

Valerie and I have been out and about seeking sponsorship and support for the shed safety assessment program. We managed to get a meeting with the Minister for Agriculture and Water Resources the Honourable Alannah MacTiernan. The Minister was very supportive of our program but felt she couldn't spend taxpayers money to pay for something that farmers should be doing as a matter of course. We discussed the suspension of the live trade and also raised with her the merits of a reciprocal arrangement with the British in regard to their three-month shearing visa. She was very interested in the discussions and suggested that her policy advisor go with us to meet Bill Johnston, the Minister for Mines, Industry Regulations and Safety. While meeting Minister MacTiernan I reminded her where the Labor Party's formation came from and she said "Yes from a shearer's strike in 1891 in Barcaldine Queensland" and that she still held an AWU ticket.

We made the appointment and went along to meet Minister Johnston and see if he might be able to find some funds for the program. True to Minister MacTiernan's word she sent her man but it was all to no avail. We got the standard response that the previous government had left them a huge debt and as much as he would like to help he had no money. Maybe some other time.

During the year I was appointed to a working group forming an advertising campaign to reduce the injuries and deaths in agriculture. There were four members from the Agricultural Safety Group selected to be part of a wider committee. This is an interesting group and at present the project is well underway with the campaign due to be aired during this year sometime.

In July my wife Tania and I attended the live export rally in Katanning organised by WA Farmers. It was great to see some of our members there to see what Barnaby Joyce and Alannah MacTiernan had to say to a crowd of around 1100 people. Despite reports that the crowd didn't let Minister MacTiernan speak I felt she was treated very fairly and there wasn't a huge amount of heckling until she started to talk about how the abattoirs could use all our surplus meat that wasn't able to go live export. My personal opinion of live export is that within five years the trade will be phased out because most political reporters say that we will have a Labor government Federally by midyear and Joel Fitzgibbons has stated that once elected they will phase the trade out.

In September I attended the Perth Royal Show to have a look at the WACSA shearing competition and also the national championships. It's great to be able to see so many talented shearers and wool handlers competing in a fiercely fought competition. The event was well run and I would like to congratulate the organisers and anyone involved whether it be time keeping, judging or competing as it was a credit to everyone involved.

Following a conversation with Craig Shand at the June meeting we organised a trip to Esperance to meet with the local contractors and also with the ASheep group who are group members of WASIA. This was a great trip with Valerie, Craig and Radek meeting me in Esperance where we went out to dinner with the local contractors that could attend along with Stuart Matthews who had just started as the Elders district wool manager and Basil Parker a former contractor & member. The next day we went on the ASheep spring field walk and were given a chance to address the group at lunchtime. There were about 60 attendees and we gave them time to ask questions and done our best to answer them.

I had the fortune to be invited to a round table discussion with the Federal Agriculture Minister David Littleproud when he visited WA in November. All attendees were given time to ask questions that were

most pressing to them and he did his best to answer them. I asked about the reciprocal visas and also about the case of a casual mine worker in Queensland being able to claim holiday pay and leave loading when on a casual contract. He wasn't able to give me an answer to either but was going to follow up. I think Phil Brunner will cover this topic later.

I would like to thank the committee for their support during the year and to Valerie for the wonderful job she does to keep things moving along. We have had a good year financially with new members joining and extra sponsorship. To all our sponsors on behalf of the association thank you for your continued support which helps us provide an informed and professional service to our members. Finally, to all our members I wish you all the best for the coming season and hope that you can find workers when you need them.

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

MOVED: Eddie McEllister

SECONDED: Brian Hipper

CARRIED

Treasurer's Report Mike Henderson

Mike Henderson (Treasurer) presented the Financial Report and printed copies were provided to meeting attendees.

Mike spoke about all the financial and process changes that have been completed and born fruit as we have turned from a loss to profit. Increased income from projects, sponsors and fees along with reducing costs has had a good result. In summary Mike said we are going well and the Committee are very happy with the financial position. Mike called for questions, there were none.

The Financial Report is available upon request.

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

MOVED: Rob Carter

SECONDED: Louise McEllister

CARRIED

Membership Report Rob Carter

Rob Carter (Member Coordinator) presented the Membership Report and thanked members for coming.

Rob advised that membership is looking ok but we are still looking for new members and we need to continue to grow so he called on all members to please pass on WASIA details to those in the industry.

Current Membership Base - total = 70 (down from 73 at the AGM)

- Full members = 55
- Group members = 1
- Association access members = 4
- Associate members = 2
- Social members = 1
- Life members = 7

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

MOVED: Emma Johnstone	SECONDED: Doug Kennedy	CARRIED
<p><u>New members</u></p> <ul style="list-style-type: none"> ● Kelly Gang Shearing - Brendan & Jenna Kelly ● Sweep the Floor - Ross & Sherri Flynn ● Nikora Shearing - Robert and Vanessa ● Shebiz - Leonie Patrick 	<p><u>Retired members</u></p> <ul style="list-style-type: none"> ● Parsons Bros Shearing Service - Claire Blechynden ● Ian & Peta Batchelor ● Craig & Rachel Borgas ● Graeme Stevens ● Tamryn Powell 	
<p>Administration Officer Report Valerie Pretzel</p> <ul style="list-style-type: none"> ● Our financial turn around from a \$25k loss to a \$17k so far this financial year - we still have 4 months of costs without anymore membership income but we still have the insurance commission and Heiniger sponsorship to come and another \$30,000 in AWI project revenue to come in. ● Membership renewals - this worked really well with everyone renewed within 2 months and no bad debt. Thank you to members for their prompt renewals. ● Sponsorships - retaining sponsors and good feedback from Heiniger that of all the things they sponsored we provided great value, good contact and reporting. ● Shed Safety Assessment program - getting this off the ground has been a challenge but it is funded and will be a great project. ● Communication - I think we are doing better with this with regular newsletters, Facebook posts and our website. Getting the balance is the issue with members not wanting to be spammed but needing to know we are out there working for them. ● Timely responses to member calls and assistance. ● Industry stakeholders - we now have a good list in mail chimp of other Associations, government, politicians and media to easily send them information and we have been using this for the SSAP. <p>There is always room for improvement:</p> <ul style="list-style-type: none"> ● Prime Super sponsorship - went from \$15k to \$10k and now \$7k. Would like to add more sponsors. Please see me if you have any ideas or leads for possible sponsors. ● More members - there are contractors that are not members. When you are out and about and meet other contractors please promote the benefits of the association. The more members we have the stronger we are. There are brochures you can provide to people or send me their details. ● Do more regional member events ala Esperance eg Merredin, Moora, Katanning/Kojonup - anywhere else? ● Facebook page - currently 369 followers (up from 285 in June). 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 - this financial year 2,844 users. Most popular pages are Find a Contractor, About WASIA and the membership page. <p>It was MOVED and SECONDED that the Administration Officer's report be accepted.</p> <p>MOVED: Owen SECONDED: Wendy Chant CARRIED</p>		
<p>Focus on Employment Facilitated by Phil Brunner (Bailiwick Legal)</p> <p>D.Spencer introduced Phil Brunner to facilitate this focus session on employment.</p>		

The following is information provided by Phil - presentation slides and documents have been provided with these minutes to members and are available in the Member area of the [WASIA website](#).

Phil provided copies of presentation to attendees. Discussion today is not legal advice but discussion about the Award and generalized discussion, if you require specific advice please call.

- Distinction between the two awards - Federal and State and distinction is whether you are a corporation or not. If you are a constitutional corporation ie a company then you are covered by the Federal Pastoral Award. If you trade via a trust you are still Federal, if you have a company in the trust then you are Federal. If you have a partnership where one partner is a company then you are covered by Federal. Sole traders, trusts where trustees are single individual people and partnerships of the same.
- Accommodation - both Awards similar - key word is "forced". Phil asked if contractor owned accom is charged without written lease covered by residential tenancy act. Need to take bond, invest it and is returnable. To terminate lease must give periods of notice. Opens up a can of worms. Urged contractors who own accommodation to get advice on how it is structured and run. One member said they don't charge for accom as the worker will leave to go somewhere for free but they will withhold a day's pay in lieu of a bond. Phil said the contractor doesn't have a right to do this, they are two separate arrangements - employer vs landlord. If have in employment contract which they sign and agree then ok but otherwise legally can't.
- Transport - can a contractor charge an employee to take to and from the accommodation? No one at the meeting charges. Do need to pay traveling allowance if travel is more than 65km. Also if employee is forced to find accommodation and travel for more than one hour then get an allowance.
- Pay by the hour rather than by the run - some contractors in the industry are doing this but no one at the meeting. There is no provision in the award to do this unless you have an individual flexibility agreement (IFA) as part of employment contract but must make sure the employee is no worse off. Must be in writing and signed by both. State system no provision and no IFA.
- Rams - when is a ram a ram? Federal and State awards are different in this. Could be up to 12 months difference between 6 months and 2 teeth (harmonize the awards?). Have to define and charge based on whether you are on state or federal Award. A member raised point that this is confusing for staff that go between different employers based on the awards.
- Casual - discussion is based on the Federal Award. An employee who has been employed on a regular basis over 12 months can ask to be made permanent. Casual loading is part of the formula as they get paid casual and get loading to account for other benefits not received. Loading is in the award for the shearer, woolpresser, crutcher - query about shed hand. Phil confirmed that shed hand rate is derived with casual loading. Felt that you don't have to worry about this provision as most are casual piece work not casual. No right in the state system to transfer to permanent, but may come in the future. Call Phil if an employee raises this.
- Drugs and alcohol - Darren said a Code of Practice was developed last year and individual employer must do own policy. If you want to drug/alcohol test staff then you must have it in your policy which must be in place.
- Changes to WHS Act coming this year - there will be a greater emphasis on company directors/Officer responsibility and you must have a policy in place, actioned and audited and implemented. Will extend to the grower.

- State industrial review - not finalized, no consideration to ceding to the Federal, will still have state system.

Insurances [PSC McKenna Hampton](#) (C.Shand)

CGU are pleased with the way things are going so hopefully that gets recognized this year via premiums. Craig reminded WASIA members that PSC McKenna Hampton provides Risk Management software.

Recommended Actions to Minimise Workers Compensation Premium Rates on renewal:

- All Shearing Sheds Inspected Prior to commencement of work where practical
- Pre – Employment application form or medical utilised whenever possible before commencement
- Employees reference checked prior to engagement for prior injury's/claims where possible
- Workplace Training Induction process in place & conducted
- Claims history provided – minimum of (3) years, Outstanding claims figures checked for accuracy & revised after review
- WASIA/MHIB Work Health & Safety Management System documentation –
 - Safety Management Plan
 - Health & Safety Policy
 - Responsibilities & Accountabilities
 - Hazard identification & Risk Assessment process
 - Incident investigation, corrective & prevention outcomes
- Workplace inspection process - Hazard / Risk identification register in place
- Injury Management Procedure in place
- Return to Work Program in place

Comes down to the individuals loss ratio. Developed points to use to prove what you are doing to reduce risk. All documentation and policies required can be provided by PSC McKenna Hampton. Templates have been provided to WASIA and will be added to the website for members to download and add their names.

Other essential insurances - public liability \$5m,\$10m or \$20m most going for \$20m; general property (cover equipment theft); journey insurance optional cover to and from workplace (if on your bus then covered under workers comp).

AWEX Mark Grave CEO

Mark thanked Darren and WASIA for our input into the industry and our considered and valuable input. Every industry needs rules to help you do business.

Woolclasser - must have stencil, ID Card has been provided - has stencil number and expiry date, contractors and growers should check they are current. Contractors should be asking for the ID card (same for woolgrowers not using contractors).

AWEX does follow up on paperwork and check with grower and contractor to ensure that the woolclasser with that stencil was on site at that time. This is all to ensure that wool buyers are able to

buy with confidence. People have been and will be suspended or deregistered.

Overweight and underweight bales - has been an issue forever. WA overweight bales are twice as much as national figure. Major issues down the line in loss of productivity.

AWEX wants to run a campaign in WA as a pilot with the support of WASIA. Start in February and if successful will implement nationally.

L.Jury queried that if you are a classier or contractor you can ask the grower to fix the scales but if the broker doesn't go back to the grower with issues then what more can contractors do? Mark replied this needs to be an industry wide change with classers, WASIA, growers, WAFF all on board.

AWEX are ready to roll out project on eBale RFID wooltag and the WoolClip app. Expecting this in February and will be going out on farm to implement and apply. Providing training and understanding on how this will work.

Shearing Shed Safety Assessment Project Update (D.Spencer & V.Pretzel)

The objectives of the program are to:

- develop tools for on-farm assessment of shearing shed risk
- improve conditions for shearing shed workers
- improve compliance with modern workplace standards
- reduce risk and injuries
- reduce insurance and worker's compensation claims and
- gather industry data regarding shearing safety, risk issues, monitor and track improvements and barriers to improvement.

STAKEHOLDER ENGAGEMENT

- Stakeholder engagement plan developed and approved.
- Mailing list established -
 - Supporters - those organisations that have formally agreed to support the program by promoting and providing input;
 - industry stakeholders - industry organisations
 - Media
- Pastoralists and Graziers WA, Safe Farms WA, WA Farmers Federation and Wool Producers Australia all signed up as program supporters

WORK TO DATE

- **Develop and promote 2 surveys** - one for shed workers and one for wool growers. The information collected via the surveys will assist in developing shearing shed best practice guidelines and shed safety assessment criteria. As far as we are aware this is the first extensive survey for the shearing industry.
 - Unfortunately there was a significant delay in finalising the surveys and they did not go live until mid December

- As at January 9 responses were Shed Worker (84) and wool grower (40)
- Survey collection has been extended to January 31 to allow more time for stakeholder groups to publicise and get a larger response
- Articles in Farm Weekly and The Countryman December 20
- Interim results are however looking very interesting
- Regulatory review - a full review was undertaken of Australian safety and health legislation in order to document any state differences that may affect the development of this national shearing shed assessment program. The consultants conclusion was that although there are some very minor differences between the jurisdictions that have taken up the Model WHS Act, Regulations and Codes of Practice, the differences are not significant from the perspective in developing a national framework of best practice standards for the Australian Shearing Industry – if the framework is developed using the Model WHS Laws.
 - Note for Member meeting: Western Australia — Occupational Health and Safety Act 1984 — New legislation likely in 2019.

Shebiz software (D.Spencer & L.McEllister)

Louise McEllister spoke about her experience in implementing the Shebiz software.

“I wrote 2600 cheque a year, haven’t written a single one since installing Shebiz. It is great program, includes rates of pay, very helpful training, they make it easier to get up and running. We used to have two systems to do all the bookkeeping and had to re-enter everything. Shebiz has changed my life. Can connect MYOB or Xero, BAS all done and single touch payroll is coming next month. I now have a lot more free time.” To learn more go to [Shebiz](#) website.

12.30pm-1.30pm LUNCH including Raffle Draw with prize donations thanks to [Top Gun](#).

Focus on Training This session was facilitated by Rob Carter and included opportunities for members to ask questions, raise concerns or present ideas with our panel.

The panel - Stephen Feighan from AWI; Paul Etheridge from the Food, Fibre & Timber Industries Training Council (FFTITC) and Matt Chambers from Rylington Park.

Paul Etheridge FFTITC

FFTITC is funded by government to assess training needs and delivery. Census data showing from 2006, 2011 and 2016 shows woolclassers, wool handlers and shearers as occupations in decline. In WA there are 500 shearers now, has dropped by 50%. Shearers and wool handlers are hard to find with increased demand and less available.

Ways to get them into the industry via observation and having a go; on the job instruction; informal course; formal training or a traineeship. There are 6 nationally accredited qualifications and the government won’t pay for non-nationally accredited training. Numbers doing the cert training is consistently going down and most are students at Ag school who are unlikely to then enter our industry.

Traineeships numbers are very low eg only 5 new entrants into wool classing this year. Government provides incentives for traineeships and trainees who are exempt from payroll tax.

K.Gallately said that contractors need to put on learners, they can train people but contractors have to

show there is employment available.

D.Spencer raised the traineeship available via the new Government incentive program apprenticeship as shearing is now back on the skills shortage list.

R.Carter raised issue of retention - one thing to get trained or do traineeship but we also need to retain within industry.

K.Haywood from WA Farmers Federation said there is no structure or mechanism to get trainees into workplace experience. R.Carter advises that with formal training trainees are already working in the industry i.e the traineeships are undertaken in the workplace under the guidance of the workplace trainer – usually the contractor.

S.Madson said each Ag College student needs an employer to take them on for work experience and if shearers don't they'll go to the mining companies which will. How do we facilitate the linkages between training organizations and students and contractors to take them on. P.Etheridge asked "is that what we want?"

Matt Chambers, Chairman of Rylington Park

Spoke about their program and their students who would not be in FFTITC figures as the programs are non-accredited training funded from AWI is outside that system. Training now also includes animal welfare and social issues.

D.Boyle said when he started you started as a shed hand and worked your way through the system. Young kids bodies are not strong enough or fit enough to start shearing straight away same as mechanics don't start by ripping out engines. B.Beresford said that Shed hands now are mostly female.

D.Lawrence felt there was too much training emphasis on advanced training or increasing speed and output. There should be more time for training the learner, need more novices. Pope disagreed and said they mostly did training with novices. Dwayne Black said woolhandler can be upskilled quickly but shearers takes a lot longer over a couple of years (quicker than the 5 years that it used to be). In-shed shearers training is still important to upskill existing shearers to be more productive, better end product, reduced injury.

Stephen Feighan, AWI

AWI allocates \$400k to WA of \$1.8m budget. Want to get a better ideas of issues eg how do we funnel trainees into industry, attractiveness of the industry, how to work with the Training Dept rather than being competitors. T.Spencer asked about marketing career paths to look more attractive.

AWI Graeme Curry said in Esperance Basil Parker had raised a proposal re training in Esperance which AWI are organizing now, so AWI are open to organizing training in certain regions. K.Gallately commended AWI and TAFEs for the work that they do.

Query - how many trainers are there in WA - AWI have about 300 days with 8 trainers.

W.Chant asked about promotion in the city of shearing as a job. D.Spencer suggested more articles and media, good stories presented well.

R.Carter concluded by saying there is a lot of work to do, but thanks to the trainers and funders.
WASIA are putting out a training survey in the next month to work out what is needed.

Heiniger Product Sales member benefits

Darren thanked Heiniger who have again come on board to sponsor WASIA for another 12 months. Introduced Marcus Figueroa from Heiniger. All EVOs going out will now have covers.

Heiniger have offered reduced prices to members on Heiniger emery papers and glues and to kick this off are provided attendees with free paper and glue samples. WASIA and Heiniger will work together on the logistics and financial details of adding the Heiniger ordering and fulfilment to our current product sales. We remind members that simply by ordering these products via WASIA you can re-coup the cost of your membership and provide revenue to the association.

➤ **General Business**

1. David Webster from AWI - AWI are very committed to keep funding training but with a 25% reduction in levy plus drought impacts means reduced funding to AWI. So will need to get possible value out of money spent.
2. Brian Hipper - suggested doing a video that promotes and markets industry.

➤ Next meeting - Saturday June 15, 2019

➤ Close of meeting at 3pm, 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: February 28, 2019



Attachment A: Attendance

MEMBERS	GUESTS - SPEAKERS - OBSERVERS
Brian Beresford	Kevin Gallatly
Rodney Bowden	Craig Shand - PSC McKenna Hampton
Don Boyle	Radek - Prime Super
Robert Carter	Heiniger - Marcus Figueroa, Daniel Sands
WENDY then Kelvin	Bailiwick Legal - Phil Brunner
Mark & Sarah Buscumb	FFTTI - Paul Etheridge
Emma Johnstone	Bob Hose
Kevin Hazel	Rylington Park - Matt Chambers, Dwayne Black, Paul Hicks
Mike Henderson	The Countryman - Bob Garnet
Brian Hipper	Top Gun - David Lawrence
Lowanna Jury	AWI - Stephen Feighan, Graeme Curry, David Webster
Doug Kennedy	Jim Anderson
Ted Lewis	AWEX - Mark Graves
Eddie McEllister	WAFF - Kim Haywood
Louise McEllister	WASIA - Valerie Pretzel
Stephen Madson	
Rob & Trudi Cristinelli	
Ian Pope	
Greg McAtamney	
Owen Snook	
Darren & Tania Spencer	
Rebecca Thompson	
Mick Thomas	
Leigh & Sharon Box	
Trevor King	
Helle Rasmussen	