

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

Registration and networking with morning tea

AGM Opening & Welcome Darren Spencer, President

The President welcomed all attending, members, new and potential members, sponsors, speakers and guests. There are great prizes in our raffle thanks to [Top Gun](#), APM, Bailiwick Legal and [Shebiz](#).

- Attendance** - 41 members and guests/speakers
- Apologies:** Sarah Brown (EO) ASHEEP, Bernie Egerton-Green, Holly Ludeman (Emanuel), Luke & Jess Harding, Kevin Hazel, Brian Hipper, Eddie McEllister, Noel & Di Smith, Stephen Madson (Narrogin Ag College), Ian & Tina Pope, Shebiz, Heiniger. Kevin and Amanda, Lisa and Gary GT Shearing.
- Confirmation of Minutes** WASIA General Member Meeting January 18, 2020 confirmed
 MOVED: Emma Johnson SECONDED: Rob Carter CARRIED

President's Report (D.Spencer)

Welcome everyone to our 2020 AGM. Thanks for taking the time to come along and support your association in a time of unprecedented uncertainty.

I would like to talk a little about Covid 19. Today has only been made possible because of the sacrifice made by everyone in adhering to the policies imposed by our federal and state governments. We in Western Australia are in one of the safest places on the planet. The shearing industry has been fortunate to be able to continue to work when many other industries have been totally shut down. We all know someone that has been laid off or had their business closed. The measures that WASIA in conjunction with Wool Producers Australia, National Farmers Federation, Sheep Producers Australia and Shearing Contractors Australia initiated enabled shearing to be declared an essential service and therefore could continue to work.

As a member of such an iconic Australian industry it was inspiring to see how everyone was able to adapt to policies put in place to social distance in a vibrant and physical workplace that does not lend to social distancing. To see wool handlers, wait for shearers to go into the pen and shearers to wait for wool handlers to get the fleece out of the way in a bid to keep working was great. Contractors leaving a shearer off every second stand when stands were too close for social distancing measures was another measure taken.

WASIA has been extremely busy through this period and it has been a case of trial and error to put measures in place to keep everyone informed in a fast-changing environment. We have been looking at the best ways to dispense information in a timely and factual medium that everyone can understand and implement. The google hangouts has been a great way to inform members of changes and keep everyone up to date with the Government policies as they have changed. It was great to have the sponsors Craig Shand and Radek Kotlarczyk logon and inform us of the changes in their area of expertise and other professionals help. Mark Robinson with his taxation implications from Government policy changes, Craig French from AWI to discuss training, Brett Cooper talking about Q Fever and other workers compensation matters and Sophie Cambetis from APM rehab providers. Once we started google hangouts the number of phone calls Valerie and I received slowed, so we felt that members were getting the right information they needed to navigate through the changing policies. We will most likely have the odd google hangouts meeting going forward as I feel it's a great way to connect and it was great to see members join in that we don't get to see at meetings.

Valerie and I have been busy working with NFF, Wool Producers and SCAA to enable shearers and wool handlers from New Zealand to enter Australia and especially Western Australia for the spring run. This group

has been working with state Agriculture Ministers, the Federal Minister and Federal Immigration. The Minister from Agriculture Alannah MacTiernan has been helping us as much as she can but ultimately the decision is down to the federal government as to who they will allow to enter Australia. Thanks to Valerie's dedication WASIA members have been way in front of the pack to get New Zealand workers. Members have been given as much information as we can possibly muster to apply to immigration, this is more than any other association has provided and so much so that the Victorian Agriculture Minister was asking if we would share our information. That was before their second outbreak. We are still following up new leads and should anyone manage to have success please share with us your experience. Unfortunately, Victoria and NSW have gone backwards as this has made it much harder to get staff from in Australia. I have had two shearers return from South Australia, the first three weeks ago and one this week that have not been required to isolate.

Other than Covid19 there have been plenty of other activities to attend to. Shearer training and shearing schools have been a part of this last six months. In March there was a shearing school/hub run by DPIRD and AWI at Warranine Park west of Brookton. I was able to attend twice during the ten days and see the trainees all working together and helping each other learn new skills. There was a 12-year-old indigenous boy there shearing just as well as any of the others and I had a photo of him shearing a stag. These trainees might not all end up being shearers or wool handlers, but the Minister wants to see four of these shearing schools conducted per year and is happy to fund them through DPIRD. Out of the Warranine Park school I know of at least 3 trainees that are working in shearing teams shearing and pressing. I met up with Radek Kotlarczyk at Warranine Park where he spoke to all the trainees about superannuation and Brad Faithfull from West Coast Wools who spoke to trainees about the opportunities in the wool industry. Last week I went to Esperance to see the trainees shearing at Epasco Farms out Condingup way. This school is organized by Basil Parker and the Asheep Group and funded by AWI and Regional Development Australia Goldfields Esperance. I turned up on the right day to meet with the directors of RDA and Sarah Brown Executive officer of Asheep. Whilst speaking with the group I mentioned that this year more than any other will be the greatest time to be able to get a job in the shearing industry. They need to make the most of this opportunity.

I met with Craig French and Stephen Feighan from AWI at Rylington Park Boyup Brook in March where we had a meeting with Mark & Erlanda and Paul Hicks to discuss the future of shearing schools at the venue. We then went onto Albany where Minister MacTiernan met with trainees and Mick Thomas to announce a shearing school to be held in the Albany region. This was later postponed due to lock down. Craig French is a very approachable person and is very keen to work with our association to provide shearer and shed hand training. He calls up every few weeks to find out what is happening in Western Australia which is great for us. Our only problem will be the amount of money that AWI have to allocate with the drop in wool prices.

I have continued to attend Agricultural Working Group and Ag Industry Safety Group meetings on behalf of the association since they have restarted with social distancing and Covid restrictions. Valerie and I also attended a Worksafe Summit with Ministers MacTiernan and Johnson. All agricultural industry bodies were represented at this meeting where we had presentations from Work Cover and the Commissioner of Work Safe Darren Kavanagh. I think it was a very productive day for our association and I made a strong point to the Commissioner that with all the proactive work that work safe has done they have not actually been into the shearing sheds. Neither he nor Bill Johnson could answer why there has not been any visits to shearing sheds when shearing has such a high incidence of workplace injuries.

Shed Safety assessment program has continued to evolve during the last six months to a stage where we are close to unveiling to everyone. When Valerie and I attended the work safe summit we gave Minister MacTiernan and the Commissioner draft copies of the program and their feedback has been positive. It seems as though both ministers and the Commissioner all wish to be at the launch in September and the commissioner told me that he and the ministers feel its what they want to see, Industry improving the workplace to reduce injuries. Valerie and I have an appointment with the commissioner in August to look at shearing shed design because work safe has no guidelines around shed design. Thanks to the members that

audit the program and gave comment to improve what we had. We will give you more information relating to the program as the meeting progresses.

The past six months has been extremely busy for the association and these are just some of the activities undertaken. None of this would have been possible without the support of all our members no matter how big or small their contribution. It takes great dedication to keep going when you run into roadblocks along the way and to come up with innovative ideas to get the message across. On behalf of everyone I would like to thank Valerie for her unwavering dedication to members and our industry. For someone who had nothing to do with the shearing industry you sure are an inspiring advocate to have on our team. To the executive who are always more than willing to contribute thank you for your support. To our sponsors and partners who make a huge contribution to the association with their support and advice we are grateful and look forward to continued partnerships. Unfortunately, Prime Superannuation has notified us that they will not be sponsoring WASIA this year due to effects of Covid 19 and the amount of funds withdrawn by fund members. Valerie and I will continue to canvas for more sponsorship for the association. A special mention to Bob Garnet for the support he gives to WASIA and the wool industry through his articles in the Countryman Finally, to you our members who continue to pay memberships and support what we deliver thank you.

To everyone I wish you all the best for the next six to twelve months in what looks like being a very trying period. Please make sure you look after yourself no matter how hard it gets and remember that you have a great peer group. If it starts to get too much pickup the phone and give someone a call.

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

MOVED: Rob Carter

SECONDED: Owen Snook

CARRIED

Treasurer's Report (M.Henderson)

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

Up 12% on income, balance sheet is looking good as well. The Association is in a good position. This reflects the guidance from Darren over the last few years, we will have difficult times ahead with this pandemic but hopefully this puts us in a strong position to assist members through it. Mike finished by calling for any 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 Cristinelli

SECONDED: Brad Butcher

CARRIED

Membership Report (R.Carter)

A great result thanks to Darren and Valerie and committee members to source new members. Rob thanked members for their ongoing support. The membership is very positive and heading in the right direction. Have a few potential members here today that we encourage to join up.

New members = 13 Retired members = 5

Current membership = 78 up from 70 last year.

Full members = 61

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: Kat Carrie

SECONDED: Owen Snook

CARRIED

Administration Officer's Report (V.Pretzel) - reported on the following activities

- ❖ COVID-19 Member Assistance
- ❖ Online video meetings
- ❖ International / interstate workforce applications
- ❖ Annual Pay Rates - postponed until November 1
- ❖ Text messaging communications with members
- ❖ Sponsors
- ❖ Political advocacy
- ❖ Shed Safety Assessment Program
- ❖ Learner Program

Darren advised it was voted at the Committee meeting to change Valerie's title from Administration Officer to Executive Officer to better reflect the role.

Executive Committee Elections Valerie Pretzel, Returning Officer

- Renominations - 4
 - Darren Spencer - President
 - Eddie McEllister - Vice President
 - Brad Butcher - Ordinary Member
 - Rob Carter - Ordinary Member (Associate)

Current status based on Constitution requirements:

- President (1) - D.Spencer
- Vice President (2) - B. Hipper, E.McEllister
- Treasurer (1) - M.Henderson
- Ordinary Members (4) - R.Carter, B.Butcher, G.McAtamney, L.Jury, W.Chant
- Permanent observer - D. Kennedy

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."

We did not call for nominations from the floor as we had sufficient nominations for all positions.

Proposed Industrial Manslaughter Laws Brian Liao Bailiwick Legal

Still being proposed, not legislated yet, it is being passed through the process.

Section 30A(3) provides that an officer of a person (the PCBU) commits a crime if the PCBU's conduct (mentioned earlier):

- is attributable to any neglect on the part of the officer; or
- is engaged in with the officer's consent or connivance
- AND
- the officer's conduct was done knowing that the PCBU conduct is likely to cause the death of an individual AND in disregard of that likelihood

Penalty for this subsection:

- (a) for an individual, imprisonment for 20 years and a fine of \$5 000 000;
- (b) for a body corporate, a fine of \$10 000 000.

Section 30B – Industrial Manslaughter – Simple Offence

- (1) A person commits an offence if —
- (a) the person has a health and safety duty as a person conducting a business or undertaking; and
- (b) the person fails to comply with that duty; and
- (c) the failure cause the death of an individual.

Penalty for this subsection:

- (a) for an individual, imprisonment for 10 years and a fine of \$2 500 000;
- (b) for a body corporate, a fine of \$5 000 000.

Points To Note

- Simple Offence – No requirement for knowledge of negligence or recklessness
- Not limited to employee – Death of an individual
- Not allowed to insure against payment of the penalty
- Self-incrimination – An individual has to give evidence that may self-incriminate. S 172(2) provides immunity for that individual.
- What happens if the person is then charged as an officer of a PCUB?

Morning Tea

➤ **Shed Safety Assessment Project**

Members reviewed the program and worked through a series of questions regarding how the program could be used in their sheds.

➤ **New Zealand Staff**

Many members all need staff. About 10 or so have applied for travel exemptions for staff. Some members spoke about the process. Greg McAtamney has done a lot of applications, had one accepted so far but the process and website is constantly changing.

Additional problem of previous part time workers are now not responding because they are on job keeper or job seeker. Some members are trying to get eastern states workers.

Emma Johnstone suggested lobbying the government to give farmers money to do harvesting and other work so that workmen can handle the sheep and wait until shearers can get to the farmers.

Talk to growers about bringing work forward and spreading it out. Issue in October is workers leaving shearers for header drivers and other work.

Idea to share shearers around - Facebook private group.

➤ **AWI Training**

Discussed which AWI trainers they you get for in shed coaching, which contractors are missing out and why, who is your preferred trainer, what issues, if any, do you have in arranging in shed training, are there specific regions that are not serviced well, any other feedback for AWI?

➤ **Learner and work experience project**

Discussed Program Objectives

- To target training, work experience and employment opportunities.
- To be easily replicated and improved by subsequent schools in regional communities.
- Results that are measurable.

Worker's Compensation Craig Shand from PSC McKenna Hampton

Since our January 2020 report our (5) year figures have reduced slightly with the loss ratio – currently running at 47.85%. (23) claims have been lodged in the 2019 - 2020 period, which is a reduction from the previous year. Please note that as at 30th June 2020 the base WA Gazette rate for Shearing Services is 8.72%, which is a reduction from previous rate of 8.90%.

General Business & Motions

Mike Henderson thanked Darren on behalf of members for the big effort he has put in this year during difficult times. He reiterated to talk to each other, work together and work through it, all the best for the season.

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

SOCIAL - Drinks and networking courtesy of PSC McKenna Hampton

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

Signature - President:

Date: 15th August, 2020

