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SADA NEWSLETTER DECEMBER 2020

SADA President 2020 Wrap Up

I'm not sure if you could ever script the last 12 months and the challenges it has held for industry, not knowing what next week looks like let alone next year.

The Dairy processing sector has been ahead of most situations and have put processes in place to ensure our milk gets collected and processed. Through PIRSA and Dairy Australia we had more than enough information to keep our farms, our staff and our industry protected as much as possible.

It has been a continued good season for most in SA with good rainfall and temperatures creating good growth and fodder reserves. Fodder prices for hay and silage are lower than normal and with good milk prices and exceptional beef prices, things are shaping up to be a good year.

Nationally the Dairy Plan has reached good results with pillars 2 – 5 been taken into account in Dairy Australia operation plan. This is most important as has bearing to inside farm gate. More difficult to get consensus on dairy structure though things getting ticked off slowly.

We are looking forward to continuing the SA Action Plan, we have the capacity to grow and our main objective is to help farmers and processors achieve that goal. The Summit will be held in the new year

with an Agenda to go out shortly so have thinking caps on and we will achieve our results.

Thanks to our dedicated team in the SADA office, certainly challenging not knowing if working remotely or in office, juggling kids and school. Results have been great and is much appreciated by the board and members.



To our Board, thank you for your dedication & time you put into our industry. It does take a lot of thought to make a difference but I recon we are starting to see some of our strategy pay off.

To our members, thank you for your continued support. It is sometimes hard to measure advocacy successes though having a plan to measure against gives us a clear view of what we have achieved.

To the Dairy SA team, politicians, processors & service providers, thank you for your input this year. It has been grate working together Collaboratory to make our industry stronger. It is clear to see SA has no borders when it comes to working together & are the envy of other states.

Hope everyone has a safe & merry Christmas with family, friends & cows & look forward to catching up with you next year. Regards, John Hunt

ADF AGM Update

The Annual General Meeting of Australian Dairy Farmers (ADF) was held 26 November via an online meeting, marking the first time in our 78-year history we have met via digital means. COVID restrictions required ADF to rethink our engagement in line with regulator and community expectations.

We recorded our highest number of member participation from right across Australia. Members elected Queensland Dairyfarmers' Organisation President Brian Tessmann as a new business director. I congratulate Brian on his election and welcome him to the ADF Board.

Unfortunately, some members did experience difficulties in casting their votes. In accordance with ASIC requirements that members all have an opportunity to be heard throughout a virtual meeting, it was necessary for this to be rectified before the business of the meeting could be considered further.

The ADF Board offers its sincere apologies for these complications. We endeavoured to anticipate potential problems and conducted three trials through the course of the week – including on Thursday morning just prior to the AGM.

ADF contracted the services of an independent election services platform specifically so that members can be assured of the integrity of the votes cast.

ADF will be provided with the data collected throughout the AGM and will take the learnings from this meeting to help inform the format of any future virtual meetings.

As there is still one business director position to be filled, per our constitution, the ADF National Council will undertake the next steps in filling this vacancy. We will update members once this has been determined.

The ADF Board extends its thanks again to the members in attendance for their passion and interest in the dairy industry and engagement throughout the AGM.

Yours sincerely,
 Terry Richardson

[A new year and positive new beginnings for global dairy farmers](#)

As a challenging 2020 draws to a close, the global outlook for dairy is optimistic thanks to strong commodity prices, forecast economic growth in many regions and improving consumer sentiment, according to agribusiness specialist Rabobank. [Read the full report here.](#)

\$4.45m boost to seasonal and regional workforce



There are subsidies and incentives available for job seekers and employers as part of the program. These include:

- A Regional Jobs Support and Incentive Program for students to subsidise cost burdens and address impediments faced by students in taking up regional tourism and hospitality jobs. There will be two categories based on distance from the city - with up to \$500 available for inner regional areas and \$2,000 for outer regional areas, for a minimum of six weeks' work.
- A Regional Workforce Coordination and Collaboration initiative consisting of in-region facilitation to collectively support workers moving to regions to be delivered through the state's eight Regional Development Australia (RDA) Boards across the state.
- A support program to reduce the cost to industry for Medi-Hotel quarantine for Pacific Island workers.

- A promotion and awareness campaign, including events to drive worker recruitment and attract workers to seasonal and regional work vacancies in South Australia

The State Government has [announced a \\$4.45 million support package](#) to help boost and fill seasonal and regional workforce vacancies across South Australia over the next six months.

The new Seasonal and Regional Workforce Program, recognises the significant impact of COVID-19 restrictions and border closures on reducing the pool of available workers to the agriculture, tourism and hospitality sectors in regional South Australia. The program will provide much needed support to connect those seeking work with positions available.

This announcement follows the successful Seasonal Jobs SA website launched in May to help connect seasonal workers to essential agricultural jobs in South Australia. This is especially important for the primary industries sector, with up to 9000 workers expected to be needed across the industry before January to help harvest crops.

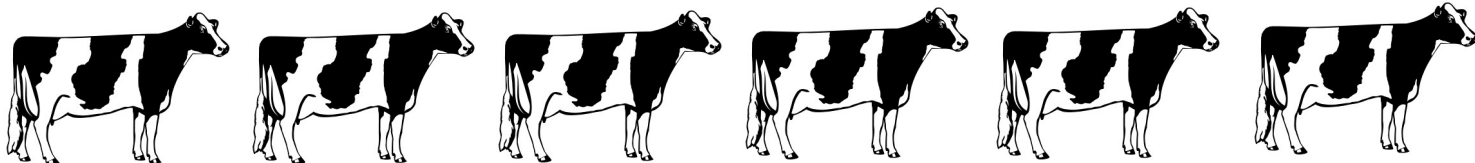
The establishment of a Regional Workforce Advisory Group to monitor progress of the overall program including matching demand to supply, addressing issues and to provide advisory support.

"To have more than 80,000 people visiting the Seasonal Jobs SA website is a great result and with plenty more jobs available in the coming weeks and months we want anyone who has had their employment affected by coronavirus to look into it."

To support the program, a redevelopment of a Seasonal Jobs SA website is underway to expand it to a Seasonal and Regional Jobs SA website. The site is set to launch in the coming weeks, along with a promotional and awareness campaign, to put a spotlight

on jobs that are in demand across primary industries, as well as regional tourism and hospitality roles.

To keep updated as the program develops, visit: www.seasonaljobs.sa.gov.au, and for specific information about the Regional Jobs Support and Incentive Program visit <https://business.sa.gov.au/regional-jobs>



2021 DairySA Central Conference

THURSDAY 18 MARCH 2021
McCracken Country Club, Victor Harbor

Issues note Fall armyworm (FAW) is an emerging pest first detected in Australia in February 2020 that has the potential to negatively affect several agricultural sectors including the dairy industry. The pest, which originates in the USA, is reported to feed on over 350 host plants and can cause significant damage to many crops, in particular maize, sorghum and C4 pastures.



New fair trading law needed to enhance Australia's perishable agricultural markets

10 Dec 2020

Australia's perishable agricultural goods markets need a new fair trading law to address harmful practices arising from bargaining power imbalances that are not covered by current laws, the ACCC has found.

The ACCC's [Perishable Agricultural Goods Inquiry Report](#), released the introduction of an unfair trading practices prohibition, and the strengthening of the small business unfair contract term protections and the Food and Grocery Code of Conduct.

The ACCC has recently published;

[Dairy Code: initial observations on compliance.](#)

This is an update outlining our views on dairy processors' compliance with the Dairy Code of Conduct, one year since the Code came into effect and six months since processors were required to publish their standard form milk supply agreements.

Crucial checkpoint finds Basin Plan cushioned Murray-Darling from worst drought on record, but more effort is needed.

The Murray-Darling Basin Authority's review of the Basin Plan shows there has been good outcomes since the Plan's inception in 2012, while also highlighting the need for more effort to achieve a healthy Basin that supports prosperous industries and communities.

MEMBER UPDATE DECEMBER 2020- BROADACRE AND DAIRIES

As we approach the end of an unusual and difficult year there are changes to the Pastoral Award 2020. Copies of the previous Pastoral award 2020 will not apply from now on, but entitlements such as underpayment of wages that may have occurred prior to now will apply.

Pastoral Award 2020 - changes re allowances and calculation of overtime.

Recently the annual wage review 2019/2020 resulted in adjustments to some expense related allowances in the Pastoral Award. This means that some expense related allowances have changed with effect from 1st pay period starting on or after 30th November 2020.

The decision was unfortunately was not available until more recently. Attached are two attachments dealing with the changes to allowances effective from the first pay period commencing on or after 1st November 2020 and the

method for calculating overtime and in particular for casual employees.

Calculation of Overtime

The Award as confirmed the formula for calculating overtime. The calculation for casual employees involves using the fulltime rate, plus the overtime %, plus the 25% casual loading based on the fulltime rate. The Award provision appears in Attachment C.

Christmas & Social Events

As Christmas celebrations are around the corner, employers need to make sure employees aware that they are to remain safe both during and after the Christmas party.

Alternative transport arrangements should be made before the day of the work Christmas Party to discourage drink driving.

The employer and employee have a mutual obligation to ensure employees who drive after the party are fit to do so. This may result in the employer arranging alternative mode of transport for the employee who is not fit to drive in accordance with the road laws.

Employers' have a duty of care to take reasonable action to ensure that they inform all staff that inappropriate behaviour and breaches of the employers' instructions may result in disciplinary action including termination of employment.

A memo to employees as soon as possible can be issued to ensure that all employees so that they are aware of their obligations.

Please find full updates on our website [here](#).



Funding for dairy businesses to improve energy efficiency, reduce energy costs and lower energy consumption

The Energy Efficient Communities Program – Dairy Farming Business Grants provides dairy farming businesses with grants of up to \$20,000 to improve energy efficiency, reduce energy costs and lower on-farm emissions.

The objective of this grant opportunity is to support Australian dairy farming businesses to save energy through:

- replace existing equipment with higher efficiency equipment
- install or replace existing system run more efficiently
- carry out on-farm energy audits
- carry out monitoring of energy usage and emissions



SADA was pleased to see **34** of our great South Australian Dairy farming members receive more than **\$595k** in grant monies through this program. Together with ADF we were keen advocates for the program and delighted with the support South Australia received.

We'd like to receive your snapshot of your innovative project if you'd like to share a photo during constructions or at completion, let us know if you get stuck or need a hand with the project implementation.

Around the grounds

- John and Ash met with La Casa Del Formagio around Block Chain and Traceability.
- Ash met with Melanie Wishart for the NGTAG Steering committee to discuss the recent NGTAG and to finalise the 2021 NGTAG calendar including Steering Committee meetings and lock in the engagement model including speakers for the first meeting of 2021.
- John had the final ACCC Dairy Consultative Committee meeting.
- Andrew met with Melissa Hunter and Geoff Raven for their fortnightly catch-up.
- The Board and Staff had the December Face to face board meeting followed by a Dairy Industry Cocktail party, it was a great opportunity to touch base with many local MP and Minister Basham. Including; Clare Scriven, Terry Stephens, John Darley, Adrian Pederick, David Ridgway, Nicola Centofanti, Troy Bell and Nick McBride.
- Andrew, Alyssa, John and Nick with Joe Keynes and Allan Piggott from Livestock reviewed the SADA/Livestock SA MOU. The group decided to organize an external audit on both organisations.
- Andrew and John Elferink attended the PPSA PIRSA quarterly meeting. There was a seasonal outlook from the Bureau of Meteorology and a presentation from DEW on the carbon farming roadmap. There was also details on the State Budget, drought assistance (ongoing and recovery), bushfire response and arrangements for this summer, as well as the proposed adoption and innovation hub.
- Ash and John met with VinoTrust is finalise costs for the traceability project and discuss next steps for the New Year. An application will now be written and submitted to SADIF.
- John and Tom continue to work with a dairy farmer to advance a methane capture project.

BushFire: Risking underinsurance

CHECK YOUR INSURANCE POLICY

What hazards is your home exposed to? Does your insurance policy cover those risks? Talk to an insurance professional to ensure you understand exactly what your insurance covers. If you would like to review your insurance policies or you would like further information about the risks of underinsurance, contact your WFI local area manager.



1300 934 934 or visit wfi.com.au
Good people to know.

Australian Dairy Industry In Focus 2020
report now available