

sheep to achieve a better quality job. At the recent SCAA AGM there was a lot of discussion around the best delivery method of shearer and shed hand training. Jim Murray from AWI put to the membership that the preferred method was the two day workshops but when asked for input most contractors were in favour of either in-shed training or a full time trainer per state.

Jim also announced that AWI is funding fifty 2-day workshops for **Pera Davies** across Australia this year which will be allocated evenly across the states. WA will get 10 two day workshops so can those that missed out last year, please let us know and we can help coordinate Pera to get to your area. If we get workshops coordinated early we can possibly get more shearers covered in our allocation.

The **live sheep trade** has been creating a lot of headlines of recent times and it's all for the wrong reasons. This could have some serious consequences for our industry and we have Trent Kensett-Smith from WA Farmers coming along today after lunch to give us more insight. Things have really heated up in Parliament during this week so I'm look forward to Trent's presentation. As late as last night Emanuel Livestock Exporters had their export license suspended. Livestock Shipping Services has redirected ships to South America while reviewing commercial viability of operations in Australia.

The association has a seat on **AISG (Ag Industry Safety Group)**. This group was formed originally to forge a better relationship between agricultural industries and work safe after the fiasco when a child was suffocated in silo in Esperance. I attend this group on behalf of the association which enables us to have a voice. The acting commissioner is currently Ian Munns, the son of Neville Munns and he is very supportive of our industry and the shed safety program. I keep asking him to throw some monetary support our way but I get standard "We don't have any". From this group four people were asked to sit on an Agricultural Working Group reporting to the Minister to formulate a campaign aimed at reducing the fatalities and injuries in the agriculture sector. I had enough backing to be selected and therefore represent the Association in that process. We have only had two meetings so far but am able to forge some good alliances to support our industry.

My wife Tania and I recently attended **SCAA AGM and Conference**. Some of the things that come out of the AGM:

- *Provision of quarters* - there was a heated discussion on the subject of who should pay and who should be providing quarters. The grey area is where a contractor and not the farmer is providing quarters in town. The question was asked should the contractor be able to charge his employees? This was not resolved so should any more information come forward I will pass it on to members.
- *Unfair dismissal* is something that is rearing its ugly head. Jason Letchford from SCAA has told me that he has been attending more and more hearings for these each year for his members. His words of wisdom were to be very aware of the way you dismiss staff because you could potentially find yourself with defending a case.

Superannuation has been raised with Valerie in recent days as there are contractors that are not paying it. If you have employees who state that a previous employer hasn't paid their superannuation you should encourage them to report it to the ATO. Employees can check their balances at any time to see if the employer is meeting their obligations. I had thought this would be covered by the implementation of single touch payroll but unfortunately not.

I would like to thank the **Executive Committee** for their input to the Association and to those that are no longer standing thanks for the time you have given. To those still on the Committee I look forward to your continued input. Thanks to Valerie who has made the job look really easy whilst putting

systems in place to make the Association much more professional. This Association is so much better for having Valerie's professional approach and administration skills.

To all the members your input is what drives the Association so please continue to support.

A huge thanks must also go to my wife who's never ending support enables me to be able to perform my role.

All the best to everyone for the coming season and I hope you can take something home to make your business better.

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

MOVED: G.Stevens

SECONDED: D.Fry

CARRIED

Treasurer's Report Mike Henderson

Mike Henderson (Treasurer) presented the Financial Report and printed copies were provided to meeting attendees. WASIA needs to find more income, insurance commissions are static, some sponsorships have reduced and emery paper sales could be higher. We had a loss of \$24k for the year with a range of one off costs noted in the report. The Financial Report has been provided with these minutes to members and is available in the Member area of the [WASIA website](#).

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

MOVED: L. Wray

SECONDED: R.Cristinell

CARRIED

Membership Report Rob Carter

Rob Carter (Member Coordinator) presented the Membership Report and thanked members for coming. He stressed the importance of membership in making our industry stronger via our advocacy, and the benefits for members. Rob thanked the loyal & existing members as well as the new members.

Current Membership Base - total = 73

- Full members = 57
- Group members = 1
- Association access members = 3
- Associate members = 2
- Social members = 3
- Life members = 7

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

MOVED: L.MCELLISTER

SECONDED:L.WRAY

CARRIED

New members

- Pingelly Shearing - Rob Cristinelli
- Tin Dog Shearing - Leigh Box
- Southern Regional TAFE
- K & S Steele
- Ian and Tina Pope
- Narrogin Ag College

Retired members

- Graham Stevens - now Social Member
- Owen Snook - now Social Member
- Kevin Hazel - now Associate Member
- Ben & Lewanna Lally
- Peter Jorgenson
- JR Donovan

<ul style="list-style-type: none"> ● Cunderdin Ag College ● Harding Contracting - Luke & Jess Harding 	<ul style="list-style-type: none"> ● Dick Murphy ● Wayne Roberts ● Lance Grinham
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Motions

1. To raise the amount of the honorarium for the President's position to the amount of \$4000.00 annually to be reviewed in 2 years. (NB: This has not increased since before 2003) PROPOSER: Eddie McEllister.

D.Spencer as current President left the meeting for the discussion and vote. RC spoke to the high number of hours that DS puts in and that the \$4,000 is still only a gesture but was more respectable.

It was MOVED and SECONDED that this motion be accepted.

MOVED: E.McEllister SECONDED: R.Carter CARRIED

2. To increase Member Fees for \$500 to \$600 for a Full Member and therefore Associate Member \$250 to \$300. NB: The last fee increase was 2014 PROPOSER: Mike Henderson

Mike reminded the members that all full memberships include employment liability insurance for every full member which would cost members \$1000 to obtain individually. D.Spencer advised that SCAA membership now cost \$600. Mike said the fee has not risen in 4 years.

It was MOVED and SECONDED that this motion be accepted.

MOVED: M.Henderson SECONDED: E.McEllister CARRIED

Executive Committee Elections Valerie Pretzel, Returning Officer

Members were notified via email May 16 with nomination forms and nominations closed June 8.

- New Nominations - 0
- Renominations - 4
 - Darren Spencer - President
 - Eddie McEllister - Vice President
 - Rob Carter - Ordinary Member
 - Brad Butcher - Ordinary Member

Of those from the committee whose terms ended and have not renominated

- Anthony Wray - will not be renominating
- Don Boyle - will not be renominating

Current status based on Constitution requirements:

- President (1) - D.Spencer
- Vice President (2) - B. Hipper, E.McEllister
- Treasurer (1) - M.Henderson
- Immediate Past President - Graham Stevens
- Ordinary Members (4) - R.Carter, H.Barlow, B.Butcher, G.McAtamney, L.Jury

According to the Constitution we do not need to have an Election - "Where there is no more than one nomination received by the close of nomination date for each position to be filled, the returning officer shall declare the election of those nominated and no vote shall be required." Nominations from the

floor were not called for as sufficient nominations for all positions were obtained. D.Spencer thanked those who renominated and Anthony Wray and Don Boyle who retired from the Committee.

Payroll Changes, Business & Accounting Practices Trent Frost, RSM Australia

D.Spencer introduced Trent, he is based in Northam and has a background in agriculture and shearing. The following is information provided by Trent - presentation slides and documents have been provided with these minutes to members and are available in the Member area of the [WASIA website](#).

[Single Touch Payroll](#) is going to affect everyone in the room either July 1 this year (if you have more than 20 employees) or next year (for those with less than 20 employees). If you have less than 20 staff but are STP ready then you can commence now.

You are now required to report every pay run and there is no leeway for reporting retrospectively. If you are not ready there will not be any leeway. All reporting must be done via a computer program and sent electronically to the ATO. Cash book or payroll book is not enough. Every time you do a pay run it must be reported even if it is one person for a small amount. But the payroll system will do this for you - click on button will finalize and send the report - single touch.

Check that your payroll program is ready to go with the requirements. First step is to contact your payroll provider. The program needs to be connected to the cloud, can't be a desktop program. This is so that the system can connect electronically to the ATO and transmit the report.

Headcount for 20+ is via a census of everyone you have working for you as of April 1. This includes full time, part time and casual employees, employees based overseas, any employee absent or on leave (paid or unpaid) and all seasonal employees. Headcount is between April and June 2018, total people employed even if all casual or extras filling in for absent employees.

Your payroll system will work out the information for you.

How to be prepared

- Have employees complete necessary forms - TFN declaration and Superannuation Choices (all employees must provide TFNs).
- Have a Single Touch Payroll ready payroll system - check with your software provider.
- Have access to online banking.
- Start using STP to report and pay employee wages and superannuation.

Superstream was mandatory as of last July - must report your Super, often via a clearing house eg provided by Prime Super. There is no excuse from an employer to not pay Super anymore. Even if you don't get Super details from an employee you must pay to a default fund and it is then up to the employee to get that money into their own fund. It was discussed that this system will now quickly catch employers not paying their super.

Wages must be reported every pay run. Super gets reported separately as it gets paid so if an employee is on workers comp and not getting Super, there is a level of tolerance with ATO that they accept this - if outside the level of tolerance the ATO will audit.

For a new employee who doesn't yet have a TFN, you can tick they have applied for a TFN and have 28 days to provide it.

This applies whether you are a Trust, company or partnership. If pay staff through a series of structures they will be grouped together for the headcount in the same way as the threshold of \$850k for payroll tax where the State Govt not lenient with 100% penalties.

Shebiz Software Lisa Wardill

Lisa thanked WASIA for the invitation to attend the meeting. Lisa demonstrated the software package [Paybiz](#), which has been in NZ for 25 years and 4 years in Australia (currently 4 clients).

Cost - NZ\$3800, with \$200 support paid quarterly. The cost is in NZ dollars (less than AUD) and no GST is payable. Support is done via NZ and use Remote Desktop 24x7. Login to Teamviewer and they can see what you are seeing.

The system is compatible with Xero, and can develop others as required eg MYOB. Can do daily or end of shift tallies.

Transition from another system - can either start again or depending what your current system is can export to populate.

Presentation slides have been provided with these minutes to members and are available in the Member area of the [WASIA website](#).

D.Spencer advised that WASIA had received an email from Ruth Parker at ShearPro that their system will not be STP ready for the July 1 start date and will take 6-8 months to have this requirement. Ruth Parker had suggested that a deferral request to the ATO from WASIA could cover Shear Pro users. Darren asked for a show of hands those using Shear Pro, with only 2 in the room (and one planning to transition away) it was not deemed necessary for WASIA to get involved in requesting deferrals.

Shed Safety Program Update Darren Spencer

As we reported at the January Member meeting, WASIA was developing a proposal to put to AWI for funding to create and implement a Shed Safety Assessment Program.

The objectives of the program are to:

- improve conditions for shearing shed workers
 - Improve compliance with modern workplace standards
 - reduce risk and injuries and
 - reduce insurance and worker's compensation claims.
- February -
 - we submitted our fully detailed Project to AWI. Proposal was for \$165k from AWI plus we would seek other program partnership funding and the growers would pay for part of the assessment cost.
 - We met with CGU and presented a proposal for them to be a Program Partner for \$20k which we are very pleased to say they accepted. We would like to extend our thanks to CGU

for this fantastic support. We would also like to thank Craig Shand from PSC McKenna Hampton for making the introductions and facilitating the arrangement.

- Wool Producers Australia very supportive.
- April -
 - we received notification from AWI that they would part fund the project but only Stage 1 which is to develop the program, not Stage 2 to do the actual assessments and will consider after Stage 1 whether to fund the train-the-trainer-program for other states. We have agreement to receive \$55k not \$165k. We decided to continue on as there is no risk to taking the \$55k (we need to deliver the development of the program) and we are confident about obtaining further funding and a greater contribution from growers.
 - We met with WAFF, PGA and Safe Farms to get their support and involvement. We will also shortly be meeting with the AWU.
- June 22 - has taken from April to now to get contracts progressed via AWI to proceed. The \$55K will be received in 3 milestone payments of \$25k, \$10k and \$20k.
- Our first milestone is to develop 2 surveys - one for workers and contractors and the other for wool growers. Drafts have already been provided to AWI this week with an invoice for the first \$25k payment. These surveys will go out sometime in July for 4 weeks, meanwhile we will be gathering all current shearing best practice documents and information to create:
 - Shearing Shed Best Practice Guidelines
 - Shearing workplace health & safety video
 - Shearing workplace health & safety online knowledge base
 - Shed safety risk & hazard assessment criteria
 - Digital assessment tool

Animal Welfare David Wrighton, Department of Agriculture

David Wrighton, Veterinary Officer from Department of Primary Industries and Regional Development gave a presentation on how and when to suture an animal that has been cut. David went to the effort to go to Top Gun Shearing and purchase a needle and some cotton and then went to the Muchea saleyards to photograph a demonstration to present to us.

Potential causes of sheep shearing wounds are inexperienced shearers and/or poor supervision; inadequate equipment and sudden movement of the sheep. Common locations of sheep shearing wounds are the neck, armpit, belly, groin, pizzle/mammary gland and hamstring.

Cleanliness is a major part of wound care and by just having some saline water to spray on a wound and hands when suturing a wound will help prevent infection. If there was some Tri-Solven to spray on the wound after suturing this would help the healing process and against infection. There was a great deal of debate around when a wound should be sutured and in the case of a major wound the farmer needs to make a decision on whether to euthanase the animal or not.

Presentation slides have been provided with these minutes to members and are available in the Member area of the [WASIA website](#).

12pm-1pm LUNCH

WA Farmers Federation Trent Kensett-Smith CEO

Status of the live export market and the potential impact for the shearing industry

Trent Kensett-Smith made time in a very busy day of doing media interviews to update WASIA members on the status of the live sheep trade and impact for shearing. In 4 years time a ban on the live sheep trade would require 80% more shearers than we have now if flocks do not decrease. However if flocks decrease from the current 14 million to the estimated 8 million then we won't have the same size shearing industry. Exported sheep has fallen from 5 million to 2 million in last 5 years but any increases globally now come from Africa and elsewhere.

WAFF (and PGA) and growers need support from groups like WASIA and associated industries to get the point across that impacts are far more far reaching than is being communicated by government and the media. (See later motion in general business for WASIA to provide a letter of support).

Presentation slides and the Pegasus, Mercado and CIE reports have been provided with these minutes to members and are available in the Member area of the [WASIA website](#).

Updates

❑ Equipment Update - Heiniger (Selwyn Williams, R&D Manager)

[Heiniger](#) have been a great sponsor of WASIA this year. Representatives attended the AGM to talk to members about latest products. A presentation was provided on wool sweeps, Icon, combs, cutters, grinders and emery papers, Evo and TPW. Presentation slides have been provided with these minutes to members and are available in the Member area of the [WASIA website](#).

❑ Insurance & Risk - PSC McKenna Hampton (C.Shand)

Craig Shand from [PSC McKenna Hampton](#) presented the latest Insurance and Workers Compensation briefing. Only 2 claims have been lodged in the last 12 months. WA Gazette rate for shearing services has been increased by 8.85% from 7.8% to 8.49%. The Briefing Sheet has been provided with these minutes to members and is available in the Member area of the [WASIA website](#).

D.Spencer asked about the legislative changes to increase penalties for workplace safety offences. Full details can be found [here](#).

M.Henderson asked about a WA employer engaging for example a SA Pty Ltd company (with Workers Comp cover in that state) being engaged to work in WA. Craig has advised the State or Territory in which work injury insurance relating to a particular worker is required is ascertained by determining the worker's 'State of connection'. All States and Territories have introduced the same or very similar cross-border provisions, resulting in uniform national laws. The 'State of connection' of a worker is determined by a series of tests. Craig's understanding is if a worker is working in WA for less than (6) months & the balance is say based in SA then the SA cover would be required to indemnify the employer for an injury to that worker.

❑ Early Intervention for Return To Work - APM (S. Vogiatzakis)

There is only one open claim at the moment in the fund. Silvana spoke about the obstacles to return to work and the actions to be taken in the first 48-72 hours. Presentation slides have been provided with these minutes to members and are available in the Member area of the [WASIA website](#).

➤ General Business

1. A question was asked about employers attending the medical appointment of an injured worker. C.Shand advised that the worker must be allowed to go to the medical practice of their choice and

- employers are not allowed to on sitting in on the appointment.
2. A question was asked if an employer can ask for a blood test. C.Shand advised as long as you have a drug and alcohol policy in place and show that all employees are aware and understand the policy. (Copies of Drug and Alcohol policies have been placed in the Member area of the WASIA [website](#)).
 3. D.Spencer said that Pera Davis was coming back to WA and asked members to let WASIA know who missed out last year and we can organise workshops for when he comes back this year.
 4. Employers not paying super - employees need to check and follow up with ATO. WASIA to place the ATO link on website. Information can be found from the ATO [here](#).
 5. R.Carter asked on behalf of Brian Beresford about some contractors still not paying workers comp. D.Spencer said WASIA has met with WAFF and they have advised growers to site certificates of currency (was featured in a WAFF newsletter and they put it in The Countryman).
 6. E.McEllister asked if WASIA should do a letter of support to WAFF re live sheep export. D.Spencer said that D.Boyle had also called about contributing to the WAFF fighting fund. R.Carter felt we should do a letter of support but not the fund, sometimes best to as Trent said "know when to stay quiet". S.Tipton felt this issue will directly impact the number of animals in the state and the health of remaining animals. Discussed as WASIA doesn't have funds we could publicize the fund but not directly contribute.
3. Motion: For WASIA to write and endorse WAFF/PGA actions on the Live Sheep Trade. (P.Leitch proposed adding PGA to this and was accepted.)
 4. Motion: For WASIA to promote to members the WAFF fighting fund to donate as they wish.

It was MOVED and SECONDED that both of these motions be accepted.

MOVED: S.Tipton

SECONDED: O.Snook

CARRIED

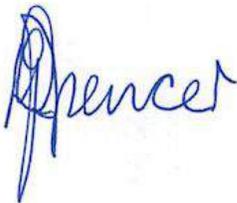
- Next meeting - January 12, 2019
- Close of meeting at 2.55pm, D.Spencer thanked everyone and hoped they all got something out the day.

SOCIAL - Drinks and networking courtesy of PSC McKenna Hampton

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

Signature - President:

Date: 10th July, 2018



Attachment A: Attendance

MEMBERS	GUESTS - SPEAKERS - OBSERVERS
Huia Barlow	Craig Shand - PSC McKenna Hampton
Rodney Bowden	Radek Kotlarczyk - Prime Super
Bradley & Natasha Butcher	Heiniger - Selwyn Williams
Robert Carter	Heiniger - Daniel Sands
Wendy Chant	Heiniger - Marcus Figueroa
Mark & Sarah Buscumb	RSM Australia - Trent Frost
Emma Johnstone & Bob Howes	Shebiz - Lisa Wardill
Ross & Sherri Flynn	DPIRD - David Wrighton
David Fry & Kate Suckling	APM - Silvana Vogiatzakis
Sam Geddes	WAFF - Trent Kensett-Smith
Kevin Hazel	Farm Weekly - Aiden Smith
Mike Henderson	The Countryman - Cally Dupe
Brian Hipper	Top Gun - David Lawrence
Peter Letch	Peter Bolt
Ted Lewis	Michael Tito
Greg McAtamney	WASIA - Valerie Pretzel
Eddie & Louise McEllister	
Michael-James Terry & Nola Edmonds	
Rob & Trudi Cristinelli	
Owen Snook	
Darren & Tania Spencer	
Aaron Steel	
Graham Stevens	
Leigh & Sharon Box	
Doug & Sonia Tipton	
Helle Rasmussen	
Lucilla & Anthony Wray	