cow does not give milk. You milk her or you don't get milk.

"There is this generation that thinks that cows GIVE milk. That things are automatic and free: their mentality is that if 'I wish, I ask..... I obtain'.

"They have been accustomed to getting whatever they want the easy way...But no, life is not a matter of wishing, asking and obtaining. The things that one receives are the effort of what one does. Happiness is the result of effort. Lack of effort creates frustration."

So, share with your children from a young age the secret of life, so they don't grow up with the mentality that the government, their parents, or their cute little face is going to give them everything they need in life.

Remember — "Cows don't give milk; you have to work for it."

-Author Unknown

## Ag Visa Program

The Department of Foreign Affairs and Trade has released a new fact sheet for farmers wishing to access the latest information about the Australian Agriculture Visa Program.

The new agriculture visa, which will supplement the existing Pacific Australia Labour Mobility Scheme, is under development in consultation with industry,

As further details about the visa are finalised, including details on how to participate as an employer or a worker, they will be available from [www.dfat.gov.au/agriculturevisa](http://www.dfat.gov.au/agriculturevisa)

## Agri Development Scholarship...



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

The next scholarship closes on 31 March and the organisation encourages people passionate about agriculture to apply.

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 organise an agricultural event in the State.

Vaucluse Livestock Manager Penny Hooper, the most recent winner, will attend the Australian Institute of Management's Faculty of

Leadership and Strategy course in Brisbane this year.

Moriarty farmer Caitlin Radford, a previous scholarship winner, will attend the Rabobank Farm Managers' Program –hopefully in New Zealand this year.

Application forms can be downloaded from [www.primaryemployers.com.au](http://www.primaryemployers.com.au)

## Corey's Corner...



Safe Farming Tasmania Reference Group Chairman — Corey Spencer

Safe Farming Tasmania and Primary Employers Tasmania teamed up again in 2021 to run seven very successful Shearing Shed and Shearer Safety Awareness Sessions in shearing sheds around the State.

I sincerely congratulate every farmer who has taken proactive steps to improve the design and layout of their shearing sheds to prevent injuries to shed hands and shearers. Please contact Safe Farming Tasmania for more detail.

We received endless positive feedback about these events, and were delighted to hear from Elders' Craig Ross that they sold more than 100 electric shearing plants and 10 wool presses in



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the first few months after these safety sessions. It is great to see farmers taking advantage of Safe Farming Tasmania's \$5,000 safety rebate.

# Committee Conversation...

Primary Employers Tasmania Committee Member — Ferdie Foster



## Introducing one of our highly-valued voluntary Primary Employers Tasmania Committee Members

**Name:** Ferdie Foster.

**What three words would you use to describe yourself:** Demanding, determined and visionary.

**Please share a few facts about your childhood and study:** I enjoyed a very happy home life on the farm, as well as my time at boarding school, which unfortunately was not co-ed! I graduated with a Bachelor of Economics from the University of Tasmania.

**Where do you currently work and what does your role involve:** I continue to operate the family farming business in the Northern Midlands — near Campbell Town and Carrick.

**How do you achieve a work / life balance:** Some say I don't! Having the freedom to basically make my own decisions as to what happens and when helps me balance my work and life. I am also a great reader and have a keen interest in world events.

**What gives you the most satisfaction from being part of the Primary Employers Tasmania Committee:** It helps keep me stay informed on what is happening in the greater community and the problems confronting us all in the agricultural and broader sectors.

**What is the greatest challenge facing Tasmania's agricultural industries:** Tasmanian agricultural production is tiny on an international basis. To survive, it must continue to be extremely efficient and relevant in the market place. Costs will always need to be scrutinised.

**What are the greatest opportunities ahead for Tasmanian farmers:** The greatest opportunities will arise through the skills of Tasmanian farmers in meeting climate requirements, quality specifications and all forms of environmental demands, whilst producing exquisite produce that is highly sought after.





## Primary Employers Partner Profile...

FrostBatten Accountants Testimonial by Hillwood Berries' Simon Dornauf

**The best film you've ever watched:** Room With A View.

**The best concert you've ever been to:** I have been privileged to see a number of wonderful ballets and operas — both here and overseas.

**The person who has inspired you most and why:** Inspiration comes in many forms – all great people have their weaknesses and yet the most humble can be inspiring through their effort and input and never forgetting the kindness and love which is shown in times of tragedy and disasters.

**Your best advice for the next generation:** Honesty—if you make a mistake, admit it. And happiness comes through effort. Those who create and produce to / for the community long term have a far fuller and rewarding life than those who are takers.

**What would your number one priority be if you were Prime Minister for a day?** Make the

bureaucracy relevant and efficient. This requires leadership.

Hillwood Berries has been a client of FrostBatten since their early days.

They have supported us through our large business expansion, providing tailored accounting and consulting advice.

Michael is a trusted, friendly and professional advisor who has taken a keen interest in the growth of our family businesses over the best part of the last decade.

Michael highlighted to us the importance of internal stakeholder agreements and associated succession planning considerations.



## frostbatten

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- Estate/Succession Planners
- Financial Analysts

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**Contact Michael Batten or Dallas Frost for a confidential conversation about your accounting and financial needs:**

**dallas@frostbatten.com.au   michael@frostbatten.com.au**  
**(03) 6333-0660   46 Canning Street, Launceston**

These conversations between family can often payroll tax, employee benefits and concessions, which has assisted us to effectively and efficiently operate our payroll system.

During the pandemic, Michael assisted our business to navigate through the various challenges and available taxation incentives,

which in turn allowed us to bring forward a planned business expansion by two years.

This secured the employment of our local and seasonal staff, and an additional 100 full-time equivalent employees.

We would highly recommend Michael and the FrostBatten team.

be difficult and easily shelved. However, with Michael's support and guidance, we were able to restructure our business to provide clarity for individual family members and a roadmap for our future.

FrostBatten has sound knowledge and understanding of the local landscape and issues that are important in agricultural enterprises.

As a very large employer with many staff on our payroll, FrostBatten has provided our business with sound advice in relation to

## Industry Insight...



Tasmanian Seafood Industry Council – Julian Harrington, Chief Executive Officer

Australian leading chef Matt Moran certainly knows his way around the kitchen, choosing to work with the best produce Australia has to offer.

So, it is high praise that in a Kitchen Tales Seafood Christmas Special, Matt refers to the best seafood in the world as Tasmanian.

With a focus on quality sustainable produce, Tasmanian seafood is a significant employer,

making a huge contribution to regional Tasmanian communities.

In fact, seafood contributes more than \$1 billion to the State's economy. Salmonid aquaculture is valued at \$898 million.

The Tasmanian Seafood Industry

Council provides support to our members through many contemporary initiatives, One of the hardest hit sectors is the southern rock lobster industry.

But through the support of Government grants, some of our largest rock lobster processors are developing a generic frozen Tasmania lobster brand for both domestic and international markets.

There is an easy way to support our fishers, marine farmers and seafood processors, and that is to simply put tasty Tasmanian seafood on your

plate more often. To do this, simply visit your local fishmonger or order Tasmanian seafood when out at a restaurant. It's that simple.

#EatMoreSeafood - Buy Local Support Tasmanians.

For more information, please contact the Tasmanian Seafood Industry Council on (03) 6224-2332 or [tsic@tsic.org.au](mailto:tsic@tsic.org.au).



Primary Employers Tasmania and the Tasmanian Seafood Industry Council enjoy a close working relationship to deliver the best possible workplace outcomes



such as our interactive Seafood Trails webbased application, which aims to connect the seafood consumer with premium Tasmanian seafood offerings and by telling our seafood story.

COVID and international market disruptions continue to have a negative impact on seafood businesses, but we are a

resourceful industry, always looking for opportunity.

www.tsic.org.au

## Safety Success...

Farmsafe Australia — Felicity Richards, Chair

Tamar Valley farmer and former Primary Employers Tasmania President Felicity Richards has just been appointed Chair of Farmsafe Australia.

Farmsafe Australia aims to improve the wellbeing and productivity of Australian agriculture through enhanced health and safety awareness and practices. The organisation provides awareness and resources to help farmers be proactive with safe work practices and better decision making.

Felicity says it is an absolute privilege to be appointed Chair.

“I am working with people from around the country and across agricultural commodities to make our farms safer places to work and to live,” she said.

“I love farming. I want our industry to thrive. But while our industry continually tops the reports for



most injuries and fatalities in the workplace, how can we expect to attract people to our industry?

“The 2021 Safe Work Australia Report revealed worker fatalities by industry for 2020 were 13.1 fatalities per 100,000 agricultural workers, compared to transport at 7.8 and then construction at 3.1.

“How can we be so much worse than construction?!! “And mining is even less!”

Farmsafe Australia is about to release its latest statistics, which will show the following for 2021:

- 44 fatalities (14 less than the previous year)
- 129 injuries
- Of the fatal injuries, 10 were caused by tractors, seven by quad bikes and seven by side-by-sides
- Half the side-by-side fatalities were children
- Quad bikes accounted for 53 of the non-fatal injuries

Felicity and her husband Mark have been working proactively to achieve a high standard of workplace health and safety on their properties in northern Tasmania and on Flinders Island.

“There is always more that we can do, but we have made a strong start, and by listening to our employees, learning from farm safety experts, such as Farmsafe Australia and Safe Farming Tasmania, we will continue to make improvements. I will use my time as Chair of Farmsafe to listen to farmers, to learn from them about what risks and hazards look like on their farms, and to help them make the changes needed to make their farms safer.”

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[www.farmsafe.org.au](http://www.farmsafe.org.au)

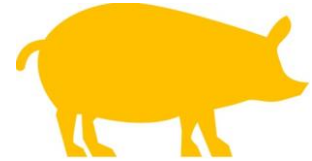
“Primary Employers Tasmania AgCard is a wonderful resource for inducting new staff and also a refresher for existing staff. It gives peace of mind to have Andrew Cameron available to answer tricky human resources questions. The regular updates received about changes to awards and employment issues help keep us up-to-date. Thank you Primary Employers Tasmania.

-Sharni, Shane and Caitlin Radford



# 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 1 March includes:



- 27 Number of contracts prepared
- 2 Number of Individual Flexibility Agreements prepared for members
- 5 Licence to occupy agreements
- 121 Incoming phone calls from members
- 1,942 Total number of AgCard farm safety course enrolments
- 3 Unfair dismissal matters in the Fair Work Commission

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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**

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For more information, visit [www.bokprint.com.au](http://www.bokprint.com.au).



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