

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

Registration and networking with morning tea

### Opening & Welcome Darren Spencer, President

The President welcomed all attending, members, new members, potential members, sponsors, speakers and guests and ran through our full program for today.

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

- Attendance** - 50 members and guests/speakers (full list at the end of these minutes).
  - Apologies:** Holly Ludeman (Emanuel), Luke & Jess Harding, Shebiz, Emma Johnstone, David Fry, Bevan Richards, Brendan Kelly, Sam Geddes.
  - Confirmation of Minutes** WASIA Annual General Meeting 25 July 2020 were confirmed
- MOVED: B.Butcher                      SECONDED: R.Carter                      CARRIED

### President's Report (D.Spencer)

Welcome everyone to our January general meeting.

The last six months have been remarkably busy for WASIA with numerous projects coming to the launching stage. Shearing Hubs, SafeSheds program development and launch, Improver school development and pilot & getting workers across closed borders has kept Valerie and myself busy.

After three years working from an initial call from Jo Hall at Wool producers Australia the SafeSheds assessment program was finally launched. The last six months have been very intense to get the program to launch with zoom meetings often two and three days a week and proof-reading pages of documents to make sure everything is correct. Working with Valerie and Henry Ridge from AWI has been great with the different skills we all brought to the table to develop SafeSheds. With Covid19 making it not possible for Henry to come across to the launch Ellie Bigwood came on board to represent AWI. Ellie brought another set of skills along to join in the mix and was a welcome addition to our crew. To all those that helped with the development thanks for your assistance. Valerie and I had a meeting with the Work Safe Commissioner Darren Kavanagh to discuss the SafeSheds program and will have follow up discussions around parts of it they wish to use.

We felt the launch at The Boyle family shearing shed was a great success with several WASIA members joining along with wool growers and industry representatives. The launch was received well with woolgrowers signing up to the Safety Culture App (iAuditor) on the day so that they could start using it. Interesting that one of Trevor King's clients grabbed Trevor and said come on you are the contractor, and we want to do this. Thanks to Don, Brendon and the Boyle family for their hospitality and making their shed available for the day. The caterer that Don found did a great job and everyone enjoyed the magnificent spread provided.

Following on from suggestions Mike Henderson made, Valerie was able to contact Safety Culture and assist in the development of the assessments using the iAuditor app to assess the workplace. The four different assessments using iAuditor will be most useful to improve the workplace. I did an induction assessment earlier this week on a reasonably new shed and passed most things except there was no first aid kit in the shed. The farmer went and got one and put in the shed.

AWI in conjunction with DPIRD ran a second shearing hub at Greg Teakles in Northampton in the past six months and a first-time hub at Rob Davies in Wellstead. These courses were well attended with participants entering the industry following their two weeks training. These hubs will continue to be run this year in different areas throughout the state. The involvement of Agriculture Minister Alannah MacTeirnan has brought with it a lot of media exposure which has shown the shearing industry in a great light.

Following up with some of the trainees from the shearing hubs we finally ran the improver school at the Emanuel Export Peel Feedlot. This was developed by a group consisting of Emanuel's, DPIRD, AWI, and WASIA and was a great place to run this pilot using the funding from the minister. The trainees were able to work in a large operating shearing shed where they could go and watch some experienced shearers when not on a stand and the shearers would come and give some tips to the trainees. During the week, the trainees did some animal welfare and husbandry training working in the yards with Holly Ludeman and had the benefit of Dr David Wrighton showing them the correct way to suture sheep. We would like to thank Rob Steele for making three stands available for our pilot programme. They also visited West Coast Wools and followed through the process of wool from truck to the show floor ready for auction. This involved the new core line that has recently been installed. There is a lot of processing done at West Coast Wools, so trainees saw decoting and blending being performed along with the dagging machine in operation. One of the trainees was offered a job pressing in the store.

Rylington Park in conjunction with AWI has started again to run week-long shearing schools after AWI closed all training in the peak of COVID-19. These schools are easily booked out so anyone thinking of going to one needs to contact Erlanda and if you do not have the number its on WASIA's website. It has been a very testing season with the lack of shearers heading across from New Zealand. It is great to see many of the trainees that have been to any of the shearing schools and hubs get into industry and use the opportunity they have with the current lack of staff be it shearing or shed work. Stephen Feighan has asked us to circulate the questionnaire regarding shearer and shed hand training again to get everyone's view. Please take the time to complete as its vital information for AWI and WASIA to use to get more training days and understand the success of training.

In October I happened to be in a shopping centre in Perth and saw Premier McGowan meeting and greeting people along with Hillary's Labor candidate. I took the opportunity to discuss with him the shearer shortage and likelihood of getting shearers for the summer/autumn run and the necessity to get ewes shorn prior to lambing. Valerie followed up by letter to the Premier and Minister for Agriculture and DPIRD. We got an immediate response from DPIRD with a zoom meeting and offer of assistance to get G2G passes approved. This has now changed again with coronavirus case outbreaks in the eastern states, so we must wait a bit longer to get shearers into the state.

On a more sombre note, a couple of long-time members passed away during the last six months.

Brian Beresford served as a committee member of the association for many years and many people worked for him over the years. It was great to see so many people attend Brian's funeral and pay their respects to a long-time industry devotee.

Bobby Pepper was also a long-time member and a great believer in getting indigenous youth into employment. He and the Mungawalla Group were very inspirational working with Ashley Talbot to get the Northampton Shearing Hubs up and running which then led to the other hubs evolving. Bobby was recently acknowledged with an award presented to his son at the recent Regional achievement awards for his work with the Mungawalla Group.

I have continued to work with the Agricultural Working Group and that project will wind up soon. The group arranged some filming of people in their working environment to speak about safety in different areas of farms. I was asked to do the shearing industry representation which was done at Rapanui at Williams due to its proximity to Perth. From what I have seen of the campaign it is running okay.

In August reporter Mark Bennett from ABC was doing a story on Neville Sliker who shears for Chant Shearing. Mark wanted some information from me for the film and came to Kulin to see me and do some filming for Landline. Channel 9 TV came out to York where Progress Shearing were working to film and ask questions regarding the lack of shearers. It seems the media likes shearing articles with Bob Garnet having a running

series with the Countryman. Cally Dupe and other reporters from WA Country Newspapers running feature articles. Aidan Smith from the Farm Weekly came to the Peel Feedlot to take a few photos and talk to the trainees and ended up shearing a sheep himself. Mal Gill from Farm Weekly has also covered many shearing industry articles recently running one about Rylington Park. Thanks to all forms of media that like to run articles about the shearing industry because while this happens, we get lots of promotion for our industry.

To all our sponsors PSC McKenna Hampton, Heiniger Australia, Bailiwick Legal, Shebiz and Top Gun Shearing thank you for the continued support of WASIA. Your contribution goes a long way to being able to support our members in the way we can. Another major supporter of WASIA is AWI with a great working relationship formed between us. The support we have received through the SafeSheds programme and the Peel pilot programme has been immense so thanks to Stephen Feighan, Craig French, Henry Ridge and Ellie Bigwood who is here today.

A big thank you to the committee who are more than willing to help with any tasks asked of them and their input into the running of the association. To Valerie a huge thanks for the knowledge, expertise, and enthusiasm you bring to the job. We never could have got through as much and achieved what we did without you.

Finally, to all the members your continued support of WASIA can only make this association grow and function as it does. Other associations often comment on what we can achieve as a small industry association. We look forward to another season knowing we have each other's support no matter what we face.

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

MOVED: M.Henderson

SECONDED: K.Hazel

CARRIED

### Treasurer's Report (M.Henderson)

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

He indicated revenue is down with \$7k from Prime lost due to them not sponsoring this year. However given the difficult year and the amount of work done by the Association to have an interim result of \$11,362 net profit is a good result. Balance sheet is stronger than last year. So despite a difficult year we are still in a good position. Thanked Valerie for the strong financial management.

Mike still felt we could do more with the sale of emery papers and queried why people were not buying.

K.Gellatly asked why Prime pulled out? Darren explained that due to the COVID-19 concession for people to be able to pull out their superannuation, Prime had a significant loss of revenue which meant they reduced all their sponsorships and marketing.

The Financial Report is available upon request.

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

MOVED: R.Carter

SECONDED: E.McEllister

CARRIED

### Membership Report (R.Carter)

Rob thanked Darren, Valerie and the committee for getting and keeping members, and to the members for staying as members as without members we wouldn't exist. This is the only time in the last few years where we have had more go than come but not a bad result given the difficult year.

New members = 7      Retired members = 8

Current membership = 77

- Full members = 59
- Group members = 1
- Association access members = 4
- Associate members = 5
- Social members = 1
- Life members = 7

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

MOVED: M.Thomas

SECONDED: B.Hipper

CARRIED

### Special Presentation - Australian Wool Industry Medal to Kevin Gellatly

Kevin Gellatly was presented with an Australian Wool Industry Medal. As Kevin was not able to travel to Melbourne the organisers (Wool Industries Australia) asked Darren Spencer and Rob Carter (previous winners of the Medal) to present the medal to Kevin.

"Kevin has worked in the wool industry for 50 years. Most of his career has been as a shearer in WA and a shearing contractor/trainer. Kevin worked for Heiniger Australia in a research and development role covering WA, Tasmania and the South Island of New Zealand advocating wool shed improvements, grinding and equipment maintenance. For 24 years Kevin offered training and employment opportunities for young indigenous men and has served as a shearer and wool handler trainer for 17 years, introducing hundreds of young people into the wool industry. Kevin's greatest strength is his ability to successfully communicate with all people and improve their self-esteem for which he is respected".

Kevin accepted the medal and certificate from Darren and Rob and made a speech thanking all.

### Animal Welfare Legislation - Dr David Wrighton, Animal Welfare Veterinary Services

Education will be paramount as changes to animal welfare and community and media are more aware and have higher expectations of industry.

New legislation this year, we need to be proactive rather than reactive. Current legislation (Animal Welfare Act 2002) is old, vague, broadly defined, talks about harm which was hard to prosecute. Animal Welfare 2020 regulations (Oct), how they go about enforcing the regulations - focused on transport, saleyards and depots. Based on national Australian Animal Welfare Standards & Guidelines. Only applies to road and rail and not to export. Based on individual animals - point of mustering through to transport.

Chain of responsibility - anyone who had control or responsibility at any time eg time off water.  
 Penalties - there is a leniency period with a warning letter (probably until Easter).

Western Australia intends to implement the standards set out in the Sheep Standards and Guidelines as regulations in late 2021.

Best practice - wounds-best practice clean and spray with antiseptic/ pain relief and mark! Mark sheep with possible mastitis, injuries, cancer, lumps, fly strike, etc. to assist him for the eventual transport. Communication and monitoring of new and/or inexperienced staff, be aware of mobile phone use and hidden cameras. Have an animal welfare kit - spray with antiseptic, tri-solvent.

Mark Buscumbe asked who makes the guidelines - research, consultation, scientists, stakeholders.

Sarah Buscumbe - where does footrot sit? Raise with farmers, animals should be isolated, is a bio-security issue. Would be pulled out for quarantine.

Kevin Gellatly - who is responsible for the numbers to pen? If the producer isn't around the contractor is responsible.

*Full slide presentation is available on the WASIA member website.*

### Shearer training, learner stands & workforce

#### ➤ **AWI Shearer and Wool Handler Training** - Ellie Bigwood

AWI deliver novice and improver schools via workshops (15%) and inshed coaching (shearing 76% wool handling 9%). Participants had improved quality of work, ease of the job and speed of shearing. 48% were now working for a contractor and 28% were self-employed in the industry.

#### AVAILABLE AWI FUNDING FOR WA

- 8x 1 week schools at Rylington Park (120 AWI days)
- 265 training days for "In Shed" training – both shearing & wool handling)
- 4x 2 week regional schools with DPIRD (100 AWI days)
- 2x 1 week improver workshops, shearer only at Peel Feedlot with DPIRD (10 AWI days)
- Considerable AWI budget currently spent on WA training with WA receiving 31% of the 20/21 AWI training.

Call 1800SHEARS to arrange training for your staff.

*Full slide presentation is available on the WASIA member website.*

#### ➤ **DPIRD Shearing Hubs** - Ashley Talbot (DPIRD), Kevin Gellatly

The State Government is partnering with AWI on delivery costs for Regional Shearing Hub Camps. Novice Graduates complete intensive, two week training program covering crutching, shearing, wool clip preparation and pressing.

4 camps and a follow up Improver School ran in 2020 at farms in Northampton, Wellstead, Brookton and at Peel Export Feedlots. Peel Export Feedlots 5 day school held in December with WASIA will

help fastrack employment for Novices into shearing sheds with focus on Sheep shearing.

We estimate that 50% of the 35 Novices have undertaken subcontract works and many others have had work experience. Program has had good feedback from all participants, "Training was a great opportunity to learn the basics of wool handling and learn how to shear a sheep".

Kevin Gellatly spoke about a few of the Aboriginal and non Aboriginal Kids that have progressed beyond these camps. Aboriginal mentor is an important feature - Bobby Pepper /Craig Hodder in Northampton, Barry Ugle in Brookton, Mark Colbung at Wellstead and Ian Rivers at Nungarin.

Next for 2021:

- 2 more regional camps including Nungarin in eastern wheatbelt
- Accredited training partnership with AWI
- Further Peel improvement school
- WA shearing and wool industry employment
- Shearing contractors learner stands

➤ **How shearing is presented as a career to students** - Alysia Kepert

Alysia ran through an interactive survey for attendees to provide information helpful for how to present shearing and wool handling in a better light to attract students to our industry.

**SafeSheds** - hands on training session with the Guide, the app and the checklists.

Members were provided with copies of the SafeSheds Best Practice Guide, printouts of the 4 checklists and were assisted in signing up to the SafeSheds online program and download the app.

- ❑ SafeSheds - app sign up - [www.safetyculture.com/safesheds/](http://www.safetyculture.com/safesheds/)
- ❑ SafeSheds - materials downloads - [www.wasia.com.au/services/safesheds/](http://www.wasia.com.au/services/safesheds/)

*Full slide presentation is available on the WASIA member website.*

**SafeSheds: A Legal Perspective** - Phil Brunner, Bailiwick Legal

Who is responsible? The primary duty of care in respect of the health and safety of the workers lies with the person conducting business or undertaking (PCB). Worker is defined as "a person carrying out work in any capacity for a PCB, including work as an employee; a contractor or subcontractor; a student gaining work experience or a volunteer.

Chain of Responsibility & Liability is the Grower; the Contractor and the Employee.

*Full slide presentation is available on the WASIA member website.*

**Worker's Compensation** Craig Shand from PSC McKenna Hampton

Since our July 2020 report our (5) year figures continue to track well although claims costs in the last (6) months are already above the (12) months figures for the last year. Our current annual loss ratio

is running at 29.40% with (15) claims having been lodged in the last (6) months. Please note that as at 30th June 2021 the base WA Gazette rate for Shearing Services is 8.72%, which is a reduction from previous rate of 8.90%.

For those members insured through CGU, if a claim occurs, in the 1st instance please notify our Claims Manager Peta Slattery on 08 6142 0013 or by email [pslattery@pscinsurance.com.au](mailto:pslattery@pscinsurance.com.au) who will lodge the claim on your behalf & continue to manage the claim for you. If it has been your normal practice to lodge a new claim with CGU directly, then Ryan Bull is WASIA's Support Relationship Manager & you may continue to lodge via email address [workerscompclaims@iag.com.au](mailto:workerscompclaims@iag.com.au). Please note that it is imperative that you also include Peta Slattery in your notification so that we are kept advised of all claims & can assist in the future if required.

Whilst CGU have looked after WASIA and our members we may seek expressions of interest from other insurers to see if we can get a better deal for members because our scheme is performing very well & CGU continue to be very conservative in their approach to Underwriting.

*Full report is available on the WASIA member website.*

#### **AWI update** Ellie Bigwood, Industry Engagement

AWI are currently working on 2 exciting **R&D projects**:

1. Understanding and Prevention of Shearers' Injuries - 12-month study with electromyography sensors to track muscle movements throughout the shearing motion. Perception that injuries are often attributed to the catch-and-drag process, and while that is true, the primary cause actually lies in the shearing process itself. We were able to establish a measure to access the increase in the risk of injury, based on measurements taken from the posture and the muscle activations of the shearer. This will be useful in quantifying any improvements introduced into the sheep shearing process, such as ergonomic shed redesign, changes in warm-up and stretching exercises, changes in rest/work cycle, or a more active solution through physical assistance such as robotic devices.
2. Development of a new shearing handpiece prototype - Smart Shearing Handpiece - Aim to support with attracting a new generation of shearers, by de-skilling the shearing process Focus on maintaining a consistent distance from the skin, reducing the skill of maintenance and removing the requirement for the downtube

**Competitions:** Forms an important part of AWI's Wool Harvesting & Quality Production program. Sponsor Sports Shear and/or WACSA affiliated events, promoting quality and rewarding excellence. Sponsored 40 regional competitions in Australia in 19/20, along with 6 state teams for the 2019 Nationals championships in Dubbo and an Australian team. 20/21 FY has been a tough year for competitions. Hopeful for Bendigo 2021.

#### **Heiniger update** Todd Wegner

Genuine parts - Todd can go out to sheds free of charge, just call him. Will service the equipment and ensure the use of genuine parts, can re-build a hand piece, no downtime, don't have to send it away, is a 3 month warranty with parts, works with the shearer until they are happy. Same with

EVOs, give Todd a call and he can come and service them. Todd's contact details are Phone: 0407 825 040 | Email: [todd@heiniger.com.au](mailto:todd@heiniger.com.au)

Cost of doing up a hand piece is about \$300 and labor is free. If you send it away it will cost more with inferior parts. If using evos all the time, the belt should be changed every year. Heiniger may introduce a dedicated person to service gear.

There are also people that repair wool presses. Looking to introduce an alarm for overweight bales. Safety devices on presses are taken off and throw them in the corner - don't do it! If something happens and the device has been taken off you are liable.

EVO covers - talk to your farmers, they should cover up their gear to keep dust away.

Back orders are high at the moment, lots of people have switched to Heiniger with less availability of Chinese gear due to COVID. 60,000 cutters on back order at the moment. Get your orders in nice and early.

**Closing Address** Hon. Darren West MLC Parliamentary Secretary to the Minister for Agriculture and Food; Member for Agricultural Region.

I have a farm and can shear so I do have an appreciation of the work and industry. All the sheep in WA is in his electorate. The shearing schools have been quite successful, we need more people to enter the industry, we need to look after ourselves. West Australians have got in and rolled our sleeves up and got the job done. Testament to our industry to get the wool off again this year. Thank you and well done.

The schools are for economic reasons and for social reasons to look after those that are disadvantaged. Government is prepared to fund this running 2 or 3 courses a year and get a dozen kids into the industry then that's a good job. Get engaged and take the kids on.

SafeSheds - ag sector pays \$55m in workers comp insurance, that's a lot. 8.3% rate for shearing is much higher than other industries - eg general ag is at 5.3% and transport 2%. That can make a difference between making a profit or not. Be prepared to do the work to chip away at the cost of those claims. Reduce those premiums for all. Let's get creative in presenting the costs to industry of unsafe workplaces. I will support the program. Farmers need to pay to improve their workplace.

WHS legislation — has come out a fair and reasonable bill, got the support of the Nationals. Idea is to prevent death, not fill prisons with employers.

It has been a tough year for everybody, we have all got on and done the job, the Premier has kept us safe. We have an election in March, getting into election mode now. WA is the only state with a growing economy, get city kids out to the country.

E.McEllister - idea of a program with signs to show "this is a SafeShed" get competition between farmers to have the best.

Doug Hall (PGA) - the SafeShed tool is very good and should encourage dialogue between

contractors and growers. He cautioned that growers don't like regulation, give it a voluntary chance rather than mandatory - PGA don't like regulation. D.West replied that we need a balance, need checks and balances to let business flourish but keep people safe. Find an outcome that not everyone wants but that everyone can live with.

T.Wagner (Heiniger) - consider a scheme for learners that the government can subsidize to put learners on and to help growers. D.West replied re TAFE and ag colleges, hardest to get kids that are motivated to turn up everyday. It's not for everybody, need to learn how to identify them early.

Darren Spencer thanked Darren West for coming along and spending time listening to our presentations and speakers and chatting to members over lunch.

### General Business & Motions

#### ➤ General Business

- ❑ T.Wagner - it seems we need to throw more responsibility at the grower for safety not just the contractors. V.Pretzel replied that this was happening with AWI doing significant ongoing promotion to growers via databases, social media, growers groups, farmers groups, brokers, agents and it will continue to be pushed. WASIA is also engaging with WA Farmers, PGA, Wool Producers.
- ❑ S.Buscumbe - raised about pay rate issues in the Eastern States, is anything happening here. D.Spencer replied that he has been dealing with SCAA and National Peak farmer bodies including phone hook up earlier today. WASIA's position is that the Federal Award is a minimum and that individual contractors can, and do, pay rates above Award as determined by the working conditions and size and condition of the sheep. There is nothing restricting employers from paying their staff more. WASIA's view is that paying rates above Award or at the award level is an individual business decision and we do not feel that recommending an amount to be paid over the award is necessary in Western Australia. No member raised disagreement with this position.

➤ **Next meeting date** - Saturday June 26.

➤ Close of meeting - 3pm

**SOCIAL** - Drinks and networking courtesy of PSC McKenna Hampton

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

**Signature - President:**

**Date:** 11th February, 2021



## Attachment A: Attendance

MEMBERS	GUESTS - SPEAKERS
BADGINGARRA SHEARING WILSON Donald + RASMUSSEN Helle	Ellie Bigwood - AWI
BOWDEN Chris	Doug Hall - PGA
CARTER Rob	WASIA - Valerie Pretzel
CHADWICK SHEARING - Dene Chadwick	Darren West
CHANT Wendy & Connor	David Wrighton
CRACKERS CONTRACTING - BUSCUMB Mark & Sarah	PSC McKenna Hampton - Craig Shand
DINNINUP SHEARING - Aaron Piper	Ashley Talbot
DOWERIN SHEARING - WRAY Anthony	Alysia Kepert
FRANKLAND RIVER SHEARING - Andrew & Jodi McFarlane	Bailiwick Legal - Phil Brunner
GELLATLY Kevin	Todd Wegner - Heiniger
HAZEL Kevin & Moira	Maree Gooch - Safe Farms
HENDERSON Mike	Cally Dupe - The Countryman
HIPPER Brian	Mal Gill - Farm Weekly
JURY Lowanna	
KENNEDY Doug	
KGT Shearing	
LEWIS Ted	
McELLISTER Eddie & Louise	
MJ SHEARING - Terry Michael-James	
MOORA SHEARING - BUTCHER Bradley	
PINGELLY SHEARING: CRISTINELLI Rob & Trudi	
PROGRESS Shearing - McATAMNEY Greg	
SNOOK Owen	
SPENCER SHEARING - SPENCER Darren & Tania	

# MINUTES: 16/1/2021

THOMAS Mick	
WESTERN SHEARING - Faith Hauti	
Daniel Wilkie - Wilkie Shearing	