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## SADA NEWSLETTER APRIL 2021

# What are we talking about ... next?



The past few years have been positive in getting dairy in South Australian on a even keel. The collaboration and willingness to partner that has underpinned our South Australian Dairy Industry Action Plan is the envy of the nation. This attitude has enabled the South Australian dairy industry to assertively engage with the current state government and to participate in the national debate, not least of which was the development of the national Dairy Code of Practice.

While there have been some positive outcomes in recent times, there is no suggestion that all the work has been done, there are still issues that SADA needs to attend to on behalf of its members such as proper funding of underpasses by government, clear signals regarding the management of water resources and addressing the workforce issues impacting on the industry and its development.

SADA is conducting a survey of South Australian Dairy producers to gauge their views on issues in the industry. The survey is confidential and can be anonymous. It only takes 5 minutes to complete and it will help SADA to better advocate for producers and develop policy and submissions on your behalf.

Hot Topics identified from the SADA Planning day and the Industry Summit for this Survey have been focused around key topics to help shape the direction for industry over the next three years and to help SADA form its election priorities going into next year's State and Federal Elections.

Do the survey and help us clarify the key issues that we will be talking about for the next year.

- Need for industry planning
- Price of commodities
- Infrastructure
- Workforce
- Farmer Health and Wellbeing
- Water
- Climate change
- Energy
- Animal Welfare
- Outlook and Traceability.



**START HERE**



# 5 common connectivity issues faced by farmers

SADA is linked with the National Farmers Federation through its membership of both Primary Producers SA and Australian Dairy Farmers. This article has been prepared by Helpdesk staff from the Regional Tech Hub - a Commonwealth Government initiative delivered by the NFF.

Since launching in December 2020, the Regional Tech Hub (RTH) has assisted over 330 regional Australians and farming families with phone/internet connection concerns.

Some of the common connectivity issues faced by farmers include:

*1. My landline phone or mobile phone service is not working properly or could work better, I can't seem to find a solution to the issue with my service provider.*

If you are not getting anywhere with your provider to fix a broken phone line or issues with mobile reception, both SADA, through its partnership with Telstra and the Regional Tech Hub can assist by entering in discussions with your service provider to find solutions for a number of faults with landlines.

Some of the most common mobile phone issues stem from users being located around edges of the mobile coverage area, benefiting from "boosting" devices and external antennas when using devices inside the house or vehicle.

*2. My neighbours can get Fixed Wireless and I can see a tower but my provider tells me I am Satellite only and won't help me.*

Once information is collected about your address in a Connectivity Report, RTH can produce a report with the help of nbn to see if you have line of sight to a tower and the equipment required to allow for the connection, along with updating your address details, allowing nbn to make your property fixed wireless ready.

*3. My internet is slow, I don't know why this is the case*

RTH find that often Internet speeds can be impacted by plan/provider choices or equipment that is used to access the Internet. By assessing information about the connection type, the plan/who you are with and can make some recommendations on adjustments to your service to improve your life online.

If equipment is not working as it should, there are tips and tricks to try to test out and recommend options if you need some repairs or upgrades.

*4. I seem to keep going over my limit and I am not quite sure why*

RTH can provide some suggestions on changes to computers and devices to reduce data usage if you are on a service with a limited data allow-

ance as there are many applications that consume vast amounts of data as they update and sync with online services.

Looking at the plan that you are on and considering some alternative ideas on options which would better suit your needs, as often plans change price and allowances as time progresses and the old one just doesn't suit your requirements as well as it used to.

*5. I would like to be able to use my Internet connection in the shed/ across the property, what can I do?*

Depending upon the area that you need to cover and the connection type that you already have at your property, RTH can make suggestions about equipment that you can purchase to link sheds and cover yards with wireless connectivity.

If you have another living quarters, dairy or working space some distance away from the home, we can also discuss with nbn about getting an additional service added to your address so all your buildings are connected online where you need them.

If you are experiencing any phone or internet connectivity issues, be sure you reach out to SADA and we can raise this with Telstra or provide contacts for the Regional Tech Hub to see how they can assist.

## Regional Development Strategy launched



The Regional Development Strategy has been launched by the SA Government to help shape the long-term direction of regional South Australia.

The Strategy outlines how the government will work with communities to encourage regional development across the state, support communities to be resilient to challenges and help them thrive.

Like the; [Mount Gambier and District Saleyards Transformation Project - Local Government Infrastructure Partnership Program](#).

# IR UPDATE

## CHANGES TO CASUAL EMPLOYMENT

We recently provided Member Updates regarding two cases when casual employees were found to be eligible for annual leave as well as their 25% casual loading. There is an appeal to the High Court which is expected to hand down its decision later this year.

In the meantime, on 26 March 2021, the Federal Parliament amended the Fair Work Act 2009 ("FW Act") resulting in some changes for casual employment.

These changes came into effect on Saturday 27 March 2021. These changes include;

- Introduction of the [Casual Employment Information Statement](#)
- definition of casual employment
- conversion of casual employment to full-time or part-time employment.

**Casual Employment Information Statement.** Can be accessed at [here](#).

## Impact of the FWA amendments

Employers have to give every new casual employee a Casual Employment Information Statement (the CEIS) before, or as soon as possible after, they start their new job.

[Small business employers](#) (less than 15 employees) are required to provide their existing casual employees a copy of the CEIS as soon as possible after 27 March 2021.

Larger employers are required to give their existing casual employees a copy of the CEIS as soon as possible after 27 September 2021.

## Pay rates and leave accrual when a casual employee converts to part-time or full-time employment.

Employers in discussing with the employee the impact of casual conversion, that the 25% casual loading will

- be replaced by 4 weeks paid annual leave,
- leave loading (if covered by an Award such as the Pastoral Award 2020 which makes this provision),
- 2 weeks Personal Carers Leave,
- Public Holidays not worked, and
- if the position were to become redundant severance payments would be made.

All these provisions will replace the compensation of the 25% casual loading.

The employer must also put in writing that accrual for Annual and Personal Carers Leave commences on the day that conversion to full-time or part-time employment commences. Long Service Leaves accrues from the first day (including casual employment) commenced.

Read  
the full  
IR Update  
here

## [Climate Change Resilience Strategy](#)

Climate change will have a profound impact on South Australian ecosystems and species, and on the communities we work with. It will also affect almost all of Trees For Life operations and mission. The current impacts are already making conservation and revegetation harder and all aspects of landscape restoration will continue to be impacted as the warming and drying trends escalate. Climate change is also exacerbating existing threats such as habitat loss, altered fire regimes and invasive plants and animals. These impacts will accelerate throughout this century, and with the climate system highly sensitive to feedback loops, it is likely additional impacts will emerge. Many species will be unable to adapt as the location of climatic envelopes shift

## [River Murray Water Allocation Statement](#)

The South Australian Government had an election commitment to provide more timely information to River Murray irrigators in South Australia. This commitment was designed to give greater support to South Australian River Murray irrigators and help in their forward planning. In late 2018 the Department for Environment and Water (DEW) worked with the South Australian irrigation community to identify what water allocation information they need and when they need it. Based on this feedback, DEW updated its approach to allocation statements for the 2019-20 and 2020-21 water years.

## [On-farm Emergency Water Infrastructure Rebate Scheme](#)

South Australian primary producers in drought affected areas can now apply to the On-farm Emergency Water Infrastructure Rebate Scheme under a new round of funding. You may be eligible to receive a rebate of up to 25% (max \$25,000) for the cost of purchasing, installing and repairing on-farm water infrastructure for livestock and permanent horticulture.



# Australian Dairy Farmers UPDATE

## Recent news from ADF

### **\$22 million dairy support package**

ADF is continuing to deliver or facilitate \$450,000 in projects. We developed a milk supply agreement template, which is being used by processors and is available on our [website](#). It will be updated after the code of conduct is reviewed. We are working on a real-time payment system utilising blockchain technology. The first phase of this project is complete: a traceability video is available [here](#), and an industry standard and guideline has been drafted. A field trial is about to be launched.

### **Workforce shortage**

ADF has made a significant effort to address the workforce shortage in our industry, including writing to the Federal Government regarding visa prioritisation, advocating for changes to the Dairy Industry Labour Agreement, and instigating a COVID-19 response team to ensure that any border closures have minimal impact on the dairy workforce.

### **Australian Milk Price Initiative**

The AMPI project developed from a \$500,000 commitment made by the Federal Government to deliver a new marketing and trade platform to give dairy farmers more say over how and when they sell their milk.

### **Plant-based milk labelling taskforce**

ADF has been actively involved in activities to prevent plant-based milk alternatives from using the word *milk* on packaging and in marketing material. We conducted a media campaign, including petitions, wrote letters to the Federal Government requesting a review of the Food Standards Code, and have lobbied the Government directly.

### **Perishable goods inquiry**

ADF, in September last year, made a submission to the ACCC inquiry into perishable agricultural products and the dairy industry code. The inquiry examined trading practices throughout supply chains, including the relationships between farmers, processors, and retailers, and the extent to which any potential bargaining power imbalances in these relationships adversely impacted the efficient operation of these markets. It also examined the ability of current laws and regulations to address the harmful effects of bargaining power imbalances.

Inquiry into the performance of Australia's dairy industry. [Full submission here](#)

## Around the grounds

- The SADA Board met virtually to discuss the establishment of an industry workforce committee and recent engagements regarding national industry structures.
- Elf assisted members with contract reviews entering into the new milk supply year.
- Ash completed the draft Terms of Reference (TOR) for the SA Dairy Workforce Committee. Following feedback and SADA Board approval it is expected committee will commence within a month.
- Andrew and Don Plowman met with the Productivity Commission to discuss the Register of Foreign Water Entitlements and its impact on South Australian agriculture.
- Elf met with Najib Lawand, Export Connect regarding a proposal to supply SA-DA Fresh Cheeses to the Middle East. The project will be developed over the next few weeks and presentations to UAE based supermarkets will commence prior to June.
- A public meeting was held on 1 April 2021 to present the revised management plans for the Sheep Industry Fund and Cattle Industry Fund. The revised plans include estimates of the likely contributions to the fund over the next five-year period, along with details on the purpose of the fund and how the fund will be applied to benefit contributors.
- Marilena and Elf met with Coles regarding the SADA Fresh range of cheeses. Coles indicated support for SADA Fresh's planning strategies into the future and endorse label redesign. New labels have been designed and will be finalised on Monday.
- Elf and Ash met with Peter Adamo and Katherine Elia (DIAA) to receive an update on the DIAA Dairy Campaign
- Elf met with Winetrust and Department for Trade and Investment regarding the SADA traceability project. The meeting was organised at the behest of the Department.
- The Traceability Contract with Entrust has been finalised and meetings are to be organised with both La Casa Del Formaggio and Fleurieu Milk Company within the coming weeks.

WFI, proud alliance partner of the South Australian Dairyfarmers' Association



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**Good people to know.**