

WASIA GENERAL MEETING

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

9.30 - 10.30am Registration and networking with morning tea

Opening & Welcome Darren Spencer

The President welcomed all attending, members, new members, potential members, sponsors, speakers and guests. Mr Spencer acknowledged

- ❑ **WASIA guests** - AWEX - Mark Graves; AWI - Stephen Feighan; Holly Ludeman from The Sheep Collective; Chris Patmore from PGA; Sophie Cambetis from APM; from New Zealand Lisa Wardrill from Shebiz; from The Countryman we welcome Bob Garnet and Aiden Smith from the Farm Weekly.
- ❑ **Sponsors** - Craig Shand - PSC McKenna Hampton; Alisha Wilde - Prime Super; Bailiwick Legal - Phil Brunner.

There are great prizes in our raffle thanks to [Top Gun](#), APM, Bailiwick Legal and [Shebiz](#).

- ❑ **Attendance** - 42 members and guests/speakers (full list at the end of these minutes).
- ❑ **Apologies:** Sarah Brown (EO) ASHEEP, Brian Beresford, Don Boyle, Rob & Trudi Cristinelli, Kevin Gellatly, Lowanna Jury, Peter Letch, Ted Lewis, Robert Nikora, Ian & Tina Pope, Steve Potaka-Osbourne, Roly Michell, George Gray, Noel & Di Smith, Leigh & Sharon Box, Doug & Sonia Tipton and Heiniger.
- ❑ **Confirmation of Minutes** WASIA AGM 15 June 2019 were confirmed
 MOVED: Rob Carter SECONDED: Mike Henderson CARRIED

President's Report Darren Spencer

Welcome members, guests and sponsors. The last 6 months has been quite a busy period for the association and myself. In July, AWI in conjunction with the Asheep group ran a two week shearing school in Esperance. With a lot of work by Basil Parker and others in Esperance this was a great success. I was able to get to Esperance and talk with the trainees and catch up with Basil, Kevin Gelatly, Amanda Davis, Todd Wegner and the trainees. I also managed to catch up with members Steve Ellison & Noel Smith.

In mid July I went on a tour of sheds with Don Boyle. This was an AWI sponsored day and we had a full bus load of farmers interested in looking at shed design. This was a great initiative of Don's and we got to see five different types of sheds gave everyone a different perspective on what could be done. A great lunch was provided and the day was washed down with a couple of cold beers at Don's home farm.

My wife Tania and I took a few days in July and went to Dubbo for the opening of the woolshed at Arrow Park. This shed was built by Hilton Barrett with the support of AWI. There were a lot of visitors there for the day and the shed has a few new ideas built in.

In August I was privileged enough to be invited to Melbourne to receive an Australian wool industry medal. This was a great honour to myself and I was able to take my wife Tania and daughter Lizzie to the presentation dinner.

Late in September I was contacted by Kevin Gellatly in regards to a Shearing School in the Geraldton region. On my way to Perth Royal Show to catch up with Kevin, Ashley Talbot from the Department of Primary Industry and Regional Development rang me to explain that he was also involved with the Shearing School in Northhampton. After a day at the Royal Show I got lost leaving and ended up in the agricultural pavilion where I found Holly Ludeman from The Sheep Collective. Following the conversation I had with Holly, WASIA formed a working group to work towards Shearer training in a different capacity. Holly suggested we use the Peel depot shed for improver training. The group met at the DPIRD offices in Kensington and formulated a plan to go to Minister MacTiernan to see if we could receive support to run this training. Valerie arranged a meeting with the Minister and Stephen Feighan and Henry Ridge from AWI joined us. We got a very good reception from the minister and decided to push ahead with plans for the schools.

The school at Northampton has now been run and so far has been a great success. I went to Northampton yesterday and it was great to see the enthusiasm among the people there and also the trainees. I think it's great that Mike Henderson and Brian Hipper were able to attend during the week and also Emma Johnstone.

There is now planning in place to run a similar school in the Brookton/ Pingelly area in March. Hopefully the Minister is still as supportive of the concept after that one.

In October I travelled to Merredin to conduct a regional meeting. This didn't turn out very well with low attendance, but I would like to thank Todd Wegner, Aiden Smith and Lee Box for turning up and having dinner with me! It's a shame nobody else turned up but I had a great meal and can recommend the sports centre at Merredin for a feed!

We will continue with regional meetings as we feel it's a good concept to get to meet people in their own areas. Following on from the Boyup Brook-regional meeting in April it was great to see some of the contractors in that area join as new members.

In November all the high schools held the graduation ceremonies and I would like to thank Wendy Chant, Rob Carter and Eddie McEllister for going along to represent WASIA and present the Neville Munns award in Denmark, Cunderdin and Narrogin respective Ag Schools. I myself went to the Harvey Ag school and presented the Neville Munns scholarship to a year 11 student.

With the more prominent profile of the association brings with it more scrutiny from outside. This can lead to our industry being targeted by radicals and people that are looking to bring the industry to a close with animal welfare standards. We have seen in the last year or so where animal activist organisations send out whistleblowers to get a job and infiltrate industries to broadcast animal cruelty.

Last November we saw where an Israeli claiming to be a vet got in touch with a vet in the Kimberly who put him in touch with cattle stations to work. While out there he filmed people dehorning cattle and sent it back to Israel. There's also the case in the Eastern states a couple of years ago where saw Americans organise jobs as shedhands in NSW. They got the confidence of the other people working in the teams and encouraged them to commit cruelty acts. They then filmed these acts and fed the images back to the animal welfare groups. This resulted in fines and bans on handling animals for set periods. We all need to be aware of what these groups are doing maintain high animal welfare standards. We will do a segment on animal welfare with Holly Ludeman today during the meeting.

The year was a very good year for the Association. We have seen the amalgamation of a few runs but we have also seen new members joining the Association. This augurs well for the Association moving forward. Your continued support enables us to be able to deliver to you information to help your business. It's great to see so many people pay the memberships on time which saves us chasing members.

Finally I would like to thank the executive for the contribution they make to the running of the association and especially Valerie for all the time she puts in to keep us all on our toes and keep the wheels moving because without her things wouldn't happen as well as they do. To all members I hope that we can continue to deliver and support you.

Thanks to all our sponsors who support the Association. Your continued support enables us to maintain a strong presence in industry.

Thank you everyone and I hope that out of today you can get something to take home to help in your business.

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

MOVED: Eddie McEllister

SECONDED: Mark Buscumbe

CARRIED

Treasurer's Report Treasurer M.Henderson

Treasurer M.Henderson, presented the Financial Report and printed copies were provided to meeting attendees.

We continue to see a good turn around in Net Profit, for April - November 2019 WASIA made a net profit of \$26,825.58, an increase of 58% on the previous period and a \$52,567.96 turn around from 2 years ago.

Total membership revenue is up 12% and shearing supplies revenue was up 40%. WASIA has a healthy Balance Sheet with \$174,451.39 in Net Assets (up 19% from \$146,499.88 this time last year).

Mike thanked Darren and Valerie for their management and guidance in turning around the organization financially. The Financial Report is available upon request.

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

MOVED: Rob Carter

SECONDED: Brad Butcher

CARRIED

Membership Report Rob Carter (Member Coordinator)

Rob Carter presented the Membership Report and thanked members for coming and timely renewals. As with the financial report this is another pleasing report to deliver with a record number of new members with 11 new members joining in the period. Exceptional result in the current climate. Thanked members for their ongoing support.

New Members

Johansen Shearing	Dave Johansen
Martin Shearing	Natalie & Jay Martin
Frankland River Shearing	Andrew McFarlane
Dinninup Shearing	Aaron Piper
GT Shearing	Gary Brass & Lisa Shalders
KGT Shearing	Katherine Carrie & Tahae Toa
West Coast Shearing	Jordan Gilmartin & Helena Raukawa
Parsons Shearing	Jasmine & Mark Parsons
Western Shearing	Faith Hauti
R&B Shearing	Derek Michell & Rebekah Dewar
Kevin Gellatly	Kevin Gellatly

Retired members

Barlow	Huia
Fry & Suckling	David & Kate
Steel	Anna & Aaron
TRIGWELL SHEARING	Murray Trigwell
GOHERD	Shane & Kylie Tucker

Current Membership Base - total = 76 (up from 70 last year) 9% increase

- Full members = 59
- Group members = 1
- Association access members = 4
- Associate members = 4
- Social members = 1
- Life members = 7

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

MOVED: Louise McEllister

SECONDED: Brad Butcher

CARRIED

Industry Matters

Shearer training and learner stands Darren Spencer, Bobby Pepper

Following the very successful shearer training schools run at Condingup in July, organized by Basil Parker, and the Northampton school which finished yesterday, organised by WASIA member and Mhunga Whalla founder Bobby Pepper, WASIA has formed a working party to generate more shearer training, work experience and employment opportunities.

With a focus on taking trainees into work experience and next level improver training, the working party which includes representatives from AWI, DPIRD, the sheep exporters, WASIA and The Sheep Collective, presented a proposal to Minister MacTiernan in December which was received favourably. Funding is sought to design and document a standardised training school that can be more effectively picked up and run in various regional communities. Graduates of these schools would then have the opportunity to undertake improver training and shed hand work experience at the Peel feedlots thanks to the support of the export companies.

WASIA will then connect graduates with shearing contractors for work opportunities, providing a clear pathway to placement with contractors and in sheds and into employment. Once they have completed their initial training, we need to get students into the workforce with added up-skills training constant, so they can develop and be retained.

Darren Spencer then introduced Bobby Pepper who has travelled down from Northampton to speak to us about the Northampton shearing school. Bobby had the contract for the vermin fence and hopes this will get more sheep into the region, this means more shearers needed.

Bobby said the camp aimed to promote new opportunities for Mid West youngsters to pursue a career in wool and that the nine Aboriginal participants, all from Geraldton, relished the camp. "They didn't even know where a lamb chop came from," he said. "But what we all learned, it opened our eyes."

Bobby said his shearing and fencing contracting business would employ some of the students and he thanked Mike Henderson, Brian Hipper and Emma Johnstone for coming along to talk to the kids and "local legend" Kevin Gellatly for all his work. "I am the proudest Blackman in Australia at the moment".

Darren acknowledged Ashley Talbot from DPIRD on behalf of the Association for all of his work.

AWI An AWI update (Stephen Feighan)

Acknowledged and thanked Darren for all of his hard work.

AWI update - elections, new board members. Jim Murray is now contracting in NSW so not with AWI anymore. On 3 Feb Craig French, taught at TAFE for 20 years and worked as wool broker, lots of experience is joining with an expanded role, training plus working with growers on increasing yield.

Shed Safety - have the project running with WASIA, doing shed design field days and workshops in

Eastern States, shed efficiency is high on growers radar.

Bushfire response - point people to where they can get help, livestock assessment, water access. Working with Dept of Ag. Bushfire preparedness. Kangaroo Island, Gippsland, Snowy Monaco big hit areas.

Seasonal worker programs - WASIA is also looking at reciprocal visa with UK, Dept saying can use the 400 visa to bring people in on 3 months specifically for work. Best if AWI and WASIA work together and go to Federal Govt together rather than individually.

Darren called for members to have feedback on training or other AWI matters:

- E.McEllister - not having trouble getting the learners, good trainers, good teachers, the next stage is the problem. We need a facility to get them from 20 to 100 a day where contractors can then take them on. Hard to take raw learners. Provide somewhere where they can go to get experience to get to the next level.
 - S.Feighan - That has always been the issue. Kids come out shearing 20-25 but want to get 60-100 and need to do it quickly so they don't forget what they learnt. There is lots of training that doesn't lead anywhere but having the contractors turn up to the training and take them on.
 - D.Spencer spoke about the program to go to Peel Feedlots with an AWI trainer. School - work, shed hand - upskill program in Peel feedlot - ready for work with contractors. We need to take them on as shed hands, make sure they shear at smoko as that's where we all learnt.
- S.Buscumbe - training is great but we need to have the conversation with kids that they need to understand they have to work their way through the process and the shed to learn it all. We would happily take on a learner. Kids need to understand that they have to start at the bottom and learn and work their way up. If kids think they are going straight into shearing or that they have to do 120 - it's the wrong expectation that they'll get straight on a stand. Teach wool handling, pressing - make sure the kids have that expectation.
 - D.Spencer said all contractors reiterated that to the kids at Northampton - have your gear ready in case you get a chance but you will be doing this other work.
 - S.Feighan - they need to learn life skills as well eg hygiene, financial, superannuation, things they need in the profession.
- M.Henderson - Shed Safety, contractors supposed to inspect the shed each time before work which is logistically very difficult. Tried various ways eg checklist, tally book but inconsistent. Mining industry is much more regulated and has an App eg iAuditor has to do it every morning and then gets sent through for a paper trail.
 - S.Feighan - this comes into the SSAP project and doing an app. Also need to change the position with wool growers that safety is important to them as well.
- Steve Paterson - starting schools is a good idea, had trainers for 2 days, but how do we access them more regularly and get in shed training? Not enough trainers to go around and get in shed rather than sending them away to schools. 1800 number not working.
 - S.Feighan - Contact Valerie at WASIA for assistance. AWI to get Val all trainer contact details and the areas they operate in.

Animal Welfare (Dr Holly Ludeman, The Sheep Collective)

D.Spencer introduced Dr Ludeman - our industry is being targeted by radicals and people looking to bring the industry to a close with animal welfare standards. We've seen in the past year or so where animal activists send out whistle-blowers to get a job and infiltrate industries to broadcast animal cruelty. We all need to be aware of what these groups are doing and maintain our high animal welfare standards in the industry.

Dr Ludeman highlighted the rising animal activism threat and the importance of animal welfare. Lots of activism in agriculture - PETA, Animals Australia, RSPCA and as Darren spoke about earlier issues of covert vision being released.

Animal welfare describes how an animal is coping mentally and physically with the conditions in which it lives. Achieving good animal welfare relies on providing animals with appropriate nutrition, health, environment and behaviour.

The five freedoms of animal welfare are:

1. Freedom from hunger and thirst.
2. Freedom from discomfort.
3. Freedom from pain, injury and disease.
4. Freedom to express normal behaviours.
5. Freedom from fear and distress.

The national Standards set mandatory requirements for the humane treatment of animals. The Guidelines advise on recommended practices but are not mandatory. The Animal Welfare Act is under review. WASIA should refer to this in any guidelines we develop and contractors need to have in employment guidelines about animal welfare.

What can WASIA do:

1. Add animal welfare to the agenda
2. Document the risks identified by members
3. Do contractors have - Animal welfare policy, Whistle blower policy, Social media and use of phones policy, Effective training tools and a culture that promotes animal welfare.

M.Buscumbe - how long can a sheep last without water? H.Ludeman - that depends on many things including temperature, weather, grass or dry fed. Work with growers for what's best for curfewing. Align with grower groups on code of conduct, what is expected of grower as well. MB asked for a number to call if they see animal welfare issues - Holly will provide.

Holly asked what we do with cuts - export depot have spray cans and an anaesthetic, can't have animals on vessel with cuts. How to manage pain relief? Producers should have access to this. It is going to become mandatory. D.Spencer said that DPIRD say contractors shouldn't sew them as infection can come from poor sewing treatment. Holly agreed. Have the conversation with your grower, agree on the process and how it's going to be handled.

(Side note - Holly has used iAuditor and can talk to us about that and she is very happy to be involved in the training project and interested in the upskilling perspective.)

D.Spencer: **Motion** for WASIA to develop its own Animal Welfare policy and include a statement in the Code of Conduct? Develop something within employment templates.

It was MOVED and SECONDED that the motion be accepted.

MOVED: Mike Henderson

SECONDED: Wendy Chant

CARRIED

D.Spencer said WASIA would get to work on this straight away and while it wouldn't be binding on WASIA members, he hoped that contractors would put it in place to ensure they operate with the highest standards.

Moving Integrity & Sustainability Forward (AWEX - Mark Grave)

Some very important conversations are happening, the topics and language is changing. Very important that we are all part of the conversation, things are changing and we all need to be involved.

AWEX is a small independent and not-for-profit organization of 14 people nationally. Role is to provide information, quality standards and assurance and compliance and integrity programs.

Woolclip - Traceability - how we get information from the shed, to the store, to the ship and the next link in the chain for the process of trading the wool. 34000 bales in Woolclip out of 1.6m, they are happy with it but a long way to go. WoolClip, the online and internet and smartphone app allowing wool classers and owner-managers to create wool specifications and National Wool Declarations electronically and to collect mob and bale details in the shearing shed when there may be no connectivity. WoolClip captures unique bale identification via a RFID/QR code on each wool bale, which has equal application and relevance on farm and in commercial warehouses.

Requested for more growers to use the tags in the trial in WA - call WASIA or AWEX if you have any growers that want to be a part of it. Woolgrowers interested in participating can contact AWEX at the Western Wool Centre on 9434 6999 or via their wool broker.

National Wool Declaration (NWD) - only the owner or the manager should sign the declaration. Asked members to go to the AWEX website and get the form to make comments for change, needs to be back by the end of January. WA declaration rates 42% compared to 72% nationally.

Sustainability - mulesing, how you treat your workers, chemicals used, animal welfare - is all a part of the supply chain and their expectations about what sustainability means.

SustainaWool - is happening here and now, is going to become more high profile.

Overweight bales are still an issue.

Unfair dismissal versus general protections claims (Brian Liau, Bailiwick Legal)

Provided a presentation on the difference between these types of claims and how to avoid them.

C.Shand from PSC McKenna Hampton reminded members that the Management Liability insurance that WASIA has covers all members for legal costs relating to these types of issues and claims.

Full presentation available upon request from WASIA.

LUNCH & Raffle Draw, prize donations thanks to Top Gun, APM, Bailiwick Legal and Shebiz.

Financial & Business Management - Presentations and information available upon request

The Contractor and Grower Relationship (Phil Brunner, Bailiwick Legal)

Provided a presentation on securing an interest in the wool to ensure payment. Last 12 months a number of contractors have had issues getting payment from producers.

Full presentation available upon request from WASIA.

Motion for WASIA to redevelop its own template contract. Response was lukewarm, concern about the relationship with the grower, prefer to operate on a handshake. Perhaps something to discuss with growers about how they would feel about signing contracts - is it an issue with our culture, their culture or the type of relationship we have with them? DS said that M.Henderson had previously talked about having signed long term contracts gives you a saleable business that can be valued.

It was MOVED and SECONDED that the motion be accepted.

MOVED: nil SECONDED: NOT CARRIED

Superannuation Alisha Wilde from Prime Superannuation

Provided a presentation on Prime Super services and investment performance. Full presentation available upon request from WASIA.

Worker's Compensation Craig Shand from PSC McKenna Hampton

28 claims have been lodged in the 2018 - 2019 period which is an increase on the previous year. Please note that as at 30th June 2019 the base WA Gazette rate for Shearing Services is 8.90%.

General Business & Motions

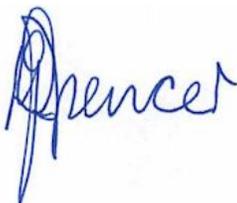
- M.Henderson spoke succession planning and need for long term contracts to demonstrate business value.
- Next meeting - members voted to retain AGM in late June, January for member meeting, regional meetings on a Friday night or weekend.
- 3pm Close of meeting - D.Spencer thanked everyone and hoped 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: 12th February, 2020



Attachment A: Attendance

MEMBERS	GUESTS - SPEAKERS - OBSERVERS
Helle Rasmussen	Murray Sims (guest of Mick Thomas)
Chris, Kaye & Ita Bowden	Chris Patmore - PGA
Robert Carter	Radek - Prime Super
Wendy Chant	Craig Shand - PSC McKenna Hampton
Mark & Sarah Buscumb	Bailiwick Legal - Phil Brunner
Anthony Wray	PSC McKenna Hampton - Craig Shand
Emma Johnstone	Prime Super - Alisha Wilde
Mike Henderson	Bailiwick Legal - Phil Brunner
Brian Hipper	APM - Sophie Cambetis
Brendan & Jenna Kelly	AWI - Stephen Feighan
Doug Kennedy	AWEX - Mark Graves
Katherine Carrie & Tahae Toa	The Sheep Collective - Holly Ludeman
Eddie & Louise McEllister	Farm Weekly - Aidan Smith
Bradley Butcher	The Countryman - Bob Garnet
Steve Paterson	WASIA - Valerie Pretzel
Bobby Pepper	
Greg McAtamney	
Lisa Wardrill - Shebiz	
Owen Snook	
Darren & Tania Spencer	
Mick Thomas	
Faith & Jasmine Hauti	