

WASIA MEMBER GENERAL MEETING

Registration 9.30am on Saturday 20 January 2018

Perth & Tattersalls Bowling & Recreation Club, 2 Plain Street, East Perth WA 6004

9.30 - 10.30am Registration and networking with morning tea

Association Business 10.30 - 11.00am

- Opening & Welcome** (D.Spencer): The President welcomed all attending and introduced new members and guests and others. AWI Jim Murray and Stephen Feighan; Mark Mason, Dr Phil Tynan and Belinda Carlisle from Onsite HSE Services and Malcolm Edinger and Luke Grant from West Coast Wools as well as representatives from our sponsors.
- Apologies:** Kelvin & Wendy Chant, Peter Letch, new members Ian and Tina Pope, Tamryn Powell, Aaron Steele, Bevan Richards, Mark and Luke Parsons, Brian Taylor, Huia Barlow. Proxies - nil.
- Confirmation of Minutes** WASIA Annual General Meeting 24 June 2017 were confirmed
MOVED: Emma Johnson SECONDED: Don Boyle CARRIED
- Business Arising** - Action Items (D.Spencer): – Deferred to the Agenda Items and General Business if needed.

President's Report (D.Spencer)

Welcome Guests, Members and Visitors to the WASIA mid- year meeting.

This is our first meeting with our new administration so we have plenty to update. Even though it has only been just over six months with Valerie running the administration much has changed.

When Valerie started she formed a [Facebook](#) page for WASIA and there has been a lot of information shared on this site. For those that are on Facebook and have something worth sharing contact Valerie and she can post it. We are always looking for content that may be of interest to other members.

Another of the changes was transferring to cloud based Xero Accounting with the ability for Mike and myself to be able to login and see the accounts at any time. We both use this in our own businesses so are somewhat accustomed to using it. The need to have a cheque book has diminished and Mike and I can go into the electronic banking system and approve payments.

Following our June meeting I made an appointment with Gary Lyon from [Heiniger](#) to discuss sponsorship to renew our Website. This has been on our agenda for a very long time and just hadn't happened. Gary was very receptive to the idea and Valerie made a follow up visit to discuss the benefits of Heiniger sponsoring WASIA and what support they could offer and vice versa. Heiniger are very committed to the health and safety of our industry and want to be a part of any improvements. Valerie came away from that meeting with the offer of three EVO shearing heads to sell to raise funds. These were sold and the funds put towards the new website.

Valerie then set about getting quotes for a new website and was able to secure a great deal with

someone that she was already acquainted with. Once the mechanisms of the website was set Valerie has then proceeded to get it to where we were able to go live and now we have a great vehicle to showcase our association. For anyone that hasn't yet been onto the [website](#) then I suggest you visit it and have a scroll around. The ease with which you can find information is awesome and the links to sponsors are easily navigated. A [link](#) was included for The Shearers and Pastoral Workers Social Club so they didn't need to set up their own website. It's great to have them on board with us.

In July a visit to one of Greg McAtamney's sheds at York was organized so Valerie could understand what went on in a shearing shed and take some photos. This was also a great opportunity to take the case managers from APM out to see what happens in a shearing shed so they could understand what was involved when trying to get staff off workers compensation and into a return to work program.

A visit to [Top Gun](#) to introduce Valerie to Noel and Debbie Lawrence was an interesting afternoon where we were able to sort out a few issues with the emery orders. We left with a great understanding of what goes on in Top Gun of an afternoon and the hugely expansive range of equipment that they carry. Our industry is very well catered for by Top Gun with most orders coming overnight.

In October Valerie and I met with Trent Kenneth-Smith and Kim Haywood from WAFF to discuss putting up a proposal to restart the Shed Safety assessment program. Their members have been asking for the program to be run again. When we left the meeting Valerie and I decided that we needed to get moving if we were to make things happen. A follow up meeting a week later was held and Brian Hipper came down from Geraldton to go through what was involved in delivering the program. From this meeting Valerie has put together a proposal that we can try to attract funding for the formation and delivery. Jo Hall from Wool Producers Australia has been in contact with me encouraging us to move ahead with this after an endorsement from their committee. We will keep everyone informed of our progress with our new proposal.

A new deal has been struck with Craig Shand and [PSC McKenna Hampton](#) to pay the association commission from any insurance policies referred by members. I encourage anyone looking to renew insurance policies especially workers compensation, to talk to Craig and let him quote. I know in the past members have spoken of the deal they're getting from their current insurer and when they've given Craig an opportunity to quote most have been pleasantly surprised. When dealing with McKenna Hampton your broker is working for you but when you deal with an insurance company direct they're working for the insurer. This association is very well supported by McKenna Hampton so please give it some thought to offer Craig a chance to quote.

From all of the association I would like to congratulate Radek and his partner Christie on the arrival of twins Max and Archie. My wife Tania and I met with Radek prior to their arrival and he was looking forward to spending some time at home. Radek and the team at [Prime Super](#) continue to support WASIA.

A past complaint was the lack of communication and information being sent to members. We are trying to remedy this with more newsletters being sent out and a more concerted effort by committee members to get out and about to various functions. We have tried to have a presence at most of the competition shearing events which we offer sponsorship to and also have had committee members attending Ag College graduations to present the Neville Munn's Scholarships to the recipient's. Thanks to Brian Hipper, Eddie McEllister and Rob Carter for representing WASIA at

various graduations. Greg McAtamney represented WASIA at a farm safety day at Cunderdin Ag College run by Farm safe so thanks also to Greg for volunteering his time.

Farm Safe have this year rebranded themselves as Safe Farms and had a launch afternoon which Valerie attended on our behalf. Marie Gooch from Safe Farms has shown a willingness to work with us to improve the safety in shearing sheds so we will be going to them for funding as they receive the funding from Worksafe that previously funded WASIA's shed safety program.

The sheep and wool industry is receiving a lot of attention lately with increased wool prices and greater returns across the whole industry. Media is focusing a lot on the health and safety of people in the industry and now is the time as an association and individual contractors that we encourage wool growers to improve the conditions they expect us to work in. After a serious accident in NSW where a girl was scalped after her hair got caught by a shaft drive now is the time to have the conversation with growers that still have a shaft drive in their shed to renew their equipment. It won't matter whether there is legislation to ban shaft drives or not should another accident happen with a shaft drive the lawyers will have a field day. The conversation you have with your grower could save you having to be the one the lawyers are chasing.

Rob Carter has taken on the portfolio of memberships and has done a wonderful job of encouraging new members. This year has seen new members join and some past ones re-join after dropping out. I encourage everyone that if they're talking to non-member contractors explain the benefits of being a member and hopefully they will join. Whilst mentioning Rob Carter I would like to congratulate him on the wool award he received.

I would like to thank all our sponsors for their continued support of this association. Their involvement enables WASIA to run a professional organization that disseminates information for members to conduct their individual businesses. We look forward to their continued involvement.

To the committee thanks for your time and support through the year and for making yourself available when called upon. Now to Valerie, you may not have known a lot about the shearing industry when you started but you're a fast learner. The skillset and enthusiasm you bring to this association has allowed us to move forward and upgrade and make changes to things we have been wanting to do for some time.

To all our members I trust we are providing the support and information that you need to be successful in your businesses. Please continue to support all our sponsors where you are able to and to remember that buying your emery papers through the association puts money back into the association. For those retired members we have the social membership so that you will receive the newsletters and be invited to come along to meetings to catch up with your peers.

Thanks for coming along today and trust that you will be able to take something away that helps make your job easier or more efficient.

It was MOVED and SECONDED that the President's report be accepted.

MOVED: Rob Carter

SECONDED: Brian Hipper

CARRIED

☐ **Treasurer's Report** (M.Henderson)

There have been lots of changes in the last 6 months. Moving from Reckon to Xero has been a big advantage as we (DS / MH) now know the financial status day-to-day. There have been many accounting changes including the way we do our membership renewals (draft until paid to avoid all the reversals and credit notes when members don't renew) and shearing supply sales now treated differently with purchase as a cost of sale which shows a more accurate revenue.

MH ran through proposed changes to bank accounts. MH highlighted the income streams and urged members to order shearing supplies via WASIA and look at taking our insurance via PSC McKenna Hampton where WASIA receives income.

All members have been provided with a copy of the financial report. MH asked for any queries, there were none. GS thanked for the report and helpful explanatory notes.

It was MOVED and SECONDED that the Treasurer's report be accepted.

MOVED: Eddie McEllister SECONDED: Emma Johnson CARRIED

☐ **Membership Report** (R.Carter)

The Association with its re-energized direction is very exciting and thanks to Darren and Val. Special thanks to Eddie for assisting with all the member follow ups. RC asked members to promote membership to people they know and or pass details to Rob.

Since the June meeting we have 5 new members - Pingelly Shearing (Cristinelli), Tin Dog (Box), Southern REgional TAFE, K&S Stelle, Pope.

We have had 4 retired members - Stevens, Snook (moved to Social member), Hazel (moved to Associate Member), Lally (resigned).

Member numbers - full (60 with 5 pending); group (1); association access (1); associate (4); social (3); life (7) = 75

It was MOVED and SECONDED that the Membership Officer's report be accepted.

MOVED: Mark Buscumb SECONDED: Louise McEllister CARRIED

☐ **Administration Officer's Report** (V.Pretzel)

It has been a very busy 9 months since I joined WASIA in April last year. Firstly thank you all for making me feel so welcome and for your patience in teaching me about the industry. In particular a big thank you to Darren who is incredible with the amount of work and time he puts into the Association.

Some of the other reports you have already heard have gone through many of our activities and initiatives so I will attempt to fill in the gaps!

Transition

Obviously we have had the transition from Vicki to myself and with Vicki having worked with WASIA for so long there was a lot to handover. I think the transition has gone well and fairly smoothly. I have taken the opportunity with most things to give them an update and overhaul, move to the latest technology where possible and update our processes. We haven't finished yet but I think we have made a very good dent.

Marketing & Communications

- **Member communications** - sorted any email issues to ensure that members are getting our emails.
- **Newsletters** - improved system, design and content using Mail Chimp...hopefully you all like the emails and newsletters.
- **Branding** - we have updated our logo, modernised the font and improved the layout.
- **Facebook** page - currently 203 follows. If any of you have a Facebook page can you email me the details and we will follow you, can share posts when appropriate.
- **Website** - some of you may have already seen it, we went live a few weeks ago. We will be publicising it next week. We are very proud of the site and have already had great feedback from all our sponsors. The site has been designed to be easy to use, find important information for our industry and provide latest news and updates. The site also includes:
 - Find a Contractor - a facility to search by area for shearing contractors that are members of WASIA.
 - Member only area - upon login members are able to obtain additional information such as Shearing Rates and other premium information. As members you were all sent your login details. I will be sending them out again in case you missed it.
 - Services - important information for the Shearing Industry on Insurances, Superannuation and Workplace, Health & Safety.
 - Ordering of Shearing Supplies
 - Join up as a member
 - Goal is to keep the site current, fresh and updated so please send me any news to share.

Finance, Governance & Admin

- **Document storage** - Google Suite - cloud based storage rather than on my computer.
- **Financial** system - moved from Reckon to Xero, again cloud based and accessible currently by myself, Mike as Treasurer and Darren. Is working really well, very seamless.
- Got our **bank** accounts and access sorted so everything is online and accessible by Mike and Darren.
- Updated our **Constitution** and met all Associations Act and Dept of Commerce requirements for Associations.

Membership & Events

- Cleaned up the membership database.
- **Membership drive** - produced the new promotional material and now actively prospecting for new members.
- Re-developed the membership application kits and the Member Welcome Packs. Goal is to update the Operations Manual.
- Introduced the social member category.
- As Rob said I think we had a good renewal process this year and I thank you all for prompt renewals and payment of membership fees.
- We again supported a number of Shearing Events and competitions with committee members attending to represent. Goal for this year is to create an Events kit with all our materials that committee representatives can take to events.
- Neville Munns Scholarships - again provided 5 scholarships of \$500 to Ag College graduates with committee members attending to represent.
- We had Pera Davies here in August running his free Shear-jitsu training.

Sponsors & Revenue

- We have worked hard to provide value for our sponsors and create initiatives to work on together using our new Marketing channels like the website and social media. Hopefully our sponsors are happy with the relationship and our efforts.
- We welcome Heiniger as a new sponsor and we look forward to working with them throughout the year as well on projects.
- Better handle on how the insurance commissions work and ensuring follow up.
- New contract finalised with Prime Super.
- Good relationship with Top Gun and we thank them for the wonderful donations for our raffle today. If you haven't already done so make use of the great offer we have on our website for your emery papers and glue. It's easy to order, freight is included on orders over \$500, you save money and your Association gets some revenue..win/win...get the form from the website or our newsletters.
- AIG Travel - another tip to save money. If you are lucky enough to be planning some travel go to our website and follow the link to AIG Travel Insurance. We have a special member deal that will save you money and earn commissions for WASIA.

I'm really looking forward this year to more improvements, growing the membership, serving our members and working with the executive committee. If any of you have suggestions for improvements, initiatives - please let me know.

It was MOVED and SECONDED that the Administration Officer's report be accepted.

MOVED: Rob Cristinelli

SECONDED: Doug Kennedy

CARRIED

☐ **AWI Training** (Jim Murray)

Jim discussed a new approach to training where the shed is shut down for training to be conducted rather than in shed training whilst being used. This was trialled at MJ Shearing and generally felt to provide better outcomes. MJ said he wanted to get all his shearers on the same page - had 14 shearers, 20 shed hands and wool classers and some of the farmers, added it to Facebook. Worked well.

Eddie McEllister raised the need for more training to bring more into the industry and provide for apprentices. JM advised that WA receives 19% of AWI training budget (\$1.8m total budget). More can be done with bigger training budgets.

Graham Stevens thinks the workshop style training is a great idea as he often didn't even know that a trainer was coming until they turned up.

Aroha Garvin supported the idea.

Leigh Box - all novice training is done via Ag Colleges or Rollington Park. Asked AWI if they could target learner shearers. JM said would need a venue, 10 kids, one week, 300-400 sheep and a client willing to host.

Focus on Health & Safety 11.00 - 12.20pm

☐ **Policy from Strategic Industry Drug & Alcohol Working Group** (D.Spencer)

DS outlined the new "Shearing Industry Drug & Alcohol Policy" - handouts provided to members.

☐ **Drug Testing** (Dr Phil Tynan, National Toxicologist, Onsite HSE Services)

Dr Tynan gave a presentation on the various testing procedures for different drugs and the need for true and accountable tests should an employer want to dismiss an employee for drug use. It is important that before introducing a drug testing program you have a well communicated Drug & Alcohol Policy that all employees knew of and had signed off on when employed. For test results to have legal standing the tester must be trained and accredited.

Action: WASIA to look at logistics of running a 1 day testing accreditation training program for members, estimated via CHP On-Site as around \$650pp plus suitable venue.

☐ **Legal Position** (P.Brunner)

Some issues raised by PB for contractors to note:

- Need to be conscious of the legal contract under which the individual is employed
- Privacy requirements
- Consideration is whether the individual is impaired and therefore unfit for work
- The draft policy is an all of industry policy but contractors need their own policy
- Worker must be advised of the policy at every shed if employed on a shed-by-shed basis as each shed is a new workplace. Records must be kept, written contract of employment required, show the worker is fully aware of the policy, testing and sanctions.

☐ Panel Discussion - Q&A

Following the presentations on Shed Health & Safety and drug and alcohol policy there was a panel discussion and Q&A.

☐ Market Update (Malcolm Edinger & Luke Grant, West Coast Wools)

Malcolm Edinger & Luke Grant from WestCoast Wools gave a wool market update. Malcolm also spoke at length in relation to issues facing brokers with wool being delivered to store. His main grievances were overweight and underweight bales, lot sizes and the lack of lotting details and wool description being written on wool specifications. The role of a wool broker was also discussed.

LUNCH 12.30 - 1.30pm

Updates 1.30 - 2.30pm

☐ **Heiniger** (Selwyn Williams, R&D Manager)
Introduced himself and his role at Heiniger.

☐ **Insurance & Risk - PSC McKenna Hampton** (C.Shand)
CS provided a report update as printouts to all and a copy is here.

☐ **Superannuation** - Prime Super (Radek Kotlarczyk)
RK spoke to his PowerPoint presentation which can be viewed here.

☐ **Award Update** - Bailiwick Legal (P.Brunner)
PB provided an update on the Award. Emma Johnson asked if the Award can be changed to provide for 3x for non-Merino rams and so pass on to the client. PB advised the Award is the minimum rate and anyone can choose to pay their shearer this and pass on to client, this is a business decision. To change the Award is a very difficult process.

General Business 2.30 - 3pm

- Brian Hipper: Moved that WASIA update the template employment contract from PB at Bailiwick Legal and pre-employment processes, templates and OHS papers from CS at PSC McKenna Hampton.

MOVED: Brian Hipper SECONDED: Sarah Buscumb CARRIED

- Sarah Buscumb: Advised members that Dylan Fowler from Shear Easy was running a workshop 9-14 April and to get in touch with Dylan or Sarah for information. WASIA will email members and post the information to the WASIA website.
- Brian Beresford: Some contractors don't have insurance covers and farmers should ask for workers Compensation Certificates of Currency before a contractor starts work. Promote via WAFF and media.

MOVED: Brian Beresford SECONDED: Emma Johnson CARRIED

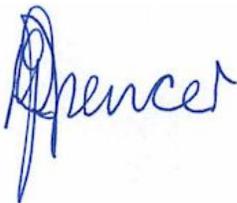
- Mark Buscumb: asked will overhead gear be banned after the recent eastern states incident? D.Spencer advised that SCAA are considering action. WASIA is looking to let it run its course and is also why we are pushing hard with AWI for funding for the Shed Safety Program. This is the second such incident, if there is a 3rd the lawyers will go to town as all machinery must have guards and farmers are liable. Aroha Garvin asked if the farmer hasn't replaced machinery but the contractor brings their own, will it help with your workers compensation rates. Craig Shand advised only when it effects your claims.
- **Next meeting date** - Members agreed the dates for the AGM will be Saturday June 23 at the same venue which was again highly praised. Emma Johnson suggested advertising the meeting in the media.
- Raffle Draw with prize donations thanks to Top Gun and Heiniger.
- **Close of meeting** - There being no further business, the President thanked all members and guest for their attendance and participation and invited all for drinks, courtesy of our sponsors MHIB. The meeting closed at 3 pm.

SOCIAL - Drinks and networking courtesy of PSC McKenna Hampton

This has been endorsed by members as a true and accurate record.

Signature - President:

Date: 27th February, 2018



Attachment A: Attendance

Members	Guests - Speakers - Observers
BERESFORD Brian	Craig Shand - PSC McKenna Hampton
BOWDEN Rodney & Kay	Radek - Prime Super
BOYLE Don	Phil Brunner - Bailiwick Legal
BUTCHER Brad MOORA SHEARING	Heiniger - Selwyn Williams
CARTER Rob	Heiniger - Kevin Gellatly
CRACKERS CONTRACTING - BUSCUMB Mark & Sarah	Onsite HSE Services - Dr Phil Tynan
EMMA's SHEARING - Emma JOHNSTONE	Onsite HSE Services - Mark Mason
HENDERSON Mike	Onsite HSE Services - Belinda Carlisle
HIPPER Brian	Luke Grant - West Coast Wools
JURY Lowanna	Malcolm Edinger - West Coast Wools
KENNEDY Doug	AWI - Stephen Feighan
KING, Trevor - Tiny's Shearing	AWI - Jim Murray
LEWIS Ted	AWI - Graeme Curry
McATAMNEY Greg & Aroha - PROGRESS Shearing	AWI - Dave Webster
McELLISTER Eddie & Louise	WASIA - Valerie Pretzel
MJ SHEARING - Michael-James Terry and Nola	Gail Bunter - Emma Johnson guest
O'SHANNESSEY Luke	
Pingelly Shearing: CHRISTINELLI Rob & Trudi	
SNOOK Owen	
SPENCER Darren + Tania - SPENCER SHEARING	
STEVENS Graham	
THOMAS Mick	
TIN DOG SHEARING SERVICE - Leigh & Sharon Box	
RASMUSSEN Helle - Badgingarra Shearing	
WRAY Anthony - DOWERIN SHEARING	