



# SADA NEWSLETTER

## October 2016

Contact SADA

Phone 08 8293 2399

Email [sada@sada.asn.au](mailto:sada@sada.asn.au)

Visit Unit 5, 780 South Road Glandore SA 5037

Or find us on Facebook

In this issue, John Hunt becomes President of SADA; Understanding leave and aspects of the Pastoral Award; Reviewing your insurance costs; Concessional Loans and Farm Household Assistance; Supporting the WCH Foundation and the SA Dairy Industry Fund.

### SADA Board

At the recent AGM of the South Australian Dairyfarmers' Association, John Hunt was elected President. Sharon Joppich was welcomed onto the Board while Charles Wallis retired. Nick Brokenshire (Vice President), Rick Gladigau (Treasurer) and Garry Zweck continue on SADA Board.

Just so that you know, John arrived in South Australia from New Zealand eight years ago with his family - and a dream of dairy farm ownership.

Today, John and wife Karen are equity managers in a 600-cow dairy and co-own a neighbouring 240-cow dairy with John's brother. The couple have recently purchased an adjoining 75-hectares, with plans to convert it to a 250-cow dairy.

John joined SADA in 2013 with a keen interest in helping facilitate the next generation of dairy farmers; protecting the farmer's right to farm; securing profitability in the industry and establishing more transparency in industry-relevant government policy and planning.

Managing a team of full time and casual staff with his family has also built a desire for continual self-improvement and skills development. Since completing his Advanced Diploma in Agriculture, John has actively pursued industry best practice education and training as part of a strategic plan to allow him more time off-farm for industry advocacy involvement, as well as providing his team of both full time and casual staff with opportunities for career advancement.



John firmly believes that despite the occasional bump in the road, the future is bright for dairy farming in South Australia. He is committed to working with South Australia's dairy industry and key stakeholders to achieve SADA's mission of giving a voice to all dairy farmers and improving the viability and profitability of dairying now and into the future.

### Dairy Concessional Loans and Farm Household Assistance

Much has been discussed about these programs in the media in recent times. SADA has been working with both SA and federal agencies and with the ADF to better understand these programs and accessibility criteria. We encourage all members to consider these programs. If you would like to discuss aspects of either program, please call Andrew on 8293 2399.

A Deputy Prime Minister was heard to say recently that "you are encouraged to use these programs because when you are making money, you will be paying taxes".





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### **Annual leave – updates to the Pastoral Award and provisions for termination of employment.**

By CHAS CINI

On July 29, 2016, a number of changes were made to the Pastoral Industry Award which means livestock producers employing staff are likely to be impacted.

#### **Annual leave**

Annual leave conditions were amended to enable employers and employees to agree to 'cash out' annual leave and request to take annual leave in advance.

An employee wanting to cash out annual leave must have at least four weeks' annual leave remaining after the leave is cashed out. The maximum amount of accrued paid annual leave that may be cashed out in 12 months is two weeks. The employer and employee need to complete and sign the written agreement.

#### **Personal Carers Leave (previously known as sick leave)**

Personal Carers leave is 10 days per year and does not apply to casuals. The entitlement accrues on a pro rata basis from the date of commencement of employment. Personal Carers Leave accumulates indefinitely and there is NO obligation to pay out unused personal carers leave on termination of employment.

Employers should have policies as to when medical certificates are required. Whilst there is no obligation to have policies it will be helpful to have some rules in place before you suspect an employee is malingering or forms a pattern of absences on particular

days eg Fridays, Mondays, either side of Public Holidays etc.

#### **Domestic Violence Leave**

The Fair Work Commission is currently considering the introduction of this type of leave. We will provide an update after a decision is made.

#### **Termination of Employment and Unfair Dismissal Claims**

Employment terminated by the Employer should be procedurally fair and lawful (eg must not breach equal opportunity legislation).

A small employer (less than 15 employees including casuals) is exempt from unfair dismissal laws if the termination occurs in the first twelve months' employment of that employee. Small Employers should follow the guidelines at this link: <https://www.fairwork.gov.au/ArticleDocuments/715/Small-Business-Fair-Dismissal-Code-2011.pdf.aspx?Embed=Y>

Large employers (more than 15 employees) are also exempt from unfair dismissal during the first six months' employment of the employee.

#### **Like us on Facebook**

We may have been dragged, kicking and screaming ... but SADA is now on Facebook. For all the latest posts and news, like us at <http://www.facebook.com/sadairyfarmers>.

While you are there, follow us @dodairysa and @sadafreshmilk and you will be fully connected.





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### **SADA is supporting the Women's and Children's Hospital through TeamKids.**

As the state's only dedicated specialist children's hospital and largest maternity and obstetric service, the Women's and Children's Hospital holds a very special place in the hearts of almost every South Australian family.

342,000 children present to the hospital and 5,000 babies are born each year. This equates to more than a quarter of a million children, babies and women who rely on the Women's and Children's Hospital every year.

It's highly probable that you will know someone who has been there and that's why, as part of the TeamKids Easter Appeal 2017 we are asking the community to share with us their Women's and Children's Hospital story. Be it a sad, joyful, lucky or unlucky experience – all these experiences go to show just how important the hospital is in our community.

We would love to hear about your journey. Share your experience with TeamKids for your chance to be part of the TeamKids Easter Appeal TV program.

#### **How can you 'share your story'?**

Simply write to us at:  
TeamKids  
Locked Bag 5  
Adelaide SA 5001

### **Reviewing your insurance costs**

The challenges currently being faced by the dairy industry are significant, and many are looking to their suppliers to find new ways of maintaining cash flow. One of the possibilities is to talk to WFI about providing an alternative insurance quote to determine whether more competitive pricing and better terms are available. WFI are a long-time partner of SADA with a relationship spanning more than 85 years, and as they are a direct insurer, not a broker, there are real differences what they can offer, even before any tailoring of the policy is applied to better reflect the needs of their clients. Additionally, every SADA member who takes out a policy with WFI increases the quarterly amount that WFI contributes to SADA, which allows us to continue to find new ways of negotiating and innovating on behalf of the industry.

WFI pride themselves on being good people to know, and for them, it's all about the personal touch. They take time to get to know their clients personally so that they understand what's important and why every individual would want to safeguard specific items and aspects of their business, farm or property. Their Area Managers take personal responsibility, and the organisation is very much "community first".

If you would like a free quote comparison, then contact us at SADA so that we can recommend a WFI Area Manager who is local to you.





## THINK SHARK TANK - WITH COWS!

For perhaps the first time in its very long history, South Australia's dairy industry now has access to a significant pool of money that can make a genuine difference to your future viability.

By next year, the fund set up with profits from the sale of SADA Fresh milk will have secured more than \$500,000 for investment in local projects that will help build a stronger industry. For a State with only 250 dairy farms, that is a substantial asset. Invested smartly, it will create an industry that is better able to withstand global pressures and provide a decent living to its farmers.

To make that happen the SA Dairy Industry Fund needs ideas - big or small, creative or practical - and we need every sector of the industry to contribute, including individual farmers and businesses. We will even work with you to develop your concept, and then if we think it has the potential we will invest.

Think Shark Tank, with cows! The popular reality television show encourages people to pitch ideas that can be turned into real products and services with some outside investment and expertise. In this case, we are not looking for ideas that will make individuals rich, but projects that will benefit the dairy industry more broadly.

Establishing a fund to support these kind of initiatives was part of SADA's vision for SADA Fresh right from the very beginning. The Association realised that dividing the profits between individual farmers would put only a few hundred dollars in each pocket, but leveraged collectively the money could achieve greater and more lasting benefits.

In effect, it has given this State its own modest version of the Gardiner Foundation, which was set up 15 years ago to increase the international competitiveness of the Victorian dairy industry. Long the envy of other dairy regions, the foundation has invested millions of dollars in hundreds of projects in that State.

By comparison with Victoria, our industry is small, but we have a long history of innovation and producing quality milk, and we have the backing of the South Australian community. Every week thousands of consumers purchase SADA Fresh as a tangible demonstration of their support for our farmers. With the third anniversary of the brand fast approaching, monthly sales continue to grow, adding to the pool of money available.

The SA Dairy Industry Fund held its first meeting in November 2014, 12 months after the brand was launched. In its first year, the fund provided \$63,000 in co-funding to five projects, with a total investment value of more than \$180,000. So in effect, the fund leveraged three times the amount it contributed.

This year the Fund intends to allocate another \$150,000 to projects. Since our last call for expressions of interest in May we have explored 20 potential concepts. Of those ten have progressed to the development stage. Our Executive Officer Ken Lyons is now working with the applicants to progress these proposals to the point where we think they are ready for funding.

In 2017, we expect to have another \$300,000 available for investment. Now we have access to that kind of money, the real challenge is finding projects that have genuine potential to be game-changers. If you have an idea, big or small, then I urge you to pick up the phone and talk to Ken on 0439 444 509.

Dennis Mutton  
Chair, SA Dairy Industry Fund